

Almanac

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Pullout: The 1993 Budget Briefing

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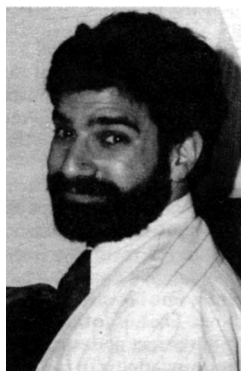
Almanac photo M.F. Miller



Dr. William Dailey, Chemistry/SAS

Celebrating the Lindback Awards

The party is Thursday, April 23, from 4 to 6 p.m. in the Rare Books Room at Van Pelt Library. The host is the Provost, the guests the entire University community. And the winners are the eight Lindback Award-winning teachers shown here (four from health schools, below, and four from the rest of the University). This year there is only one winner of a Provost's Award, to a lecturer in the School of Nursing (lower right). For more on these nine winners, and for this year's Medical Teaching Awards, see pp. 6-7.



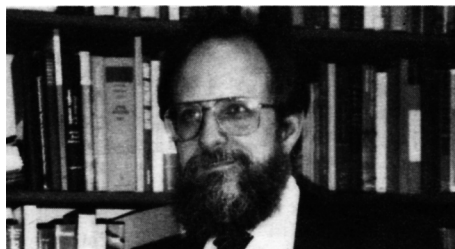
Dr. Alan Filreis, English/SAS

Dr. Carolyn Marvin,
Communications/ASC

Dr. Marvin's photo by Bruce Stromberg



Almanac photo M.F. Miller



Dr. Frank Werner, Mathematics/SAS



Dr. Christos Coutifaris, Ob-Gyn/Med

Almanac photo M.F. Miller



Dr. Daniel Malamud, Biochemistry/Dental Med

Dr. Jerry Johnson,
Medicine/Med

Dr. James C. Saunders,
Otorhinotaryngology/Med

Dr. Christine Ann Grant,
Psychiatric Nursing/SO
(Provost's Award)

Almanac photo M.F. Miller



Death of Dr. Attie

Monday the campus learned of the sudden death of Dr. Maurice Attie of the School of Medicine, who was struck by a vehicle Sunday night while bicycling on West River Drive. A motorist has been arrested on drunk driving and related charges. See page 10.

The New French Institute

A new French Institute for Culture and Technology was inaugurated at Penn yesterday with a visit from Jacques Andreani, French Ambassador to the U.S. Formation of the new unit was announced jointly by M. Andreani and Provost Michael Aiken, with SAS's Dean Rosemary Stevens responding on behalf of the several schools and centers involved.

The French government gave start-up funds for the new institute, which will eventually become self-supporting.

It will be the umbrella for projects such as a new summer program in conjunction with the Lauder Institute, and two new study-abroad projects in Lyon with SAS and the Wharton School. A special start-up project is the addition of a French language coordinator and new teaching positions in the romance languages department here.

The Institute will not engage in teaching or research itself but will foster fund-raising, academic initiatives and research contracts; sponsor fellowships for undergraduate and graduate study in France; and provide funding for visiting professors and special colloquia.

The Doctor's Doctor is In-at Penn

In a recent survey of physicians to name *The Best Doctors in America* in their own specializations, peers picked 103 clinicians from Penn Med. Only Harvard, Johns Hopkins and the Mayo Clinic had more. For more numbers, and the names of the Penn faculty named best, see page 8.

Drive, They Said

To see what Escort Service is all about, four guest drivers will take the wheels of escort vans from 4:30 to 5:30 p.m. Wednesday, April 8: Lucy Hackney; Executive Vice President Marna Whittington; Police Commissioner John Kuprevich, and Harold Haskins, director of academic support services.

The volunteer driving is part of Penn's intensive spring safety campaign, with April designated as Safe Passage Month. During the first week, campus posters, placemats and media featured the PennBus; this week highlights Escort (see p.11), and in coming weeks the spotlight will be on walking escorts, the study shuttle and other means of safer movement on and near the campus.

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 Faculty Senate Chair Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943

Actions Taken by the Senate Executive Committee Wednesday, April 1, 1992

1. Academic Planning and Budget Committee. One meeting dealt with the Revlon Campus Center for which plans are moving ahead. Another meeting dealt with plans for expansion of the Medical Center.

2. Faculty Senate Participation in University Council. After extended discussion, the following two motions were adopted and placed on the agenda of the annual meeting of the Faculty Senate April 15, 1992:

(1) That the Senate Executive Committee shall continue monitoring the implementation of the revised Council Bylaws for 1991-92 and vote no earlier than March 1993 and no later than the end of the academic year 1992-93 whether to continue its participation in University Council.

(2) *Resolved:* That the Faculty Senate urges the Steering Committee of the University Council promptly to initiate a study of the organization and procedures of the University Council. The Faculty Senate strongly suggests that this study consider, among other things, a reorganization that includes:

- (a) retaining the monthly meetings of the Steering Committee
- (b) adding to the Steering Committee the chairs of the A-1, A-3 and Librarians Assemblies and two faculty members
- (c) changing the duties of the Steering Committee
- (d) retaining the present membership of University Council and adding thereto three members each from the A-1, A-3 and Librarians Assemblies (the latter to include the chairs of those assemblies)
- (e) changing the number of meetings of the University Council from once a month (during the fall and spring semesters) to once in the fall semester and once in the spring semester
- (f) having each constituency select its own representatives to Council committees.

The Faculty Senate notes that careful consideration needs to be given to whether in such a revised structure the meetings of the Steering Committee should be open to the University community and the press. The procedures required to call "special" meetings of the University Council will require thoughtful scrutiny. In addition, the bylaws governing the standing and ad hoc committees of Council should be studied.

The Steering Committee Chair is asked to report to the Senate Executive Committee Steering Committee actions on this request no later than November 30, 1992.

3. Faculty Liaisons to Trustee Committees. SEC continued last month's discussion with other faculty liaisons regarding their role and experience reiterating many of the previous comments (*Almanac* March 17, 1992). A faculty liaison suggested that liaisons be brought into discussion of proposals at an earlier stage to have genuine input for the decision-making. Another faculty liaison cited need for clarification of a liaison's role as well as need for a mechanism to close the feedback loop. There was consensus among those faculty liaisons present that decisions are made outside of trustee committees and that faculty ought to have input there particularly on philosophical issues. A SEC member expressed concern that all available information given to trustees also be provided to the faculty liaisons. It was suggested that liaison concerns could be brought to the Senate Chair who could take them to the President and Provost. Guidelines for faculty liaisons and mechanisms for reporting to SEC will be developed.

Addition to the April 15 Agenda

Senate Chair Louise Shoemaker notes that the two resolutions on Senate participation in the University Council [in item #2 above] have been added to the agenda of the Faculty Senate Annual Meeting, to be held Wednesday, April 15, from 3 p.m. to 5:30 p.m. in Room 200 College Hall. For the remainder of the agenda see *Almanac* March 31, 1992 page 2.

Steering Committee: Bicycles on Campus

Discussion Points for University Council Meeting April 8, 1992

The issue of bicycles on campus has been batted around for many years, largely in terms of mutual antagonisms. We hope (possibly wishfully) to frame the issues to aid in a search for tolerable partial solutions to some problems.

1. Quite evidently, many members of the Penn community find bicycles a convenient form of transportation. If negligible numbers of people chose to ride bikes, there would be a negligible issue. All indications are that bike riding has become increasingly popular over recent years. In particular, Penn people who live off-campus often desire to ride bicycles to campus. Many of those who arrive on campus or leave campus at nonstandard hours regard bike travel as useful security against criminal attack.

Many other members of the Penn community, while recognizing the usefulness of this form of transportation, are concerned about bicycle riding on pedestrian walkways. Given the relatively compact nature of the Penn campus, these people argue that walking a short distance should not be a hardship.

2. Many pedestrians fear injury from bicyclists. Those who are less agile, such as some older people or people walking with small children, particularly are seriously worried for their physical safety. There have been serious injuries resulting from bicycle-pedestrian collisions, and many Penn people have experienced near-misses. Though many bicyclists ride with care, some bicyclists ride in a way that appears clearly unsafe to many non-bikers. The lack of compliance with the "Walk bike across bridge" sign on the 38th Street pedestrian bridge does not induce utmost confidence in the civic-mindedness of bicyclists. Legally, bicycles are not to be ridden on sidewalks, and Locust, Hamilton, and Smith Walks would seem to qualify as sidewalks.

Conversely, many bicyclists note that there are no bike lanes on streets around the campus, and that bicycle-automobile collisions are often much more serious than bicycle-pedestrian collisions. Safety concerns apply as well to bicyclists as to pedestrians, and there are no safe bike paths on the campus other than the Walks. Further, they argue that all bicyclists should not suffer for the misbehavior of a relatively small or number of unsafe bikers.

3. Some people have complained about the prevalence of bicycles chained to stair railings, handicap access ramps, and other inappropriate or downright illegal places. These bikes interfere with access to buildings, cause hazards, and add an element of clutter to the campus.

