

Almanac

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Alumnus George Weiss gives the Baccalaureate address May 17 in Irvine Auditorium, and First Lady Hillary Rodham Clinton is Commencement Speaker May 18 at Franklin Field. Details next week, or call the Commencement Hotline, 573-GRAD.

A Letter the Penn Community The Resignation of President Hackney

April 19, 1993

As you may know, President Clinton has announced his intention to nominate me as the next Chairman of the National Endowment for the Humanities. Should the Senate concur, I will be honored to serve. During the past year, the future of Penn beyond my presidency has occupied a great deal of my thinking. Because the timing of the Senate confirmation hearings is unclear, I have concluded that the University's Trustees need to begin as soon as possible the process of selecting the next president of the University, as well as an acting president to serve in the interim. Therefore, I have indicated to the Chairman of our Board of Trustees, Alvin V. Shoemaker, that I will resign as president of the University no later than June 30, 1993.

Though I am obviously grateful to the President for his confidence in me and his desire to have me in Washington, I will be departing from Penn and Philadelphia with an enormous sense of "leaving home." For over twelve years
(continued next page)

The Lindback Awards

Penn's rite of spring is the teaching award—nine of which go this year to the people shown here and described on pages 8-9. Eight others are announced by PennMed on page 8. For live participation in the Provost's Lindback party, just turn up at Rare Books in Van Pelt by 4:30 p.m. Thursday, April 22. And this year there's more: the Lindback Society presents a distinguished lecture on April 27; see page 8.



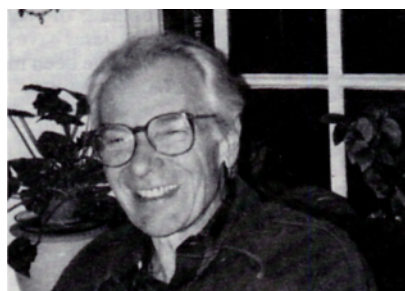
Stephen Dunning, left, religious studies;
Donald Schwartz, below, pediatrics/Med.



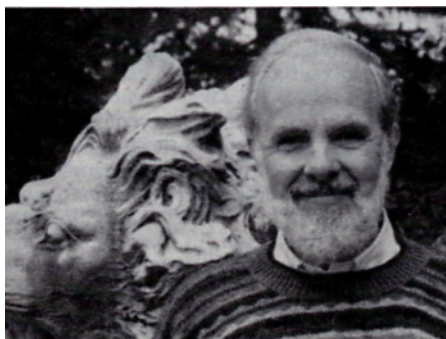
Dr. Kyle Vanderlick,
chemical engineering,
left; Dr. Fay Whitney,
nursing, below.



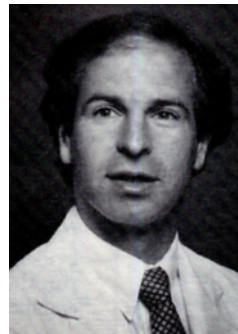
Harold Bershad, sociology, below.



Provost's Award: Cecilia Seigle, Japanese studies



Historian Richard Dunn . . . Steven Sondheimer, ob/gyn/Med. . . Elliot Hersh, pharmacology/Dent.



Dr. Hackney continued from page 1

now, I have had the privilege and pleasure of working with a great many exceptionally talented people to fulfill Penn's goal to be the finest international urban research University that is committed to excellence in undergraduate education. We are also proud to be a strong partner in the local community, City, and Commonwealth.

Aside from my readiness for new challenges and experiences, it is only possible for me to consider leaving the presidency because I know that Penn is in good hands. On campus, we have institutionalized effective planning and management practices that will serve Penn well in the years ahead. The University has a strong reputation for being well-managed. We will have to continue to live frugally and plan strategically, while keeping our laser beam-like focus on our central academic mission. Janet Hale, our new Executive Vice President, and Acting Provost Marvin Lazerson will play important roles in maintaining our institutional momentum. They may ask for your guidance as our systematic efforts move forward to contain administrative costs, to re-engineer our administrative processes and systems, to develop new sources of revenue, and to chart our priorities for the future.

It is my hope that by accepting the President's nomination, I may be able to help improve the climate for all of American higher education and to strengthen the role and effectiveness of public support for the humanities, and for education generally. As I look to this future, I have no worries about Penn's success because I have been surrounded by one of the most able groups of faculty, administrators and staff anywhere in higher education. Though some of us are leaving, it is time for others to provide leadership for Penn's future.

Finally, I want to thank you for the support, kindness, and affection that you have shown to me and Lucy during our time at Penn. The University and Philadelphia are our home. We may be leaving them for a short while, but we also expect to return. Our relocation is made far easier by our realization that the road ahead is really a network of intersecting paths—ours with yours. We shall look forward to that.

Sincerely,
Sheldon Hackney, President

Ed Note: In the center of this issue is a 4-page insert which includes a response to Dr. Hackney's resignation by Alvin E. Shoemaker, chairman of the Trustees.

Recusal in NEH Matters

Given President Clinton's intention to nominate me for the Chairmanship of the National Endowment for the Humanities, I am delegating to Provost Michael Aiken, or whomever he should designate, authority for dealing with matters that may pertain to all financial or other relationships between the University of Pennsylvania and the National Endowment for the Humanities. This is effective immediately.

— Sheldon Hackney, President

SENATE

From the Chair

A Time for Listening

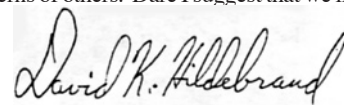
Penn didn't look very good last Thursday. The confiscation of most copies of *The Daily Pennsylvanian*, and the subsequent altercations involving police and security personnel, should trouble all of us.

Copies of the *DP* have been seized before. The seizure was wrong, then and now. In a university, we cannot, must not, will not suppress ideas, however odious. "I'm all for free speech, but ..." just won't do.

I have a request for all involved: Please get down off your high horse. If we all adopt postures of injured self-righteousness, we will only aggravate the tensions revealed by this incident, to no useful end.

The standard response to these tensions is "We must talk to each other." Perhaps, but even more, we must listen to each other. Too much of our talk is a dialogue of the deliberately deaf. To use our skills and our understanding, we need to hear the positions and concerns of others. Dare I suggest that we listen to the other folks before framing our response? Might help.

Ed Note: More on this topic, pages 4-6.



To: Members of the Faculty Senate
From: David K. Hildebrand, Chair; Gerald J. Porter, Chair-elect; and Louise P. Shoemaker, Past Chair

Subject: Faculty Voluntary Early Retirement Program

Previously, we urged those faculty members who would be eligible for the Faculty Voluntary Early Retirement Program (FVER) to retain their option of participating. The FVER Program will end June 30, 1996. Faculty who file for participation will have the option to rescind a notification of retirement up until October 15 of the preceding academic year.

For convenience, here is a model letter. Deputy Provost Walter Wales has seen this letter and said "looks OK to me." Thanks to Peter Knutson of Accounting for suggesting the letter.

[Salutation to the Dean]

At this time, I intend to retire from the University on June 30, 1996, under the provisions of the Faculty Voluntary Early Retirement Program. It is my understanding that, upon my retirement, the University will provide an early retirement benefit equal to 33% of the average salary of full professors in the school, [for five years] [until I reach age 70].

In keeping with the announced policy of the Provost, I reserve the right to rescind my retirement and participation in the FVER, by giving you written notice before October 15, 1995.

1992-93 Annual Report Faculty Grievance Commission April 8, 1993

During this academic year, the Faculty Grievance Commission dealt with the following cases:

1. Denial of tenure; formal hearings. A settlement was reached, however, before completion of the hearing process.
2. Denial of tenure; formal hearings. In progress.
3. Complaint concerning terms and conditions of employment, and restriction of teaching responsibilities. The latter aspect of this case was sent to the Senate Committee on Academic Freedom and Responsibility. Case is pending decision on acceptance or denial.
4. Questions of eligibility for leave of absence.
5. Complaints of changes in terms and conditions of employment.

The following cases have been submitted to the Faculty Grievance Commission for review. At this time no decisions have been made to accept or reject the cases:

- a. Denial of tenure.
- b. Change in terms and conditions of employment.
- c. Charges that terms and conditions of employment have not been well documented and clarified, thereby rendering the complainant's position ambiguous and uncertain.
- d. Complaints of misrepresentation of terms and conditions of employment, and contravention of University rules and regulations.
- e. Request to renew a grievance.

