

Almanac

Tuesday, October 8, 1991

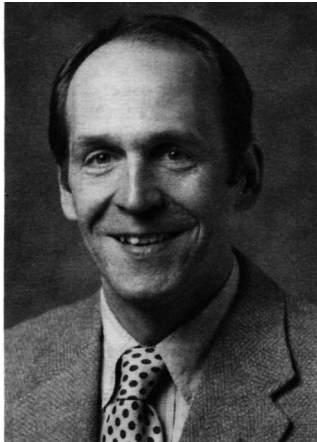
Published by the University of Pennsylvania

Volume 38 Number 7

INSIDE

- SEC Actions 10/2/9, p. 2
- Penn's Way, p. 2
- Trustees, A-1 Assembly, PC Views, p. 3
- SAS Dean's Search; Recycling, p. 4
- Speaking Out (Smith I/AST), pp. 5-7
- For Comment: Proposed Comprehensive Policy on Harassment, pp. 8-10
- Council: Steering Annual Report, Summary of Actions, pp. 11-13
- Nassau Fund, p. 14
- 25-Year Club, p. 15
- Deaths, p. 15
- CrimeStats, Update, p. 16

Custom Foto



Professor Burbank

Law Chair: Stephen Burbank

Professor Stephen B. Burbank, national expert on civil procedure and judicial discipline, has been named the first Robert G. Fuller, Jr. Professor of Law at the Law School, Dean Colin Diver has announced.

Professor Burbank came to the University as University General Council following his clerkship to Justice Warren Burger during the 1974-75 term. In 1979 he joined the Law School faculty as associate professor, became associate dean in 1983, and was named full professor in 1986.

Professor Burbank is a graduate of Harvard College, *summa cum laude*, and the Harvard Law School, where he graduated first in his class. He is the principal author of *Rule 11 in Transition: the Report of the Third Circuit Task Force on Federal Rule of Civil Procedure 11* (American Judicature Society, 1989), reflecting the work of the Task force on Rule 11, a controversial rule of federal procedure designed to deter costly and meritless maneuvers in civil litigation through the imposition of sanctions. A nationally known expert on judicial discipline and accountability, Professor Burbank has presented invited congressional testimony on this subject and on other issues in federal litigation. As a result of the adoption of professor Burbank's recommendations to Congress, a National Commission on Judicial Discipline and Removal has been established, and the Speaker of the House of Representatives named Professor Burbank to the Commission.

Robert G. Fuller, '64 L, endowed the new chair in 1989 "to honor the qualities that he associated with the faculty members who made the greatest impression on him as a student demanding classroom teaching, probing scholarship of direct relevance to the practicing bar and bench, and service to the profession," Dean Diver notes. "These qualities are perfectly exemplified in Steve Burbank's scholarship and teaching."

Pamela Foa



Dr. Guyer

To SAS Endowed Chairs: Paul Guyer, William Telfer

Dean Rosemary Stevens of the School of Arts and Sciences has announced the appointment of two members of the SAS faculty to newly-established endowed chairs of the School.

The Class of 1939 Professor in the Natural Sciences is Dr. William Telfer, professor of biology, who has been at Penn since 1954. He is the first holder of a chair that is itself a "first" [see below, right].

Dr. Paul Guyer, professor of philosophy since 1983, is the first to hold the new Florence R.C. Murray Professorship in the Liberal Arts. The Murray Professorship comes from the Florence R.C. Murray Charitable Trust, set up in 1980 on the death of Ms. Murray, a philanthropist whose interests included schools and hospitals. The trustees of her fund presented Dr. Hackney with a \$1.25 million check last week to endow the chair in her name.

Both of the new chairholders are distinguished international figures in their fields, Dean Stevens said, and both were chosen by their departments last year after then-Dean Hugo Sonnenschein issued two calls—one to all departments in the humanities for nominees to the Murray chair, and the other to all natural science departments for the Class of 1939 professorship. Both selections were also endorsed by the School's Consultative Committee of tenured faculty.

Authority on Kant: Dr. Guyer is a graduate of Harvard, *summa cum laude*, who took his Ph.D. there in 1974. He was on the faculties of the University of Pittsburgh and the University of Illinois at Chicago, and was visiting professor at Princeton, before coming to Penn as visiting professor in 1982 and joining the Penn faculty as full professor the following year. He chaired the department and graduate group in 1984-89. Among other honors he has received an NEH Senior Research Fellowship, Guggenheim Fellowship and the American Philosophical Association's distinguished Franklin J. Matchette Prize.

Dean Stevens calls Dr. Guyer, "a first-rate scholar who is extraordinarily productive, and recognized as a leading authority on Kant. He has published some 50 articles and two books,

and has edited others including the forthcoming *Cambridge Companion to Kant*. Now at press is *Kant: Aesthetics of Freedom* (Cambridge), a collection of Dr. Guyer's published and unpublished essays. Work in progress includes a new translation, with Allen W. Wood, of Kant's *Critique of Pure Reason*, in the Cambridge series of which Dr. Guyer is general co-editor.

Leader in Oogenesis: Dr. Telfer is a Reed College alumnus who also took his Ph.D. at Harvard, in 1952, and was a Junior Fellow there until he became assistant professor of zoology at Penn in 1954. Moving to associate professor of biology in 1960, he became full professor in 1974, and chaired the department from 1972-76. An international authority on insect physiology and biochemistry, Dr. Telfer has focused on oogenesis (egg formation) in the *Cecropia* moth, Dr. Stevens said; she called him "a master teacher whose enthusiasm and concern for his students make him an exemplary member of the University's faculty."

He has been a holder of the Guggenheim, NIH and NSF Fellowships, a member of the Marine Biology Lab at Woods Hole, and winner of Tubingen's prestigious A. von Humboldt Prize in 1977. The author of *The Biology of Organizations* (Wiley, with D. Kennedy) and numerous papers.

Class of '39: A First

When the Class of 1939 set out to be the first reunion class ever to endow a chair—and set a 1989 "stretch" goal of \$1.25 million to do so—the Class leaders said "Great professors make great universities." And they pointed to two classmates who had become outstanding Penn faculty members—E. Digby Baltzell and Arleigh P. Hess, Jr. Chairing the committee that spearheaded establishment of the chair were Janice Smith Bers (who with her husband, Trustee Julian S. Bers, had earlier established two endowed chairs in SAS) and Adolph B. Kurz, with Emil C. Hess and Emeritus Trustee Reginald H. Jones handling special gifts.

SENATE

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair Louise Shoemaker or Executive Assistant to the Chair of the Faculty Senate Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Actions Taken by the Senate Executive Committee Wednesday, October 2, 1991

1. Faculty Salaries. The Provost described the budget cycle, the details of the \$18.6 million cut in the state appropriation, and the restoration of the appropriation. SEC members expressed strong objections that \$1.5 million will be returned to the schools and earmarked for one-time expenditures in the schools rather than for faculty salary increases.

2. SCAFR. Nominations were made to fill a 1-year vacancy.

3. Consultative Committees. Concerns about the structure of and the faculty voice in consultative committees to select a dean were referred to the Senate Committee on the Faculty for review, with recommendations due back to SEC this academic year.

4. Selection of Associate Deans. It was moved and adopted to instruct the Senate Committee on the Faculty to recommend a mechanism for faculty input in the selection of anyone whose title includes the word dean.

5. Misconduct in Research Policy. Following discussion of a letter from the Penn Chapter of the AAUP it was moved and adopted to refer the letter to the Senate Ad Hoc Task Force on a Speedier Just Cause Pro-

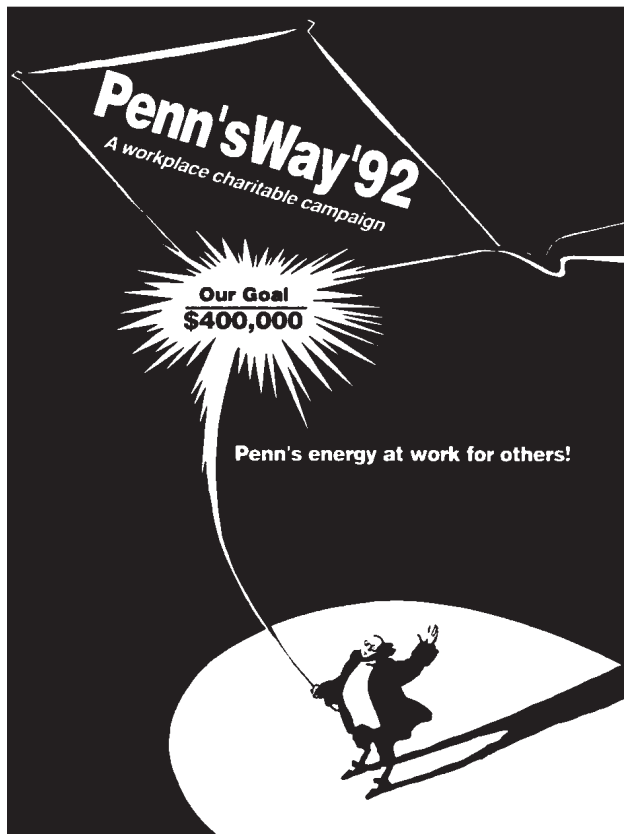
cedure and to the Senate Committee on Conduct for initial evaluation and recommendation on what each committee can undertake.

6. Preliminary Discussion of the Report on Uncapping Mandatory Retirement Age. A summary of the task force report included: the general conclusion that uncapping retirement age (effective 1/1/94) is neither expected to increase the average age of the standing faculty by much, except in a few departments, nor impair recruitment of junior faculty; rising benefits costs are of concern and the task force recommended a benefit neutral program; the need to improve the environment for retiring faculty including increasing the appeal of part-time teaching; anticipated changes resulting from uncapping do not warrant use of university wide faculty performance reviews or alteration of the existing tenure policies.

Points raised in the extended discussion were: the suggestion to ask present faculty what they want upon retirement; the need for recommendations from an all faculty group; concern about defined benefit versus defined contribution and the loss of benefits; renegotiation of various faculty arrangements and a diminution of collegiality; the need for the University to retain a focus on quality of teaching and programs rather than on faculty estates; the requirement of developing plans that adhere to the spirit and the letter of the federal law. The consensus was that more discussion was required that would lead to a carefully thought out plan, and that the report should be published in Almanac for the entire faculty to review and discuss among themselves.

It was agreed that the Senate Committee on the Faculty should review the task force report and consider faculty concerns in greater detail. The Senate Committee on the Economic Status of the Faculty was also asked to be alerted to erosion of faculty benefits resulting from uncapping mandatory retirement age.

Penn's Way '92: A Message to Faculty and Staff



Mr. Franklin and his kite figure in the '92 logo for Penn's Way. Above, the cover of a 28-page illustrated booklet on the campaign and the University's thirteen partner organizations. The campaign opens October 30.

Penn's Way '92 marks the University's first fully-combined, workplace charitable organization campaign in which 13 fundraising organizations are participating. This year's goal—\$400,000—is the highest ever, and reflects both the tremendous success of last year's campaign and the growing need of many Philadelphia-area residents.