Conversely, bicyclists feel that there are far too few legal places to secure a bike within reasonable distance of popular campus points. Securing bikes at inappropriate points is the only available alternative.

4. There does not seem to be a systematic registration of bicycles, that would allow for identification in case of theft or improper/unsafe riding or parking.

Undoubtedly, there are other issues that might be raised. These are the concerns of which we are most aware.

We suggest that University Council consider the following series of motions. In drafting them, we have tried to do two things. First, we have attempted to separate issues, so that Council can vote on several components of a general approach to bicycles on campus, rather than on one omnibus bill. Second, we have tried to phrase the motions so that substantial changes can be made simply by deleting sections of a motion. Inevitably, there are loose ends; for example, who is to decide what "an adequate number" is, in motion? We propose these motions as a framework for Council's discussion and action; we do not all agree that every element of every motion is desirable. We hope that the motions will be a useful framework for debate and decision.

Possible Motions for University Council: On Bicycle Policy

1. University Council urges that planning for the future Penn campus include development of separate bicycle paths within the campus and, in cooperation with the city of Philadelphia, bicycle lanes on nearby streets.

2. University Council urges that additional bicycle racks be provided at multiple points around the campus. These racks should be in safe, visible locations, as convenient as practicable to major campus buildings. Council also urges that, once additional racks are provided, vigorous enforcement of regulations against chaining bicycles to stair rails, along handicap access ways, and in other prohibited areas,

3. University Council urges that all bicycles using University bicycle parking facilities must be registered with the University Police Department.

4. University Council urges that, once an adequate number of additional bicycle racks is provided, the riding of bicycles be prohibited on Locust Walk, Hamilton Walk, Smith Walk, and all cross walks leading to these pedestrian walkways, between the hours of 8 a.m. and 6 p.m., and that sanctions be established for riding bicycles in prohibited areas or in a manner that endangers others.

The Insurance Components in the Pennflex Package

Dear Penn Colleague:

This, our third letter to the community, comes during the Open Enrollment period and focuses on Life Insurance, Dependent Life Insurance, and the Dependent Care Expense Account. We encourage everyone to think about these programs and the decisions to be made using the Pennflex materials you all should have received by now.

The flexible benefits type of plan that the University adopted five years ago was put in place to enable faculty and staff to choose from among various forms of benefits, with certain limitations and legal and tax requirements.

Life Insurance is a good illustration of a benefit with different levels among which you may choose.

The life insurance coverage paid for by the University is derived from an individual's benefits base salary and age. Faculty/staff may purchase additional insurance at their own expense at the group rate. (NOTE: The IRS calculates imputed income for employer paid group term life insurance in excess of \$50,000. PICA taxes and federal taxes must be paid on imputed income.)

The objective of life insurance and the philosophy of the University's life insurance program is to provide financial support during an emergency transition, and then some support for an employee's dependents for some period of time. Many people decide they require more life insurance or life insurance which does not relate to their being employed at Penn.

Insurance costs increase with age and the need usually decreases (e.g. as children grow up and become independent themselves). For example the rate at age 35 is \$2.04 per \$1,000, and at age 65 is \$15.96 per \$1,000.

Read this section carefully in the Pennflex brochure and call your Benefits Specialist for help if you have questions.

Through our benefits program you may also purchase Dependent Life Insurance and gain from the low group rate. The amounts of coverage are a flat \$5,000 for each eligible child and a flat \$10,000 for spouses (within state limitations). It is intended to cover emergency costs should a spouse or dependent die. Imputed income is calculated on any coverage purchased for a spouse and dependents.

As a result of federal legislation passed in 1981, "Dependent Care Assistance programs" became a tax-favored employee benefit. Penn's Dependent Care Pre-Tax Spending Account allows you to reduce your salary by up to \$5000 per year for care provided to qualifying dependent children, parents, or spouses which enables you to work. This before-tax amount enables you to save on these expenses an amount equal to your marginal tax bracket.

If you have a qualifying child, parent or spouse who is your dependent and requires care while you must be at the University, you should consider using the Dependent Care Pre-Tax Spending Account. You can contribute any amount up to \$5,000. As you incur and pay for these expenses you then submit to the Benefits Office the receipts from your care provider and you are reimbursed from your own account. If you contribute and use \$5,000 per year and you are in the 28% tax bracket, the savings is \$1,400.

If you have a dependent who needs care while you work, read this section of your Pennflex booklet carefully. It really pays to plan ahead! You may also be able to combine the use of this account with the use of child care tax credit. An accountant can advise you on this last item.

In our next letter we will begin to talk about issues related to retirement and how the decisions you make now (or don't make) might influence the financial security of your years in retirement.

—Elsa Ramsden, Chair, Personnel Benefits Committee

—Adrienne Riley, Director, Human Resources, Total Compensation

Benefits Tip: Life Insurance and Tax-Deferred Annuity

If you are enrolled in the Retirement Program for Monthly Paid Faculty and Staff (Tax-deferred Annuity Program) and/or the Supplemental Retirement Program for Monthly and Weekly Paid Faculty/Staff, here is something to keep in mind when planning insurance coverage: In the event of your death before retirement your accumulations in these plans are available to your beneficiary as a lump sum death benefit (should the beneficiary choose to receive the payout in this manner). So when you study your insurance needs/coverage, be sure to include these monies in your figures. —E.R. and A.R.

Ed. Note: The column above and article below were scheduled for publication on March 31, and were held for reasons beyond anyone's control.

Reorganization in Information Systems and Computing-by June 30

Dr. Peter C. Patton, Vice Provost for Information Systems and Computing (ISC), has announced a restructuring of his area, targeted for completion by June 30.

Changes will affect every department within his area, Dr. Patton said. He listed:

- *Academic Computing Services (ACS)*, a new department, is being forged from staff and resources in other ISC areas to provide both direct and facilitating support for the instructional and research computing community. The full-time position of deputy director of ACS, reporting to Dr. Patton, will be posted as soon as possible. An advocacy group, currently consisting of the heads of academic computing in Arts and Sciences, Engineering, Medicine, and the Wharton School will advise ACS on its mission and structure, programs and future directions. Dr. N. Ben Goldstein, Ira Winston, Dr. Albert Shar, and Michael Eleey make up the group.

- *The Computing Resource Center (CRC)* will be reorganized in response to the overwhelming demand for its end-user training and support services. Based on months of self-assessment and meetings with campus computing stakeholders, the "new" CRC will make more use of both technological aids (fax, e-mail, Penninfo, training videos, etc.) and partnerships with school and departmental end-user support organizations. Dr. Jeff Seaman, founding director of the CRC, remains at the

helm, with the title of Associate Vice Provost.

- *Data Communications and Computing Services (DCCS)* will expand both service offerings and outreach efforts while committing to major upgrades in technology. DCCS will have a new leader, Associate Vice Provost Daniel Updegrove, former Assistant Vice Provost for Data Administration and Information Resource Planning (DAIRP). Mr. Updegrove, who had extensive networking experience as Vice President of EDUCOM, has taken the lead in several Penn networking programs, including PennInfo and the Electronic Mail Task Force.

- *The University Data Center (UDC)* is the ISC organization being created to operate the new IBM ES9000/480 mainframe computer, which will provide service to academic researchers, the Library, and UMIS. The core staff of UDC is drawn from the former School of Arts and Sciences David Rittenhouse Computing Facility (DRCF), which had extensive experience operating mainframes in support of research, Library operations, and electronic mail. The director of UDC will be Roy Marshall, longtime director of DRCF.

- *University Management Information Services (UMIS)* will be devoting substantially more attention to acquiring or developing a new, integrated financial management system, which is expected to be the first component of Penn's next generation information architec-

ture. Carl Abramson, who led DCCS during the design and development of PennNet and who has had responsibility for UMIS for the past two years, will continue to head UMIS as Associate Vice Provost.

Vice Provost's Office: The Office of the Vice Provost itself will also be reorganized. Francine Buchhalter is Director, Fiscal Operations for ISC, with responsibility for overall budget planning, human resources, and financial controls. A new Director of Planning position will be posted shortly.

On the future organization of the Data Administration function, Dr. Patton said he will convene a group of "data stakeholders" from schools and administrative departments to assist in determining the optimal approach, and expects a decision on this within a month.

"I have been impressed," said Dr. Patton, "with the willingness of ISC staff to engage in tough-minded assessments of our strengths and weaknesses—and with the schools' willingness to partner with ISC to develop new service delivery options."

"ISC is committed to participating in the growing University effort to improve quality and reduce costs. We believe this extensive restructuring will enhance our ability to harness the rapidly advancing technology to meet our clients' even more rapidly advancing expectations," he concluded.

