

Almanac

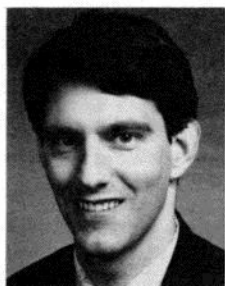
Tuesday, May 5, 1992

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Peter Fader



Jamshed Ghandhi



Michael Useem



Frances Frei

Wharton's Hauck, Anvil and Class of '84 Teaching Awards

Dr. Peter S. Fader, Anheuser-Busch Term Assistant Professor of Marketing, and Dr. Jamshed K. S. Ghandhi, Associate Professor of Marketing, are recipients of the second annual David Hauck Award. This award, given to a tenured and an untenured faculty member, is the largest prize of its kind in any business school in the country, and a gift from David Hauck, a 1960 Wharton alumnus. The winners each receive a \$15,000 cash award.

A few criteria for choosing the winners are leadership ability, ability to stimulate and challenge students, and knowledge and commitment of the most current educational research. Students made nominations, and department chairs submitted supporting letters.

Dr. Ghandhi has been at Wharton since 1965. He earned his Bachelor's and one Master's degree here, and the other at Cambridge; he took his Ph.D. there as well. Dr. Fader is in his fifth year on the Wharton faculty. He earned his Bachelor's, Master's and Ph.D. all at M.I.T.

The Anvil Award is made to Dr. Michael Useem, professor of management and sociol-

ogy. The Helen Moss Anvil Award is named to symbolize the school's origins in a bequest of iron magnate Joseph Wharton.

Dr. Useem received his Bachelor's from the University of Michigan, his Master's in physics from Harvard, as well as his Ph.D. in sociology from there. He came to Penn in 1990. He has co-authored *Turbulence in the American Workplace*, co-edited *Transforming Organizations*, and is authoring the upcoming *Alignment: Shareholder Power and the Transformation of Corporate Organization*.

The Class of 1984 Award goes to Frances Frei, a doctoral candidate and lecturer in decision sciences. It is awarded in the graduate division of Wharton to the teacher with the highest overall teaching rating. This is the first year in which a doctoral student has won the award. Ms. Frei received a Bachelor's degree from Penn in 1985 in mathematics and a Master's degree from Penn State in 1989 in industrial engineering. That year she came back to Penn and began the Ph.D. program.

more Wharton awards on page 3

Recognized Holidays for Fiscal Year 1993

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1992-June 30, 1993) on the dates listed below:

- Fourth of July, Friday, July 3, 1992
- Labor Day, Monday, September 7, 1992
- Thanksgiving, Thursday and Friday, November 26-27, 1992
- Christmas Day, Friday, December 25, 1992
- New Year's Day, Friday, January 1, 1993
- Memorial Day, Monday, May 31, 1993

In addition, staff are eligible for a floating day off each fiscal year which may be used for any reason, scheduled mutually with one's supervisor. Floating days are not cumulative.

The special vacation granted to faculty and staff between Christmas and New Year's Day will be December 28, 29, 30, 31, 1992. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation can be rescheduled for some other time.

Staff members who are absent from work either the work day before a holiday, the work day after a holiday, or both days, will receive holiday pay provided that absence is charged to pre-approved vacation or personal days, or to sick days substantiated by a written note from the employee's physician.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

Reminder: Memorial Day, the remaining holiday of the current 199-92 fiscal year (ending June 30, 1992) will be observed on *Monday, May 25, 1992*.

—Division of Human Resources

Penn and the L.A. Crisis

On pages 4 and 5 are statements relating to the aftermath of the verdict in the case of four Los Angeles Police Department officers whose beating of Rodney King was seen nationwide on videotape. President Hackney's view of the meaning of the case for Penn is followed by his response to students on issues including complaints of police behavior here, and by a response from Commissioner John Kuprevich.

Facing the 'Senior Boom'

A \$1.5 million grant from SmithKline Beecham will fund a new Center of Excellence in Geriatric Medicine at Penn, the first of ten its sponsor wants to see across the nation.

The grant will support three junior faculty appointments in geriatric medicine or gerontology, PennMed's Dean William E. Kelley said, and help recruit a new director for the University's Institute on Aging.

The new SmithKline Beecham Center of Excellence addresses what the Alliance for Aging Research identifies as a severe shortage of specialists in the field. Only 4,084 physicians are now certified in geriatrics, but 20,000 are needed—and by the year 2030, when the number of Americans over 65 will top 65 million, the number of specialists needed will be over 36,000. To prepare for that, U.S. medical schools now need about 2,100 faculty in the field—but have fewer than 500.*

"Yesterday's baby boom is thundering across the decades," said Henry Wendt, chair of SmithKline Beecham's board of directors. "It will soon echo as America's senior boom. Universities like Penn and companies like SmithKline Beecham must heed the signal now." He joined Dr. Kelley in Washington, D.C., last week for the release of the Alliance report and to "challenge others to create a total of ten centers at top U.S. medical schools."

At Penn, Dr. Kelley said the Center will "build a cadre of academic leaders who will advance the field of medicine dealing with the complex needs of older patients. Funds will be used to support the salaries and biomedical research of three new physician-scientists and to recruit a new head for the Institute, where Dr. Truman G. Schnabel presently serves as acting director. The Institute coordinates work on the problems of aging which is being done in the Penn's schools of medicine, nursing, social work, law, veterinary medicine, communications, education and arts and sciences.

* The report, *Meeting the Medical Needs of the Senior Boom: The National Shortage of Geriatricians*, was underwritten by The Commonwealth Fund.