The Leadership Campaign nucleus fund is currently in progress and will run until the University-wide Penn's Way kick-off of October 30. Penn's Way '92 will officially end on Dec. 31. We are counting on the involvement of Penn leaders to provide momentum and inspire the entire Penn community to even higher levels of giving.

As always, the success of Penn's Way '92 is up to you—Penn faculty and staff, serving as volunteers and donors. Together, we can all work to set new records of University support for the many people in our community who need it.

The Penn's Way '92 Campaign Committee

Raymond Fonseca, Chair

John Kuprevich, Vice Chair

James Galbally
Natalie Giuliano
Linda Hyatt
Fran Kellenbenz

Sandra Laster-Morgan
Diane Long
Barbara Murray
Bonnie Ragsdale

Barry Stupine
Donna Waselus
Judy Zamost

Penn's Way '92 Partner Organizations:

Black United Fund of Pennsylvania
Bread and Roses Community Fund
Catholic Charities Appeal
Children and Youth at Risk Fund*
Elderly Services Fund*
Family and Community Services Fund*
Hungry and Homelessness Fund*
Jewish Federation of Greater Philadelphia—Local Services
Local Health Agencies Fund*
Specific Care, Inc.*
United Negro College Fund
Woman's Services Fund*
Women's Way

* managed by United Way

Trustees: October Meetings

Following is the schedule of meetings for the full board of Trustees in October. Members of the University may register their interest in attending by calling the Office of the Secretary, Ext. 8-7005.

Thursday, October 10, 1991

9:15 to 10:30 a.m.

Academic Policy—Woody Seminar Room, Van Pelt Library

University Responsibility—Gates Room, Van Pelt Library

10:45 to Noon

Budget and Finance—Room 2, Faculty Club

Friday, October 11, 1991

10:15 to 11:45 a.m.

External Affairs—Tea Room, Faculty Club

Student Life—Gates Room, Van Pelt Library

2:30 to 3:30

Stated Meeting—Hoover Lounge, Vance Hall

Educational Opportunities: October 23

The A-1 Assembly's first program of the year for University professional staff is "Getting the Most Out of Being Here: Educational Opportunities for Penn Employees," scheduled Wednesday, October 23, from noon to 1:30 p.m. in Room B13 of the Chemistry Building, 3301 Spruce Street.

Representatives of schools throughout the University and recent employee graduates from undergraduate and graduate programs will describe what is available to University staff, who is eligible and how to apply. The staff tuition benefit will be discussed.

Note: Any school, center or program representatives who would like to be part of the panel presentation are asked to call Linda Hyatt at 898-2550 by *October 16*.

Campuses Aren't Besieged by Politically Correct Storm Troopers

by Sheldon Hackney

Is speech still free on campus, or has it been snuffed out by ideologues of the left? A heated debate over that important question is currently raging in the popular press and on television talk shows in the guise of a discussion of "political correctness," or "PC"—a term of derision used to mock the alleged sheeplike conformity or college communities to the latest fashionable orthodoxy prescribed by some political interest group or the leaders of a trendy intellectual movement.

Visions of "thought police" and "political extremists" roaming campuses were summoned up by President Bush himself in his May commencement address at the University of Michigan. Indeed, the hottest thing in print right now may well be *Illiberal Education*, a polemical book by Dinesh D'Souza that purports to document the choke hold of liberals on the intellectual life of universities. The innocent spectator is likely to think that storm troopers of the politically correct have captured university faculties and administrations.

Happily, I can report that such fears are greatly exaggerated. There are two warring factions on the contemporary campus battlefield: cultural dissidents to the left and traditionalists to the right. However, the largest camp (in which I include myself) resides somewhere in no-man's land (excuse me...no person's land), ducking the shrapnel from the PC bombs exploding in the popular press.

On the most obvious level, the "Great Debacle" is about the use of the university as a conscious instrument of political action.

It is absolutely clear that the classroom must not be a place for indoctrination. There are longstanding principles of professional responsibility that bind teachers in that regard and that are violated by faculty only at their own peril. Though there is always a danger of abuse in any teacher-student relationship, the real frequency on college campuses is exceedingly low.

That is not the impression one would get these days from reading newspapers, which are filled with eyebrow-raising reports of university officials muzzling student speech.

One anecdote that has appeared in articles and columns across the country, and even makes an appearance in the pages of the recently proposed "Collegiate Speech Protection Act," regards an incident at the University of Pennsylvania in which a Penn administrator is alleged to have reprimanded a student who was serving on a committee planning a program on racial, ethnic and cultural diversity. The student has referred to her "regard for the individual," and the young administrator pointed out that the term was a "red-flag" phrase today that is considered by many to be racist.

What the reports of the incident neglect to say is that the exchange took place in private correspondence between two committee members and that the exchange served as a catalyst for a lively debate among the entire committee about the "individual" versus the "group" experience.

What was actually a great example of a free and open exchange of ideas among members of the university community on a very complex and timely issue has been misconstrued repeatedly as an example of censorship. The true story is an accurate reflection of the university as a place where all voices can be heard.

A second and fundamentally worrisome aspect of today's academic debate begins with the assertion that every statement is a political statement. Instead of asking whether a statement is true, proponents of this view contend that the proper question is: Whose interests does it serve?

However abstract and arcane this argument sounds, it is important to all those who think that some statements are more true than others, that there is a qualitative difference between the rap lyrics of Public Enemy and a work by celebrated contemporary poet Galway Kinnell, and that however wide the chasms of race, class and gender may be, they can be bridged by human understanding.

On the third level, the Great Debacle is about the primacy of Western civilization in the curriculum. Though this is a very interesting and important discussion in its particulars, the principles on which a solution can be based are very clear, at least to those for whom compromise is not a dirty word.

Certainly, we cannot lose sight of the great works and large themes of European history, but just as certainly we need to familiarize our students with the languages, literatures, histories and cultures of non-Western peoples and of American minority groups.

Penn's founder, Benjamin Franklin, intended that education be not only "ornamental," but "practical" and applicable to the times, a philosophy that guides the university even today. To teach in 1991 the same physics that was taught in 1953 would be an absurdity; to think that Homer can be taught in 1991 just as it was taught in 1953 is equally absurd. Contrary to popular opinion, the curriculum has never stood still.

We live in the midst of a knowledge explosion, a world that is shrinking in numerous ways, and an America that is growing rapidly more culturally diverse. I believe it is possible to respond appropriately to the changing needs of our times while retaining a firm hold on the cultural heritage of this country.

Yes, there is political correctness on campus. No, it is not dominant and does not go unchallenged. Indeed, the debate itself is the best sign that universities are still open to all views. That is just as it should be, for to fulfill its education mission, a university must not be captured by any orthodoxy—except a devotion to freedom of inquiry.

Ed Note: President Hackney's comments appeared on the op-ed page in the *Philadelphia Inquirer* of Thursday, October 3.

Final Report of the Consultative Committee on the Search for a Dean of the School of Arts and Sciences

President Hackney and Provost Aiken convened the Consultative Committee on the Search for a Dean of the School of Arts and Sciences on February 27, 1991. The Committee completed its work on July 16, 1991 with the appointment of Rosemary A. Stevens as Dean of the School of Arts and Sciences and the Thomas Sovereign Gates Professor.

Dr. Lawrence F. Bernstein, professor of music, served as chair of the committee. Other members of the committee were Dr. Beth E. Allen, professor of economics, Dr. David P. Balamuth, professor of physics, Dr. Mary Frances Berry, Geraldine R. Segal professor of history, Dr. Rebecca W. Bushnell, associate professor of English, Dr. Gloria Twine Chisum, alumna and representative of Board of Overseers, Mr. Niranjana S. Karnik (C'93), Dr. Marvin Lazerson, Dean, Graduate School of Education, Ms. Julie Pearce, Ph.D. candidate, department of anthropology, Dr. Samuel Preston, chair and professor of sociology, Dr. John P. Sabini, director, graduate studies and professor, department of psychology.

The committee solicited nominations from faculty members, alumni, SAS overseers, and faculty members at comparable schools. Ads for the position appeared in the Chronicle of Higher Education (April 10, 1991) and The New York Times (March 31, 1991).

Individuals met with the committee to provide advice on the search process and the needs of SAS. The committee developed a list of criteria

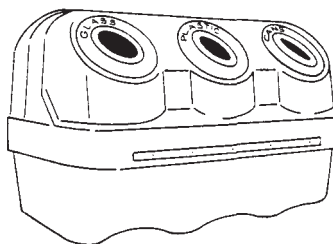
it hoped to find in candidates. Among the principal qualities sought were standing as a scholar, sensitivity to disciplines outside his or her own, commitment to undergraduate and graduate education, administrative experience, commitment to affirmative action, sense of vision for SAS, ability to communicate the goals of the school externally, respect for process, and ability to allocate scarce resources fairly.

The committee considered 48 external candidates. Seven of them were nominated from within the University; the rest were either nominated externally or applied in response to the advertisements. Twenty-eight internal candidates were considered. Some of the latter were nominated by the faculty, some were suggested by the president and the provost, and the candidacy of others was generated from within the committee.

The committee met 20 times. The first and last meetings were with the president and the provost. Of the pool of candidates, 16 were interviewed. At the conclusion of this process, the committee made a set of recommendations to the president and provost resulting in the appointment of Dr. Rosemary A. Stevens as the sixth Dean of the School of Arts and Sciences. Among her other strengths, the committee believes she will bring to the deanship intellectual excellence, administrative skill, and extraordinary sensitivity.

—Lawrence F. Bernstein, Chair

“Like the trees we’ve saved... We’re Growing”



This slogan above is on a new flyer being distributed by the Environmental Services/Department of Physical Plant. Its aim is to let the University community know that in addition to recycling mixed paper, the University is expanding the scope of its recycling efforts to include glass bottles, jars, cans and plastic bottles.

New collection containers will be installed this week at three locations: Towne Building at the Engineering School; Locust Walk at Steinberg Hall-Dietrich Hall; and Graduate Towers.

The white fiberglass receptacles will have three separate openings as shown in the sketch above—one for glass bottles of any color; one for plastics (such as milk, juice and soda bottles and detergent and shampoo containers that have the recycling symbol with the number 1 or 2 on them); and one for cans, steel and aluminum.

Already Number One: The University is the top institutional recycler in the state and was honored by Mayor Goode last Thursday in recognition of “its leadership role in commercial recycling which has reduced the need for landfills and emphasized the importance of recycling.” Norman O’Connor, director of facilities services, Physical Plant and Al Pallanti, recycling coordinator accepted the tribute which noted that Penn has “pioneered commercial recycling in the City of Philadelphia...” and “complied with state and local recycling legislation prior to their formal effective dates. These actions have resulted in a reduced need for landfills, thereby helping to extend these resources.”

Penn’s recycling program began last year and has more than tripled in scope already:

from an average of 60 tons of mixed paper collected per month in 1990-91, to 195 tons collected just this September. Mr. Pallanti notes, however, that September is a peak month because of move-in trash, so the average may not be that high all year.