The following are continued concerns of the Faculty Grievance Commission:

Confidentiality. We remind the University community that the identities of the grievant and the respondent are protected by confidentiality, as are oral and documentary evidence. This is essential to the grievance process.

Number of complaints. All complaints submitted to the Commission need to be reviewed carefully, which involves thorough examination of much documentation. Meetings of the Commission to discuss a case and decide if the issues concerned are grievable and the hours spent in hearings once a case is accepted are all exceedingly time-consuming. Nevertheless, the members of the Commission are dedicated to the importance of the grievance process, which they feel is not to be taken lightly. Some cases are fortunately resolved by informal discussions, but this is not always possible.

Hearings Panel Membership. The Commission is seriously concerned about the number of members on the Hearings List. A Panel, very important in the operation of the Faculty Grievance Procedure, is a group drawn from this Hearings List, and it renders decisions on the grievability of the evidence presented in a grievance. (See *Handbook for Faculty and Academic Administrators*, page 55, part II.d.) The Panel plays an exceedingly important role in the operation of the grievance mechanism, and the Commission urges all faculty members to consider serving on such a group.

Adelaide Delluva, Chair Kenneth George, Past Chair Gerald Prince, Past Chair
Sol Goodgal, Chair-elect Elliot Platt, Legal Officer

Senate Annual Meeting

As noted in the agenda published April 6, the Faculty Senate's topics for the annual meeting Wednesday, April 21, include Economic Status; Administration and Cost Containment; Uncapping Retirement and a Transition Benefit; Proposed Revision of Just Cause and Other Personnel Procedures; and next year's agenda. The Senate Chair, the President and the Provost will address the meeting, scheduled 3 to 5:30 p.m. in B-1 Meyerson Hall.

Ed. Note: Reports of the Committee on Conduct and others will appear next week.

FAS Mail Ballot on Just Cause

At its April 13 meeting the Faculty of Arts and Sciences passed 22-3 the resolution below. The Dean's Office is now preparing a mail ballot.

Resolved, unanimously, by the SAS Committee on Academic Freedom and Responsibility, that the following resolution be submitted to the faculty of the School of Arts and Sciences for a Mail Ballot at the earliest possible time;

Whereas, under the present Statutes of the Trustees, and reiterated by the Bylaws of the School of Arts and Sciences, the individual School Committees of Academic Freedom and Responsibility, subject to review by their Faculties, have cognizance over proceedings that might result in the suspension, termination, or temporary exclusion of a faculty member;

Whereas, under the "Proposed Procedures Governing Sanctions Taken Against Members of the Faculty," currently under consideration by the Faculty Senate of the University, if a faculty member is charged with a major infraction and requests a hearing, the hearing will be held by a "University Tribunal" composed of six tenured professors, one and only one of whom will be from the School of the respondent, the other six to be appointed by the Chair of the Faculty Senate;

Whereas, we believe in trial by one's peers, and we believe that the School of Arts and Sciences share a common body of experience, knowledge, and scholarly norms which qualifies us as the most appropriate judges of the merits of any charge that a member of this Faculty has committed a major infraction of University rules or of the standards of a scholarly community;

Whereas, we oppose the diminution of the power of self-governance by the School of Arts and Sciences in this essential matter;

Be It Resolved, that the School of Arts and Sciences see no reason for and oppose any change in University procedures that would transfer to a university-wide tribunal, or to any other body external to this Faculty, the authority to make the definitive judgment regarding the merits of a charge that a member of the School of Arts and Sciences has committed a major infraction of University rules or of the standards of a scholarly community;

Be It Further Resolved, that the School of Arts and Sciences reserve the right to grant the respondent, if he or she so requests, the option of a hearing before the SAS School Committee on Academic Freedom and Responsibility, apart from any hearing before any "University Tribunal," in accordance with current procedures.

Howard Brody, Physics

Murray Gerstenhaber, Mathematics (Chair)

Madeleine Joulle, Chemistry

Alan Charles Kors, History

Anthony Kroch, Linguistics

Karl Von Vorys, Political Science

Speaking Out

Just Cause and the FAS

I was invited to attend the meeting of the faculty of Arts and Sciences on Tuesday, April 13, presumably because the agenda included a resolution to have a mail ballot on a resolution to reject the Just Cause Procedures proposed by the Task Force I chair. I was frankly dismayed that a deliberative body should misrepresent our proposals and even consider a resolution to reject them before the Task Force had a chance to revise the proposals in the light of the comments received. The final proposals which will be published in *Almanac* will be submitted to a mail ballot before being submitted to the administration or adopted.

Judging by the rhetoric in the meeting and the overwhelming approval of the resolution, the faculty of Arts and Science appears to be unaware of the damage to the prestige of the educational community that resulted from abuses by members of the faculty of this and other universities. No school and no university is an island unto itself. The abuses of other universities reflects on the faculty of the University of Pennsylvania, and abuses by the faculty of any school within Penn affects the faculty of every other school. It is not just reputation but the privileges and special treatment of universities that are thereby threatened. Under the circumstances, the behavior of the faculty of Arts and Sciences is incomprehensible.

The keystone of the attack on the proposed Just Cause Procedures is a totally novel theory that is not credible. It is a theory of faculty autonomy that goes far beyond anything found in the literature of university governance. No one challenges the right of a school faculty to determine its own curriculum without interference from the rest of the University. No one challenges the right of a faculty to select its own members. However, careful consideration of that latter right discloses that it is really a veto power. A department cannot force the Dean to accept an appointment it wishes to make. A department cannot force the Provost to accept an appointment it wishes to make. At most it can reject an appointment or promotion that the administration wishes to make. That was made perfectly clear when a former President tried to give tenure to a faculty member that had been rejected by that member's department. Even that veto power is hardly universal and there are major universities at which that is not the case.

The proposals were criticized for eroding some of the powers and authority of the Senate and School CAFRs. The speakers failed to distinguish between erosion of the school CAFR powers and erosion of academic freedom. Indeed, the proposals strengthen academic freedom in several ways. First the CAFR recommendations are currently considered simply advisory. The recommendations of the proposed tribunal can be modified only with the consent of the faculty of the University as represented by the Past Chair, the Chair, and the Chair-Élect [the three Chairs].

Second, by removing the focal point of the hearings in Just Cause procedures from the School of the respondent the proposed procedures would eliminate pressure from the Dean of that School. In defense of having respondents judged by their School peers rather than by their University peers, the School CAFR argued that the accepted customs of the schools were different and one should be judged in the light of the customs of the school in which the respondent was resident and not in the light of customs that prevailed in other schools. In defense of this position the speaker noted a violation of a faculty member's academic freedom in another large school several years ago. What he did not point out was that the sanction recommended by that school's CAFR was imposed at the insistence of the Dean, something that could not happen in a Just Cause case under the proposed procedure.

The same speaker in illustrating the difference in school cultures noted that in the Medical School, department chairs insisted on being listed as co-authors on all research papers done in their departments even though they had contributed nothing to the paper. That, however, is not a major infraction and its relevance escapes me.

One member of the School CAFR argued that it was outrageous to have faculty members judged in harassment cases involving undergraduates by members of schools that did not teach undergraduates. I readily acknowledge that harassment cases are hazardous. No one fought harder than I did in the University Council to make sure that the University's harassment policy did not infringe upon academic freedom and regrettably I did not always win on all points. But having taught both undergraduates and graduates, it is not at all clear to me what differentiates harassment in an undergraduate class and in a graduate class. No charge of harassment should be allowed to interfere with academic freedom and harassment that is not protected speech should be eradicated.

The basic contention of those opposed to the new proposed procedures is that one should be judged by his or her peers. The question then becomes one of who are the peers. We maintain that the peers are the members of the University Faculty. All members are affected by the abuse of a member of a school faculty, not just the school itself. The argument of the opponents carried to its logical conclusion would maintain that a scientist should be judged by fellow scientists, a humanist by fellow humanists, or even to the point that the peers of an accused are the members of the accused's department, or perhaps the members of his or her department who specialize in the same area. That position is unworthy of members of a distinguished faculty.

— Morris Mendelson
Professor Emeritus and Chair,

Task Force on the Revision of Just Cause
and Other Personnel Procedures

Ed Note: The resolution discussed above is in the first column of this page.