Senate Committee on Academic Freedom and Responsibility Report on the Case of Dr. Jorge Ferrer, School of Veterinary Medicine

March 20, 1992

In 1990-91, the Senate Committee on Academic Freedom and Responsibility reviewed the procedures used in the case of Dr. Jorge Ferrer of the School of Veterinary Medicine, and the sanctions imposed upon him. SCAFR concluded that the dean of the school, having chosen to proceed under the then-promulgated Procedures for Misconduct in Research, was bound by its provisions for restoring Dr. Ferrer to the status quo ante upon a finding by a formal inquiry committee that he had not committed such misconduct, as defined in that policy. The Provost has requested that SCAFR consider the matter further, asserting that the dean of the school properly and necessarily had authority to impose sanctions. We have considered the assertion, and the entire procedure, with the cooperation of all parties.

The essential assertions of this case involve mismanagement, rather than dishonesty. The dean, the inquiry committee, and Professor Ferrer agree that there were deviations from an experimental protocol, and that Dr. Ferrer, as principal investigator for the experiment, bears primary responsibility for those deviations. SCAFR does not challenge the requirement that Dr. Ferrer undergo further training in animal care and experimentation procedures, nor the actions of the Institutional Animal Care and Use Committee (IACUC) in monitoring Dr. Ferrer's proposed experiments. Nor does SCAFR have any comment on salary issues; the faculty grievance procedure provides an appropriate vehicle for Dr. Ferrer to protest, should he feel so inclined.

However, SCAFR is deeply disturbed by the dean's prohibition (for a two-year period) on Dr. Ferrer's direct participation in experiments involving a certain class of viruses. This prohibition self-evidently limits (to some degree) his freedom to perform certain kinds of research. Therefore, it is a matter of serious concern. The Statutes of the Trustees (1983, Article 10, quoted in the *Handbook for Faculty and Academic Administrators*, page 20) make the point with force:

It is the policy of the University of Pennsylvania to maintain and encourage freedom of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, that would restrict him or her in the exercise of these freedoms in his or her area of scholarly interest.

For this policy to be meaningful, administrative restrictions on a faculty member's research, if permissible at all, must be exceedingly rare, must be justified by compelling need, and must observe procedural safeguards commensurate with the importance and sensitivity of the academic freedom interests at stake.

The required procedures, we believe, must include at least three elements: first, an adequate opportunity for the faculty member to be heard on all relevant issues, including particularly the necessity and propriety of the proposed sanction; second, a statement by the administrative officer of the findings and grounds upon which the proposed limitation is based; and third, participation in the decision-making process by an appropriate faculty group. Any restriction on research should be imposed only upon the recommendation, supported by findings and reasons, of a responsible faculty body after conducting a hearing.

The first two factors noted above, hearings and findings, need no elaboration; they are generally recognized to be the minimal ingredients of any system of procedural fairness where important individual interests are at stake.

The third factor, faculty involvement, is, of course, specific to the academic community, but within that setting, it is no less basic. The University's statutes reflect the principle that severe sanctions—specifically, termination or suspension of employment—cannot be imposed on a faculty member except upon the recommendation of a duly elected faculty committee or of the school's faculty as a whole. More immediately analogous to the present case than the provisions relating to termination or suspension of employment is the provision (*Handbook*, p. 54) authorizing the temporary exclusion from classrooms or laboratories of a faculty member whose impairment of capacity presents a risk of substantial harm to persons or property. Such action may be taken for up to seven days by an

appropriate administrative officer, or for a longer period by the provost, but in neither case without obtaining the advice of the school's elected Committee on Academic Freedom and Responsibility. If consultation with an elected faculty committee is required for even the very brief, safety-based, exclusion of a faculty member with impaired capacity, surely no less is required for a much longer ban on research activities of a faculty member of unquestioned capacity.* A scheme of procedural safeguards could not reasonably prohibit unilateral administrative action in the first ease while tolerating it in the second.

The force of this analogy might perhaps be blunted if the purpose of the research ban in Dr. Ferrer's case were assumed to be punishment for past misconduct rather than protection of the public from future risk. But, on that assumption, we question whether a purely punitive research restraint would be proper under any procedures. Absent danger to the public, there is no more justification for punishing an experimental researcher by prohibiting that researcher from a laboratory than for punishing a historian by prohibiting that historian from doing library research—a restraint that would certainly play havoc with constitutionally protected speech as well as academic freedom.

Some might argue that the explicit procedural provisions of the statutes with respect to certain types of administrative actions should be read as negating the existence of additional, unwritten, procedures for other administrative actions. This argument is unpersuasive. Given that a dean's power to restrict a faculty member's research activities is itself unauthorized by any provision of the University's written rules, it cannot reasonably be expected that the procedures attending this power will be spelled out by those rules. We reject the notion that an administrator has broad, amorphous discretion to discipline faculty members while, on the other hand, the procedural safeguards that are necessary to cabin that authority exist only to the extent explicitly provided for. Just as there may be unwritten administrative powers deriving from the practical necessities of governance, there most assuredly are unwritten procedural requirements that derive from basic principles of fairness and academic freedom and, as we have already pointed out, from the underlying principles implicit in the express procedural provisions themselves.

In the present case, we are uncertain whether the Misconduct inquiry placed squarely in issue the propriety of an extended ban on Dr. Ferrer's participation in live-virus research and gave him an adequate opportunity to demonstrate, by evidence and argument, that this sanction was unnecessary or unduly burdensome. We have no indication that a hearing on this issue was held at any time after termination of the Misconduct proceeding; that the dean ever stated the grounds or findings on which the research moratorium was based; or that he consulted with any faculty body before imposing it. His action therefore lacked two, if not all three, of the procedural elements we believe essential. We must conclude, therefore, that the restriction of Dr. Ferrer's research activity, once the Misconduct inquiry was completed, was, and remains, an infringement of academic freedom.

Howard Arnold (social work)

Robert F. Giegengack (geology)

Frank I. Goodman (law)

Ian Harker (geology)

Vivianne Nachmias (anatomy/medicine)

James Ross (philosophy), Chair

Mark Stern (social work)

ex officio: David K. Hildebrand (statistics), Senate Chair-elect

(Professors Jill Beech and Robert Schwarzman, of the School of Veterinary Medicine, recused themselves from this case,)

* It should be noted that the one faculty body that has thus far passed upon the Ferrer case, the formal inquiry committee in the misconduct proceeding, found that Dr. Ferrer had committed errors in judgment, but recommended no sanctions more severe than warning, reprimand, or the institution of special precautions in future experiments. For this reason, if no other, it cannot be fairly argued that the procedural elements missing from the dean's action were supplied by the misconduct proceeding.

The following responds to the report on page 4.

Provost's Response to SCAFR

The Administration disagrees with certain conclusions of the Senate Committee on Academic Freedom and Responsibility (SCAFR) in the case of Dr. Jorge D. Ferrer and the HTLV-1 virus. In particular, we feel that the committee did not give sufficient weight to the issue of faculty responsibility in this case. As a result of the failure of the principal investigator to follow his own protocol, there are students and staff who came in contact with sheep infected with the HTLV-1 virus. The administration is disappointed that SCAFR did not give greater weight to the serious consequences that could follow from the failure of the faculty member to follow his protocol.

In spite of a difference of opinion about this issue, the Administration does appreciate the careful way in which this year's committee has approached this and other difficult matters involving alleged faculty misbehavior. It appears that over the past several years there have been more cases of alleged faculty misbehavior than in earlier times. In the aftermath of these unfortunate experiences, the Administration hopes that SCAFR will make recommendations to the committee headed by Professor Robert Davies for changes in the Just Cause Procedures. Some of the recent cases of alleged faculty misbehavior suggest to me that while we must always protect the academic freedom of faculty, more attention needs to be given to faculty responsibility, both in our day-to-day activities and in our procedures.

— Michael Aiken, Provost

Speaking Out

The following petition was given to Dean Rosemary Stevens on April 2 by eight undergraduate students including Andrew Howell (Col '92) who transmitted it to *Almanac*. The petition below was signed by 135 undergraduate students.

More on Dr. Plotnitsky

We have come to the University of Pennsylvania confident of this institution's dedication to academic excellence. However, the recent tenure denial of Dr. Arkady Plotnitsky of the English Department has put this confidence into question. We grant that the tenure process is a complex one, taking into account a wide range of factors in the consideration of every candidate. It is nonetheless inconceivable that an academician of Dr. Plotnitsky's caliber and qualifications be turned away. His loss would cause irreparable damage to the academic quality and prestige of the School of Arts and Sciences and the University as a whole.

As a scholar, Dr. Plotnitsky has distinguished himself exceptionally in the field of literature theory, a field which is being taught more than ever before on an undergraduate level. As a pedagogue, he has combined a compelling and persuasive lecture style with a personable disposition that makes him accessible to all students. Indeed, we cannot conceive what more the School of Arts and Sciences could want out of a professor.

In brief, we undergraduates cannot accept the decision to deny tenure to Dr. Plotnitsky. If some action is not taken to override this preposterous decision, the tenure process—and the academic system as a whole—shall be rendered absurd.

Concerning COLORS

As an active alumnus in several capacities, I have the opportunity to receive *Almanac* weekly to keep me abreast of University affairs.