The Bookstore is now recycling about 95% of its paper items, including cardboard which is recyclable and must be recycled, Mr. Pallanti stressed. He also cited Dining Services for its efforts to reduce the wastestream by purchasing food grinders to eliminate food garbage. About 50% of their wastestream is corrugated boxes which are being recycled. With leaves falling, the amount of yard waste being composted is on the rise here on campus and at the Morris Arboretum.

Another phase of the recycling program that is gaining momentum here is recycling laser printer toner cartridges. Since they are not biodegradable, it is more ecologically sound to refill and reuse them. Approximately 30 million cartridges are sold in the U.S. each year and less than 7% are being reused nationally.

At Penn, some departments have arranged for reusing cartridges through an outside vendor while others are taking advantage of the University’s in-house program, now in a pilot stage. Offices on campus can join in the pilot program by putting each used cartridge in the box that came with the new one and calling Al Pallanti at 898-4832 to arrange for a pick-up. “If the program is successful, we will expand campus-wide,” Mr. Pallanti said. —M.F.M.

Colloquium on Philadelphia and the Nation

Speakers have been announced for the Association of Alumni-sponsored colloquium on “Philadelphia and the Nation: Challenges as We Approach the Year 2000” to be held October 17 at the Law School starting at 3:30 p.m.

At 4 p.m., concurrent speakers are Dr. Theodore Hershberg, professor of public policy and history at Penn and director of the Center for Greater Philadelphia, “Philadelphia and America’s Big Cities at the Crossroads,” and Janis I. Somerville, the former Penn Vice Provost for University Life who is now Executive Director of the Philadelphia Schools Collaborative, on “Public Education in the Year 2000: What can we do today for the youth of tomorrow?”

The choice at 5 p.m. is between Annenberg School Dean Kathleen Hall Jameson’s discussion, “Women and Televised Politics,” and a presentation on “Volunteerism: Coercion or Self-Interest?” given by University Trustee Susan W. Catherwood and Lucy D. Hackney, president of Pennsylvania Partnerships for Children.

University faculty, staff and students will be admitted to the colloquium without charge. The Colloquium fee, which includes dinner is \$35, and proceeds are used to funds projects of the 79-year-old Association of Alumnae. The dinner speaker is Paul R. Rubincam, Jr., director of Intercollegiate Athletics, on “The Ivy League in Transition.”

For further information, please contact Sally Johnson, Alumni Relations, 898-8736.

Speaking Out

Smith Hall and DOD Funding

Vice Provost Barry Cooperman, seeking to quell widespread concern over the planned demolition of Smith Hall to make way for DOD-funded new construction, assures us that this is an altruistic action by the Army in the best interests of basic science; unselfishly, DOD has no further interest in this matter and no expectations of future activities in their behalf. Déjà vu! Where have we heard these kinds of excuses before? In 1966, during the protracted campus struggle to end secret DOD research projects in chemical-biological warfare (Spicerack, Summit, the Institute for Cooperative Research) at Penn, the Faculty Senate voted by an overwhelming majority to ban classified research, which necessarily included all weapons research. Despite this, President Harnwell unilaterally renewed the contracts, assuring the campus that DOD would be liberal in allowing publication and that, after all, they were supporting scientific research, not military research. It wasn't until February 1969, the time of the remarkable student sit-in involving five days of non-violent occupation of College Hall, that Spicerack and Summit were finally terminated and efforts to transfer them to the University City Science Center were abandoned. Against the background of this unique victory for humanistics, a truly revolutionary development occurred when the University City Science Center formally banned any research devoted to injuring or maiming human beings.

It appeared that this great University had turned a corner on its road to even greater status as a, if not the, leading humanitarian and humanistic major academic institution in the United States. At that time, few realized that these developments were directly in keeping with, perhaps even an outgrowth of, the historic External Evaluation of Penn begun in the early 1950's, in order to rouse Penn out of its stagnation and back on the road to excellence. The recommendations of the Board of Consultants (see the Educational Survey, vol. I, 1958-59) were as follows:

1. The University should undertake only fundamental research;
2. Research projects should be initiated by the academic staff;
3. Research results should be available for publication; and
4. The research should be that which could be supported by private resources.

As a corollary in connection with this, the Consultants commented that "The University exists for the promotion of free inquiry and the advancement of learning. The Government should look to it for aid and should support its efforts

to widen basic scientific knowledge; [the Government] should set up its own laboratories and testing-grounds for the application of that knowledge to the needs of national defense." (Hayward Keniston, *Graduate Study and Research in the Arts and Sciences at the University*, University of Pennsylvania Press, 1959, p. 106.)

The decision to demolish Smith Hall in order to construct a new chemistry lab using military funding not only represents a complete break with these historic humanistic Penn traditions but also with the equally humanistic effort to preserve the unique aesthetic features of the campus, considerably diminishing the humanistic strength of the University and profoundly disturbing the evolution of its unique moral and ethical position. If only the planned Institute for Advanced Science and Technology, by virtue of its value to Penn, the community, or the nation, merited so great a sacrifice. In fact, however, neither the plans nor their justification are of sufficient merit or substance to warrant even a far less drastic amputation of Penn's "body and soul." The justifications cannot be regarded as much more than picayune and are of dubious validity. Contiguity of research scientists is at best a minor convenience, but basically irrelevant with regard to essential scientific communication. Very few scientists seek contiguity as necessary for their research, as pleasant as occasional exchanges may be. Many scientists prefer relative isolation for their own work; where collaborative research is desired or valuable, it in no way depends on proximity. The instances in which scientists actively seek advice generally require the expertise of someone working in the same specific area, if not on the very same project; close-by colleagues are unlikely to be of any assistance. Other justification for the planned Institute, such as centralization of support and service facilities, accounting for ca. 1/4 of space, hardly justify demolition of an historic building, particularly when the building in question could be remodelled to house all such centralized services. Centralization

Penn's Way: Call for Information

Do you volunteer with an organization funded by a Penn's Way '92 partner (see the list on page 2)? If so, we are interested in hearing from you.

Tell us how dollars raised through this year's campaign could help support your work. Please direct all correspondence to Donna Waselus, News & Public Affairs, 410 Logan Hall/6387.

—The Penn's Way '92 Campaign Committee

of advanced equipment, requiring special construction, hardly justifies razing a building, when rearrangement of the existing pool of space in Chemistry and Smith could undoubtedly accommodate the new, advanced equipment.

At the outset, as a person familiar with the growth and ramifications of science and the need for increased interaction between basic and applied research, I welcomed the concept of the Institute as filling a real need. But when I read of the proposal and reviewed the detailed plans, I was appalled; this limited design, far smaller than many similar institutes at peer institutions, could not realistically fulfill its function. It was to house five research centers of excellence, any one of which would require 1/3 to 1/2 the total space to fulfill its goals, in a building in which major space was already allotted to centralized service and operational functions. Unless these Centers were conceived merely as administrative headquarters, the five centers on their own could easily fill the total space of the Wistar Institute. Any degree of excellence in carrying out such broad, important functions as technology transfer, centralized computer/information resource/cognitive sciences, and the adequate expansion of chemistry or bioengineering, would quickly overcrowd the new quarters and retard the pursuit of excellence central to the program.

In my own view, the University ought to abandon the present design and go back to the drawing board and produce a new set of plans appropriate to centers of excellence for the 21st century, capable of meeting the continued explosive expansion in biotechnology, information and artificial intelligence, while at the same time providing proper expansion of chemistry in its own right.

—Robert Rutman, Emeritus Professor of Biochemistry/Vet

Ed Note: In response to Dr. Rutman, Dr. Cooperman refers readers to his statement, "Department of Defense Funding for New Research Facility," *Almanac* September 17, 1991, p. 7.

Smith Hall and History (continued)

In his attack on the historical value of Smith Hall (*Almanac* July 16), Dr. George Thomas makes inaccurate statements that cannot go unchallenged.

Dr. Thomas' case rests on the allegation that Smith Hall—originally the Hygiene Laboratory—is less significant as an early laboratory than other buildings on Penn's campus. He points first to the Hare Laboratory, which was built in 1878 and demolished to make way for Williams Hall. Second, he points to the Wistar Institute, which was built in 1894

(Dr. Thomas erroneously dates it 1892). It survives in much altered form as the east end of a vastly altered facility. Dr. Thomas alleges that Hare and Wistar, not Smith, were the workspaces in which modern experimental research was established as an academic activity. This is not the case.

Take Hare Lab: it was built to provide classroom space for giving medical and dental student exercises in elementary chemistry. Since medical and dental schools still took students out of high school or grade school, these exercises were of the most rudimentary sort. Hare Lab was not designed for research or for training researchers. Its "laboratory" was in fact a large classroom occupying the entire second floor and accommodating several hundred students. There was nothing in the internal or external architecture of Hare Lab that was specific to the needs and ideals of modern research or expressive of its ideals. Hare was a collegiate classroom building in the academic Gothic style of College Hall, adjacent to it.

Some research was later done in Hare lab, for a few years, in improvised laboratories on the third floor. So, too, was scientific and engineering research done in College Hall, in awkwardly converted classrooms. But neither building was designed for the purpose of research, as was the Hygiene Lab, and a few others of the same period, notably the Pepper Clinical Lab (1895), now, alas, demolished. The contrast between these two could not be more striking: the collegiate buildings of the 1870's and the dedicated laboratories of the early 1890's. The Hygiene Lab—Smith Hall—was built specifically and solely for doing research and training researchers. Its architecture was expressly designed to reflect those purposes.

The case of the Wistar Institute is a little different, but the point is the same. The original Wistar building was not a laboratory at all, but a medical museum. It was built to house and display what remained of the Wistar Collection after part of it was destroyed by fire in the old medical building (now Logan Hall). The major portion of the Wistar Building was devoted to a museum hall, with high ceilings and rows of display cases, plus a public vestibule and public lavatories. Much of the remainder of the building was devoted to an elegant panelled office for the director, and a live-in apartment for the museum's janitor. It was not a laboratory but a public museum, and for that purpose was reflected both in its internal architecture and its external appearance.

The building's donor, Isaac Wistar, and the Institute's first director, Horace Jayne, did hope that research would be done with the museum collections in the deed of gift. Unfortunately, both men held a view of medical research that was already antiquated. A new generation of

active clinical researchers had little use for collections of skeletons, monstrosities, and babies in bottles. Modern medical research was not static and descriptive but dynamic and functional: it was done in laboratories of physiology, clinical chemistry and hygiene, not medical museums. Indeed, it is not exactly clear where research was meant to be done in the new museum.

There are no rooms designated for research in the original blueprints. Research of a sort may have been done in a small autopsy room in the basement, as it was in many hospitals.