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 David K. Hildebrand 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 29, 1992

- 1. Discussion with the President.** Informal discussion with President Hackney included an update on the budget, the Mayor's Scholarships, campus development plans, and concern regarding Congressional earmarking of funding for non-competitive projects.
- 2. Law School Clinical Program.** After discussion on the Law School proposal to increase the number of Practice Professors in their clinical program, SEC agreed to refer the request to the Committee on the Faculty to examine the proposal in detail and report back expeditiously.
- 3. Report on Academic Planning and Budget Committee.** Past Chair Phillips stated that the committee had had a presentation by Robert Zemsky on the long-term plans for the physical plant. AP&B also heard Provost Aiken's report on factual information regarding teaching load; the report will come to SEC next year.
- 4. Recognition of Emeritus Faculty.** The Chair reported that the Senate Chairs had given their support on the Council Honorary Degrees Committee recommendation to recognize newly emeritus faculty as a group at this year's commencement. The practice will be reviewed next year.
- 5. Council Steering Committee Elections.** The following six SEC members were nominated for four positions on the Council Steering Committee: Helen Davies, Peter Dodson, Peter Freyd, Kenneth George, Morris Mendelson, and William Tyson. The election will occur at the May 6 University Council meeting.
- 6. Senate Committee on Academic Freedom and Responsibility.** At the request of the 1991-92 SCAFR SEC approved extension of that committee through May 31, 1992 to complete reports on work begun during its regular term.
- 7. Task Force on Earmarking for Non-Competitive Projects.** SEC authorized the Senate Chair, Past Chair and Chair-elect to suggest faculty nominees to the Provost for this new group.
- 8. June SEC Meeting.** It was agreed to hold the June 3 SEC meeting to discuss upcoming non-trivial changes in health benefits for retiring faculty.

Research Facilities Development Fund Awards

The Research Facilities Development Fund supports the improvement, renovation, and construction of research facilities at the University, as well as the acquisition of major items of equipment.

For FY 1993 and FY 1994, Provost Michael Aiken and Vice Provost for Research Barry Cooperman announce the following awards:

School/Center		FY'93	FY'94
Arts and Sciences	Workstations for Distributed Research Computing in the Departments of Economics, Chemistry, and Physics	\$236,697	
	Upgrade of Chemistry Department Computer Facility	88,465	
Education	Center for Research and Evaluation of Social Policy Data Processing Equipment	36,353	
	Literacy Research Laboratory	65,302	
Engineering and Applied Science	Distributed Systems Laboratory Renovations	150,000	
LRSM	Analytical Electron Microscopes	150,000	\$150,000
Medicine	Department of Otorhinolaryngology: Head and Neck Surgery	380,000	320,000
	Laboratory Renovations		
Veterinary	Renovations in Department of Animal Biology	140,400	
Wharton	Client/Server Architecture for Research Computing	120,000	

A-1 ASSEMBLY

Officers for 1992-1993

At its annual meeting on April 22, the A-1 Assembly elected officers for the the coming academic year; the names of those newly elected are marked with an asterisk (*) in the following complete list of officers and executive board members for 1992-93.

Dennis Mahoney, *Chair*
 Manager, Human Resources/Benefits
 Carol Kontos-Cohen, *Chair-Elect**
 Director, Human Resource Planning and Development in University Life
 Linda Hyatt, *Immediate Past Chair*
 Assistant to the President
 Barbara Murray, *Secretary*
 Manager, Field Communications and Training, Comptroller's Office
 Sarah Nunn, *Secretary-Elect**
 Assistant Manager, Human Resources/ Information Management

Board Members at Large

Terms Expire: May 1993

Laurie Cousart
 Manager, Telecommunications
 Ancil George
 Head, Rosengarten Reserve Room
 Saul Katzman
 Director, Administrative Affairs, SAS

Terms Expire: May 1994

Rick Ferraiolo*
 Business Administrator, SEAS
 Pat Hanrahan*
 Business Administrator, International Programs
 Carolyn Hutchings*
 Travel Administrator, Comptroller's Office

Council: Locust Walk Update

At tomorrow's University Council meeting—the final one for 1991-92—new members will be seated and elections will be held for membership on the Steering Committee.

For discussion, there are back-to-back presentations on Diversifying Locust Walk and on Programmatic Planning for the Campus Center. The definition of sexual harassment has also returned to the agenda for further discussion.

At the April meeting, Dr. Hackney reported a favorable response to his installation of an e-mail "PresBox," and said some of the information he has received has been useful. He reiterated the address and the invitation to use it:

HACKNEY@ADMIN.UPENN.EDU

Wanted: Fall '92 Facilitators

The Office of Student Life Programs is currently recruiting facilitators for Fall '92 New Student Orientation Labor Day Program called *Multicultural Experiences at Penn*. All interested faculty and staff may apply by picking up a registration form in Room 201, 3537 Locust Walk.

For more information, call Ms. Terri White at Ext. 8-7645.

HONORS & . . . Other Things

More Wharton Teaching Awards

In addition to the four awards announced on page 1, Wharton School faculty members won the following others:

For Undergraduate Teaching

Recognized for "Outstanding Teaching and Exceptional Commitment to Students" at the undergraduate level: *Dr. Peter S. Fader*, Anheuser-Busch Term Assistant Professor of Marketing; *Dr. Jamshed K.S. Ghandi*, associate professor of finance; *Dr. William F. Hamilton*, Ralph Landau Professor of Management and Technology, professor of management, decision sciences and systems engineering; *Dr. Joseph W. Harder*, Anheuser-Busch Term Assistant Professor of Management; *Dr. Richard J. Herring*, professor of finance; *Dr. Daniel E. Ingberman*, assistant professor of public policy and management; *Dr. Robert P. Inman*, professor of finance, economics, public policy and management, and real estate; *Dr. William S. Laufer*, Anheuser-Busch Term Assistant Professor of Legal Studies; *Dr. John Paul MacDuffie*, Roger Stone Term Assistant Professor of Management; and *Dr. William T. Ross, Jr.*, May Department Stores Term Assistant Professor of Marketing.

