

Almanac

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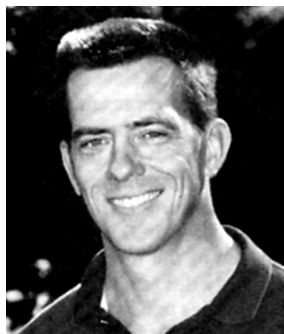
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Dr. James A. Serpell



Dr. Dean W. Richardson



Dr. Lawrence R. Soma



Dr. Eric P. Tulleners

Four Chairs in Veterinary Medicine: Drs. Serpell, Richardson, Soma and Tulleners

Dean Edwin Andrews of the School of Veterinary Medicine announces the selection of four faculty members to endowed professorships—two of them the inaugural holders of their chairs.

Moore Chair: Dr. James Serpell comes to Penn from Cambridge as the first occupant of the Marie A. Moore Chair in Humane Ethics and Animal Welfare, established in 1985 by the noted animal welfare activist for whom it is named. Ms. Moore, who bred and raced thoroughbreds here and in England for many years, also helped re-establish the mastiff dog as a breed after devastating losses of breeding stock during World War II. Her 1978 book, *The Mastiff*, traced the history and development of the breed.

Dr. Serpell, chosen after a worldwide search, is an animal behaviorist who founded and directed the Companion Animal Research Group and has been a consultant to the Royal Society for the Prevention of Cruelty to Animals. Receiving his B.S. in 1974 from University College of the University of London, he took his Ph.D. from University of Liverpool in 1979.

Studying animals in the wild and in captivity, he has published numerous books and articles on animal welfare and human-animal interaction. His 1986 *In the Company of Animals: A Study of Human-Animal Relationships* (Basil Blackwell) drew praise from both sides of the Atlantic. Due out next year from Routledge is *Animals and Human Society: Changing Perspectives*.

Raker Chair: Dr. Dean W. Richardson, a specialist in equine surgery at New Bolton Center, has become the first Charles W. Raker Assistant Professor of Equine Surgery. The chair he takes is the School's 14th endowed chair, and is named for the emeritus holder of its first: the Lawrence Baker Sheppard Professor Emeritus.

Created by donations of 40 alumni and 13 other friends, the Raker is the first chair in the

School to be funded by a large number of unrelated individuals. Dr. Raker, an alumnus of the School, joined the faculty in 1950, and is credited with making it known as a world center for equine surgery and medicine.

Dr. Richardson graduated *cum laude* from Dartmouth in 1974 and received his veterinary degree *summa cum laude* from Ohio State in 1979. He then chose New Bolton Center for his internship, and joined the School's faculty in 1982 as a lecturer in large animal surgery. In 1985 he was appointed assistant professor of surgery and from 1988 until now he has been the Charles W. Raker Scholar in Equine Surgery.

Dr. Richardson is particularly noted for his research in arthroscopy. He worked with Dr. David Nunamaker on the development of external and internal fixation devices for orthopedic injuries. His current interests include the study of articular cartilage in the equine athlete.

Simpson Chair: Dr. Lawrence R. Soma, an alumnus of the Vet School and member of its faculty since 1963, has been named the Marilyn M. Simpson Professor of Large Animal Veterinary Medicine. The Simpson professorship was established in 1985 with gifts from the Marilyn M. Simpson Charitable Trust and with contributions from members of the Rockefeller family.

Dr. Soma, who graduated from UConn and took his VMD at Penn in 1957, joined the faculty as an instructor in anesthesia in 1963. He became full professor in 1972. His research interests include anesthesiology, pulmonary function of the horse and clinical pharmacology.

Sheppard Chair: Dr. Eric Tulleners, known for his work in respiratory systems of horses, succeeds Dr. Charles W. Raker in the School's oldest endowed chair, the Lawrence Baker Sheppard Associate Professor of Equine Surgery established in 1967 and named for its donor, a

standard bred breeder and owner.

Dr. Tulleners, an honors graduate of California Polytechnic State University at San Luis Obispo, received his veterinary degree with honors from the University of California at Davis in 1978. He came to New Bolton Center in 1979 as a resident and joined the School's faculty in 1981 as a lecturer in large animal surgery. Named associate professor of surgery in 1991, he is now the chief of surgery at New Bolton Center. Dr. Tulleners is known for laser surgery on the upper airway, and his current research interests include the respiratory tract of equine athletes and laparoscopic surgery.