Not surprisingly, little research was done in the Wistar Institute for over a decade, until Jayne was replaced by a younger generation of experimental biologists. Then, as with College Hall or Hare, spaces for research were improvised in a building designed for something else. Meanwhile, medical research was done and medical researchers trained across Spruce Street in the Pepper Clinical Lab (1895). Had Provost Pepper been able to control his stubborn and old-fashioned patron, the Wistar Institute might have been designed differently—more like Smith Hall, perhaps. It might then have been able to fulfill Pepper's vision of medical research. But Pepper could not call the shots, and he had no like-minded allies like John Shaw Billings, Henry C. Lea, and Edward Collins. Wistar was a museum, ill-suited to research, already outdated and peripheral on the day it opened its doors.

How striking is the contrast between the Hare and Wistar on the one hand, and Hygiene Laboratory—Smith Hall—and the now-demolished Pepper Lab on the other. It was in facilities like Smith Hall that the research revolution took place. They were designed for doing research and training researchers. The values of modern experimental science were embodied in their architecture.

Dr. Thomas should not be blamed too much for failing to get the story straight. Clearly he has done a good deal of work digging up the basic facts, and he deserves credit for that. Unfortunately, however, he lacked a broad historical knowledge of how science, public health, and higher education developed in the late-19th Century America, and as a result, he misunderstood the real meaning of the facts. We must assume that he believes what he says to be true and is not just saying what the University officials who hired him want to hear. But he is wrong nonetheless. The real blame, however, lies less with Dr. Thomas than with the University officials who, in their eagerness to get on with their pet project, fail to hear and weigh opposing views.

—Robert E. Kohler, *Professor of History and Sociology of Science*

Ed. Note: Dr. Thomas's reply to Dr. Kohler begins at right after the letter from Dr. Peters, which is also addressed in Dr. Thomas's response.

Another Voice on Smith

The level of historical argument for and against the demolition of Smith Hall has been gratifyingly high and has presented us with a view of the fabric of the University and its meaning that we all too rarely get. I should like to offer another bit of history that has not been much touched upon in the debate.

When Provost Pepper asked the physician S. Weir Mitchell to sound out Henry Charles Lea about Lea's willingness to fund a public hygiene laboratory, Mr. Lea agreed—but only upon conditions. Lea insisted that the University extend the medical curriculum by one year and that a substantial component of the extended year be a curriculum in public hygiene. Lea also supervised the design and equipping of Smith Hall - an example of donor control that most modern universities would be reluctant to allow. Collins was hardly Lea's "family architect" since Lea was one of the largest real estate fortunes in Philadelphia history. Lea built Smith as prudently as he could, using talent he already had at hand for a specific purpose.

Mr. Lea was not only a historian of great distinction, but a former trustee of the University and an accomplished scientist in his own right. He understood the purpose of Smith Hall professionally, but he also understood that universities sometimes need to be prodded, and prodded he did, very successfully. Since the function for which Mr. Lea built Smith Hall has been removed, I think it is safe to say that Mr. Lea, if asked, would readily agree to its demolition. Lea was not a sentimentalist about functional architecture, and he knew that universities had and have changing needs. It may be a bit speculative on the part of Mr. Lea's biographer to suggest it, what with the danger of committing the intentionalist fallacy, but I think Mr. Lea would approve of the demolition, just as he quickly perceived the need for its creation. He would indeed acknowledge its distinguished history and appreciate its present function, but he also knew what scientists need as well as anyone in nineteenth-century America, and he also knew that needs change and that University property must serve the University's present needs whenever possible.

—Edward M. Peters
Henry Charles Lea Professor of History

Dr. Thomas Responds:

Dr. Kohler puts words in my mouth when he claims that I have stated that "Hare and Wistar, not Smith, were the workspaces in which modern experimental research was established as an academic activity." I have never made this or any similar statement, either in my expert testimony or in a previous response to Dr. Kohler (*Almanac* July 16, 1991). Rather, I have pointed out that there were other earlier buildings that served

this role both at Penn and elsewhere, that Smith is not in fact the lone survivor of its generation, and for that matter that Smith was not particularly revolutionary, but rather it reflected the design practice of a previous generation which was in fact well represented on the Penn campus and elsewhere. Dr. Kohler now reiterates his claim that Smith is unique because its design expresses its purpose as a lab. This has been refuted in the July 16 *Almanac*, where it was noted that most of the designs of Smith's architects from this period ranging from shop fronts and type foundries to a tooth factory on Spring Garden Street are very nearly identical in form, motif and character. In point of fact, in Frank Furness's Philadelphia, where functional expression had been raised to an art form (see George E. Thomas, Jeffrey A. Cohen, Michael J. Lewis, *Frank Furness: The Complete Works*, New York, 1991), the Collins and Autenrieth lab looks plain but not particularly lab-like. Nor is Smith even locally unique in being designed so that the students could use it to test assumptions about heating and ventilation. The dedication address in the previous year for the nearby Drexel Institute made the same claim.

In his letter, above, Dr. Kohler now claims that Smith was important because its private research labs were tailored to the new professional researcher pursuing new knowledge rather than merely as a place for repeating rote experiments as a prelude to practice. By these standards, it is true that the Hare labs of 1878 forms a transition (albeit an early one that marks Penn's unacknowledged contributions in medical training). But to claim that "There was nothing in the internal or external architecture of Hare Lab that was specific to the needs and ideals of modern research..." was to entirely miss the point of its exterior opened to ventilate with broad windows and bristling with ventilating stacks, and its unornamented brick interior. Its architect, Thomas Webb Richards had been involved in hospital design during the Civil War and had recently designed the new University of Pennsylvania Hospital. The ventilation shafts and chimneys and unadorned surfaces of 1870s medical design would characterize Smith a generation later. For that matter, Smith's pilaster-framed, polychromed Victorian skin had no more to do with "an architecture expressly designed to reflect those [scientific research] purposes" than the numerous other buildings for which the same architects used exactly the same motifs, materials and elements, including a false tooth factory at 32nd and Spring Garden Streets from five years earlier.

The crux of the argument then comes down to whether Smith is the lone survivor of its pioneering generation of labs at Penn. The presence of the contemporary Wistar Institute on campus disproves this claim as well. (As to the actual date of its design, Dr. Kohler's assertion notwithstanding, the full particulars of the project were announced in the *Philadelphia Real Estate Record and Builders' Guide*, vol. 7 no. 20, 18 May 1892). Had Dr. Kohler looked with care at the original Wistar drawings (which my research turned up), he would have noted that those were the construction documents dated 10 June 1892. Dr. Kohler's comments, elaborated above, distort the role and purpose of Wistar which was organized, not as a museum in the modern sense, but as a place of study and research. According to its charter (University of Pennsylvania Archives, *The Wistar Institute of Anatomy and Biology, Organization and Deed of Trust*, Philadelphia 1895), Wistar's dual role was stated as follows: "While the Museum shall be...free for inspection of all teachers and students, the object of the laboratories and workrooms...shall be for the improvement and research of post-graduate or advanced students and of searchers after new and original knowledge" (p. 27). Wistar was obviously intended as a research laboratory for advanced researchers. Though the original drawings identify many of the rooms as "workrooms," the sinks and attached vents and smoke exhaust make their uses clear. Had Dr. Kohler cared to follow up, he might have found the dedication books and other documents which indicate some of the purposes of these rooms. According to the dedication booklet, the building contained three museum halls, numerous rooms for lectures, microscopy, photography, and workshops for mounting of specimens, and library as well as a director's office. It might be noted that similar rooms existed in the Lea Institute (Smith's historic name) as well.

But, there is a significant difference between the buildings erected for the Lea Institute and the Wistar Institute. Dr. Kohler misses the point of the broad expression of Wistar's facade which denoted, in modern, functional expressionism, the lab spaces in the articulated north end, the specimen halls in the south and the entrance and circulation in the center. He also ignores the broad logic of its plan and its modern steel construction which provided for large, clear span spaces that could be subdivided and modified as changes in practice have warranted. That Wistar

continues as a center for the creation of new scientific knowledge while Smith has long been abandoned by practicing scientists attests to the success of the Hewitts—and not Edward Collins. By 1897, the Hewitts were asked to design the western wing (*BG* vol. 12, no. 7, 17 February 1897) to enlarge the laboratory capacity, marking the shift in practice that set the Wistar Institute on its course. Recent renovations have put modern labs in the old museum spaces of Wistar, confirming the Hewitts' design. By contrast, the primitive wood frame and masonry construction of Smith has not proven to be capable of successful adaptation as a continuing lab. Thus Wistar has been successful both as program—but also as architecture while Smith was outdated as a building before it was completed.

One final task remains, and that is to gauge whether what survives at Smith is significant. In architectural history, this is usually determined by the reflection of a building in the literature of the field and/or by its imitation or acknowledgement in later buildings. With the exception of the brief flurry of publication about Smith in the last two years, it remains unmentioned; Dr. Billings never mentions the building in any of his expert studies nor is it included in any of the symposia on building practice and ventilation run by Billings or the Institute. Future lab construction at Penn (and elsewhere for that matter) followed the example of Wistar—though often in more academic garb.

Finally, it is regrettable that instead of marshaling facts, Dr. Kohler has resorted to *ad hominem* aspersions in a transparent attempt to distract attention from the ever changing and largely inaccurate claims for Smith Hall. In the present situation Penn needs a new lab and not a modest building converted to a museum.

In response to Dr. Peters, I agree with his assessment of Henry Charles Lea's probable view on the affair; however, there can be no doubt about Collins and Autenrieth's receiving the commission because they were Lea's family architects. Between 1885 and 1900 when Collins retired, these architects received twenty commissions from the Lea family—while only two commissions (for private houses) were awarded outside their circle.

—George E. Thomas, Lecturer in
Historic Preservation
and Urban Studies

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

During the course of last year's discussions of the formulation of a new Racial Harassment Policy (see Almanac September 24, 1991) many participants urged the President to formulate a more comprehensive harassment policy which would go beyond the University's Sexual and Racial Harassment Policies to cover harassment on the basis of religion, age, gender and other legally protected categories. After considering the extensive debate in University Council, the wide-ranging comments at a well-attended Public Forum last December, and consultations with many groups and members of the University community, the President proposes to adopt the Comprehensive Harassment Policy printed below. The Comprehensive Harassment Policy covers all legally protected categories of persons and uses the same definition of harassment as the new Racial Harassment Policy which it is intended to supplement, but not replace. Likewise, the existing Sexual Harassment Policy dealing with "unwanted sexual attention" rather than harassment on the basis of gender or sexual orientation (see Policies and Procedures or the Handbook for Faculty and Academic Administrators), and the new Acquaintance Rape and Sexual Violence Policy (see Almanac September 24, 1991), will remain in force and complement this new proposal. Members of the University community are asked to direct any comments regarding this proposal to the Office of the President, 100 College Hall, no later than Friday, October 25, 1991.

—Office of the President

Proposed Comprehensive Harassment Policy

(Extending the Definition of Harassment to All Legally Protected Categories of Persons)

I. Preamble: The Ideal of an Academic Community

The University of Pennsylvania is a community devoted to learning; it therefore provides the maximum latitude for the expression, examination and criticism of ideas. Indeed, the free and open exchange of ideas is the paramount value of the University community, and its realization requires that all members of the University community be able to participate in that exchange. Therefore, the intellectual freedom to which we aspire as a community requires that the University protect the rights of expression and of inquiry of each individual member of the University community, and that it also sustain an atmosphere that encourages the full participation of each of its members in the intellectual and academic life of the University.