I was pleased to read in the March 3 issue of the splendid "Hands Across the Campus" activity in what has become the annual COLORS program to further diversity and understanding among the University family.

That this activity was initiated by undergraduate members of fraternities is commendable. Generally fraternities are

singled out by name when they indulge in an activity that is negative, so let's give credit to the Brothers of Sigma Chi and Alpha Phi Alpha for creating the COLORS idea and ideals and making this important event a regular part of campus life.

—Murray K. McComas, Wh'58

All-Weather Buildings

I read in a recent *Daily Pennsylvanian* (3/18/92) that the University is about to begin construction of a new 560 million "Biomedical Research Center". I'm sure this new building will be all-weather and will rely heavily on air conditioning in Philadelphia's hot and humid summers and will be built in the modern fashion so that the windows can't be opened.

As you know, new information has come in since the Trustees' last meeting in January suggesting that the ozone layer situation is much worse than expected. Exactly what you don't want to do in such a situation is to erect all-weather buildings whose windows can't be opened, even if they cost \$60 million. The University should be ahead of the world (or city) on

this, not cruising along beside them or behind them.

— Daniel R. Vining, Jr., Associate Professor of Regional Science

Response to Dr. Vining

Professor Vining is correct in his assumption that the new Biomedical Research Building will be constructed without operable windows. It is important to understand that the heating ventilation and air conditioning systems designed into a modern research facility are nearly as sophisticated as the research they support. These systems must be capable of providing the correct temperature, humidity, pressure and the appropriate air changes throughout the building, independent of the outside temperature and the ongoing research. Should the windows be opened, the entire system would be thrown out of balance, putting the comfort of the occupant, and more importantly, the validity of the research at risk.

— Art Gravina, Vice President, Facilities Management

To the University Community: Final Selection of Text for Class of '96

The ad hoc Text Selection Committee for the Penn Reading project would like to thank those who suggested texts to be read by entering students for next year's project. We have narrowed the list to the eight texts shown below and invite you to mark your preference and, if you wish, to comment on your choice.

My recommendation is (check one):

- ☐ Brecht, Bertolt, *Galileo*
- ☐ Camus, Albert, *The Stranger*
- ☐ Douglass, Frederick, *Narrative of the Life of Frederick Douglass, an American Slave, Written by Himself*
- ☐ Kingston, Maxine Hong, *The Woman Warrior*
- ☐ Lao Tzu, *Tao te Ching*
- ☐ Mann, Thomas, *Death in Venice*
- ☐ Mphahlele, Ezekiel, "The Living and the Dead," a short story in *In Corner B*

Comments: _____

Please clip this form and return it to the ad hoc Text Selection Committee, c/o The College, Mezzanine, 133 South 36th Street/3246.

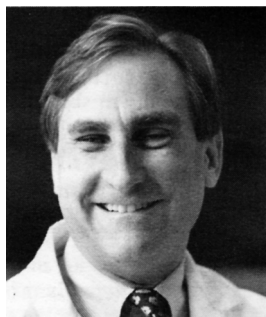
Name: _____ Department (optional): _____

HONORS &...Other Things

Photo by Karen Levinson



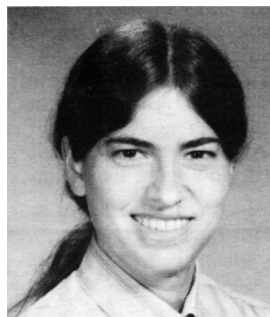
Dr. Levinson



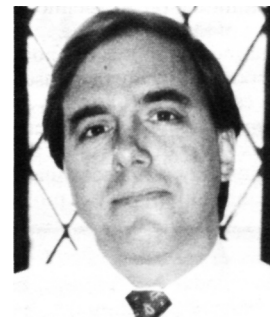
Dr. Hansen-Flaschen



Dr. Jorkasky



Dr. Furth



Dr. Piccoli

Almanac photo M.F. Miller

PennMed Teaching Awards

On March 31, the School of Medicine announced its teaching award recipients.

Dr. Arnold I. Levinson, associate professor of medicine won the Leonard Berwick Memorial Teaching Award, established by the Berwick family and the department of pathology to recognize "a member of the medical faculty who in his or her teaching effectively fuses basic science and clinical medicine," particularly in younger faculty. A former trainee comments, "Arnie Levinson is the individual that I point to as the most important influence on my career," a nomination said. And another: "He showed me how interesting, challenging, and rewarding such a career could be."

The Robert Dunning Dripps Memorial Award for Excellence in Graduate Medical Education was awarded to *Dr. John H. Hansen-Flaschen*, associate professor of medicine. Established by the department of anesthesia for its 1943-72 chair, who pioneered in the specialty of anesthesia, this award recognizes excellence in educators of residents and fel-

lows in clinical care, research, teaching or administration. "As a direct result of his contributions and guidance, the Pulmonary Training Program at Penn is described to be nationally recognized as one of the premier training programs in the country that attracts the most highly qualified residents."

The Dean's Award for Excellence in Clinical Teaching was given to *Dr. Diane Jorkasky*, associate professor of pathology and laboratory medicine. This award recognizes teaching excellence and commitment to medical education by outstanding faculty members from affiliated hospitals. Recipients are selected on the advice of a committee of faculty and students. "Her extraordinary teaching exemplifies the standard of excellence against which all other teaching should be judged."

Dr. Emma Elizabeth Furth, assistant professor in pathology and laboratory medicine, won the Dean's Award for Basic Science Teaching. It was established in 1987 to recognize teaching excellence and commitment to medical education by outstanding faculty members

from affiliated hospitals. A committee of faculty and students selects the recipient. Dr. Furth is described as having already distinguished herself as an outstanding educator and clinician in surgical pathology, as a model research advisor to residents and students, as an invaluable mentor for those working under her guidance, and as a powerful role model for all women in medicine.

Dr. David A. Piccolo, assistant professor of pediatrics, won the Blockley-Osler Award, created by the Blockley Section of the Philadelphia College of Physicians in 1987 and given annually to a faculty member at an affiliated hospital for "excellence in teaching modern clinical medicine in the tradition of Dr. William Osler and others who taught at Philadelphia General Hospital." Another citation says, "He has been an active participant and important contributor to the residency program at Children's Hospital as a member of the graduate education committee and served as acting co-director of the program prior to its recent change in leadership."

HONORS continue past insert

About the 1992 Lindback Award Winners

All members of the University are invited to join Provost Michael Aiken on Thursday, April 23, when he presents this year's eight Lindback Awards and one Provost's Award. The party is from 4 to 6 p.m. in the Rare Books Room of Van Pelt Library. Below are some facts about the candidates, gleaned from the nominations dossiers, starting with the four from non-health schools.

William Dailey joined the chemistry department at the University in 1985 after receiving his Ph.D. from Dartmouth College and was awarded tenure in 1991. During this time he established himself as one of the department's outstanding teachers. Students repeatedly remarked on his enthusiasm for his subject and for his teaching; as one student stated "most professors are trained to teach the nuts and bolts of science; Dr. Dailey also inspires." Another writes "few teachers can match Dr. Dailey's impressive blend of clarity, enthusiasm, humor, and genuine concern for his students." Many students spoke of him as a role model and praised him as a mentor and graduate research advisor. His colleagues in the Chemistry Department were equally enthusiastic; one wrote that as a Lilly fellow "Dr. Dailey developed a unique curriculum incorporating the use of computers into his undergraduate courses and more advanced computational methods in his

graduate courses," and that "he has turned shy, insecure students into confident, well-rounded scientists."

He has achieved a national and international reputation as a physical organic chemist; he is also regarded as a remarkable and distinguished teacher.

Dr. Alan Filreis became a member of the English department in 1985 and quickly established his reputation as an outstanding teacher. His SCUE scores are consistently near perfect and students attest over and over to his remarkable energy, his innovative teaching style, and his clear commitment to his students. Many commented that even in large lectures of 80 or 90 students Professor Filreis encouraged discussion and knew all the students by name. His graduate students expressed particular appreciation for sharing his excitement about his profession, and described him as "a truly gifted teacher." His file is unique in containing two letters of support from parents of students. One wrote that her daughter's enthusiastic phone calls home prompted her to request and receive permission to audit Professor Filreis's Course on the Literature of the Holocaust; another said "it is noteworthy enough when a professor makes an indelible mark on a student, but when the stimulation generated extends to the family of the student living in a different city, this is a

truly remarkable accomplishment."

Dr. Carolyn Marvin joined the faculty of the Annenberg School for Communication in 1980 and is currently Associate Dean for Undergraduate Studies. She also serves as the faculty sponsor for Women in Communication and is responsible for bringing the chapter to the Penn campus. Her students wrote enthusiastically about her courses, but pointed out that her influence extended beyond the classroom. She takes a personal interest in her students and their personal and intellectual growth. "She mercilessly challenges assumptions and hidden prejudices," "she pushed my analytic abilities to their limits," "her lectures can captivate, frustrate, inform, and even amuse, but they always stimulate thought," "she demanded that each and every one of us think for ourselves, a demand that unfortunately is rarely made of University students" were typical of student responses. Professor Marvin serves as a mentor and as a humane scholar and teacher.