Dr. Robert Jones, associate professor of statistics, health care systems, and nursing, is the winner of the Sigma Kappa Phi Honor Fraternity Outstanding Professor Award in the Undergraduate Evening Division.

For Graduate Teaching

In addition to the Anvil Award to *Dr. Useem* (page 1), distinguished teaching at graduate level may be honored with Excellence in Teaching Awards or with awards for Teaching Excellence in Core.

This year's winners of awards for Excellence in Teaching: *Dr. Victor J. Defeo*, assistant professor of accounting; *Dr. John Hershey*, professor of decision sciences and health care systems; *Dr. Anjani Jain*, Atlantic Richfield Foundation Term Assistant Professor of Decision Sciences; *Dr. Peter H. Knutson*, associate professor of accounting; *Dr. Deborah J. Mitchell*, Robert B. Egelston Lecturer in Marketing; *Dr. Jeremy Siegel*, professor of finance; *Dr. William Tyson*, associate professor of legal studies, accounting, management, and real estate; *Dr. Scott Ward*, professor of marketing; and *Frances Frei*, doctoral candidate and lecturer in decision sciences. As the teacher with the highest overall rating in this category, *Ms. Frei* won the the Class of 1984 Award (page 1).

The Teaching Excellence in Core recipients are: *Dr. Franklin Allen*, professor of finance and economics; *Dr. David Crawford*, adjunct associate professor of economics and management; *Frances Frei*, doctoral candidate and lecturer in decision sciences; *Dr. Jack Hershey*, professor of decision sciences and health care systems; *Dr. Christopher Itner*, KPMG Peat Marwick Lecturer in Accounting; *Dr. Joseph*

Magliolo III, Richard Gordon Term Assistant Professor of Accounting; *Dr. Jeremy Siegel*, professor of finance; and *Dr. Michael Useem*, professor of sociology and management.

Economics Day Awards

This year on Economics Day in April, Penn celebrated the approaching 50th anniversary of the publication of *Dr. Lawrence Klein's* seminal work, *The Keynesian Revolution*, with individual perspectives given by leading U.S. economics scholars and a "last word" by *Dr. Klein* himself.

In the traditional awards-day ceremony the Irving B. Kravis Prize for Distinction in Undergraduate Teaching was awarded to two members of the faculty—*Dr. F. Gerard Adams* as the tenured faculty recipient and *Dr. Stephen Coate* as the untenured one. *Dr. Kravis's* widow, Lillian Kravis attended the presentation, the first made since *Dr. Kravis's* death.

Two awards were presented by their namesakes—the Joel Popkin Graduate Teaching Prize, given by Mr. Popkin to *John Blomquist*, and the William Polk Carey Prize for the outstanding economics dissertation, given by Mr. Carey to *Angel de la Fuente* for his *Essays on Growth: Theory and Policy*. Mr. de la Fuente's faculty advisor was *Dr. Costas Azariadis*.

Other graduate student winners were *Paul Zak*, who received the Sidney Weintraub Memorial Fellowship; *Anne Kertula*, who won the Cyril Leung Memorial Prize set up by the Economics Society and supported by Philadelphia's Chinese community as well as economics faculty, staff and students; and *Alberto Trejos*, who received the Hiram C. Haney Fellowship Award given since the 1930s. These three awards were presented by *Dr. George Mailath*.

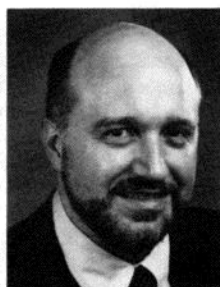
Dr. William English, who teaches the Senior Honors Seminar in Economics, presented to his student, *Lloyd A. Spring*, the undergraduate prize for excellence, the Bernard Shambaum Prize set up by Mrs. Louis Shambaum in honor of her son, who received his degree posthumously in 1962.



Dr. Hamilton



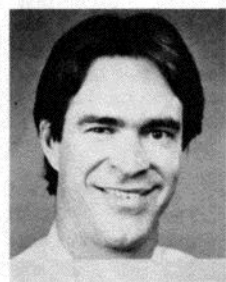
Dr. Harder



Dr. Herring



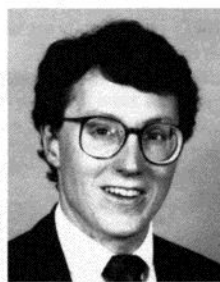
Dr. Ingberman



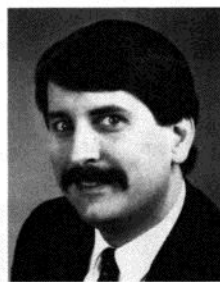
Dr. Inman



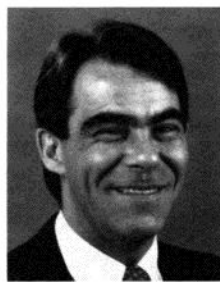
Dr. Laufer



Dr. MacDuffie



Dr. Ross



Dr. Defeo



Dr. Hershey



Dr. Jain



Dr. Knutson



Dr. Mitchell



Dr. Siegel



Dr. Tyson



Dr. Ward

On the Verdict in the Rodney King Case and Subsequent Events in Los Angeles

May 4, 1992

Like most Americans, I shared in the shock, anger and confusion that followed in the wake of the verdict in the Rodney King case. To those of us who had only the videotape from which to form an opinion, it appeared to be an unjust and troubling outcome.