In order to attain this goal, the University must be ready to protect the expression of ideas, opinions, information and knowledge that may be deemed objectionable and insulting to some members of the University community. The best protection against abhorrent ideas is the unfettered operation of the academic community as a forum for ideas.

At the same time, the University must also preserve the ability of all members of the community to participate fully in the life of the University. Therefore, the University does not tolerate abusive behavior by members of the University community. Such behavior is unacceptably disruptive of the University's function. Under some circumstances the use of certain words or symbols may constitute abusive behavior. Words that are intended only to inflict pain and suffering are no more legitimate in our community than physical actions intended to inflict bodily harm. Such words can hurt as much as a physical assault. Therefore, abusive utterances or other conduct which are intended only to cause direct injury to an identifiable individual, on the basis of his or her race, color, ethnicity, national origin, religion, age, gender, sexual orientation, disability, or status as a disabled or Vietnam-era veteran, should not be tolerated any more than violence itself.

II. Comprehensive Harassment Policy

No member of the University community may engage in harassment, regardless of time or place. Harassment is a violation of University policy and may be the basis for disciplinary action. "Harassment" is defined as any verbal or symbolic behavior that:

1. is directed at an identifiable person or persons; and
2. insults or demeans the person or persons to whom the behavior is directed, or abuses a power relationship with that person, on the basis of his or her race, color, ethnicity, national origin, religion, age, gender, sexual orientation, disability, or status as a disabled or Vietnam-era veteran, such as (but not limited to) by the use of slurs, epithets, hate words, demeaning jokes, or derogatory stereotypes; and
3. is intended by the speaker or actor only to inflict direct injury on the person or persons to whom the behavior is directed; or is sufficiently abusive or demeaning that a reasonable, disinterested observer would conclude that the behavior is so intended; or occurs in a context such that an intent to inflict direct injury may reasonably be inferred.

III. Related Policies and Laws

In addition, in this University community the following behaviors are also deemed to cause direct injury and are therefore prohibited under other University policies on conduct, affirmative action, sexual harassment, or non-discrimination on the basis of race, color, ethnicity, national origin, religion, age, gender, sexual orientation, disability, or status as a disabled or Vietnam-era veteran, or under applicable laws:

- Violence against persons or property, breach of the peace, threat of immediate violence, or incitement to immediate violence or to breach of the peace.
- Discrimination in the administration of University policies or the conduct of University programs.
- Discriminatory deprivation of access to educational, extra-curricular, research, service, or employment resources of the University.
- Discriminatory threat to educational or employment status.

(continued next page)

IV. Resources

The University believes that a strong system of informal procedures to receive and handle most harassment complaints will encourage reporting and resolution of complaints. To this end a harassment information resource manual will be forwarded to all deans and directors, and all school and administrative units shall make known to all their members the available resources and the informal procedures for resolving complaints of harassment within the unit or at the University level.

These resources include the following:

A. Information, Counseling and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents. Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action
- African American Resource Center
- Faculty/Staff Assistance Program
- Gay and Lesbian Peer Counseling
- Office of Labor Relations
- Office of the Ombudsman
- Office of Staff Relations
- Victim Support and Security Services
- Penn Women's Center
- University Counseling Service
- Student Health Service Psychiatric Service
- Office of the Vice Provost for University Life

(Addresses, phone numbers, and brief descriptions of these offices are provided in Policies and Procedures and other University publications.)

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Women's Center, all other offices named as resource offices in this policy, the Judicial Inquiry Officer, the Director of Student Life, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the senior vice president are available to assist in the informal resolution of complaints.

C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms, described below:

1. Complaints of harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars

of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members--without disclosing the identity of the individuals involved--to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school for proceedings in accordance with the procedures set out in section II.E.10. of the *Handbook for Faculty and Academic Administrators* (1989).

2. Complaints of harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend upon the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman or Office of Affirmative Action do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor--without disclosing the identity of the individual(s) involved--to aid in determining an appropriate sanction.

3. Complaints by students of harassment may be made to the Office of the Vice Provost for University Life, in accordance with the Student Grievance Procedure set out in *Penn Policies and Procedures*. Grievances associated with harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to harassment by a faculty member or by any academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators* (1989), Part II.E.15, provided the complaint constitutes a grievance as defined in section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendation to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

(continued next page)

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This Committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Harassment

1. A decentralized system of resources encourages the reporting and resolution of complaints of harassment. To that end, and with the consent of the complainant, those offices described in Sections IV.A and IV.B of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the schools or administrative units with which the complainant and respondent are affiliated, and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified.

Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the appropriate dean or administrative supervisor. These reports will also enable the Ombudsman to act on behalf of the community and to conduct whatever investigation he or she deems necessary to determine whether University regulations are being violated.

2. Summary reports of formal charges of harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

E. Education and Prevention

The prevention of harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on:

- a. available mediation and resolution resources; and
- b. sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advising capacity to students will include training about referrals, resources, and methods for handling instances of harassment.

4. An overall educational program for students that addresses issues of peer harassment and also provides information, definition, support, and the identification of harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate/professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel and assist in the mediation of harassment allegations. Information will explain how and where to contact University-wide and school specific resources and will be posted in conspicuous locations.

All members of the University should feel a responsibility to try and prevent harassment whenever they observe it. Community members should report harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of harassment.

Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University administration will determine, in consultation with the University Council, whether there is need for further efforts to be taken on the issue of harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.

Annual Report of the Steering Committee of the University Council 1990-91

This is the twelfth annual report of the Steering Committee of the University Council, prepared in accordance with a requirement in the Council Bylaws that the Steering Committee shall publish an annual report to the University community, providing a review of the previous year's Council deliberations which highlights "both significant discussions and the formal votes taken on matters of substance."

September 26 Meeting

President Hackney reported on the Diversity Education Program, the continuing 250th celebration, the Campaign for Penn, safety and security, the Committee to Diversify Locust Walk, the proposed Campus Center and the revised draft of the policy on racial harassment.

The provost reported on the four University-wide searches, the five-year plan, the Provost's Council on International Programs, the organizing committee for the group of Lindback Award recipients, the requirements for evaluating fluency in English, tests for the HVL virus, the activities of the "oversight committee" to evaluate the consistency of the proposed open expression guidelines, the student judicial charter, the academic integrity code, and the need to find a new appellate officer since Professor Dan Perlmutter has been appointed ombudsman. Provost Aiken also reported that this very day Professor of Landscape Architecture and Regional Planning Ian McHarg was receiving the National Medal of the Arts from President Bush at the White House.

The chair reminded the Steering Committee about the confidentiality of the proceedings. Professor Phillips also asked for clarification about the filling of vacancies on Council committees.

GAPSA chair Susan Garfinkel reported on GAPSA's social activities and the new prescription plan for graduate students. Ms. Garfinkel expressed concern about being the only graduate student on the Committee to Diversity Locust Walk and she introduced the GAPSA resolution about activities that allegedly violated Penn's open expression guidelines on the day of President Reagan's speech on May 17. The committee unanimously agreed to submit the resolution to Council for consideration.

UA Chair Duchess Harris reported on UA resolutions on having alumni functions in environments that do not discriminate, the May 17 incidents, the restructuring of the UA constitution, and separating the Students Activities Fee from the General Fee.

The Steering Committee developed a list of possible chairs of the Committee on Open Expression and the Research Committee.

The Steering Committee asked the Student Affairs Committee to submit its 1989-90 report to *Almanac* for comment.

After discussion, the Steering Committee decided to permit resignations and retirements from the Honorary Degrees Committee to bring the membership of that committee into conformity with the bylaws.

The GAPSA list of Council committee appointments was approved by the Steering Committee.

Since there was no "charge" for the Parking Violations Board, the Steering Committee approved a "charge" that summarizes what the board has been doing.

After discussion, the Steering Committee agreed to pay careful attention to the development of the Campus Center. As a first step, the Committee asked Vice Provost for University Life Dr. Kim M. Morrisson to come to the October 24 meeting in order to discuss mechanisms for student involvement in the development of the Campus Center.

The Steering Committee approved three major agenda items for the October 10, 1990 University Council meeting:

- a. proposed revision of harassment policy
- b. proposed revision of the academic integrity code
- c. GAPSA resolution on open expression

October 24 Meeting

The Steering Committee asked all committee chairs to make every effort to schedule committee meetings at times everybody can attend.

The president said he intended to revise the alternate draft harassment policy on the basis of the October 10 Council discussion. The members of the Steering Committee agreed that the crucial factor in the policy is the definition of harassment.

Possible alternative meeting times for Council were considered but no more acceptable time could be found.

The proposed Bylaw amendment to Section III, Positions, 1. Presiding officer was reviewed and placed on the November 14, 1990 Council agenda.

The proposed Bylaw amendment to Section IV.5 *Persons entitled to attend* was re-considered in its revised form and placed on the November 14, 1990 Council agenda for discussion. In the interim, the Steering Committee invited members of the GAPSA executive committee and the UA Steering Committee who are not members of Council to attend the November and December Council meeting as observers.

The president and provost proposed and the Steering Committee appointed the faculty for the Editorial Board of the University of Pennsylvania Press.

The incident of May 17, 1990 (President Reagan's speech) was again discussed.

The Steering Committee agreed to put the report of the Committee on University Life on the November 14, 1990 Council agenda.

A request to consider changing the name of the Oriental Studies Department was referred to the SAS dean for action.

November 28 Meeting

The Steering Committee requested that the Safety and Security Committee give interim comments on the bicycle policy proposed by the Committee on Facilities so that the issue can be discussed at the December 19, 1990 Steering Committee meeting.

Reports were received about the quest for a new name for the Oriental Studies Department, the discussion of the Committee on Open Expression about the GAPSA resolution concerning the incidents of May 17, 1990, the progress of the Committee to Study Diversification of Locust Walk, and the status of the Revlon Campus Center development.

The Committee on Committees for 1991 was appointed.

Research Associate Professor Sherill Adams was elected to represent the Research Faculty on University Council for the term ending May 1992.

Mr. Eric D. Rosen, C'91, was appointed to the Committee on Open Expression for a one year term.

Professor Daniel A. Wagner of GSE was appointed to a vacancy on the Committee on Research for a term ending June 30, 1991.

The charge to the University Council Committee on International Programs was reviewed.

December 19 Meeting

Displeasure was expressed at the actions of the U.S. Department of Education about fellowship support for minorities.

Agreed to discuss planning and monitoring process for the Revlon Campus Center at January 30, 1991 Steering meeting.

Upon the recommendation of the president and the provost, Mrs. Linda C. Koons was appointed to be the administrative member of the Committee on Committees and Professor Dan Ben-Amos to be judicial appellate officer.