Reflections on the Second Rodney King Verdict

Almost a year ago, the Penn community and much of our nation was shocked by what appeared to be an unjust and troubling outcome in the first trial of Los Angeles police officers involved in the beating of Rodney King. This weekend, the second trial in the King case ended with a far more just outcome.

At a time of great stress and division on our campus involving core values of the University and its citizens, it is appropriate to reflect on the second L.A. verdict and draw lessons from it to guide our own responses to the current conflicts at Penn involving segments of the University's minority community, University security personnel, and the student press.

Last year at this time, I made a statement in the aftermath of the verdict in the first Rodney King case and the subsequent violence in Los Angeles (*Almanac* 5/5/92). Those words come back to me now as a reminder of the larger social context of recent events at Penn and as a measure against which to gauge the appropriateness of our responses then and now.

It was true then and it is true today that, as I wrote in *Almanac*, 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.

It was true then and it is true today that 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.

It was true then and it is true today that 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.

The essential values of the cultural climate we seek to sustain should not be placed in artificial opposition to one another. They are the values that enable isolated individuals and groups to come together to form a larger community. Among these are the values of freedom of expression, the right of citizenship and full participation in the society, and the right to due process when conflicts between individuals or groups arise out of their attempts to exercise their rights in the course of living together.

As I read over my statement from a year ago and thought about the events of recent days, I also reviewed my own professional involvement as a historian of the American South and of the Civil Rights Movement. I have believed that our premier social institutions, including the University of Pennsylvania, should aspire to lead our nation by creating diverse and caring communities animated by these values that are central to our life together. I believe that such values are realizable and that their realization does not require that we choose among them. Taking away any one of them risks the destruction of our common social framework. Diminishing any of them distorts our lives together. The fact that tensions inevitably arise among such values is only a sign that they are all important and that we are progressing in the task of making them real. We need not compromise our values. We must make them work together.

Like American society itself, the academic community seeks to live out those abstract values that it believes are essential to the advancement of knowledge and human understanding in our society. The actual day-to-day interaction of those values does not always achieve the ideal that is our goal. That is no more than a statement of the reality of the human condition and of the task that should always be before our society and our educational institutions.

Foremost among the values to which I refer is the commitment to freedom of expression. That is why Penn has long-established Guidelines on Open Expression and other policies that aim to ensure that the rights of free expression for all members of the University community and freedom of the press shall not be abridged. Neither I nor the University can condone the infringement of the rights of a free press or the suppression of any individual's right of free speech.

Our policies have defended the rights of speakers at Penn as diverse as Louis Farrakhan, Margaret Thatcher, Ronald Reagan, and Robin Morgan. They protect our faculty from political censorship and our students from ideological indoctrination or abuse of power relationships in the classroom. They protect the right of *The Daily Pennsylvanian* to publish as it sees fit and of others to criticize it for doing so. They also protect the right of every member of the University community to participate in that debate, for they recognize that freedom of speech for one must be freedom of speech for all.

Part of realizing the values of freedom of expression is ensuring that that freedom is extended to all members of the University community, not just a few. Consequently, freedom of expression is foremost among several core values for the University community. The University of Pennsylvania is also deeply committed to the permanent presence among its student body, faculty, staff and administration of members from all segments of the diverse American society of which we are a part and of the increasingly global world in which we live.

In their zeal to realize one set of values, individuals may come into conflict with the deeply held values of others. Our society has a long-established commitment to due process in the adjudication of such conflicts. Similarly, the University has chartered a student judicial system to perform that function at Penn. What the second Rodney King verdict should teach all of us is that now is above all else a time to let our campus judicial process work. We have the capacity to resolve these issues with which we are faced.

If we are to live together we must hold something in common. In the University community we hold in common a commitment to the vigorous exchange of ideas, to the right of all community members to equal citizenship in the University, and to the value of due process in resolving conflicts. Though sometimes imperfect, our police, judicial inquiry and adjudicatory resources are intended to protect the rights of all participants in conflictual situations. When they seem to fail us, as may have occurred on Thursday morning, we can and will, as Commissioner Kuprevich outlines elsewhere in this issue, take appropriate steps to improve them.

These are the values that the University of Pennsylvania embraced long before I came to it. These are the values that will remain essential to Penn's academic mission and social leadership long after I am gone.

Sheldon Hackney

Disappearance of the D.P.

Early Thursday, April 15, as some 14,000 copies of *The Daily Pennsylvanian* were dropped in their campus locations, most of the papers were removed and in some cases were replaced with a sign recorded on UPENN.TALK as reading:

WHERE ARE THEY?

The Black Community has come together to make a statement. / We are protesting the blatant and voluntary perpetuation of institutional racism against the Black Community by the DP, the administration, and/or any independent entities affiliated with the University. / We are not willing to accept the blatant disrespect and disregard exhibited towards the Black Community by the DP, the administration, and/or any entities affiliated with the University. / Sometimes inconvenience is worth the price./

THINK ABOUT IT.

*The April 15 edition was partially reprinted by mid-afternoon, without its 34th Street insert on arts and entertainment. Additional removal of papers was reported on Friday, April 16. Details of the initial controversy appeared in Friday's *Inquirer*, *Daily News*, and *D.P.*, as well as on telecasts of Channels 3, 6 and 10. Sunday's *Inquirer* ran an editorial, "Trashing Penn's Daily." On its op-ed page, under the overall title "At the heart of the Penn newspaper flap," the *Inquirer* ran two sides of the issue, subheading them "A taste of the writer's rhetoric that sparked outrage by blacks" (excerpts from a D.P. columnist) and "Daily Pennsylvanian accused of furthering white bigotry" (excerpts from a letter-to-the-editor that ran in the D.P., signed by 202 African American students and faculty).*

In this issue are comments from Senate Chair David Hildebrand (page 2), President Hackney (right), the leadership of the African American Association (page 6) and Public Safety Commissioner John Kuprevich (also page 6). The University's policy protecting the distribution of publications is reiterated below. —K.C.G.

OF RECORD

*Though I understand that those involved in last week's protest against the D.P. may have thought they were exercising their own rights of free expression, I want to make it clear that neither I nor the University of Pennsylvania condone the confiscation of issues of *The Daily Pennsylvanian*. I want to remind all members of the University community of the policy I promulgated several years ago (Almanac 7/18/89, reprinted below) specifically banning such actions. Any violation of this policy will be pursued through the University judicial system as chartered by the schools of the University.*

—Sheldon Hackney, President

Confiscation of Publications

The confiscation of publications on campus is inconsistent with the University's policies and procedures, and with the ideals of the University. It is inconsistent with the University's Guidelines on Open Expression, and could violate contractual arrangements between the University and other parties.

Members of the University community who are responsible for confiscating publications should expect to be held accountable.

— Office of the President

On the Campus Controversy of April 15-16: Narrowing the Distance

As you may be aware, serious and complex events have occurred over the past several days on our campus. On Thursday and Friday copies of *The Daily Pennsylvanian* were removed from their regular distribution points as part of a protest action by student and other members of Penn's African-American community. These protests were precipitated by the pain and anger that many members of the minority community have felt in response to the D.P.'s exercise of its First Amendment rights to freedom of the press.

This is an instance in which two groups important to the University community, valued members of Penn's minority community and students exercising their rights to freedom of expression, and two important University values, diversity and open expression, seem to be in conflict. It is unfortunate that earlier attempts to establish a dialogue regarding these issues were not effective. It is important that all members of the University understand the circumstances that surround this conflict.

As a completely independent, student-run newspaper, incorporated separately from the University, *The Daily Pennsylvanian* enjoys all the protections of the First Amendment, and the University has no control or jurisdiction over its operations or editorial content. In addition, because of the overriding importance of freedom of expression to the very purposes of the University, Penn has explicit Guidelines on Open Expression that govern and affirm the expression of divergent views in the University community. Of course, any alleged violations of this or other University policies will be investigated according to established University procedures.

Unaware of the protest activity, University security personnel at several locations on campus responded to the removal of copies of the D.P. One University administrator with supervisory responsibilities for building security, mistakenly identified at the time as a contract security guard, was involved. In the ensuing altercations between security personnel and some of the students involved in this protest activity against the editorial policies of the D.P., students were handcuffed by University Police and transported to University Police headquarters.

Commissioner Kuprevich has addressed the community's understandable concerns in the following way: he has placed one of the security personnel involved on desk duties while an investigation of the incident is undertaken; and the actions of other campus security personnel will be administratively reviewed. Since the University staff member involved in one incident is not someone who ordinarily has contact with students, Vice President for Human Resources William Holland will be working with Commissioner Kuprevich to determine appropriate action in that case.