Dr. Frank Warner arrived at Penn from Berkeley in 1968. He has served as both undergraduate chair and chair of the Mathematics department, where he has taught a wide variety of courses; he has been a driving force behind the undergraduate program for over twenty years. He was among the first recipients of the Ira

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Abrams Prize for Teaching given by the School of Arts and Sciences. Students wrote of the care Dr. Warner took with his classes, describing his lectures as “gracefully organized and essential to understanding the material”, “his concern is not just to teach facts and theorems, although his capacity in this area is excellent, rather his concern is that his students can apply and truly understand some of the more complicated theorems of mathematics.” Others describe him as “the best teacher I have had at Penn,” “the most dedicated teacher I have ever seen.” Recently Dr. Warner revived Pi Mu Epsilon, the math honor society, and the Math Center for calculus tutoring; he also reorganized the Teaching Assistants Training Program. A student concludes “Frank Warner is an example of what others should strive to attain.”

The 1991 Lindback Committee on Distinguished Teaching in the Health Schools presented these facts from the dossiers of four Lindback winners.

Dr. Christos Coutifaris is currently an Assistant Professor of Obstetrics and Gynecology who has both an M.D. and Ph.D. from the University of Pennsylvania. Dr. Coutifaris is also the recipient of the Penn Pearl Teaching Award. He has exceeded in a broad range of teaching activities—basic, clinical and research related. His teaching evaluations at the Medical School are a series of A's and A+'s. He “represents the very best of Penn's educators.” Students describe his classes as interactive, and Dr. Coutifaris as a teacher who “inspires and motivates.” He spends countless hours explaining difficult problems in endocrinology and “has an amazing ability to explain complex schemes and sustain the interest of his audience, students and faculty alike.” Many students wrote of his special skill and dedication as an advisor. He treats his advisees “as his equals and as his partners in health care.” A true mentor and role model, Dr. Coutifaris “makes himself available to help students define for themselves who and what they want to be.” Dr. Coutifaris will have a tremendous impact on medicine in the next decades “through direct clinical care, basic science investigation and in teaching future doctors.”

Dr. Jerry Johnson came to the University in 1977 as a Robert Wood Johnson Clinical Scholar and was the first faculty member interested in geriatrics who, practically by himself, was responsible for the development of clinical programs and practice programs in geriatrics. His achievements at Penn, both personal and insti-

tutional have been remarkable. He has taken the lead in developing a program to nurture pre-med students from historically Black Colleges and encourage them to consider Penn's Medical School. The numerous letters from former students speak not only to Dr. Johnson's skill as a teacher but to his lasting influence on their lives: “Dr. Johnson coordinated a churchbased hypertension screening clinic using medical students and residents to educate individuals about heart disease, diet and lifestyle. I was one of the medical students involved. It was my first introduction to community-based medicine; it is now my life's calling.” Letters from Nursing School faculty and students were equally positive. “Dr. Johnson transmitted an intangible

Provost's Award: Dr. Grant

Only one Provost's Award for Distinguished Teaching was given this year. This award, given by the same process as the Lindback but reserved for faculty members neither tenured nor on the tenure track goes to:

Dr. Christin Ann Grant, a lecturer in the School of Nursing who received both her MSN and Ph.D. from the University of Pennsylvania and currently serves as Course Director for the senior level Psychiatric-Mental Health Nursing courses. She brings a depth of knowledge from her own research and clinical practice which she shares with her students who are impressed with her level of expertise and her genuine interest in students as people. The quality most appreciated in Dr. Grant is her willingness to take the time to interact with students; she maintains a rapport with them which facilitates a relationship in which everyone learns. A graduate student said, “Dr. Grant greatly influenced my decision to pursue my doctorate in Nursing at Penn; she has truly been a role model.” While many students said Dr. Grant's courses were rigorous and demanding, several also noted Dr. Grant's sense of humor as key ingredient in her teaching style. Others describe her as “inspiring” with “a passion for Nursing.” She is a professor who challenges and stimulates her students and she is completely dedicated to excellence in Nursing.

quality that made one want to strive for clinical excellence.” He has distinguished himself “as a teacher and educator and at the same time has been the role model of a caring physician, and an understanding counselor to a host of students, residents, and fellows.”

Dr. Daniel Malamud has had a distinguished teaching career at Penn since 1977. Teaching students at all levels, he currently directs Biochemistry 501 (the biochemistry course for predoctoral dental students) and has just completed a team-taught SAS freshman seminar “The Literature of AIDS.” Present and former students wrote of his “genuine love of his work and of teaching.” His “excellence as a professor, communicator, and facilitator of discussion heralds him as the best teacher I have had” were typical of comments about Dr. Malamud. Colleagues were also vocal in support of his nomination. One faculty member wrote “for the past 15 years that we have served together on the faculty at Penn, he has repeatedly demonstrated his skill, his dedication, his concern for students and his joy in educating students.” Another remarks: Dr. Malamud's teaching “is always illuminated from a breadth of interest that is in no way confined to his area of professional expertise,” he is “truly an outstanding teacher and educator.” Dr. Malamud has earned the respect and admiration of the faculty and students at the Dental School.

James C. Saunders, earlier a recipient of the Dean's Award for Teaching Excellence in the Medical School, has made major contributions to the level of teaching and excellence at the School of Medicine. In addition to his teaching at Penn Dr. Saunders has taught a national course for neurologists and neurology residents for the American Academy of Neurology in 1990 and 1991. The response from students at all levels is that he is a superb lecturer and his instruction in the lab is exceptional. Dr. Saunders provides research opportunities for all levels of the University community from undergraduates to visiting scholars; a colleague mentions that several medical students received recognition for their research activities in Dr. Saunders's lab, including the prestigious Howard Hughes Medical Institute Research Training Fellowships, a tribute to his ability to inspire productivity and enthusiasm among his students. A research assistant wrote “I can say with confidence that James Saunders is the best supervisor and professor that I have had throughout my entire undergraduate career. He is a professor who truly enjoys seeing his students grow and excel.”

Leonore Williams and Alice Paul Awards

The Association of Women Faculty and Administrators has chosen two members of the faculty, Dr. Helen C. Davies of Microbiology/Med and Dr. Michelle Fine of Educational Psychology, for the Leonore Rowe Williams Award. Established by bequest of the widow of the late Provost Edwin B. Williams, this award recognizes outstanding female scholars and leaders.

Dr. Davies, a member of the faculty since 1961, is a founding member of WEOUP, a 1977 winner of the Lindback Award, and winner of several Medical School awards for her teaching. She was recently named associate dean for students and house staff affairs at PennMed.

Dr. Fine, who won the Lindback in 1987, holds the Goldie Anna Term Professorship at G.S.E., and is noted for her innovative approaches to teaching and the education of teachers. She is consultant for the Philadelphia Schools Collaborative Restructuring Comprehensive High Schools.

The Alice Paul Award, named for a Penn Social Work alumna who wrote, the Equal Rights Amendment is given jointly by the Association and the Women's Studies Program to students for their contributions to the quality of University/community life. The award goes to: *Gabby Clay* (Col '92), *Karma Dimidjian* (Col '92), *Marci Gluck* (Col '92), *Katy Henrikson* (Col '92), *Helen Jung* (Col '92), and *Ellen Somekawa* (GSAS/history).



Dr. Michelle Fine



Dr. Helen Davies

Who are the "Specialists' Specialists" at PennMed?

To rate physicians for their new book, *The Best Doctors in America*, Pulitzer Prize-winning authors Steven Naifeh and Gregory W. Smith asked thousands of doctors in over 350 specialties a single question: "If a friend or loved one came to you with a medical problem in your field of expertise, and for some reason you couldn't handle the case, to whom would you send them?" The result is a reference guide that names just over one percent of the nation's 350,000 practicing physicians. And it includes nearly 10% of the clinicians on Penn's faculty—the 82* listed below (shown with the home departments and expertise as described in the book). *The Best Doctors in America* is published by Woodward/White, Inc., of Aiken, SC, and can be special ordered from bookstores.