Received a letter written by Steering chair Professor Almarin Phillips to Oriental Studies chair Professor Lubo Rocher "conveying the interest of Steering in suggestion that a name other than Oriental Studies be found for your department."

(continued next page)

After discussion the Steering Committee proposed that the following change in University Council Bylaws (p.15) be submitted to Council for discussion at the January 23, 1991 meeting:

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 and make policy recommendation s in such areas as services for international students and scholars, foreign fellowships and studies abroad, faculty 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* member of the committee.

Unanimously passed the following resolution:

The Steering Committee resolves that adequate provision be made for graduate and professional student representation in the composition of all appropriate University committees, councils, and task forces.

The Steering Committee requested that this resolution be published in *Almanac*.

Noted receipt of December 4, 1990 minutes of the University Council Undergraduate Admissions and Financial Aid Committee.

After discussion, it was agreed that no portion of the minutes of University Council shall be published in *Almanac* until the minutes are approved. Steering reaffirmed the earlier practice of releasing a "Summary of Actions" of Council for publication prior to committee approval.

Approved that a routine item at the end of the agenda be "Further discussion of reports and matters rising from the minutes and reports."

The members of Steering also agreed that this agenda item did not permit the introduction of new business.

Discussed response to Report on Student Activities Funding.

January 30 Meeting

Added the word "staff" to proposed University Council Bylaws (IV.1.f.,p.15, International Programs Committee).

Discussed the United Way/Penn's Way/Combined Campaign preparatory to the February 13, 1991 Council Meeting.

Discussed the planning process for the Revlon Campus Center with Vice Provost for University Life Kim Morrisson and Vice President Arthur Gravina.

Approved proposed composition of the "campus center building committee."

Reviewed progress regarding consideration of renaming the Oriental Studies Department.

Reviewed the "Joint Statement on Sexual Violence at Penn" presented by GAPSA, STAAR, and the UA.

Confirmed approval of temporary expansion of Committee on Open Expression during the Persian Gulf crisis. Appointed available former members to serve as monitors; approved the addition of student members.

Reconsidered the University Council agenda format.

Noted receipt of the 1988-89 Safety and Security Committee report.

February 27 Meeting

Appointed an A-3 representative to Council for the remainder of the academic year 1990-91.

Appointed a lecturer representative to Council for a 2-year term expiring May 1993.

Reviewed a proposed bicycle policy from the Safety and Security Committee.

Received a resolution in the 1989-1990 Report of the Facilities Committee on the impact of construction and renovation on existing buildings and grounds.

Noted Facilities Committee support of development plans for 40th and Walnut Streets area.

Discussed and forwarded to Vice Provost for Information Systems and Computing a resolution from the Communications Committee on funding to provide electronic mail and computer network access for all students.

Instructed a Steering Subcommittee to develop a proposal for monitoring Council committees. The proposal is to be discussed at the April Steering meeting.

Agreed to place on the March Council agenda for discussion a request that the associate vice president for business services be made a non-voting, *ex officio* member of the Communications Committee.

March 27 Meeting

Discussed a resolution from GAPSA that the University continue need-blind admissions policy. Instructed the Steering Chair to inform the Council Committee on Undergraduate Admissions and Financial Aid of Steering's interest in their study on need-blind admissions policy, that they have expert advice, and that they submit an early interim report to Steering.

Placed on the agenda of the April Council meeting for action a proposed bylaws amendment to add the associate vice president for business services as an *ex officio* member of the Communications Committee.

Held preliminary discussion on recommendations for a mechanism for Steering to instruct and monitor the work of Council committees.

Approved a proposal from the Committee on Safety and Security that the President present the 1991 Meera Ananthakrishnan-Cyril Leung Award from the committee to Students Together Against Acquaintance Rape at the April Council meeting.

Placed on the agenda of the April Council meeting for further discussion a proposed definition of harassment.

April 24 Meeting

Agreed that submission of resumes should be optional for faculty and student candidates standing for election to Steering.

Approved a trial procedure for Steering to monitor Council committees. Agreed to send to Council for information.

Reviewed proposed definition of harassment and placed it on the May Council for further discussion. Agreed to permit a representative of the African-American Association to participate in the discussion.

President agreed to revise the charge to the University Design Review Committee to include consideration of historical significance.

Approved Senate Executive Committee nominees for 1991-92 Committee on Open Expression and Committee on Research.

Reviewed report of the Faculty Senate Committee on Conduct on ROTC compliance with the University non-discrimination policy. Placed the report on the May Council agenda for discussion. Agreed to invite ROTC faculty, Senate Committee on Conduct members and the two interested attorneys to attend Council and to participate in the discussion.

Reviewed the revised charge to the Parking Violations Board. Asked Steering Chair to communicate the sense of the discussion to the Transportation and Parking Office for possible further revision.

Agreed to ask the Committee on Communications to propose a revised charge to include oversight of computing activities.

Thanked former members of the Committee on Open Expression for serving as monitors during Spring semester.

Asked the Steering Committee and Provost to draft a motion regarding the Committee on Undergraduate Admissions and Financial Aid.

May 15 Meeting

Upon nomination by the Senate, Executive Committee appointed a faculty member to the Fraternity/Sorority Advisory Board.

Appointed members and prospective chairs of the Committee on Open Expression and the Committee on Research.

Approved, with some modification, the membership slates of Council committees for 1991-1992.

Placed on the agenda of the October Council meeting a proposed amendment to the bylaws of the Communications Committee to include cognizance over various formats and media. Further agreed to submit to Council proposed bylaws amendments to increase faculty representation on the Bookstore Committee from six to eight and on the Safety and Security Committee from five to eight.

Approved the proposed meeting schedule for Council and Steering Committee for 1991-92, with the May 1992 Steering to be rescheduled to an earlier date.

—Duncan W. Van Dusen, 1990-91 Secretary, Steering Committee

Summary of University Council Resolutions and Recommendations and Administrative Actions Taken on Them, 1990-91

RESOLVED, that at the first fall meeting of the Council, the Secretary shall distribute to the Council the actions of Council passed during the previous academic year, including a list of all recommendations and resolutions, the implementation of which would require Administration action. The President or the Provost shall indicate what action they have taken or plan to take with respect to each recommendation and resolution."

—University Council May 8, 1974

Recommendations from the 1990-91 Academic Year

Open Expression (October 10, 1990): The GAPSA resolution on Open Expression was presented and discussed and the following parts of the resolution were unanimously approved.

- a. That the president ask the Committee on Open Expression to investigate the incidents of May 17, 1990.

Action: The COE investigated the incidents.

- b. That the provost ask the "oversight committee" to propose a policy concerning the applicability of the Guidelines on Open Expression to University events held off campus.

Action: The "oversight committee" proposed new Guidelines.

University Committees (November 14, 1990): Ms. Garfinkel read the GAPSA resolution about graduate and professional student representation on University committees, councils and task forces.

Action: Steering considered the resolution.

Committee on University Life (November 14, 1990): Professor Drew Faust led a discussion of the report of the Committee on University Life. The report discussion was followed by a discussion on diversity vs. pluralism.

Action: Comments were noted by those present so they could be implemented.

GAPSA Resolutions (December 12, 1990): Ms. Garfinkel announced that GAPSA has passed four resolutions at the December 6 meeting:

- a. Adequate bicycle parking on campus.
- b. Traffic lights at each end of Smith Walk to allow for safe pedestrian crossing.
- c. The preservation of Edgar Fahs Smith Hall.
- d. Community input and involvement in a large variety of facility and campus planning issues.

Action: Member of Council noted the resolutions.

GAPSA Resolutions (April 10, 1991): Ms. Garfinkel read the resolution on "need-blind" admissions and the resolution on English fluency of TAs unanimously passed by GAPSA on April 4, 1991.

Action: Resolutions noted for the record.

ROTC (May 8, 1991): Professor Kenneth George summarized the report of the Senate Committee on Conduct distributed in the meeting packet. A discussion about the recommendations in the report ensued.

Action: Comments were referred to Steering Committee

—Duncan W. Van Dusen, 1990-91 Secretary, Steering Committee

COUNCIL

Items on the October 9 Agenda

Resolution Regarding ROTC

(Old Business, as presented May 8)

The Steering Committee of University Council endorses the conclusions and recommendations of the Senate Committee on Conduct regarding the policies of the ROTC in the April 10, 1991 report of the Committee on Conduct to Steering. The Steering Committee presents the following resolution to Council for discussion at its May 8, 1991 meeting:

Whereas the University of Pennsylvania has adopted a policy which affirms that it does not discriminate on the basis of sexual or affectional preferences, and;

Whereas the Senate Committee on Conduct, after investigation, has determined that "the policies of the ROTC discriminate against students on the basis of sexual orientation in contradiction to the policy of the University";

Be It Therefore Resolved that University Council recommends that ROTC not be permitted to remain at the University of Pennsylvania and that the University act to terminate the ROTC programs not later than 1993 unless the ROTC adheres to the spirit and letter of the University's non-discrimination policy, and;

Be It Further Resolved that, if ROTC is terminated at the University of Pennsylvania, the administration and the ROTC make every effort to arrange for students enrolled in ROTC at the time of its termination to continue their military training at other colleges and universities; and

Be It Further Resolved that, if ROTC is terminated at the University of Pennsylvania, the administration and the ROTC make arrangements so that those students seeking a

military commission and those seeking financial aid through the ROTC programs be allowed to continue to receive military training at another college or university while enrolled at the University of Pennsylvania, and;

Be It Further Resolved that, regardless of whether ROTC is terminated at the University of Pennsylvania, the University Council urges the administration to join the efforts of other colleges and universities in seeking to eliminate discrimination based on sexual orientation by the Department of Defense.

Proposed Revisions to Council Bylaws

(New Business. Deletions are in brackets and insertions are underlined.)

VI.1.k., p. 17, Safety and Security Committee. The Safety and Security Committee shall advise the president, the director of public safety, and the administrators or director of specific buildings, offices, or projects on all matters concerning safety and security in the conduct of their operations. Its principal responsibility is to consider and assess means to improve safety and security on the campus. The Committee shall consist of [five] eight faculty members, two administrators, two A-3 staff representatives, three undergraduates, and three graduate/professional students. The directors of fraternity and sorority affairs, residential living, physical plant, the women's center, victim and security support services, and public safety, the director of transportation and parking or his or her designee, the manager of fire and occupational safety, the coordina-

tor of off-campus living, the director of the black resource center, and the vice provost for university life shall be non-voting ex officio members of the Committee.

VI.1.a., p. 13, Bookstore Committee. The Bookstore Committee considers the purposes of a university bookstore and advises the Council and the Director of the University Bookstore on policies, development, and operations. The Committee shall consist of [six] eight faculty members, three administrators, two undergraduates, and two graduate/professional students. The director of the University Bookstore is a non-voting ex officio member.

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 their various formats and media, including electronic (e.g. PennNet), audio (the telephone system), video and printed copy. In particular, it shall monitor the University's internal communications, the operations of News and Public Affairs and the Publications Office, communications to alumni, 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, vice provost for information systems and computing, and associate vice president for business services shall be non-voting ex officio members of the Committee.