In addition, the University administration has agreed to appoint two new committees that will include representatives of the University community to address the serious problems now existing in relations between the minority community at Penn and the University Police. The first group, reporting to Vice Provost for University Life Kim Morrisson and Commissioner of Public Safety John Kuprevich, will undertake to determine the facts in the incidents that occurred on April 15 and 16, so that appropriate action may be taken. The second group, reporting to Provost Michael Aiken and Executive Vice President Janet Hale, will review standard operating procedures followed by Penn Police and recommend what procedures are appropriate for police in their dealings with students, faculty, and staff, in the light of the serious tensions and mistrust now existing between the minority University community and the University Police. Our community places complex expectations on Penn's Police. These Police Academy-trained officers are asked to work in an academic community whose values and sensitivities are quite different from those for which they have been prepared.

As I indicated above, two important University values now stand in conflict. There can be no compromise regarding the First Amendment right of an independent publication to express whatever views it chooses. At the same time, there can be no ignoring the pain that expression may cause. I deeply regret that these recent events may mask the continuing effort the University is making towards a comfortable and permanent minority presence in a diverse and civil University community. Whatever their consequences in the weeks ahead, the University will continue to work diligently and persistently towards both goals.

As individual members of an academic community who grasp the importance of both of these values, we must work together to narrow the distance that now seems to preclude their peaceful coexistence. Neither is dispensable, and both are central to the character of the Penn community. We cannot afford to continue to pose them as incompatible alternatives. Penn must be both a diverse and welcoming community for all its members and one in which freedom of expression is the supreme common value. As a free forum for ideas, the University must be open to all and open to all ideas or it is not free.

As we work together to resolve these complex tensions, I ask all members of the University community to put into practice the values of civility and reasoned discourse that are fundamental to the academic enterprise.

—Sheldon Hackney, President

Statement from Members of Penn's African American Community

Last week, African American students engaged in a non-violent direct action to protest longstanding, and recurrent, grievances. As a way to protest, the students decided to temporarily disrupt the normal distribution of *The Daily Pennsylvanian*, an independent publication distributed free on the University of Pennsylvania campus. The manner in which this protest has been characterized "as theft" has only served to escalate matters and deflect attention from the real issue, the right to protest. Moreover, the University has seemed to advocate for the rights of free speech with respect to *The Daily Pennsylvanian* while being unwilling to afford the same protection to the African American students. Furthermore, it has done little to support the engagement in a free and open discourse.

We support the principle of non-violent protest, and we believe that targets and means are choices to be made by those aggrieved. We deplore the actions of campus security and the University police who chased, detained, arrested, handcuffed, and assaulted students who were exercising their right to protest. It is a gross overreaction to have used such a show of force when students are engaging in protest. Other recent protesters, faculty members included, have not been subjected to such treatment.

Freedom of the press is a principle which is sacred. A considerable amount of attention has been paid to the right of *The Daily Pennsylvanian* to publish the views of individual students as is their obligation. However, just as DP staffers have exercised their First Amendment rights, be assured that these African American students were exercising their First Amendment right to protest, and they are entitled to no less protection than those who protest by burning flags, burning draft cards, or disrupting publication of a newspaper due to a labor dispute.

We applaud the initial efforts of Penn's Vice Provost for University Life and the Penn Police Commissioner in moving to respond to the aftermath of this protest action. Our continuing constructive participation in further steps will depend on whether students feel University action is appropriate and sufficient, whether the effort deals with systemic problems broader than those issues relevant to these specific, recent, events, and whether there is a commitment by President Sheldon Hackney to take concrete steps toward resolving these systemic security issues prior to June 30, 1993. We expect the University to maintain a position that fully supports the rights of African American students to protest as well as the right to publish.

— James Gray,

— Thomas Henry,

— Jerry Johnson, M.D.,

Tri-Chairs, African American Association

University Commissioner of Public Safety: Two Statements

On behalf of the Division of Public Safety,

I would like each and every student to know that we in Public Safety are sincerely concerned about the interactions which occurred between members of our organization and African-American students this morning. In fact, we feel that this type of incident should never have occurred, and we do not expect that we should ever have to use any level of physical force in dealing with members of our community. The concern over this issue is felt throughout our organization, and it is one which we do not want to ever occur again. To this end we commit our energies and efforts to working with you. I would like to apologize, and want each and every member of the community to know that we sincerely regret the occurrence of this incident and the impact this has had on your lives and on the men and women of the Division of Public Safety.

In responding to this incident, I would like to inform you of what steps we will take to address the issues before us:

1. Effective immediately, the officer involved in this incident will be removed from patrol operations pending the investigation of this incident.

2. The Museum security person involved in this incident will report directly to Public Safety tomorrow morning for investigation of his actions. The University Museum and Public Safety consider the allegations to be serious and appropriate action will be taken.

3. The investigative process identified in handling #1 and #2 above will initially involve the collection of statements and facts related to this incident by the Division of Public Safety. Once collected this information will be provided to an independent Board of Inquiry appointed jointly by me and the Vice Provost for University Life. They will be asked to review the facts and make recommendations about the appropriateness of behaviors in this incident.

4. In order to address the larger question of police procedures used by campus police in the performance of their duties related to campus activities, the Provost and the Executive Vice President will be convening a Blue Ribbon Commission to review existing procedures and to advise the University on any recommended changes.

— John A. Kuprevich, Commissioner of Public Safety, April 15, 1993

As a follow-up to the steps identified in my document of 4/15/93 (above),

and to the further items identified by students, I am providing the following information:

1. The officer involved in this incident has indeed been removed from patrol operations. This will remain in effect pending the outcome of the investigation.

2. The personnel from the Museum have been interviewed and it has been determined that the individual who had direct interaction with the two female students is not a security guard, but is a Museum administrator. As an employee in that capacity the University has defined policies to follow in such instances and that process has begun. Statements have been taken from the Museum administrator and a Museum security officer who had initial contact with the students. As of approximately 5 p.m. on this date [April 16], statements were also given by the two female students involved in this incident. I have asked that the Vice President for Human Resources review the allegations of the students, and the statements of the Museum personnel in conjunction with the Director of the University Museum in order to determine appropriate personnel steps in this matter. The Division of Public Safety will continue the investigation of the facts in this matter and will provide any additional information to Human Resources.

In addition to any steps deemed appropriate by Human Resources and the Museum administration, the facts of the interaction will be a part of the charge to the Board of Inquiry identified in last evening's statement.

3. I would reaffirm that it is expected that the independent Board of Inquiry will complete their review within two weeks, and that the results of that inquiry will be made known to students.

4. Students can be assured that the details of both the Board of Inquiry and the Blue Ribbon Commission will be made public to the University community.

5. Board of Inquiry: The Board of Inquiry will be comprised of five members. Representation will be from Human Resources, VPUL Office, Public Safety, an outside police person and a concerned faculty or staff member from the University Community. The Board will be asked to review all of the statements and facts gathered in the altercations between campus police, security personnel and students in order to determine the appropriateness of behaviors in each of the identified encounters. Based upon these findings, involved offices will respond appropriately.

6. Blue Ribbon Commission: The Provost and Executive Vice President will convene a Blue Ribbon Commission to deal with the larger issues of identifying appropriate police procedures to be used by campus police in dealing with campus incidents and activities. The composition of this Commission will include students, police personnel, and [persons to be chosen by the conveners]. This commission should be charged with addressing the following *initial* issues before the departure of President Sheldon Hackney; additional issues could be expected to be addressed in an ongoing process at the University:

- expectations of police behavior in approaching members of the University community in performing their assigned duties
- use of force, to include procedures in use of handcuffs and batons
- detention procedures
- interview and interrogation procedures
- stop and frisk procedures

7. Community/Police Advisory Board: The administration is committed to providing a community and police based process which will facilitate the handling of complaints between the police and the community; that will provide a comfortable process for people to access; and that will communicate with the community the resolutions of issues brought before it.

— John A. Kuprevich, Commissioner of Public Safety, April 16, 1993

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.