Veterinary Dean's Search

Interim Provost Marvin Lazerson has named to the search committee for a Dean of the School of Veterinary Medicine:

Kenneth Bovee, Clinical Studies, PHL, *Chair*
Jill Beech, Clinical Studies, NBC
George L. Hartenstein, Alumnus/Overseer
Norma Lang, Dean, School of Nursing
James B. Lok, Pathobiology
Todd Meister, Vet School '95
Kate Mullin, Vet School '95
Vivianne Nachmias, School of Medicine
Dean Richardson, Clinical Studies, NBC
Bernard H. Shapiro, Clinical Studies, Animal Biology

Robert Washabau, Clinical Studies, PHL

"We recognize that the search for a new dean inevitably places some stress on the school, its staff, and faculty," Dr. Lazerson said. "The School of Veterinary Medicine, however, has many gifted faculty and administrators. Their combined experience and wisdom, in partnership with Allen Kelly as Acting Dean, should provide strong leadership and continuity during what we hope will be a brief period of transition."

Decision on the Racial Harassment Policy

On page 8 of this issue is a new University Statement on the Racial Harassment Policy.

In it, Interim President Claire Fagin and Interim Provost Marvin Lazerson announce that the existing policy will be replaced effective June 30, 1994. They outline the process for developing a new policy, and explain how cases will be handled in the interim.

Lindback Nominations: December 15 Deadline

Nominations for the Lindback Award for Distinguished Teaching—and for the Provost Award given to associated faculty and academic support staff—are due by December 15, the Office of the Vice Provost for University Life has announced.

Criteria and guidelines for nominations are unchanged from last year's (*Almanac* October 13, 1992) except that *Provost Awards are now open to part-time as well as full-time associated faculty and academic support staff.*

Complete guidelines will be published next week.

COUNCIL

Un-Divestment, Changes in Committees

At its meeting November 10 the University Council approved both of the actions on its agenda (*Almanac* November 9).

A voice vote was unanimous on the motion to recommend to the Trustees the rescission of the policy of divesting of stocks in companies doing business in South Africa, based on changes made since the initial Council action of 1981 and on Nelson Mandela's call to all nations to resume investment.

The several "housekeeping" motions which add staff representation to certain committees were passed, seriatim, some by hand count and not all unanimously.

Two reports discussed at length were the Bookstore Committee's recommendation that the vacated fraternity house at 37th and Locust Walk be turned into a browsing bookstore/coffeehouse (text in *Almanac* November 9), and a UA committee report on Academic Integrity, with comments by the Student Committee on Undergraduate Education.

In lively discussion, Council debated the signing of pledges, students reporting other students and other proposals for reduction of cheating. A full report will appear in *Almanac* next week.

A Second Open Letter on SAS Departmental Closing Process

The following was sent November 10 for publication to the Academic Community of the University of Pennsylvania, from the Executive Committee of the Pennsylvania Chapter, American Association of University Professors.

Dear Colleagues:

After a careful reading of Dean Stevens' response to our letter (*Almanac* October 26), we have the following comments.

We did not say that the reorganization was not carefully studied. We did not say that she had failed to discuss the matter extensively with members of the faculty. We did say that she had failed to consult persons *authorized to speak for the faculty*. Only faculty members *so designated by the faculty* can speak for the faculty. Nothing in her reply suggests that we were in error on that matter.

To be sure, the PPC was selected by the SAS Committee on Committees, which according to the school by-laws "shall be elected at a regular fall semester meeting, upon nomination by the Dean." There is no doubt in my mind that if the President tried to present a slate to the Senate from which it was to elect a selection committee which, in turn, would select the representatives of the faculty to serve on a Provost search committee, the Senate would reject that procedure as unacceptable.

"Scrupulous communication" and addressing the faculty on the issues are hardly the same as a thorough discussion. These activities neither honor the letter of the prescribed procedure nor its spirit. No dialogue with the involved faculty, to say nothing of a thorough one, is mentioned in the Dean's letter. It appears that in most of the discussions the Dean refers to, the dissolution of the departments was implied rather than made explicit. It seems that few of the members of the faculty recognized the implication. Hence the surprise when the Dean finally did announce her plans.

Finally, it should be clear that the "involved" faculties consists of all departments directly affected by the restructuring. The involved faculty consequently include the members of the departments which will be asked to absorb the departments to be closed.