The Nassau Fund: Deadline November 8

As a major research institution, the University of Pennsylvania believes that a research experience can make a significant contribution to an undergraduate students's education. This Undergraduate Research Fund has been established to provide support for outstanding undergraduate research efforts. Through the generosity of a donor income from an endowment known as the Nassau Fund will support modest grants to undergraduates in support of their research activities. The funds are administered by the Office of the Vice Provost for University Life, with awards made on a competitive basis by the Council of Undergraduate Deans and the Nassau Fund Faculty Advisory Committee.

Research support: Research support from the Nassau Fund will be awarded in accordance with the following principles:

- Research proposals in all disciplines, as well as interdisciplinary efforts, are encouraged. Proposals may involve theoretical research or research with practical applications.
- Projects having no other funding source are particularly encouraged. When other funding sources can be identified shared costs or matching funds will be encouraged whenever possible.
- Funds will be allocated on the basis of merit without regard to school of enrollment. When all other factors are equal, representation by disciplines will be considered.
- Each project must have a faculty advisor.
- Funds may be requested to support research during the academic year or during the summer. Normally, awards will not be granted in excess of \$1000.
- Projects may involve more than one student.
- Examples of what may appropriately be requested in a budget include research supplies, limited travel, computer time, computer software. Salaries, major hardware (or other equipment that can generally be obtained throughout the University), benefits, and overhead are not to be included.

Proposals: Proposals should take the following form:

- I. Cover Page containing:
 - a. Student name and address, School, and Faculty sponsor
 - b. Title of proposal
 - c. Amount of funds requested
 - d. Short abstract (no longer than 100 words)
- II. Objectives and Methodology (2 pages maximum)
 - a. State the objectives and relevance of the proposed work.
 - b. Evaluate existing knowledge and work in the area and provide a brief background summary to the proposed work.
 - c. Describe the design and procedures to be employed and provide a timetable and implementation plan for completion of the project.
 - d. If the work is to have practical application, describe the impact and usefulness.
- III. Budget (one page)

List each budget item in order of priority and justify in terms of the work proposed. (In a few instances, travel may be an appropriate use of funds if warranted by the project.) Funds requested should not exceed \$1000 per student.

IV. Faculty endorsement

A faculty advisor's endorsement of the project must be attached certifying the feasibility of the project and the adequacy of the student's preparation to undertake it. On occasion the project should be associated with a course for which the project may receive independent study or course credit. If this is not to be the case, an explanation must be attached.

Selection Procedures: All proposals (one original and four copies) must be submitted to the Office of the Undergraduate Dean (see below) of the student's home school by November 8, 1991. Each Undergraduate Dean's Office will be responsible for pre-screening applications for students in that school. The leading proposals from each school will be brought to The Nassau Fund Faculty Advisory Committee for further review. Final allocation decisions will be announced by the Council of Undergraduate Deans and will take the form of projects identified for support and projects which receive honorable mention with no funding.

Offices for submission of nominations/proposals:

School of Arts and Sciences:

Office of the Associate Dean for Undergraduate Studies, 133 S. 36th Street.

School of Engineering and Applied Sciences:

Office of the Associate Dean for Undergraduate Education, 109 Towne Bldg.

School of Nursing:

Office of the Associate Dean for Undergraduate Studies, 475 Nursing Education Building.

Wharton School:

Office of the Vice Dean, Wharton Undergraduate Division, 1100 Steinberg-Dietrich Hall.

—Office of the Vice Provost for University Life

Truman Scholarships: November 4

The Harry S. Truman Scholarship Program is open to juniors with a grade point average of 3.4 or above who plan to attend graduate school in a field that will lead to a career in public service. Applications are available in 200 Houston Hall. The deadline for completed applications is Monday, November 4.

—Office of the VPUL

Free Depression Screenings

As part of National Mental Health Awareness Week, the Department of Psychiatry of the School of Medicine offers free depression screenings Thursday, October 10, from 10:30 to noon in the Alumni Hall of the Faculty Club.

Dr. Peter C. Whybrow, professor and chairman of the Department of Psychiatry, will give a talk on depression at 9:30 a.m. Following the lecture, those who wish to participate in the screening will be taken on a first-come first-served basis. The screening will consist of a 22-line confidential questionnaire, to be completed by the participant, followed by a brief discussion with a mental health professional.

No appointment is needed. For more information please call 662-2886.

Grants in Diabetes Research

The Diabetes Research Center of the University requests submission of applications for support to perform pilot and feasibility studies in diabetes and related endocrine and metabolic disorders. Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to submit application to the Diabetes Research Center, 501 Stemmler Hall, by December 20, 1991.

An original and fifteen copies of the standard NIH forms for RO1 grant applications should be used. The recommended format of A) Specific Aims, B) Background & Significance, C) Preliminary Studies, and D) Experimental Design and Methods should be used for the Research Plan. However, since the proposal is intended to obtain additional preliminary data on a topic for a later, more complete grant submission or to test the feasibility of a hypothesis, and is for a one or two year duration, the overall length of the application should be considerably less than 20 pages. Not more than 10 pages of single-spaced typescript is recommended.

If human subjects will be participating in the proposed research, submit NIH Human Subject forms with the application; if animal research is being proposed, furnish an original and 18 copies of the Institutional Animal Care and Use Committee (IACUC) protocols.

Grants are reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultants. The maximum funding projected is \$20,000 (equipment and travel fund requests are discouraged) and grants will be for one year.

Investigators who are currently in the first year of support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation applications need to be carefully justified, however, and will be considered like a competing renewal. We anticipate sufficient funds to award five grants. Notification of an award will be made in March 1992. For more information: Dr. John Williamson, Biochemistry and Biophysics, Room 601 Goddard Labs/6089 (Ext. 8-8785).

—Frank M. Matschinsky, Director

Celebrating 25 Years on the Penn Faculty/Staff

Each year the University's Twenty-Five Year Club adds to its ranks the members of the faculty and staff who have completed 25 years of service. This year 89 new members are added, bringing the total to about 750. On Wednesday more than 450 of these will celebrate at a reunion dinner where speakers are Deputy Provost Richard Clelland (a veteran of the Club) and Acting Vice President Barry Stupine, and another member, Bruce Montgomery, leads the Penn Singers. The Club's 1991-92 president is Dr. Matthew Stephens. The secretary, Pat Hanrihan, provides below the names of 86 of the new members (three asked not to be listed).

Ms. Shirley Aderman, SEAS Dean's Office
Mr. Elmer Anderson, Material Science/Eng.
Dr. Andrew R. Baggaley, Graduate Education
Ms. Marie Barnett, Physics
Mr. Alfred F. Beers, Comptroller
Dr. Erling E. Boe, Graduate Education
Ms. Louisa Borio, Obstetrics/Gynecology
Dr. William R. Brennen, Chemistry
Mr. William Brown, Physical Plant
Ms. Carol Buettger, Diabetes Center
Mr. Dennis Byrd, Lippincott Library
Ms. Edith Chasteney, Student Health
Dr. Donald Clark, Anesthesia
Ms. Ila Clark, Medicine
Ms. Doris B. Clemens, Dental Medicine
Dr. Ira M. Cohen, Mechanical Engineering
Ms. Margaret Cooper, Van Pelt Library
Mr. Howard Deck, Medical School
Dr. Charles E. Dwyer, Graduate Education
Ms. Ruth Ebert, Graduate Education
Dr. Gordon W. Ellis, Biology
Dr. William M. Evan, Sociology
Ms. Margaret S. Fanok, Geology
Ms. Janet Finan, Pathology
Mr. Philip J. Flanders, Physics
Mr. John J. Gallagher, Physical Plant
Dr. Charles R. Gallistel, Psychology
Mr. William Garman, Veterinary Medicine
Dr. Herman R. Gluck, Mathematics

Ms. Gigi Grabski, Endodontics
Dr. Shiv K. Gupta, Marketing
Dr. Elaine P. Hammel, Veterinary Medicine
Mr. Paul Harduk, Physics
Mr. Charles Hardy, Medical School
Mr. Howard Harrison, Physical Plant
Dr. Colin E. Harvey, Veterinary Medicine
Ms. Emma Hill, Anatomy and Histology
Ms. Revathy Iyer, SEAS Library
Dr. Judith L. Jabloner, Student Health
Ms. Kaye Johnson, Veterinary Medicine
Mr. Joseph F. Kane, Radiation Safety
Dr. Jerry L. Kazdan, Mathematics
Dr. John C. Keene, City & Regional Planning
Ms. Lynne R. Klunder, Veterinary Medicine
Dr. Paul J. Korshin, English
Dr. Larry L. Laster, Veterinary Medicine
Ms. Ada F. Lawry, Dining Services
Mr. Elmore Mack, Physical Plant
Mr. Richard Michael McAleer, Physical Plant
Mr. Peter M. McCleary, Architecture
Mr. Anthony Merritt, Research Admin.
Ms. Clara L. Miller, Physical Plant
Dr. Leonard Miller, Counseling Services
Dr. Charles I. Minott, Art History
Ms. Sonia A. Moore, Hill House Dining
Ms. Elizabeth Moran, Provost's Office
Mr. Joseph Penderghest, Computing
Dr. Charles R. Perry, Mgt/Facility Res.

Ms. Mary Jane Poticher, Ophthalmology
Mr. Edward Price, Physical Plant
Ms. Nancy Rheinstadter, Museum
Dr. Ludo Rocher, Oriental Studies
Mr. Guy Savage, Physical Plant
Dr. Joseph M. Scandura, Graduate Education
Ms. Sandra B. Scott, Dental School
Dr. Stanton Segal, Pediatrics
Mr. John W. Shelton, Administrative Affairs
Dr. Benjamin Shen, Astronomy/Astrophysics
Dr. Ake W. Sjoberg, Oriental Studies
Dr. Tony Edward Smith, Regional Science
Dr. Maurice N. Srouji, Pediatric Surgery
Mr. Anthony Straccioli, Computer Activ.
Dr. Paul J. Taubman, Economics
Ms. Catherine P. Taylor, Undergrad Admissions
Mr. John Thrower, Architecture
Ms. Emma Tyler, Parking Services
Ms. Carol Valletti, Medicine
Dr. Herbert W. Wallace, Surgery
Mr. Claude L. Weems, Physical Plant
Dr. David White, Chemistry
Mr. Harry White, Physics
Ms. Nancy J. Wink, Medicine
Ms. Renata Worth, Veterinary Medicine
Dr. Iraj Zandi, Systems Engineering
Dr. Jay N. Zemel, Electrical Engineering
Dr. Robert M. Zemsky, Higher Education

DEATHS

Dr. C. William Hanson, Jr., associate clinical professor of medicine, died September 28 at his home in Haverford at the age of 62. Dr. Hanson had been on the faculty since graduating from Penn's School of Medicine in 1955 where he also served his internship and residency. He was also the director of the Health Evaluation Center at HUP since 1990.