- a. Plans and proposals released in advance before action is taken by official governance bodies.
- b. Responses or counter-proposals to plans and proposals pending actions by official components of the University.
- c. Messages from the Chair of the Faculty Senate.
- d. Policies and procedures adopted by official governance bodies.
- e. Advance notices of meetings and agendas of governance bodies.
- f. 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).
- g. Minutes of meetings of governance bodies as supplied by the secretaries or summaries of such meetings prepared by the *Almanac* staff.
- h. 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:

- i. 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 originators option:

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

* Names of each year's Board members appear in the weekly staff box.

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.

a. 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.

b. 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.

Medical Teaching Awards

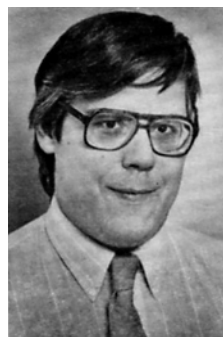
The School of Medicine has announced its 1993 teaching award recipients (in addition to those winning Lindback Awards; see page 1 and page 6).

Dr. Maria Delivoria-Papadopoulos, professor of pediatrics, won the Leonard Berwick Memorial Teaching Award. The award was established in 1980-81 as a memorial to Leonard Berwick by his 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." It is intended that this award recognize persons who are outstanding teachers, particularly among younger faculty.

The Robert Dunning Dripps Memorial Award for Excellence in Graduate Medical Education was awarded to *Dr. Stephen Ludwig*, professor of pediatrics at CHOP. This award was established by the Department of Anesthesia in 1983-84. As a pioneer in the specialty of anesthesia and chair of the department from 1943 to 1972, Dr. Dripps was instrumental in the training of more than 300 residents and fellows, many of whom went on to chair other departments. This award is to recognize excellence as an educator of residents and fellows in clinical care, research teaching or administration.

The Blockley-Osler Award was given to *Dr. John J. Millili Jr.*, a clinical assistant professor in the department of surgery at Presbyterian Medical Center. This award was created in 1987 by the Blockley Section of the Philadelphia College of Physicians to be given annually to a member of the faculty at an affiliated hospital for excellence in teaching modern clinical medicine at the bedside, in the tradition of William Osler and others who taught at Philadelphia General Hospital.

Dr. Sheldon I. Feinstein, assistant professor of genetics, and *Dr. John Tomaszewski*, associate professor of pathology and laboratory medicine at HUP, were awarded the Dean's Awards for



Left to right: Drs. Delivoria-Papadopoulos, Ludwig, Millili and Surrey

Excellence in Basic Science Teaching. These awards were established in 1987 to recognize teaching excellence and commitment to medical education by outstanding faculty members from the basic science departments. Recipients are selected on the advice of a committee composed of faculty and students.

The Dean's Awards for Excellence in Clinical Teaching (at an Affiliated Hospital) were awarded to *Dr. Richard S. Davidson*, an assistant professor of orthopaedic surgery at CHOP, and *Dr. Michael S. Weingarten*, a clinical assistant professor of surgery at Graduate Hospital. These awards were established in 1987 to recognize clinical teaching excellence and commitment to medical education by outstanding faculty members from affiliated hospitals. Recipients are selected on the advice of a committee composed of faculty and students.

Dr. Saul Surrey, research associate professor in the department of pediatrics, was awarded the Dean's Award for Excellence in Graduate Student Training. This award was established this year to recognize teaching excellence and commitment to graduate education by outstanding members of the biomedical graduate faculty. Recipients are selected on the advice of a committee composed of faculty and students.



Dean's Awards/Basic Science went to Drs. Feinstein and Tomaszewski, above; those in Clinical Teaching to Drs. Davidson and Weingarten, below.



Lindback Society Lecture

The Lindback Society presents Dr. Willard F. Enteman of Rhode Island College—the former provost of Union College and former president of Bowdoin College who has been named by *Change* magazine as one of the 100 leading educators in the U.S.—to lecture on *A Philosopher Looks at (Higher) Education and Assessment*, on April 27. The lecture will be open to all at 3-5 p.m., Room 350 Steinberg Hall-Dietrich Hall. It will draw from a recent study Dr. Enteman carried out for the Fund for the Improvement of Postsecondary Education (FIPSE) on departmental development of teaching. Following the lecture there will be a reception 5-6 p.m. in the Club Room of the Faculty Club—all are invited.

His most recent book is entitled, *Retirement 101: How TIAA-CREF Members Should Deal with the Dramatic Changes in Their Pensions*. Next fall, The University of Wisconsin Press will publish his book in political philosophy, *Managerialism: The Emergence of a New Ideology*.

About the Lindback Award Winners

Starting with those in non-health schools, the people behind the pictures on page one are:

Harold Bershady: Dr. Bershady joined the Sociology Department in 1962 and has served as both undergraduate and graduate chair. He is currently also a faculty member in Urban Studies and the Dynamics of Organization. An impressive number of his former students have gone on to pursue academic careers. As one student noted, "I do not hesitate to say that Professor Bershady played an extremely important role in my intellectual development and my later academic and professional development." Another adds, "When I recommend that my extremely bright undergraduates consider Penn for graduate work, it is with the prospect of working with Harold that I do so." In the report of the External Review committee of the Sociology Department it was noted that "students singled out Harold Bershady as an especially valuable instructor." His course evaluations at the undergraduate level have been consistently outstanding. One word appears over and over in the letters of support, "devotion": devotion to his students, devotion to his teaching

and devotion to his discipline. A colleague summarizes, "Harold has dedicated over 30 years of his life to serving the graduate and undergraduate communities at Penn and has done so in a truly exceptional manner."

Richard Dunn: Professor Dunn joined the faculty of the University of Pennsylvania in 1957 and was named the Roy F. and Jeannette P. Nichols Professor of American History in 1984. A distinguished scholar, he is revered by his students and professional colleagues alike. One comments, "It was primarily from him that I learned the Department's ethos on excellence in teaching." Another adds, "Formerly, Professor Dunn represents the highest ideal of a professor. He is the role model I would like most to emulate." Both students and colleagues remarked on the times Professor Dunn divided his class into two sections in order to teach more effectively, and of course doubling his teaching load. *The Pennsylvania Magazine of History and Biography* devoted an entire issue to several of the senior honors theses

produced for Professor Dunn's class. He worked with the students on editing of these theses and saw them through to publication. In 1990, the year of Penn's 250th anniversary celebration, Professor Dunn encouraged his students to pursue topics on the history of the University. He again guided these essays through to their publication by the University of Pennsylvania Press: *A Pennsylvania Album: Undergraduate Essays on the 250th Anniversary of the University of Pennsylvania*. A former student concludes, "I would be gratified to think that I could begin to repay the time and interest that he has shown in my work by influencing you to award the Lindback prize to a teacher as deserving and experienced as Richard S. Dunn."

Stephen Dunning: Steve Dunning, Professor in the Department of Religious Studies, received his Ph.D. from Harvard in 1977 and came to the University of Pennsylvania that same year. He is a dedicated scholar who also values highly the teaching process. As such he encourages students to be bold in their learning at the same time that he reminds his colleagues of the central importance of the teaching role in the academy. One of his students writes, "His course was one of the most innovative and effectually organized that I have ever seen (on the undergraduate or graduate level) and he was constantly considering new ideas to make it even more effective. I would also add that being a T.A. for Professor Dunning was extremely valuable in terms of my own development as a teacher." An undergraduate comments, "As an

engineering major, I have had very few electives. I heard about Dr. Dunning from several friends who praised him as one of the best professors at Penn. I must agree." Professor Dunning combines

Provost's Award Winner

Cecilia Seigle: Dr. Seigle received her Ph.D. in Oriental Studies from the University of Pennsylvania in 1971 and returned to teach in 1984. Since 1990 when all three standing faculty members in Japanese studies left, the person who assured the continuity of the Japanese program at Penn was Cecilia Seigle. She has taught every Japanese language course that had to be taught and initiated content courses whenever there was demand for them. Her students were impressed by her concern and individual attention, and her willingness to help. A current graduate student writes that "Dr. Seigle was a key factor in the quality of my education." She is knowledgeable in a wide variety of subjects, and she insisted on educating her students the same way; she is truly inspiring. Another comments "Over and over again I have noticed the significant impact her presence has had on both the undergraduate and graduate students. I can think of no other teacher at Penn who better fits the description of the distinguished teacher."

scholarship and passion, respect for his students and encouragement for their potential. He is a model teacher in the Humanities at the University of Pennsylvania.