The issue before us, however, is a much larger one than whether Rodney King's tormenters were guilty of a crime punishable by law. For whether one agrees with the verdict or not, we are all confronted by the dramatic and tragic response to that verdict. Each of us must make the effort to understand that reaction—not the lawless rampage and vandalism, which no one can condone, but the frustration that fueled it. As members of a community we have a responsibility to reach beyond the confines of our own lives and experiences into what is often a less comfortable place, the lives and experiences of those who do not have what we have and who see no prospect of attaining it—people who feel locked outside of much more than material well-being, who find themselves on the periphery of full membership in a society that purports to include them. However one chooses to respond to the events in Los Angeles, there can be no doubt about the real verdict: the Civil Rights Movement of the 1960's did not complete its task. To have torn down many of the visible barriers to equal participation in our society is simply not the same thing as to have created a landscape that everyone can traverse. The formality of rights, laws, and legal precedents is not the same thing as investments in human capital that enable individuals to take full advantage of those rights and privileges of citizenship.

We should not lose sight of the fact that we have made historically measurable progress in this country. The America of 1992 is not the America of 1862 or 1932 or even 1962. Progress on many fronts of our long national effort to assure equality of opportunity and full participation has been real, but we must also recognize that this is a struggle that can never be won once and for all. It requires constant vigilance and commitment. As a society, we have neglected that struggle over the last decade. Our collective poverty of imagination on domestic issues has depleted our human resources, resulting in a kind of social strip-mining. Those who constitute the disenfranchised of our society have watched as the popular images of our culture have moved farther and farther from their reality, a reality gradually shorn of the services, education, child care, and job training, investments that might have provided the human resources to vault individuals out of hopelessness into the larger, more optimistic society.

Today, we face a tragic dilemma. Just at the moment when every sector of our society that might be able to re-invest in people stands fiscally depleted and struggling for its own survival, we must find the means to come together to make those investments. Though business, government, the public schools, the media, social service agencies, health care, religious institutions, and last but not far from least, higher education, each faces crises of leadership, fiscal survival and direction, each must find ways to renew our investment in the nation's human capital.

At such a time, no individual, no sector of society, no institution, can be exempt from the two-fold task before us: to make the effort to understand the hopelessness that others feel, and then to respond directly in whatever ways lie within our power to alleviate that sense of hopelessness. We must act first as individuals, to reach out to other individuals. The citizens of Los Angeles who have grabbed shovels and brooms and sought out those who needed their assistance are showing us the way, as have our students who volunteer in West Philadelphia's schools, our physicians who volunteer their time in City neighborhoods, and faculty and staff who give freely of their time and skills. This is what neighbors do for neighbors.

Second, we can come together as groups to continue and deepen the efforts we undertake as individuals. In a democracy, it is ultimately our willingness and freedom to associate with one another to form alliances, partnerships, and cooperatives, that signals our commitment to living together. This is what communities do for communities.

Third, every institution in our society must not only stand ready, but take a leadership role in facilitating, supporting, institutionalizing, and enhancing the work of individuals, groups, and communities. Institutions must be willing to push themselves to reexamine their past successes and their failures, to reconsider the perceived limits of institutional commitment and resources, and above all, to be creative and courageous in finding new ways to stretch limited resources to meet urgent and unlimited needs. This is the time for such reexamination.

Finally, as a society, we must create a cultural climate that supports, invests in, and encourages a continuing policy of inclusion, engagement and enfranchisement. We must become an ever more critical people, a people that sees both the historic progress and the remaining injustice, that feels both the hope and the hopelessness, that acknowledges both the dream and the reality, and above all, that is committed to constant effort to shift the balance between the two.

—Sheldon Hackney

Campus Concerns in the Aftermath of the L.A. Crisis

Thursday night in a peaceful demonstration that began as a rally at the University and ended in a march to City Hall, students from Penn, Drexel and Temple raised a series of concerns about the treatment of minorities on college campuses—including charges that on all of the campuses, minority students have been subjected to police harassment. As the rally gathered outside President Sheldon Hackney's home in the 3800 block of Walnut, President Hackney addressed the crowd briefly and offered to meet with the Penn contingent the following day.

The two-hour meeting Friday in College

Hall was attended by some 20 African-American and Latino students—graduate as well as undergraduate—with Martin Diaz of the Black Student League as principal spokesperson. Dr. Allen Green of the African American Resource Center, VPUL Kim Morrison, and Commissioner of Public Safety John Kuprevich were present as resource persons at the meeting.

According to Dr. Green, the students' primary concerns included diversity awareness, police behavior, faculty hiring and a tenure case involving a history candidate involved in Latin American Studies, financial aid, retention, and the general interra-

cial climate on campus. The group presented a written list of incidents involving campus police officers and minority students.

President Hackney promised a statement on the issues and follow-up by Commissioner Kuprevich on those concerning allegations of campus police harassment—and agreed to another meeting with the students in the fall.

At right are the statements of the President to the overall concerns and of the Commissioner to the list involving police. Dr. Green said a date is now being set for the fall meeting.

—K.C.G.

On the Meeting with Minority Students on May 1, 1992

Last Friday I met with a group of minority students to discuss matters of serious concern to them. Before responding to specific problems they raised, I must reemphasize that the University of Pennsylvania is fully committed to our minority community and seeks its contributions to making Penn a world-class institution. Our commitment to pluralism is deeply embedded in the University, and we recognize the imperative for a diversified workforce, professoriate and student body. Penn has strengthened its commitment to these goals in recent years and redoubled its efforts to be responsive to minority concerns.

The following issues were among those raised by the students at our meeting on Friday:

Diversity Awareness. We are committed to diversity awareness for the campus and will explore how we can build on the existing student diversity awareness programs to enhance that awareness and to reach as many students as effectively as possible. In addition, we already have in place, for University staff and administrators, the Valuing Diversity Program that offers an opportunity for the wider campus community to begin to address these issues in our workforce. By also enhancing the diversity of our faculty, we have begun to create an atmosphere in which diversity can be discussed among them in ways that will surely reshape the future of the University.