University of Pennsylvania Medical Center Faculty Physicians Included in "The Best Doctors in America"

Abass Alavi, M.D. (radiology)
General nuclear medicine
Arthur K. Asbury, M.D. (neurology)
Neuromuscular disease
Leon Axel, M.D., Ph.D. (radiology) Cardiovascular disease; magnetic resonance imaging
Lester Baker, M.D. (pediatrics)
Pediatric endocrinology
Clyde F. Barker, M.D. (surgery)
Transplantation
Henry D. Berkowitz, M.D. (surgery)
General vascular surgery
F. William Bora Jr., M.D. (orthopaedic surgery) Peripheral nerve surgery
Alexander J. Brucker, M.D. (ophthalmology) Vitreo-retinal surgery
Alfred E. Buxton, M.D. (medicine)
Electrophysiology
John M. Cuckler, M.D. (orthopaedic surgery) Hip surgery
John M. Daly, M.D. (surgery)
Gastroenterologic cancer
John J. Downes, M.D. (anesthesia)
Pediatric anesthesiology; pediatric critical care
Denis S. Drummond, M.D. (orthopaedic surgery)
Pediatric orthopaedic surgery; spine surgery
John W. Duckett, M.D. (surgery)
Pediatric urology
Stuart L. Fine, M.D. (ophthalmology)
Medical retinal diseases
Newell Fischer, M.D. (psychiatry)
Psychoanalysis
Eugene S. Flamm, M.D. (neurosurgery)
Vascular neurological surgery
Barbara L. Fowble, M.D. (oncology)
Breast cancer
Steven L. Galetta, M.D. (neurology)
Neuro-ophthalmology
Celso-Ramon Garcia, M.D. (obstetrics/gynecology) Reproductive endocrinology; reproductive surgery
Robert A. Gatter, M.D. (medicine)
General rheumatology
John H. Glick, M.D. (medicine)
Non-Hodgkins lymphomas and breast cancer
Gary L. Gottlieb, M.D. (psychiatry)
Geriatric psychiatry
Robert I. Grossman, M.D. (radiology)
Neuroradiology
Brett B. Gutsche, M.D. (anesthesia)
Obstetric anesthesia
Daniel G. Hailer, M.D. (medicine)
Gastrointestinal oncology
Gerald E. Hanks, M.D. (radiation oncology)
Genito-urinary cancer
Sydney Heyman, M.D. (radiology)
Pediatrics

Paul J. Honig, M.D. (pediatrics)
Pediatric dermatology
Abdulmassih S. Iskandrian, M.D. (medicine) Nuclear cardiology
David R. Jobs, M.D. (anesthesia)
Pediatric cardiovascular
Jerry C. Johnson, M.D. (medicine)
General geriatric medicine
Mark K. Josephson, M.D. (medicine)
Electrophysiology
Bernard S. Kaplan, M.B., B.Ch. (pediatrics)
Pediatric nephrology
James A. Katowitz, M.D. (ophthalmology)
Oculoplastic and orbital surgery
Warren A. Katz, M.D. (medicine)
General rheumatology
Mark A. Kelley, M.D. (medicine)
General pulmonary and critical care
David W. Kennedy, M.D. (otorhinolaryngology-head and neck surgery)
Sinus and nasal surgery
Gerald S. Lazarus, M.D. (dermatology)
Psoriasis
James J. Leyden, M.D. (dermatology)
Acne; aging skin
William H. Lipshutz, M.D. (medicine)
General gastroenterology
Paul A. Lotke, M.D. (orthopaedic surgery)
Reconstructive surgery
Stephen Ludwig, M.D. (pediatrics)
Abused children
Francis K. Marchlinski, M.D. (medicine)
Electrophysiology
Luigi Mastroianni Jr., M.D. (obstetrics/gynecology) Reproductive endocrinology
Michael T. Mennuti, M.D. (obstetrics/gynecology) Genetics; maternal and fetal medicine
John J. Mikuta, M.D. (obstetrics/gynecology)
Gynecologic cancer
Susan C. Nicolson, M.D. (anesthesia)
Pediatric cardiovascular
William I. Norwood, M.D., Ph.D. (surgery)
Pediatric cardiac surgery
Charles P. O'Brien, M.D., Ph.D. (psychiatry) Addiction medicine
James A. O'Neill Jr., M.D. (surgery)
Pediatric surgery
Peter C. Phillips, M.D. (neurology)
Neuro-oncology
David E. Pleasure, M.D. (neurology)
Neuromuscular disease
William P. Potsic, M.D. (otorhinolaryngology-head and neck surgery)
Pediatric otolaryngology
Russell C. Raphaely, M.D. (anesthesia)
Pediatric anesthesiology; pediatric critical care
Nathaniel Reichek, M.D. (medicine) Echocardiography; magnetic resonance imaging

Lucy B. Rorke, M.D. (pathology and laboratory medicine) Neuropathology
Ernest F. Rosato, M.D. (surgery)
Gastroenterologic surgery
Robert L. Sadoff, M.D. (psychiatry)
Forensic psychiatry
Peter J. Savino, M.D. (ophthalmology)
Neuro-ophthalmology
H. Ralph Schumacher Jr., M.D. (medicine)
Rheumatology
Luis Schut, M.D. (neurosurgery)
Pediatric neurological surgery
Robert C. Sergott, M.D. (ophthalmology)
Neuro-ophthalmology
Howard McC. Snyder, M.D. (surgery)
Pediatric urology
Peter J. Snyder, M.D. (medicine)
Neuroendocrinology
Lawrence J. Solin, M.D. (radiation oncology)
Breast cancer
Charles A. Stanley, M.D. (pediatrics) Metabolic diseases
Albert J. Stunkard, M.D. (psychiatry)
Eating disorders
Leslie N. Sutton, M.D. (neurosurgery)
Pediatric neurological surgery
Joseph S. Torg, M.D. (orthopaedic surgery)
Sports medicine
Walter W. Tunnessen Jr., M.D. (pediatrics)
Pediatric dermatology
Victoria L. Vetter, M.D. (pediatrics)
Pediatric cardiology
Alan J. Wein, M.D. (surgery)
Neuro-urology and voiding dysfunction and urologic oncology
Ralph F. Wetmore, M.D. (otorhinolaryngology-head and neck surgery)
Pediatric otolaryngology
Linton A. Whitaker, M.D. (surgery)
Craniofacial surgery
Richard Whittington, M.D. (radiation oncology)
Gastroenterologic cancer
Peter C. Whybrow, M.D. (psychiatry)
Affective disorders
John R. Wilson, M.D. (medicine)
Heart failure
George E. Woody, M.D. (psychiatry)
Addiction medicine
Allan E. Wulc, M.D. (ophthalmology)
Oculoplastic and orbital surgery
Robert A. Zimmerman, M.D. (radiology)
Neuroradiology
Burton Zweiman, M.D. (medicine)
Adult allergy and immunology

***Ed. Note:** This list was compiled by the PennMed News Office, where it was updated to eliminate the names of those no longer at Penn. The News Office notes that the total number of listings given for Penn in the book was 103, and that some physicians were listed under more than one specialty. On the basis of that figure Penn ranked sixth in the nation. Harvard was first with 252. The next highest number of listings was for the University of California at San Francisco with 170, of whom 104 were clinical. Then came Johns Hopkins, 131; the Mayo Clinic, 128; and the University of Connecticut, 105. The University of Washington at Seattle tied with Penn at 103 listings.

Locally, the numbers were 33 at Jefferson; 32 at Children's Hospital (many of them Penn faculty); 25 at Temple, 16 at Hahnemann, 13 at Wills Eye, eight at MCP, seven at Fox Chase, and two at Graduate. — K.C.G.

Following is the text of a letter President Sheldon Hackney sent March 4, 1992, to Michael William, Assistant Secretary for Civil Rights in the U.S. Department of Education.

On Targeting Financial Aid to Minority Students

On behalf of the University of Pennsylvania, I am writing to comment on the Department's December 4, 1991 "Notice of Proposed Policy Guidance" concerning institutional financial aid programs targeted to students who are members of minority groups.

I have several specific concerns regarding this Notice but would first like to make two general and interrelated comments.

First, I am deeply concerned that the confusion created by the Department's several pronouncements on this matter will send an unfortunate signal to members of minority groups that adequate levels of financial aid may not be available to them. While I am confident that that is not the Department's intention, the effect of such a signal to aspiring minority undergraduate and graduate students at a time when so many institutions have demonstrated a commitment to attracting, retaining, and educating such students is quite disturbing. In that regard, Secretary Alexander's December 4 statement that "a college president with a warm heart, some common sense, and a minimum amount of good legal advice can provide minority students with financial aid" provides me with some notion of what the Department is hoping to accomplish, but the Proposed Policy Guidance does not. Although I would like to think that I am possessed of these three attributes, the Department's efforts at clarification are far from clarifying as to what one can and cannot do under these new guidelines.

Second, the Notice states on page eight that the Department has provided principles and examples of permissible circumstances for awarding race-exclusive scholarships "to create more certainty in an area where competing responsibilities have created some uncertainty." I would suggest that, based in part on the Department's assertion (page two) that there have been few "complaints or inquiries that have addressed the permissibility of race-exclusive scholarships" since the establishment of the Department of Education in 1980, there has in fact been little ambiguity or misinterpretation on the part of institutions of higher education as to the Federal government's policy regarding minority-targeted scholarships. Longstanding Department policy has clearly suggested that such scholarships have been, in general, permissible. Indeed, any confusion or misunderstanding on the part of institutions has been created as a result of ambiguous and contradictory statements of policy in late 1990 concerning the administration of the Fiesta Bowl minority scholarships, the December 4, 1991 Proposed Policy Guidance, and subsequent "clarifying" pronouncements by Department officials regarding privately-funded scholarships.