Kyle Vanderlick: Dr. Vanderlick received her Ph.D. in Chemical Engineering in 1988 from the University of Minnesota and started teaching at Penn in 1991. One student writes, "Looking back at my experience at Penn, what I feel truly distinguished Dr. Vanderlick's teaching was her ability to make a chemical engineering lecture truly interactive. These discussions took place because of the charisma and enthusiasm which Dr. Vanderlick brought to class with her every day." Another notes that "Dr. Vanderlick is one of the reasons that Penn has one of the best undergraduate chemical engineering programs." Another letter states, "I am not a member of the student body, I'm the office manager in the department . . . if every faculty member at Penn had her style we would have more satisfied students and employees. Kyle takes the time to teach and makes sure the student understands; she uses illustrations, stories, games (she played *Jeopardy!* with one class, *Twister* with another) whatever it takes!" Her students repeatedly describe her as approachable, as someone who gives a great deal of individual attention while maintaining a demanding work load. The chair of her department writes, "She is the best I've ever seen and I've seen many . . . the excitement about Kyle is not coming just from her students, but from her colleagues as well. We are all very fortunate to have her here."

The 1993 Lindback Committee on Distinguished Teaching in the Health Schools presents these four Lindback winners:

Elliot Hersh: Dr. Hersh is the Director of the Division of Pharmacology and course director for the second year course in the School of Dental Medicine. To his students, Dr. Hersh's love and enthusiasm for pharmacology was evident. One student writes, "Dr. Hersh's dedication to his profession and to his students do not go unrecognized by those who encounter him. He is an example of the level of excellence one would expect to find at a prestigious university." Each year the student evaluations place Dr. Hersh first. He teaches not only the required courses but on numerous occasions has offered to teach specially designed seminars for the graduate dental students. Dr. Hersh manages to run studies and find funding, to write and to edit, publish and deliver but he never shortchanges his students; he supports them and treats them with respect and affection. Through his active interest in research, Dr. Hersh has inspired a number of students to pursue postdoctoral training in Oral Surgery, Anesthesiology, and Pharmacology. A colleague writes, "His most admirable quality is his devotion to his students. Always accessible, Dr. Hersh is an informative, imaginative lecturer and thoughtful, enthusiastic mentor."

Donald Schwarz: Dr. Schwarz received his M.D. from Johns Hopkins and an MBA in Health Care Administration from the Wharton School and is currently Professor of Pediatrics. In 1990 he received the Special Dean's Award for Outstanding Achievement in Medical Education. Dr. Schwarz's commitment is to the academic community at Penn and to the community of underserved children of Philadelphia. The nomi-

nating letter observes that "his work spans the range from undergraduate to continuing medical education. He has been an effective teacher and mentor for not only physicians and physicians-in-training, but also for nurses, social workers, psychologists and other health care providers. He is a true educator and child advocate. One student wrote, "I met Dr. Schwarz through the School of Medicine's Community Health Group. By example and encouragement he has helped me see new roles for myself as a physician." Another comments, "On several occasions during my medical school career, I have been told that while economic and social issues have a clear effect on health, it is not within the physician's role to address these issues. Dr. Schwarz has taught me to challenge these ideas." He is clearly a role model who will make students better physicians.

Steven Sondheimer: Dr. Steven Sondheimer received his M.D. in 1974 from the University of Pennsylvania School of Medicine and is currently Associate Professor of Obstetrics and Gynecology at the School of Medicine. Shortly after joining the department he was a 1992 recipient of the APGO Excellence in Teaching Award. Comments received from students and residents regarding Dr. Sondheimer are consistently laudatory and superlative in their praise of his ability and commitment to teaching: "His lectures are extremely well prepared and flawlessly presented," "He is a true mentor; he exemplifies the kindness, intellectual brilliance and practical problem-solving skills that all

physicians strive to achieve." He is also active in curricular improvement. His most recent effort resulted in the newly conceived program combining Obstetrics back to back with Pediatrics. Dr. Sondheimer seems always to have time for any student in need of advice or guidance. He is one of the top educators at the Medical School, a superb teacher and role model and certainly deserving of the Lindback Award.

Fay Whitney: Dr. Fay Whitney came to the University as a Robert Wood Johnson Clinical Nurse Scholar. She joined the faculty in 1985 and has served as the Director of the Graduate Program in Primary Care. Professor Whitney has enriched the academic program in the School of Nursing through her significant contributions to curriculum design and revision, her advising at the undergraduate and graduate level as well as through her inspired teaching. One student recalls, "It was at a graduate school open house that I first met Dr. Whitney, and it was that meeting that convinced me that the Primary Care Program at the University of Pennsylvania was where I wanted to be. I was struck immediately by Dr. Whitney's integrity, her commitment to her students, and her dedication and enthusiasm for primary care." Another writes, "Of all the nursing staff at Penn, Fay was the one person I chose to be my role model." A list of undertakings and accomplishments on behalf of Penn and Penn students would be quite lengthy. The enduring effects on those whose lives she has touched are remarkable. If a measure of learning is behavior change, most assuredly, Fay's students have been permanently transformed.

UPP's 'Big Book Sale' Now to June 30

The University of Pennsylvania Press is holding its annual Big Book Sale now through June 30. Over 500 books, covering topics as diverse as medieval witchcraft and Spanish bullfighting, are discounted up to 92% off list prices with additional discounts of 10% and 20% off total orders.

For copies of the Big Book Sale catalog or information on the sale, call the UPP Marketing Department at 898-6264.

OEHS Chem Hygiene: April 27

The Occupational Safety and Health Administration (OSHA), requires mandatory training for all University employees who work in laboratories.

The Office of Environmental Health and Safety (OEHS), will offer Chemical Hygiene Training for all new and previously untrained laboratory workers on *Tuesday, April 27*, from 11 a.m. to noon in Wistar Auditorium, 36th & Spruce Streets.

This training will review OSHA's regulation "*Exposure to Hazardous Substances in the Laboratory*" as well as Penn's written safety program. General laboratory safety training will also be provided.

Attendees are requested to bring their Penn ID card. Contact Barbara Moran at 898-4453 with any questions.

Penn Perspectives: June 8-10

It's not too late for Penn administrative/professional staff and department chairpersons to register for participation in this year's Penn Perspective.

Coordinated by Human Resources/Training and Organization Development, the program will be held June 8, 9, and 10 at the Faculty Club. During this three-day event, many of Penn's senior officers and academic administrators speak about issues of relevance and importance to today's University administrator. Topics include the University's structure and mission, current University challenges, management and fiscal practices, human resources issues, relationship between academia and administration and much more. Built into the program is time for participants to informally meet and share information with their colleagues.

In addition to welcoming back many of the people who have spoken in the past, a number of new speakers will address the group. They include Penn's new Executive Vice President, Janet Hale; Bill Holland, Vice President for Human Resources; John Kuprevich, Commissioner of Public Safety; and Scott Douglass, Associate Dean, Wharton Finance and Administration who will speak about total quality management in the Wharton School.

The cost of the program is \$200, which covers tuition, materials, lunches, and closing reception.

Both long-time and newer administrative staff and department chairpersons are encouraged to register. The deadline for submitting application forms has been extended to *Monday, May 3*. Program brochures and forms are available by contacting Ext. 8-3400. Please call Judy Zamost at that number with any additional questions.

— Training and Organization Development

OF RECORD

1993 Reduced Hours and Compensation Practices

This policy, formerly referred to as "summer hours," has been changed to "reduced hours" in order to accommodate varying operational needs throughout the University. As a result, departments may elect to implement this policy in July 1993 or during any consecutive two month period during fiscal year 1994 (e.g. January and February). Any unit deciding to maintain the regular work week schedule throughout July and August or choosing to observe reduced hours during two other consecutive months, must discuss this decision with the Office of Staff Relations prior to May 17, 1993.

A. Effective Period

Beginning Thursday, July 1, 1993 and ending Tuesday, August 31, 1993, the University will alter its regular schedule of weekly hours worked. The reduced schedule of hours worked at the University will be 1/2 hour per day totaling 2 and 1/2 hours per week (e.g. 9 a.m. to 4:30 p.m., Monday through Friday with a one-hour lunch period, resulting in a work week of 32.5 hours).

Reduced Hour Schedules:

- 35.0-hour work week is reduced to 32.5 hours;
- 37.5-hour work week is reduced to 35.0 hours;
- 40.0-hour work week is reduced to 37.5 hours.