Dr. Hanson served as a director of emergency services at HUP from 1970 to 1979 and was an emergency room physician from 1979 until his death.

He had a private practice in internal medicine, described by Dr. John Eisenberg, Medicine De-

partment chairman as "one of the top practices in the Delaware Valley." Dr. Hanson was one of the last doctors to still make house calls, according to one of his former students, Vice Dean of Clinical Affairs Mark Kelley.

An avid fan of Sherlock Holmes mysteries, Dr. Hanson was described by his daughter Ellen in the *Inquirer* (9/29/91) as one who "loves the detective aspect to medicine, the search for causes of disease..." He was a member of the Sons of the Copper Beeches, who meet twice a year to discuss the Holmes canon.

Dr. Hanson is survived by his wife Ann, his daughters Ellen and Elizabeth, sons C. William 3rd, John and Christopher and a granddaughter. His son William is also on the School of Medicine faculty, as lecturer in anesthesiology.

A memorial service is being planned by the Department of Medicine; the date will be announced in a future issue.

George L. Haskins, an emeritus professor of law, died October 4 at his home in Hancock, Maine, at the age of 76. He came to Penn in 1946 and was promoted to full professor in 1949, then served as Algernon Sydney Biddle Professor of Law from 1974 until his retirement in 1985.

Before joining Penn he had served in the Army General Corps as staff liaison officer with the State Department, and he represented the War Department as a member of the U.S. delegation to the conference that organized the United Nations in 1945.

Professor Haskins was one of eight scholars engaged in preparing the History of the Supreme Court of the U.S., authorized by Congress under

the will of Justice Oliver Wendell Holmes. His assigned volume, John Marshall: Foundations of Power, was published in 1981. Professor Haskins wrote 10 books, several on legal history; he also wrote poetry and verses. He received a Guggenheim Fellowship in 1957, was twice elected president of the American Society for Legal History and was an Honorary Life Fellow of that Society.

He is survived by his wife, Gertrude; his stepdaughter, Harriet Nicol, and a stepgrandson.

Correction: In a photo caption in the Honors section of *Almanac* September 24, Dr. Henry Gleitman was mistakenly referred to as an emeritus professor. He continues as *Professor of Psychology*. My apologies for the error.

—K.C.G.

Memorial Service: Maceo King

A service will be held October 17 at 1 p.m. in the Newman Center for Maceo L. King, the senior installation technician of Data Communication and Computing Services, who died in August at the age of 39. Mr. King attended the University in 1976-77 and joined the staff in 1977 as a member of DCCS's forerunner organization, the Office of Computing Activities. He was known to faculty and staff campus-wide for his role in Penn's computerization.

Mr. King is survived by his mother, Marian Jaynes King; three sisters, Lisa, Nina and Donna; and four brothers, Marco, Mario, Mayo and Mateo. His family have designated the American Cancer Society for gifts in his memory.

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
(215) 898-5274 or 5275 FAX 898-9137
E-Mail ALMANAC@A1.QUAKER

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
ASSOCIATE EDITOR
STUDENT AIDES

Karen C. Gaines
Marguerite F. Miller
Shari Bart, Elana Bercovitch,
Gina Bloom, Michael Hoffman,
Bill King and James Rhodes

ALMANAC ADVISORY BOARD: For the Faculty Senate, June Axinn, Charles D. Graham (Chair), Almarin Phillips, Louise P. Shoemaker; for the Administration, Stephen Steinberg; for Staff Assemblies, Deverie Pierce (A-1), Judith A. Vaughan-Sterling (Librarians); Shirley Purcell (A-3).

Career Planning: Flood Disruption

The Career Planning and Placement Service library will close at noon Friday, October 11, for recarpeting after flood damage. The office will reopen at noon Monday, October 14. We apologize for any inconvenience this may create.

—Patricia Rose, Director

Update

OCTOBER AT PENN

CHILDREN'S ACTIVITIES

Children's classes in fencing, swimming, and gymnastics beginning October 19. Deadline for registration is October 15. Information: 898-6102. (Department of Recreation).

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 30, 1991 and October 6, 1991**.

Totals: Crimes Against Persons—3, Thefts—37, Burglaries—1, Thefts of Auto—1, Attempted Thefts of Auto—0

Date	Time	Location	Incident
Crimes Against Persons:			
09/30/91	5:00 AM	3900 block Spruce	2 robbed/suspects apprehended
10/06/91	9:13 PM	200 S. 43rd	2 robbed/no injury
10/06/91	10:11 PM	215 S. 42nd	2 robbed/no injury
34th to 36th; Spruce to Locust			
09/30/91	9:18 AM	Williams Hall	Jacket taken
09/30/91	6:30 PM	Williams Hall	Bike taken from rack
10/03/91	12:55 PM	Williams Hall	Unattended bag taken
10/04/91	4:08 PM	Houston Hall	Bike taken
10/05/91	4:33 PM	Houston Hall	Secured bike taken from rack
36th to 37th; Spruce to Locust			
10/01/91	12:18 AM	Steinberg-Dietrich	Wallet & contents taken
10/02/91	1:46 PM	Steinberg-Dietrich	Secured bike taken from rail
10/03/91	2:03 PM	Steinberg-Dietrich	Bike taken from rack
10/06/91	10:43 AM	Steinberg-Dietrich	Secured bike taken from rack
10/06/91	7:09 PM	Steinberg-Dietrich	Wallet taken/recovered & returned
33rd to 34th; Spruce to Walnut			
09/30/91	3:26 PM	Chemistry Bldg	Bike taken/apprehension made
10/02/91	12:16 PM	Towne Bldg	Secured bike taken from railing
10/02/91	9:20 PM	Music Bldg	Bike taken
10/04/91	4:53 PM	Bennett Hall	Bike & lock taken
Expressway to 32nd; University to Walnut			
09/30/91	8:50 PM	Lot 29	Items taken from auto
09/30/91	9:07 PM	Hollenback Center	Bike & lock taken
10/02/91	9:44 PM	Hollenback Center	Seat taken from secured bike
10/04/91	7:10 PM	Lot 33	Auto taken
37th to 38th; Locust to Walnut			
10/04/91	2:27 PM	Bookstore	Knapsack taken from unsecured locker
10/04/91	4:26 PM	Bookstore	Knapsack taken from unsecured locker
10/05/91	6:28 PM	Bookstore	Secured bike taken from rack

Safety Tip: If you think someone is following you, abruptly switch directions or cross the street. If you're still being followed, go to a public place and ask for help. Report all crimes to the University Police immediately at 511 or 898-7297.

18th District Crimes Against Persons

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

12:01 AM September 23, 1991 to 11:59 PM September 29, 1991

Totals: Incidents—17, Arrests—2

Date	Time	Location	Offense/Weapon	Arrest
09/23/91	10:20 PM	4527 Walnut	Robbery/strong-arm	No
09/24/91	11:47 AM	3600 Walnut	Robbery/gun	No
09/26/91	1:09 AM	4200 Spruce	Robbery/gun	No
09/26/91	6:00 PM	4000 Walnut	Robbery/gun	No
09/26/91	11:07 PM	4700 Springfield	Robbery/shotgun	No
09/27/91	12:08 AM	1012 S. 47th	Aggravated Assault/cane	No
09/27/91	5:03 AM	3601 Chestnut	Aggravated Assault/teeth	Yes
09/27/91	6:55 AM	4301 Walnut	Robbery/strong-arm	No
09/27/91	4:00 PM	4617 Larchwood	Robbery/strong-arm	No
09/27/91	11:30 PM	4600 Pine	Robbery/gun	No
09/27/91	10:35 PM	4200 Pine	Robbery/gun	No
09/28/91	1:28 AM	4600 Woodland	Robbery/strong-arm	No
09/28/91	5:00 PM	4500 Ludlow	Robbery/strong-arm	No
09/28/91	11:03 PM	4700 Baltimore	Robbery/gun	No
09/29/91	12:03 PM	4000 Locust	Aggravated Assault/fists	Yes
09/29/91	4:45 PM	4600 Spruce	Aggravated Assault/gun	No
09/29/91	4:45 PM	4600 Spruce	Aggravated Assault/gun	No

FITNESS/LEARNING

The Class of 1923 Ice Rink has opened its season for public skating. Admission: \$3 with PENNcard, skate rental \$1.50; group and private lessons are available. Information and skating hours: 898-1923.

9 *Sobriety I, Less Than 18 Months in Recovery*; support group for drug and alcohol addiction will meet weekly; noon-1 p.m., Room 301, Houston Hall (Faculty Assistance Program).

Parenting After Divorce; Miriam Galper Cohen, family therapist; noon-1 p.m., Bowl Room, Houston Hall (Child Care Resource Network).

MUSIC

Organ Recitals; Tuesdays at noon, October 8 through November 26; Irvine Auditorium (Curtis Organ Restoration Society).

SPECIAL EVENTS

10 *PEN at Penn: Bobbie Ann Mason, author*; public reading, 4 p.m., Stiteler Hall, Room B6 (School of Arts and Sciences).

TALKS

9 *A Sociologist Explores Organizational Performance*; Marshall Meyer, Wharton School; noon-1 p.m., 167/168 McNeil Building (Department of Sociology).

10 *Neuropsychopharmacology Colloquium: Confessions of an Investigator in Pain and Stress*; Christopher Murray, Pharmacology Seminar Room M100-101, John Morgan Building (Pharmacology).

The Contemporary Iranian Novel in Post-Revolutionary Iran; Azar Naficy, Tabatabai University, Teheran, Iran; 4 p.m., Eighth Floor Lounge, Williams Hall (Middle East Center).

11 *Optimal Tongue Root Harmony System*; Douglas Pulleybank, linguistics, University of British Columbia; noon-2 p.m., 3401 Walnut St., Room 400C (Institute for Research in Cognitive Science).

George B. Koelle Symposium; Clinical Research Building Auditorium; Pre-registration required: 898-4616 (Pharmacology).

14 *Collagen Diseases and Gene Expression*; Jeanne Myers, biochemistry/biophysics; noon, Pharmacology Seminar Room M100-101, John Morgan Building (Pharmacology).

15 *Brother to Brother, Writings by Black Gay Men*; Essex Hemphill, author; APARSS Seminar on Afro-American Intellectual History; 4 p.m., Annenberg Center, Room 110.

Mental Maps: Studies with Positron Emission Tomography; Marcus E. Raichle, Mallinckrodt Institute of Radiology, Washington University, 4 p.m., Medical Alumni Hall, HUP (Mahoney Institute of Neurological Sciences).

Seeking Assistance and Counseling in the African American Community. Is There Resistance? Ruth Hall, University Counseling Service; Orneice Dorsey Leslie, School of Social Work; Carol Speight, Staff Assistance Program; Howard Stevenson, School of Education; noon-1 p.m., Ben Franklin Room, Houston Hall (African American Resource Center).

16 *The Impact of Translation: The Novels of Naguib Mahfouz with special reference to the Trilogy*; Roger Allen, Oriental Studies; 4 p.m., Eighth Floor Lounge, Williams Hall (The Middle East Center).