The University Police Force. We have already initiated appropriate follow-up steps regarding the reports of police harassment that have been brought to our attention. The Commissioner has been asked to review the specific complaints and to report on their resolution. We will also explore ways to ensure better communication between University Police and students. Any police officer who has been found to have harassed a member of our community will be subject to departmental disciplinary action. Our police officers are also members of the University community, and they are accountable to the same standards that apply to everyone.

Minority Faculty Hiring and Training. We are committed to increasing the minority faculty presence at Penn, and equally committed to retaining the minorities presently on our faculty. The value of these faculty members to our University community is immense. They not only bring diversity to our academic ranks, but also serve as role models for the minority students we hope to attract to academic careers. The small numbers of minority faculty make their jobs even more demanding, but we hope that with increased recruitment efforts and the help of current faculty members, we can continue to make substantial progress on these issues.

In response to the specific concern regarding the impact of a recent negative tenure decision on the undergraduate minor in Latin American Studies, I have spoken to School of Arts and Sciences Dean Rosemary

Stevens. She has assured me that she has placed high on her list of priorities the search for a person to offer the classes necessary to complete the Latin American Studies minor.

As part of our commitment to minority permanence, including minority faculty, we are committed to raising \$35 million as part of the current Campaign for Penn and also have a post-campaign goal of raising an additional \$40 million. We recognize that these are only steps along the way to ensuring minority permanence at Penn, but very important ones.

As an institution of higher education, we also feel that we must contribute to producing the diverse professoriate of the 21st century. We are committed to increasing the numbers of minority graduate students at Penn and providing the resources to ensure successful completion of their degrees. We believe that with enhanced financial resources we can accomplish that goal.

Financial Aid. We have categorically stated that—despite strong economic pressures—we are committed to need-blind admission. This policy allows students who might otherwise never consider coming to Penn to have that opportunity. As part of our current five-year capital campaign, we are attempting to increase the endowment and annual gift funds that support our financial aid policy. Our goals for the campaign are to raise \$35 million for undergraduate financial aid, and \$50 million for graduate financial aid. Our present projections indicate that we will exceed those goals. We are also aware of some criticisms of our Office of Financial Aid, and we will be reviewing them with its director.

Retention of Minority Students. We have made major strides in improving the retention rates of our minority students. Discussions on ways to achieve further gains are continuing in the Offices of the Provost, the Vice Provost for University Life and the four undergraduate schools. We are working to identify the critical issues for minority students that lead to their separation from the University before completion of their degrees. We recognize that financial aid is one of these, and that we must continue to work towards ensuring that all our students graduate from Penn.

I realize that I have not touched on every issue that affects our minority community and that we must continue to address new issues as they arise. Our institution can only be as great as the individuals who make it up, and we seek the greatest possible diversity for the intellectual vigor and social pluralism it brings to our University community. As we become more diverse, we need to ensure that everyone feels a strong sense of belonging to our community and a sense of mutual obligation to all the members of the community. To that end, I trust that problems will be raised as they occur, so that the Penn community can work together toward their resolution. In that spirit, we plan to meet again in September to gauge our progress on the issues we discussed and chart our future course.—S.H.

Response of Commissioner Kuprevich to Concerns Raised by Minority Students Regarding University Police

I am writing to follow-up on issues that were raised by African-American students at Penn during the May 1st meeting with President Sheldon Hackney, Vice Provost for University Life Kim Morisson, other University administrators and myself. The students who attended this meeting asked for our cooperation in addressing these subjects.

The issues that follow are ones that relate specifically to the University Police department's interactions with the community. For the record, the Division of Public Safety will cooperatively, openly and diligently work with students, faculty and staff to improve the Division's relationship with members of Penn's African-American community.

We will:

1) Commit to a cooperative and open dialogue with students to resolve issues, and to identify strategies for improving relations with officers and African-American students.

2) Commit to investigating those incidents reported during the May 1st meeting with the administration. Eleven of the incidents directly involved actions of University police officers. Four incidents involved actions of unidentified members of our community, and two incidents directly involved members of other offices at Penn. We will work to identify those who were involved and investigate all the specific situations for which we have sufficient information to undertake an investigation. We will then take corrective action where warranted and will make appropriate notification of these results.

3) Commit to clearly publicizing the procedure for filing complaints that may arise from the manner in which University police

officers discharge their duties. We will encourage African-American students to make use of this process.

4) Commit to following up on all complaints in a thorough manner and to provide appropriate notification of results.

5) Commit to providing the training and interactions necessary for decreasing tension and improving the daily relationship between University Police and African-American students.

I have already begun investigations into the April 12th incident at High Rise South and the breaking-up of the Sigma party shortly before Thanksgiving. Before investigations into some of the other incidents raised at last Friday's meeting can be launched, additional information needs to be supplied. I am discussing this with Bill Gray.

As I stated during the May 1st meeting, the Division has sent all of its management and supervisory staff through the University's program on "Managing Diversity." We have also had several officers attend the University's program on "Valuing Diversity." In addition, we are exploring different ways of reinforcing these educational efforts within the Division itself. We welcome the insights, suggestions and involvement of Penn's African-American students in this continuing process.

All members of the Division of Public Safety look forward to working with everyone in Penn's community, and for the resolution of these specific issues in collaboration with African-American students, faculty and staff. As Commissioner, I will strive for a future relationship characterized by cooperation and mutual understanding.

—John A. Kuprevich, Commissioner of Public Safety

Almanac

A Guide for Readers and Contributors

Almanac is normally published weekly during the academic term by the University of Pennsylvania. While serving the needs of the University community for news and opinion affecting the governance and the intellectual life of the University, *Almanac* is dedicated to and edited primarily for faculty and staff. It is budgeted by the Office of the President and reports editorially to the *Almanac* Advisory Board described below.