The following should serve as guidelines in the implementation of reduced hours for this year.

B. Guidelines for Implementation

In recognition of the varying operating requirements throughout the University, a particular department or school may need to adopt a flexible schedule to meet its particular needs. However, the reduced schedule of hours worked cannot exceed the reduced rate of weekly hours indicated above without additional compensation. Supervisors should advise employees as soon as possible what the reduced schedule of hours worked will be in their department or school. These same guidelines will apply if a department or school chooses to observe reduced hours in two other months.

Departments are given flexibility in the scheduling of the reduced work week. Some examples follow:

Scheduled Work Week

(Using a 35-hour work week reduced to 32.5 hours)

- Monday through Friday, 9 a.m. to 4:30 p.m.
- Staggered hours to extend daily coverage:
 - Employee 1: Monday through Friday, 8:30 a.m. to 4 p.m.
 - Employee 2: Monday through Friday, 9 a.m. to 4:30 p.m.
 - Employee 3: Monday through Thursday, 9 a.m. to 5 p.m., Friday, 9 a.m. to 2:30 p.m.*

C. Compensation Practices

- All employees working the reduced schedule of hours are to be paid their regular weekly salary.
- If a weekly-paid employee works more than the reduced schedule of hours, that employee is to receive, in addition to the regular weekly salary, extra compensation for those hours worked at straight time up to forty hours worked in the week, or if the supervisor and employee mutually agree, compensatory time may be taken equal to the additional straight-time hours worked.
- If the employee elects to take compensatory time, it must be taken between **September 1, 1993 and February 28, 1994** and requires prior supervisory approval.
- If a weekly-paid employee works more than forty hours in a week, that employee is to receive compensation at time and one-half (1.5) for all hours worked in excess of forty (40) hours.

Examples

Regular Hours	Reduced Schedule	Hours Worked	Straight Time Hours Paid	Overtime Hours Paid	Total Hours Paid
35	32.5	32.5	35.0	0	35.0
		35.0	37.5	0	37.5
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5
37.5	35	35.0	37.5	0	37.5
		37.5	40.0	0	40.0
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5
40	37.5	37.5	40.0	0	40.0
		40.0	42.5	0	42.5
		42.0	42.5	2	45.5

D. Exclusions

Regular part-time employees, temporary employees, and University employees working in clinical areas at HUP, the Dental School and the Veterinary School whose units choose not to observe the reduced hours schedule, and employees covered by collective bargaining agreements are excluded from this reduced hours procedure.

E. Questions

Any questions concerning the above should be directed to the Office of Staff Relations at Ext. 8-6093.

— Office of Human Resources

- * Employees choosing to take the 2-1/2 hours off in any one day must work the regularly scheduled hours on the remaining four days in order to accrue the 2-1/2 hours. Paid time off, i.e. sick, vacation, personal days, etc. do not count as days worked.

Needs of the Newborn: A PennVIPS Drive Now through April 30

The Penn VIPS (Volunteers in Public Service) presents the Newborn Needs Drive to assist families in need who have newborn babies. The VIPS are asking for members of the Penn community to purchase and donate such items as layette items (newborn to six months sizes: bottles, bibs, sleepers, diapers; medium size: receiving blankets, wash cloths, undershirts). The items may be dropped off now through April 30 at any of the following locations:

Christian Association	3601 Locust Walk	Marcine Pickron-Davis	8-4831
Computing Resource Center	1202 Blockley Hall	Sheila Flemming	8-9005
Faculty Club	200 S. 36th St.	Tom Waters	8-3470
Franklin Building	Room 003	Pat Coleman	8-4212
Houston Hall	Room 119	Gloria Gay	8-8611
Nursing Education Building	Room 472	Kristin Davidson	8-8442
Police Mini-Station	3914 Locust Walk	Lt. Jason Holmes	8-9003
School of Engineering	Towne Building 143-A	Shirley Aderman	8-8103
Van Pelt Library	Catalogue Department	Kass Evans	8-9047

The University of Pennsylvania Police Department Community Crime Report

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police department between the dates of April 12, 1993 and April 18, 1993. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—1,

Aggravated assaults —1, Simple assaults—1, Threats & harassment—4

04/12/93	12:28 AM	E F Smith Dorm	Unwanted phone calls received
04/12/93	12:36 AM	Houston Hall	2 suspects w/gun took cash/no injuries
04/14/93	4:10 PM	Caster Building	Harassing letters & phone calls received
04/15/93	11:39 AM	Steinberg/Dietrich	Person harassed by unknown male
04/15/93	4:34 PM	37th & Spruce	Complainant bumped by vehicle/no injuries
04/16/93	5:15 AM	3744 Spruce Street	Manager threatened by male with knife
04/17/93	6:44 PM	Dietrich Garden	Racial comments made/struck by suspects

38th to 41st/Market to Baltimore: Robberies (& attempts)—1, Simple assaults—4, Threats & harassment—2

04/15/93	9:57 PM	Low Rise North	Residents harassed by photographers
04/16/93	1:34 AM	40th & Locust	Complainant struck in face/no injury
04/17/93	1:08 AM	3900 Block Chestnut	Complainant struck during argument
04/17/93	1:53 AM	39th & Walnut	Complainant struck during altercation
04/17/93	1:59 AM	3900 Block Walnut	Complainant struck in altercation
04/17/93	2:21 AM	4039 Chestnut	Purse taken at gunpoint/actor fled area
04/18/93	11:19 PM	Harnwell House	Unwanted phone calls received

Crimes Against Property

34th to 38th/Market to Civic Center: Total thefts (& attempts)—15,

Thefts from autos—2, Thefts of bicycles & parts—3, Criminal mischief & vandalism—3

04/12/93	1:54 PM	Lot # 13	Roof and hood damaged to vehicle
04/12/93	3:53 PM	Van Pelt Library	Wallet taken while unattended
04/12/93	4:22 PM	Steinberg/Dietrich	Secured bike frame & rear wheel taken
04/13/93	1:02 PM	Medical School	Property taken from secure area
04/13/93	3:31 PM	Houston Hall	Unauthorized use of MAC card reported
04/14/93	3:10 PM	Law School	Unattended wallet taken
04/14/93	3:26 PM	Bookstore	Knapsack taken from unsecured locker
04/14/93	6:40 PM	3600 Block Market	Wallet taken from office
04/14/93	6:56 PM	Gimbel Gym	Contents of locker removed
04/15/93	10:18 AM	3700 Block Sansom	Property removed from auto
04/16/93	8:39 AM	3600 Block Locust	Craft booths damaged
04/16/93	11:28 AM	Johnson Pavilion	Unattended keys taken
04/16/93	12:13 PM	Meyerson Hall	Bike wheel taken from secure bike
04/16/93	12:52 PM	Magee Dorm	Wallet taken from unsecured area
04/16/93	1:43 PM	3430 Sansom Street	Wallet taken/one arrest
04/16/93	3:36 PM	3600 Block Spruce	10 cases of snacks taken from truck
04/17/93	4:49 PM	Class of '28 Dorm	Bathroom windows, stalls damaged

38th to 41st/Market to Baltimore: Burglaries (& attempts)—1,

Total thefts (& attempts)—2, Thefts of bicycles & parts—1, Criminal mischief & vandalism—1

04/13/93	2:53 AM	3800 Block Locust	Secured bike taken from rack
04/13/93	7:59 PM	3900 Chestnut St.	Unknown male tried to remove property
04/15/93	12:33 PM	1920 Commons	Unattended wallet taken

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Ob/Gyn Children's Book Drive

The Department of Obstetrics and Gynecology at HUP will sponsor a children's book drive during May, collecting new and pre-owned volumes to benefit the children of clinic patients. The drive is part of the March of Dimes' sixth annual "Healthy Babies Month."

Books can be dropped off at the 1 West Gates Ob/Gyn clinic, or sent through intramural mail to Rebecca Carvin, manager, Healthy Beginnings Plus, Ob/Gyn, 1 West Gates/4283, HUP. For more information call 662-2986.

Update

APRIL AT PENN

FILMS

22 *Howard's End*; James Ivory's adaptation of E.M. Forster's novel; 7 & 9:30 p.m.; B6, Stiteler Hall; \$3, or \$2 w/PennCard (Penn Film Society).

23 *Double Indemnity*; Billy Wilder; 7 and 9:30 p.m.; Stiteler Hall B6; \$3, or \$2 w/PennCard (Penn Film Society).