My more specific concerns are as follows:

First, with regard to the examples and the questions and answers section that accompanied the Proposed Policy Guidance, are the five "Examples of Permissible Scholarships" the sole types of permitted aid? Are there other examples of permissible programs? It would be helpful if the Department expanded upon the several examples of permissible programs tailored to benefit minorities.

For example, the Proposed Policy Guidance states (page 7) that a scholarship for which a "private donor restricts eligibility to students of designated races or national origin, where that aid does not limit the amount, type, or terms of financial aid available to any student" is permissible. However, a subsequent statement by the Department's General Counsel, suggesting that such scholarships would be permissible only if the administering college did not solicit funds for that purpose from the private donor, is a further restriction on the Policy Guidance. In practice, the process through which a private donor designates funding for scholarships or for other educational purposes is considerably more complex than the General Counsel's statement would imply, and usually reflects a confluence, after an extended dialogue, of the donor's philanthropic desires and the donee institution's needs.

In fact, the Policy Guidance's apparent distinction between sources of funds—private donations versus institutional resources—for race-designated scholarships makes little sense. While the Policy Guidance's implication is that privately designated funds would not otherwise be available for general scholarship support and that institutionally designated funds would be so available, as a practical matter, if prohibited for targeted scholarships, institutional funds would likely be used for purposes other than generally available student aid. Thus, institutionally designated funds represent an enhancement of total dollars available for aid, rather than a diversion of resources that would otherwise be available for all students.

Second, the Policy Guidance appears to focus exclusively on undergraduate scholarships and fails to consider the important distinction between undergraduate financial aid and support for students at the graduate and professional level. At Penn, undergraduate grant aid is awarded solely on the basis of financial need. Other institutions typically award most, if not all, of their grant aid on the basis of need as well. At the graduate level, grant aid is typically awarded to students based on academic merit and other characteristics as determined by the graduate department.

Penn and its peer research universities have a particular role to play, and, I believe, a responsibility in remediating the shortage of minority faculty throughout the nation, by increasing the pool of highly qualified minority candidates for the Ph.D. Targeted institutional support for minority graduate students, as well as targeted support for promising minority undergraduates who may be encouraged to seek the Ph.D. through efforts such as the Mellon Minority Undergraduate Fellowship Program, can be extremely effective tools for enhancing the size and quality of that pool, and thereby for enhancing the diversity of the professoriate.

In sum, I believe that the Proposed Policy Guidance and its accompanying documents are generally unclear, provide too few examples of acceptable minority-targeted aid, and are fundamentally unnecessary and unwise if we are to continue to make progress toward enhancing access to and successful participation in higher education for members of minority groups. Where the Proposed Guidance is clear, it may actually impede that progress. I would urge to you give careful consideration to rethinking the premises of this proposal.

— S.H.

ACENIP 10th Anniversary

ACENIP, the American Council on Education National Identification Program for Women in Higher Education, will hold its Tenth Annual Conference on campus at the International House.

It is scheduled as a day-long workshop Friday, May 1 on *Celebrating Our Past While Managing the Challenge of Change*, to be held from 8:15 a.m. to 4 p.m.

Leading the workshop will be Barbara A. Hanley, principal of Hanley Associates Consultants, who does human resource consulting for the private and public sectors.

For further information on attending, contact Donna Patkin Ext. 8-3012 or Janine Pratt 951-2748. The registration fee is \$65, and the deadline is April 24, 1992.

Home Mortgage Seminars in April

The Treasurer's Office will sponsor two brown-bag lunch-time seminars on the process of purchasing a home and/or refinancing your current mortgage. Topics include: Settlement Process & Closing Costs, Appraisal Process, Mortgage Qualifying Ratio, Legal Issues, Home Inspection Process, Refinancing Process. Princeton Mortgage Corporation is conducting one seminar on Friday, April 10, at noon. Weichert Relocation Company will conduct the other seminar on Friday, April 24, at noon. Both seminars will take place in room 720 of the Franklin building. Please call Jean Crescenzo at Ext. 8-7256 to reserve your place in either or both of these brown-bag sessions. Beverages will be available.

Lyme Disease Alert

As Spring approaches and thoughts turn to flowers and the outdoors, it is time to consider the potential for exposure to Lyme disease. Lyme disease is an infectious disease, caused by a corkscrew-shaped bacterium. It is transmitted to people and pets through the bite of an infected deer tick. In this area, the majority of Lyme disease cases occur between March and October, with the peak in June, July and August.

The best way to avoid Lyme disease is to avoid fields and woods where deer ticks and their hosts reside. However, the following precautions will help reduce your risks of infection:

- Wear light colored clothing so ticks can be easily spotted.
- Wear long sleeved shirts with tight cuffs.
- Wear long pants which are tied at the ankle or stuffed into socks.
- Wear light colored socks and closed shoes.
- Use insect repellent containing DEET on clothing (especially shoe tops, pant legs).
- Put tick repellent collars on pets.
- Check yourself, children, and pets for ticks before coming indoors.

Lyme Disease is preventable and easily treatable with the appropriate antibiotics, especially when detected in its early stages. In humans, symptoms that occur following a tick bite include: headaches, fever, tiredness, a characteristic red rash (not always present), aching muscles and joints and swollen glands. If left untreated, Lyme disease can result in arthritis, as well as heart and nervous system damage.

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

— Barbara Moran, Training Specialist
Office of Environmental
Health and Safety

In Motion: Penn Operators

The Operator Services Group of Penn Telecommunications will move next week from 42nd and Pine to a new address—and a new state-of-the-art system.

The operators that outside callers reach when they dial 898-5000 (or insiders when they dial 8-7111) will be on the second floor at 240 S. 40th Street/6387.

The Group long headed by Nettie Altoonian, who retired after 32 years, has a new supervisor, Tina Bryant, who comes to Penn with 35 years' experience at Bell of Pennsylvania customer service and personnel posts. Operators are Mary Eileen Mullen, Mozell Graham and Tanya Davis. "Our operators are a diverse group with more than 24 years of telephone experience collectively behind them," said Eileen Joseph, Telecommunications office manager. "They respond to a wide range of requests, not only for phone numbers but also to expedite conference calls, provide listings outside the University and answer questions about upcoming campus events."

With the move to 40th Street they will begin using a system called TeleDesk, Conveyant's Centrex-based attendant workstation that combines PC intelligence with Centrex technology. Displaying directories of the students, faculty and staff—and other campus information including an activities calendar and bulletin board—the system "eliminates the need for paper directories," Ms. Joseph said. "The University can expect higher-than-ever levels of customer service."



6:40 p.m. accident and was charged with homicide by vehicle, homicide by vehicle while intoxicated, involuntary manslaughter, driving under the influence and leaving the scene of an accident.

Dr. Attie, 45, came to Penn in 1980 as an assistant professor and became an associate professor in 1988.

He took his M.D. from the Washington University School of Medicine in St. Louis in 1975 and trained in the Internal Medicine House Officer Program at HUP that year. Before joining the faculty, he trained also at the National Institutes of Health and served as a surgeon in the U.S. Public Health Service, 1977-80.

Dr. Attie, known as "an excellent teacher and a superb clinician," had been honored with three teaching awards at Penn: in 1983, the Medical Student Government presented him with the Faculty Honor Roll for excellence

Dr. Maurice Attie, an award-winning associate professor of endocrinology in the School of Medicine, was killed April 5 while bicycling along West River Drive. A suspect in the hit-and-run accident was apprehended about ten minutes after the

in teaching; in 1989, the Class of '93 gave him their award for teaching; and last year he received the Leonard Berwick Teaching Award. When his section chief at HUP, Dr. John G. Haddad, presented him with the Berwick award he cited Dr. Attie's love of teaching, noting that he "relishes the research, collation and lucid presentation of relevant material."

Dr. Attie was the principal investigator on a grant which focused on *Interaction of Hormones and Physical Stress on Bone Mass*. He was a preceptor for internal medicine residents and for endocrine fellows. A highly published scholar, Dr. Attie was on the editorial boards of the *Electronic Journal of Medicine* and *Women's Wellness*.

Dr. Attie is survived by his wife, Barbara; his three children, Alisa, Jessica and Michael; his parents, Solomon and Lily Attie; his brother, Alan Attie, and his sister, Gina Sardi.

A funeral service for Dr. Attie is scheduled Wednesday, April 8, at noon at the Levine Funeral Home, 7112 N. Broad Street.

Matthew Bronsteiri, a 20-year-old junior in the College, died in a fall April 2 at High Rise East. Mr. Bronstein had not yet declared a major. He was born on July 5, 1971, and resided in St. Croix in the Virgin Islands. He is survived by his parents, Alan and Dorothy, and by a sister, Tikvoh.