As Publication of Record

1. A fundamental principle guiding the editor in deciding what to print and when to print it is the University community's need to know in order to make informed decisions on pending actions affecting University governance. The editor assigns priorities, therefore, to the following items, generally in the order given. Such items are normally published in full as released to the editor.

- Plans and proposals released in advance before action is taken by official governance bodies.
- Responses or counter-proposals to plans and proposals pending actions by official components of the University.
- Messages from the Chair of the Faculty Senate.
- Policies and procedures adopted by official governance bodies.
- Advance notices of meetings and agendas of governance bodies.
- Events which the University community can attend and services of which the community may avail itself (subject to deadlines and with priority given to items of broadest interest).
- Minutes of meetings of governance bodies as supplied by the secretaries or summaries of such meetings prepared by the *Almanac* staff.
- Notices of personnel matters which the University has legal or quasi-legal responsibility to publish.

Other items are published or summarized as space and time permit:

- Honors, appointments and related items; death notices.

Publication of the above items, according to the priorities noted, constitutes *Almanac's* basic obligation to the University community as a weekly journal of record.

2. The editor acknowledges that documents and reports incorporating plans, proposals or actions dealing with the academic, fiscal, or physical development of the University are the property of the originators until released for publication.

The editor also understands that the University community expects to be fully and authoritatively informed of such matters. Consequently, when such documents, reports or actions appear in partial form in other media, the originators are expected to cooperate with the editor in informing the University community through *Almanac* as to the accuracy of such documents, reports or actions, and in announcing that the originators will furnish such full and authoritative information as soon as possible.

3. The editor may decide that a contribution, document, report or other item which is otherwise acceptable is too long to be accommodated in a normal issue of *Almanac*. The editor, in such a case, may ask the originator to prepare a shortened version; or, the material may be published in one of the following three ways, at the originator's option:

- A normal issue of *Almanac* may be increased in size.
- An issue of *Almanac* may include a supplement.
- An extra issue of *Almanac* may be published.

In any of the above cases the originator will be asked to pay the full incremental costs. If an originator believes that length is being used by the editor as an instrument for censorship, the originator has the right to appeal to the *Almanac* Advisory Board.

As Distribution Vehicle

Self-contained inserts prepared independently by University originators and not bearing *Almanac* identification, but clearly bearing the identification of the originator, may be distributed with issues of *Almanac* as a service, subject to the approval of the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* or the *Almanac* Advisory Board, whichever is appropriate. The originator will bear the cost of preparing the insert as well as labor cost for insertion and incremental postage.

As Journal of Opinion

Almanac, in addition, provides a forum for open expression, balanced by the editor in the interests of fairness and reasonableness, to all individuals and groups (including alumni) in the University community.

The editor, in administering this forum, is assisted by the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* and by the *Almanac* Advisory Board, which includes the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac*, plus one designated representative from the A-1 assembly, one from the A-3 assembly, one from the Librarians Assembly and one from the administration. The chairperson of the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* is the chair of the *Almanac* Advisory Board.

Almanac welcomes and encourages the robust clash of opinion which marks a vigorous intellectual University climate, in accord with the following guidelines:

1. Relevance to the governance and intellectual life of the University community is the fundamental criterion for access to *Almanac's* pages.

- If in the editor's judgment a contribution relating exclusively to faculty matters is irrelevant, the editor may reject the contribution, after consultation with the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac*. A faculty contributor has the right to appeal to the Senate Executive Committee. If the Senate Executive Committee upholds the decisions of its Standing Committee on Publication Policy for *Almanac*, the contributor has access to *Almanac's* *Speaking Out* column to announce that he/she has sought full access and has been refused.

- If in the editor's judgment a contribution relating to matters affecting other constituencies than the faculty is irrelevant, the editor may reject the contribution, after consultation with the *Almanac* Advisory Board. The contributor has access to *Almanac's* *Speaking Out* column to announce that he/she has sought full access and has been refused.

2. Contributions will not necessarily be published in the order received. The editor may give priority to contributions judged more important or urgent to the University community. When space is limited, the editor may require alterations to avoid postponement of publication.

3. The editor, making the initial judgment that a contribution may open the Trustees of the University to suit in court for libel and/or defamation, consults with the *Almanac* Advisory Board. If the problem cannot be resolved at that level, the editor consults with the General Counsel, who may ask the contributor to make changes. If the contributor finds this unacceptable, the matter is referred to the University's legal counsel whose decision to reject is final.

4. The editor does not reject a contribution containing alleged obscenity or profanity if it is otherwise acceptable.

5. Anonymous contributions are not considered, but requests to publish with "Name Withheld" will be reviewed individually, provided that the contributor's identity is known to two persons mutually agreed upon by the editor and the contributor, usually the editor and the chair of the *Almanac* Advisory Board. The two persons who know the contributor's identity shall thereafter not reveal that identity unless required to do so in a legal proceeding.

6. If a contribution involves an attack on the character or integrity of individuals, groups or agencies in the University community, the editor immediately notifies the individuals, groups or agencies attacked and offers space for reply of reasonable length in the same issue in which the attack is to appear. If there is no response, the contribution is published, normally with a notice that the individuals, groups or agencies have been notified and offered an opportunity to reply.

7. If a contributor makes serious charges against individuals, groups or agencies, which do not involve attacks on character or integrity but which involve factual questions or interpretation of policies, the editor may notify the individuals, groups or agencies in advance of publication and offer an opportunity to respond.

As Reference Resource

Almanac maintains a computerized database subject index for reference to past articles and reports. Requests for extra copies and back issues will be honored as supplies permit.