FITNESS/LEARNING

24-25 *Walking Tours of the Morris Arboretum*; guided tours offered Saturdays and Sundays through April at 2 p.m.; \$3 adults, \$1.50 senior citizens, members and children under six free. Info: 247-5777 (Morris Arboretum).

MEETINGS

20 *Coffee, Croissants and Christianity*; faculty, staff and student discussion group; breakfast served; 7:45-8:45 a.m.; Newman Center (Newman Center).

21 *Sobriety I: Less than 18 Months in Recovery*; every Wednesday; noon-1 p.m.; Nancy Madonna and Jeff Van Syckle, F/SAP; Room 304, Houston Hall. Register: 898-7910 (F/SAP).

MUSIC

24 *Peter Conte, John Wanamaker Organist*; 12:05 p.m.; Irvine Auditorium (Curtis Organ Restoration Society).

ON STAGE

23 *TGIF: Theatre and Dance Goes Intoxicating Fridays*; post-show party with the artists; following the 8 p.m. Stuffed Puppet Theatre show in the Annenberg School Theatre; White Dog Cafe; TGIF tickets \$30, students \$20, w/ discounts for senior citizens and Penn employees. Info: 898-6791 (Annenberg Center).

Nora; Ingmar Bergman's adaptation of Ibsen's *A Doll's House*; Zellerbach Theatre, Annenberg Center; tickets \$18.50 to \$29.50. Schedules and other info: 898-6791. *Through May 16* (Philadelphia Drama Guild).

SPECIAL EVENTS

21 *Hands Across Penn: Their Future's in Our Hands: Class of 2012*; celebration in conjunction with the Week of the Young Child; 10:30 a.m., along Locust Walk starting from 34th Street, followed by a sing-along at St. Mary's Church (West Philadelphia Child Care Coalition).

Update continued next page



A Sing-In for Commencement

Anyone interested in performing in the Commencement Chorus on Monday, May 17, accompanied by the First United States Army Band, can call Bruce Montgomery at 898-GLEE at your earliest convenience. The repertoire, by request of the Secretary's Office, will be the same piece as last year (Penn songs plus Montgomery's original anthem for the 250th Anniversary, with words by Benjamin Franklin.) There will be one advance rehearsal Saturday, May 15, 4:30 p.m. in Room 511, Annenberg Center—and a run-through with the Band on Commencement morning. All are welcome: students, faculty, staff, friends, parents. "There is no audition. Just bring your voice and enthusiasm," says the conductor.

Update continued

TALKS

20 *Omar Pound and Raymond Stock: Persia and Arabia in Poetry and Translations*; Omar Pound, Princeton and Raymond Stock, AMES; 4:30 p.m.; West Lounge, Williams Hall (Iranian Studies/Arab Studies/International Programs).

21 *The Influence of the East on Education in Islamic Spain*; Michael Lenker, Penn Language Center; 4 p.m.; Classroom II, University Museum (PATHS).

Has the American Research University Lost Its Mind and Soul?; Bruce Wilshire, philosophy, Rutgers; response by George Keller, senior fellow and Peter Kuriloff, professor, GSE; 7-8:30 p.m.; B11, Vance Hall (Educational Leadership Division).

22 *Structure and Function of Myosin, a Molecular Motor*; James Spudich, Stanford; 4 p.m.; Class of 1962 Lecture Hall, John Morgan Building (Cell & Developmental Biology).

From Mary Richards to Murphy Brown: Some Things Never Change; Nancy Signorielli, communications, University of Delaware; 5 p.m.; Room 111 Annenberg School (Communications).

Buffalo History Project; Elizabeth Kennedy, SUNY Buffalo, and Madeline Davis, Buffalo and Erie County Library System; 7:30 p.m.; Benjamin Franklin Room, Houston Hall (Program for the Lesbian, Gay, and Bisexual Community at Penn).

27 *Student Research Day, Poster Session*; display of recent and current work of combined degree candidates and medical student research fellows; 2-4 p.m., lobby, Clinical Research Building (School of Medicine).

Taki or Danza? Indigenous Dances in Colonial Peruvian Festivals; Carolyn S. Dean, art history, University of California, Santa Cruz; 3-5 p.m.; History Lounge, 215 College Hall (Ethnohistory/Latin American Cultures).

Cigarette Smoking: What's New in Science?; Jeffrey E. Harris, MIT and Harvard; 4 p.m., Auditorium, Clinical Research Building (Medical School Office of Special Research and Combined Degree Programs).

29 *Jewish Arguments Against Christianity in the Dialogue of Timothy and Aquila*; Jacqueline Pastis, Swarthmore; 7 p.m.; Gates Room, Van Pelt Library (International Programs).

Deadlines: The deadline for the Summer at Penn pullout calendar is May 11. The deadline for the weekly update is the Tuesday before the week of publication.



Almanac

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04/17/93 1:03 AM Harrison House Blue phone covering broken

41st to 43rd/Market to Baltimore: Total thefts (& attempts)—1, Thefts from autos—1, Criminal mischief & vandalism—1

04/13/93 5:59 PM 4200 Block Locust Property removed from vehicle

04/18/93 3:38 PM 4200 Block Locust Rear view window broken/nothing taken

30th to 34th/Market to University: Total thefts (& attempts)—3, Thefts of bicycles & parts—1, Criminal mischief & vandalism—1, Trespassing & loitering—1

04/12/93 12:44 PM 100 Block 33rd Credit cards and cash from purse

04/12/93 12:50 PM Moore School Unattended knapsack taken from room

04/13/93 12:12 PM Rittenhouse Lab Secured bike taken from rack

04/13/93 4:14 PM Hutchinson Gym 3 unauthorized males in bldg./arrested

04/15/93 9:01 PM 100 Block 34th St. Vehicle window broken/property taken

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—2

04/15/93 7:48 AM Blockley Hall Disorderly group took papers from various locations

04/15/93 5:16 PM Lot # 9 Male cited for urinating in public

38th to 41st/Market to Baltimore: Disorderly conduct—1, Alcohol & drug offenses—1

04/17/93 1:34 AM 3900 Block Irving Male refused to leave area of disturbance

04/17/93 1:55 AM Superblock Underage male drinking beer

18th District Crimes Against Persons

4/5/93 to 4/11/93

Schuylkill River to 49th Street, Market Street to Woodland Avenue

Totals: 28 incidents, 5 arrests

Date	Time	Location	Offense	Arrest
4/5/93	1:43 AM	3900 Chestnut	Robbery	Yes
4/5/93	1:45 AM	3400 Chestnut	Robbery	Yes
4/5/93	5:35 AM	5800 Walton	Rape	Yes
4/6/93	8:00 PM	230 S. 60th	Robbery	Yes
4/6/93	9:59 PM	3900 Pine	Robbery	No
4/6/93	11:01 PM	4712 Baltimore	Robbery	No
4/6/93	11:30 PM	4000 Woodland	Robbery	No
4/7/93	12:50 AM	100 S. 41st	Robbery	No
4/7/93	1:20 PM	4601 Walnut	Robbery	No
4/8/93	12:54 AM	3600 Spruce	Robbery	Yes
4/8/93	5:15 AM	4300 Sansom	Robbery	No
4/8/93	1:30 PM	4000 Walnut	Robbery	No
4/8/93	8:40 PM	4617 Pine	Robbery	No
4/8/93	8:20 PM	4800 Market	Robbery	No
4/8/93	9:30 PM	3000 Market	Robbery	No
4/8/93	10:15 PM	300 S. 40th	Aggravated Assault	No
4/8/93	10:23 PM	4200 Spruce	Robbery	No
4/9/93	2:13 AM	411 S. 44th St	Aggravated Assault	No
4/9/93	2:13 AM	4400 Walnut	Aggravated Assault	No
4/9/93	2:00 AM	3000 Market	Robbery	No
4/9/93	8:57 PM	4706 Chester	Robbery	No
4/10/93	11:40 PM	900 S. 47th	Robbery	No
4/11/93	1:07 AM	114 S. 45th	Robbery	No
4/11/93	7:50 AM	4800 Market	Robbery	No
4/11/93	10:00 AM	100 S. 46th	Robbery	No
4/11/93	5:22 PM	4220 Spruce	Robbery	No
4/11/93	7:10 PM	901 S. 49th	Robbery	No
4/11/93	7:56 PM	3943 Chestnut	Robbery	No