Further Supplement to the 1991-92 Faculty/Staff Telephone Directory (addendum to revisions published in February 18 issue of *Almanac*)

*= Addition

Boldface = Information updated since the publication of the Penn Directory

White Pages Section

DAVIES, ROBERT E, DR 8-7861
BENJAMIN FRANKLIN UNIV PROF EMER MOLECULAR BIOLOGY
163E VET/6046
(HELEN) 7053 MCCALLUM ST, PHILA, PA 19119-2921
(215) 247-9179

*JOHNSON, PATRICIA A 8-1720
ADM ASST GEN INT MED
213 NEB/6095

*LANG, NORMA M, DR 8-8283/84
DEAN NURSING SCHOOL
465 NEB/6096

MADDEN, JANICE F, DR 8-6739/8740; 8-2061
PROF REGIONAL SCIENCE;
VICE PROVOST FOR GRAD EDUC
553 MCNEIL/6304; **106 CH/6381** [email: madden@PRNDRLS]

*POTENZA, DOUGLAS 8-8847
ADM ASST PHYSIO LAB VET SCHOOL
147E/149E VET/6046
5116 BINGHAM ST, PHILA, PA 19120 (215) 329-6583

PUGH, EDWARD N, JR, DR **3-3163**
PROF PSYCHOLOGY/ASSOC DIR INS; DIR BIO BASIS BEHAVIOR
3815 WALNUT/6196; C2 3720 WALNUT/6196
[email: pugh@CATTELL.PSYCH]

REID, BEATRICE **3-3163**
ADM ASST BIO BASIS BEHAVIOR
C2 PSYCH LAB; MAIL 3815 WALNUT/6196
[email: reid@CATTELL.PSYCH]
4827 WALNUT ST, PHILA, PA 19139 (215) 474-9118

SHEEHAN, DONALD T. 8-6960
SEC EMERITUS
1 BEH/6023
332 WEST SPRINGFIELD AVE, PHILA PA 19118 (215) 248-0374

SYNNESTVEDT, MARIE [227]-6926
INFO MGMT SPECIALIST DERMATOLOGY
2 MALONEY/4283 [email: synnestvedt@A1.MSCF]

Yellow Pages Section

BIOLOGICAL BASIS OF BEHAVIOR 3815 WALNUT/6196 **3-3163**
Dir.: Dr. Edward N. Pugh, Jr C2 Psych Lab **3-3163**
Adm. Asst.: Beatrice Reid C2 Psych Lab **3-3163**
(Page 18)

NURSING, SCHOOL OF NEB/6096 **8-8281**
Dean: **Dr. Norma M. Lang** 465 NEB **8-8283/84**
(Page 50)

PENN FOR A SAFE CITY

A Question of Safety: Is the Escort Service for students only?

No! Anyone with a PennCard can use the service within the boundaries shown here. Faculty, staff and students who commute can call for Escort to 30th Street Station, too.



Call 898-RIDE for door-to-door van transportation. Escort Service is a radio-dispatched van service that will transport you to and from locations within the boundaries shown here, provided none of these locations is a store, restaurant, bar, or other business establishment. This service operates from 5 pm to 3 am, seven nights a week.

Escort Service 898-RIDE

SAFETY — EVERYONE'S RIGHT,...EVERYONE'S RESPONSIBILITY

Update

APRIL AT PENN

CONFERENCES

10 Sadie Tanner Mossell Alexander Conference—Civil Rights in the 1990's—Reversing the Backlash; Honorable Bruce Wright, New York Supreme Court member; John Street, president of, Philadelphia City Council; Eric King, assistant dean of the College; at the Law School. *Also April 11 at the Faculty Club.* Pre-registration: students (meals included) \$25; non-students (meals included) \$50; non-meals: students, \$10, non-students, \$25. Info: 386-6657/3821 (Penn's Black Law Student Association).

10-11 Organic Worlds: Appraising our Heritage, Perspectives and Prospects; symposium celebrating the 75th Anniversary of the birth of Robert Burns Woodward; international cast of chemists and academicians will discuss contemporary issues in organic chemistry. The exhibit *R.B. Woodward and the Art of Organic Synthesis* will be unveiled and will be on display at the Beckman Center through June 30 (Arnold and Mabel Beckman Center for the History of Chemistry).

EXHIBIT

Now

A New Vision: Representation of the Female Figure and Women's Issues at Penn; undergraduate and graduate Penn students present works at the Penn Student Gallery, Houston Hall. *Through April 20.*

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 **March 30, 1992 and April 5, 1992.**

Totals: Crimes Against Persons—0, Thefts—16, Burglaries—3, Thefts of Auto—0, Attempted Thefts of Auto—0

Date	Time	Location	Incident
32nd to 33rd; South to Walnut			
03/30/92	9:52 AM	Rittenhouse Lab	Monitors taken from room
03/30/92	5:14 PM	Rittenhouse Lab	Male exited building with computer table
04/04/92	12:41 PM	Rittenhouse Lab	Secured bike taken from rack
34th to 38th; Civic Center to Hamilton			
03/30/92	8:47 AM	Clinical Res. Bldg.	Tape player taken from unsecured room
03/30/92	4:51 PM	Richards Building	Cash taken from desk
04/02/92	9:51 AM	Anat.-Chem. Wing	Secured electronic reference library
36th to 37th; Spruce to Locust			
03/30/92	8:12 PM	Steinberg-Dietrich	Secured bike taken from rack
04/03/92	10:53 PM	Steinberg-Dietrich	Wallet taken from unattended bag
34th to 36th; Walnut to Market			
03/30/92	4:30 PM	Franklin Building	Bike tire & seat taken/juvenile fled area
04/02/92	9:13 AM	Franklin Annex	Phone taken from room

There was no fifth busiest sector during this period.

Safety Tip: Lock your door and your desk when you leave the room. (In eight seconds someone can walk into an open room and remove your valuables and University property).

18th District Crimes Against Persons

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

12:01 AM March 23, 1992 to 11:59 PM March 29, 1992.

Totals: Incidents—12, Arrests—2

Date	Time	Location	Offense/Weapon	Arrest
03/23/92	8:36 PM	4600 Locust	Robbery/gun	Yes
03/23/92	9:20 PM	4200 Locust	Robbery/shotgun	No
03/26/92	1:33 AM	4200 Chester	Robbery/gun	No
03/26/92	4:00 PM	4500 Pine	Robbery/gun	No
03/27/92	3:23 AM	4000 Chestnut	Robbery/gun	No
03/28/92	12:11 AM	3900 Chestnut	Robbery/gun	No
03/28/92	12:17 PM	4000 Locust	Robbery/strong-arm	No
03/28/92	4:40 PM	4800 Woodland	Rape/strong-arm	No
03/28/92	5:45 PM	4504 Chestnut	Robbery/strong-arm	Yes
03/29/92	3:45 AM	4800 Market	Rape/strong-arm	No
03/29/92	2:00 PM	3925 Walnut	Robbery/gun	No
03/29/92	11:05 PM	3000 Market	Robbery/gun	No

MUSIC

10 University Choir; Bach, Brahms, and others, conducted by William Parberry; 8 p.m.; Church of the Savior, 38th & Chestnut Streets (Music).

11 Penn Composers Guild; new works by graduate students in composition; 8p.m.; Curtis Institute of Music, 1726 Locust St. (Music).

ON STAGE

8 New Mime: A Tribute to Etienne Decroux; a series of performances featuring reconstructed works from Decroux's repertoire. MTI Tabernacle Theatre. Also, registration is \$55 for a two-day conference on April 10 and 11 and Friday and Saturday night performances. For info and times call MTI at 382-0600 *Through April 12.* (MTI).

15 SPARKS Dance Show; benefits the Ronald McDonald House; 7:30 p.m.; Room 245. Houston Hall. Donations requested (SAC).

SPECIAL EVENT

15 Wine Tasting and Gourmet Dinner at the Faculty Club; 5:30 p.m. or 6:30 p.m. seatings. Cost: \$21.50. Reservations: Ext. 8-4618 (Faculty Club).

TALKS

8 MR Angiography; Scott Atlas, radiology. Jeffrey Carpenter, vascular surgery division; Rodney Owen, radiology; 11 a.m.; Medical Alumni Hall, Maloney (Medicine).

Revlon Center Architectural presentation; architects of Kohn, Pedersen, Fox discuss their design using models and schematics; 1-3 p.m., Harold Prince Theater, Annenberg Center.

10 Psychiatric Assessment of Self-Injury on Medical Services; James Stinnett, psychiatry; noon; Agnew-Grice Aud., Dulles (Medicine).

14 Andrei Platonov's Metaphysics of Language; Boris Gasparov, Columbia University; 4 p.m.; West Lounge, Fourth Floor, Williams (Slavic Languages).

15 Treatment of Non-Small Cell Lung Carcinoma; Frank Anthony Greco, medicine, Vanderbilt University; 11 a.m.; Medical Alumni Hall, Maloney (Medicine).

A Community Based Program for Training, Care and Self-Reliance in Dentistry: A Mexican Model; Aaron Yasehinc, Universidad Autonoma Metropolitana, Mexico; 5:30 p.m.; Room B60, Evans Building, School of Dental Medicine (Int'l Relations, Dental Medicine).



Almanac

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

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EDITOR	Karen C. Gaines
ASSOCIATE EDITOR	Marguerite F. Miller
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