Revised 1991-92

Report of the Consultative Committee in the Search for a Deputy Provost

The committee was convened by President Hackney and Provost Aiken on November 26, 1991 and met nine times over the course of the next four months, completing its work on March 4, 1992. Its efforts resulted in the appointment of Walter Wales who will assume the position of Deputy Provost on July 1, 1992.

Members of the committee were: Edward Bowman, Reginald H. Jones Professor of Corporate Management, Wharton School, who chaired the committee; Ivar Berg, professor of sociology in the School of Arts and Sciences; Helen Davies, professor of microbiology, School of Medicine; Oscar Gandy, professor of communication, the Annenberg School for Communication; Frank Goodman, professor of law, the School of Law; Pamela Inglesby, Annenberg graduate student; Paul McDermott, professor of education, Graduate School of Education; Lincoln Singleton, Wharton '93; Ann Strong, professor of city and regional planning, Graduate School of Fine Arts; and Frank Warner, professor of mathematics, School of Arts and Sciences. Linda C. Koons served as secretary to the Committee.

The committee solicited nominations and applications through a letter sent to all the deans and departments chairs within the University. A similar solicitation appeared twice in *Almanac* and a notice about the position also appeared in the Job Opportunities section of *The Compass*. The letters and announcements stated that candidates were to come from within the University.

Twenty-two faculty from within the University were nominated, of whom five were women and two were minorities. Members of the committee interviewed the current Deputy Provost, Richard Clelland, and consulted with nine faculty across the University, soliciting their thoughts about the position and its responsibilities; the relationship of the position to the Provost, to the schools and to the faculty; and the qualities that should be considered in a Deputy Provost. The committee identified some ten candidates they thought were most qualified for the position and, after considerable discussion, presented to the President and Provost six names, three of whom were unanimously endorsed by the committee. Professor Wales was one of these three.

—Edward Bowman, Chair



At Move-Out: Goods for the Needy

As students move out, their "unwanted" belongings are wanted by somebody—for the area's homeless shelters and others in need. Penn VIPS, the Office of Community Relations, West Philadelphia Partnership, UCA Realty Group, and Campus Apartments are sponsoring a move-out drive May 11 through June 12. Furniture, clothes, and accessories—clean and in good condition—can be taken to 201 S. 42nd Street (next to the Dialysis Center) Mondays through Fridays at any hour (but morning drop-offs are preferred) and Saturdays from 10 a.m. to 1 p.m. Call Community Relations at Ext. 8-3565 with any questions.

A Question of Safety: What's so risky about move-out time? Goods in transit are always a target, and when thousands of people are moving at once, the professional thief has many choices of victims. The most watchful mover is the one least likely to be picked.

PENN FOR A SAFE CITY

MOVE IN! MOVE OUT!

Keep doors locked, even if you are away for a few minutes

Residence doors have peepholes, use before opening

Keep accurate inventory of your possessions

Don't leave unattended valuables in your car

Use Penn's Escort and Bus Services

To call Penn Police business office: 898-7297

Police Emergencies:

Use Blue light telephones

On campus: 511 or 898-7333

Off Campus: call 573-3333

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

DEATHS

Margaret Kurz, 80, former administrative assistant in Dining Services, died on April 2. She had come to Penn in 1949 and stayed 33 years until her retirement in 1982. She is survived by her daughter, Maria Skillas, and her son, Maximilian Kurz.

Frank Marsilio, a retired physical plant carpenter, died March 16. Mr. Marsilio retired after 25 years at Penn. He is survived by his wife, Rose, his sons, Ronald and Frank, his daughter Lisa and four grandchildren. A funeral was held for Mr. Marsilio on March 17.

Elda Quinn, a retired secretary, died February 15 at the age of 70. She had joined the University in 1962.

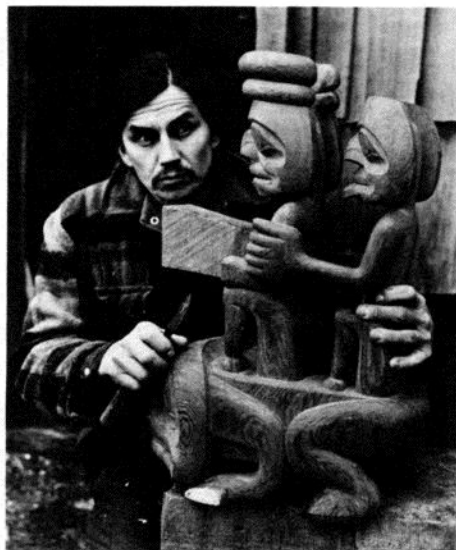
Harry Smith, Sr., 90, a retired parking foreman, died April 18. Mr. Smith worked for Penn for 18 years before retiring in 1976. He is survived by his son, Harry E. Smith.

C. Wilbur Ufford, 92, professor of physics from 1947 until his retirement in 1970 and chairman of the physics department from 1953 to 1963, died on April 30. He did his undergraduate work at Haverford, and took his Ph.D. from Harvard in 1928. Following World War II, Dr. Ufford came to Penn where he stayed until he retired.

His colleague, Dr. Ralph Amado, professor of physics, recalls that Dr. Ufford "presided with patience, wisdom and grace over the physics department during the seminal period that transformed it into a modern department. He was trusted, admired and respected by all who encountered him."

His work involved the theory of complex atoms. His work led him to collaborations with many of the great figures of American physics including Shortley, Condon, Wigner, and Van Vleck. For many years after his retirement, Dr. Ufford still came in to the Laboratory to work until failing health prevented him, according to Dr. Amado.

Privately, he enjoyed sailing and work around the house. "He could, and did, fix anything..." Dr. Amado said. Dr. Ufford is survived by two children and many grandchildren. His wife, Gay Ufford, died last year.



Jim Hart from the Haida village of Masset, carving a model for a very large sculpture. The photograph is one of a series by Ulli Steltzer displayed in a new University Museum exhibition of Art and Artists of the Northwest Coast.

Update

MAY AT PENN

EXHIBITS

13 *Winged Brush*; painting, calligraphy and watercolor by three artists from Tianjin, China: Zhang Shi-Fan, Wang Lan-Cheng, and Gao Dong; Esther M. Klein Art Gallery, University City Science Center. Monday-Friday, 9 a.m.-5 p.m. Opening reception 5-7 p.m.

14 *Leon Golub: Paintings, 1987-1992*; Institute of Contemporary Art. Through June 21. Admission: \$3, \$1 for students over 12, artists, and senior citizens. Free to ICA members, children under 12, PENNcard holders and on Tuesdays. (ICA).

FITNESS/LEARNING

12 *Dealing with Criticism*; Bette Begleiter, F/SAP counselor; noon-1 p.m.; Room 304, Houston Hall (F/SAP).

13 *Less Than 18 Months in Recovery*; Nancy Madonna, F/SAP Counselor; Room 301, Houston Hall (F/SAP).

SPECIAL EVENTS

10 *Mother's Day Buffet--A Special Affair at the Penn Tower Hotel*; \$15.95, adults and \$6.95 per child (5-10 years). Includes tax, gratuity and free parking. Reservations recommended: 387-8333. Featuring Bert Sadler on piano.

12 *The Association of Alumnae Annual Meeting and 80th Anniversary*; cocktails and dinner; 5:30, Faculty Club. Call Ext. 8-7811 for reservations.

TALKS

7 *New Thoughts About Lung Development*; Jerome S. Brody, Boston University; 4 p.m.; Physiology Library, Richards Building (Respiratory Physiology).

8 *Diagnosis and Treatment of Male Hypogonadism*; Peter Snyder, endocrinology division; noon; Agnew-Grice Auditorium, Second Floor Dulles (Medicine).

11 *Molecular Studies of the Serotonin Transporter*; Beth Hoffman, NIMH; noon; Pharmacology Seminar Room, John Morgan Building (Pharmacology).

12 *Find Out What You Need to Know to Enroll in CGS*; noon-1 p.m.; and 1-1:45 p.m.; Smith-Penniman Room, Houston Hall. Register: Ext. 8-0104 (African American Resource Center).

13 *Need Kidneys Fail?*; Barry Brenner, Brigham & Women's Hospital; 11 a.m.; Medical Alumni Hall, 1st floor Maloney (Medicine).

An Internist's View of Stroke; Edward S. Cooper, American Heart Association; 3:30 p.m.; Class of '62 Lecture Hall, John Morgan Building (Curriculum Office, Undergraduate Medical Education, Office of Minority Affairs, Student National Medical Association).

Interaction of Heat Shock Proteins with Class Ib MHC Molecules, Qa-1b; Farhad Imani, molecular and clinical rheumatology, Johns Hopkins University; 4 p.m.; Grossman Auditorium; Wistar Institute (Wistar).

14 *Use of PET in Neuropsychopharmacological Research*; Nora Volkow, Brookhaven National Laboratories; 4:30 p.m.; Pharmacology Seminar Room, John Morgan Building (Pharmacology).

Deadlines: The deadline for the weekly *Update* is the Tuesday prior to the date of announcement. All copy for *Summer at Penn*—the final pullout calendar of the 1991-92 academic year—must be received by noon Tuesday, May 12.

Almanac

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University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between April 27, 1992 and May 3, 1992.

Totals: Crimes Against Persons—2, Thefts—29, Burglaries—4, Thefts of Auto—1, Attempted Thefts of Auto—2

Date	Time	Location	Incident
Crimes Against Persons:			
05/02/92	3:08 AM	3900 Block Walnut	Student robbed by 2 males/no injury
05/02/92	5:47 AM	38th & Spruce	Man with knife tried to rob student
34th to 36th; Spruce to Locust			
04/28/92	9:48 AM	Houston Hall	Approximately \$300 taken
04/28/92	11:35 PM	Furness Building	Secured bike taken from rack
04/29/92	9:34 AM	Pepper Plaza	Unsecured wheel taken from bike
05/02/92	4:47 PM	Levy Park	Motorcycle helmet taken on 4/7/92
05/03/92	2:45 PM	Houston Hall	Bike taken
32nd to 34th; Convention to South			
04/28/92	9:19 PM	Lot #7	Steering column damaged
04/28/92	9:35 PM	Lot #7	Steering column damaged
04/29/92	10:20 PM	Lot #7	Items taken from auto
04/30/92	3:29 PM	Lot #7	Cash taken from auto
34th to 38th; Civic Center to Hamilton			
04/27/92	10:17 AM	Anatomy/Chemistry	Entry through window/phones taken
04/29/92	5:27 PM	Blockley Hall	Phone taken from unsecured room
04/30/92	3:00 PM	Johnson Pavilion	Purse & contents taken from room
05/01/92	2:47 PM	Johnson Pavilion	Bike taken
36th to 37th; Spruce to Locust			
05/02/92	10:42 AM	CSSLP	Cash taken from rooms/no force
05/02/92	3:42 PM	Steinberg-Dietrich	Wheel taken from secured bike
05/02/92	7:14 PM	CSSLP	Bike taken
33rd to 34th; Spruce to Walnut			
04/27/92	4:07 PM	Smith Hall	Bike taken
04/28/92	10:07 PM	Chemistry Building	Bike taken
04/29/92	7:21 PM	Chemistry Building	Unattended items taken

Safety Tip: Do not leave your valuables in plain view. Secure all valuable items when away from your room or work area.

Note on 18th District

18th District Crimes Against Persons will be published next week when more space is available. At press time, *Almanac* was notified of 18 incidents and 2 arrests.