Sincerely yours,

Morris Mendelson, President,
for the Executive Committee, Pennsylvania Chapter

To the Faculty: A New Resource Guide to Student Services

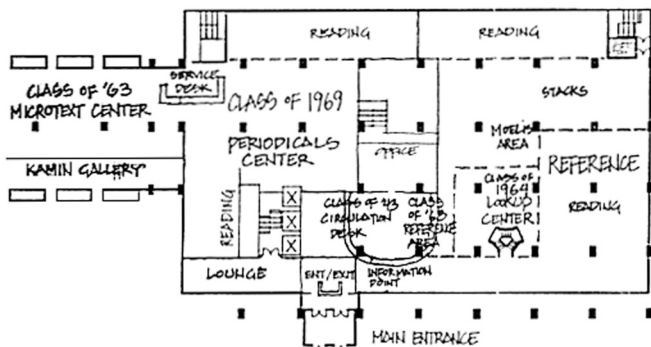
Dear Colleagues:

At long last, and after several publishing glitches, the *Faculty Resource Guide to Student Services* is ready and available. I shall be delivering copies to schools and departments as I discover the numbers needed in each case, and I hope that if you do not receive one soon you will let me know.

This is an appropriate time of year for the guide to come out, for it is often at this date, through midterms, seminar reports, papers, or requests for special extensions on the same, that we become aware that students are not doing as well as they might or that some particular problem is interfering with academic progress. I hope that you will do a quick mental survey of your students to alert yourself to signs of trouble and then, after talking to those who seem to need some help, will make use of the guide for useful consultation or referral.

As always, I am available to respond to any questions you may have, either about a particular student or a particular service, and I do hope that you will make as much use of me as of the guide. Call me at Ext. 3-3968 to leave a message or contact me through the English office at Ext. 8-7341 or Ext. 8-7456, my English department office number.

—Alice Kelley, Associate Professor of English, Faculty Liaison to Student Services



5600 Journals: The next 25th reunion class has set out to establish a Class of 1969 Periodicals Center, with specially designed work stations and a browsers' lounge as the capstone of renovations that include the Class of 1968 Reference Area, Class of 1963 Microform Center, and Class of 1943 Circulation Desk. Almost \$4 million has been pledged so far.

Call for Faculty Input: On November 22, faculty are invited to examine plans for improving the look and function of Van Pelt-Dietrich Library Center, and give their feedback to Director and Vice Provost Paul Mosher and Architect Jack Thrower, partner in Bower, Lewis and Thrower and principal in charge of the feasibility study. The meeting begins at 1 p.m. in the library's first floor conference room.



Watercolor by James R. Mann

Tax Changes: TAs, RFs, Sabbaticals

There are two changes that the University will institute with respect to Philadelphia City Wage tax, resulting from a recent audit conducted by the City of Philadelphia. First, beginning January 1, 1994, the University will withhold Philadelphia City Wage tax on the stipends received by graduate Teaching Assistants and Research Fellows. Under current city income tax regulations "...payments to a graduate student under the terms of a fellowship, which require *any services* [emphasis added] by the student..." is subject to city wage tax withholding. Previously the regulations stated that only the fellowships of those graduate students who were required to perform *full time services* were subject to city wage tax. The tax will be withheld from the stipend at the resident or nonresident rate depending upon the residency of the student.

Second, the City has advised the University of its position that compensation received for sabbatical leave by faculty members who are not Philadelphia residents is fully taxable. Therefore, starting in 1993, the University will not issue wage tax refunds to faculty members claiming sabbatical leave as time worked outside the city. However, the University will provide forms to those faculty members on sabbatical leave who wish to pursue a wage tax refund with the city for this tax year.

Your cooperation with regard to these issues will be appreciated, and if you have any questions please contact the University tax office at Ext. 8-8967 or 8-1543.

—Alfred F. Beers, Comptroller

Changes in Rules for Use of Mailing Permits

Due to a recent upswing of unauthorized use of the University's mailing permits, Penn Mail Service in cooperation with the United States Postal Service (USPS) will begin enforcing the following policy:

All persons or departments wishing to mail using either of the University of Pennsylvania's mailing permits (2563 and 2147) must obtain the signature of either Jim Bean or David Lawrence, from Penn Mail Service, on the USPS form #3602N prior to the submission of the mailing with the USPS.

Mailings which do not have either one of these authorization signatures will be refused acceptance at the USPS. Unauthorized usage of our permits has resulted in our inability to properly track postage expenses. Efforts have been made to curtail this abuse; mailing houses and mailers have been notified many times, verbally and in writing, of the need to immediately supply this office with a copy of USPS form #3602N upon completion of a job. We have not received sufficient cooperation from all parties concerned. Unauthorized permit usage results in delayed charge backs, as well as costly labor intensive searches to identify missing #3602 forms.

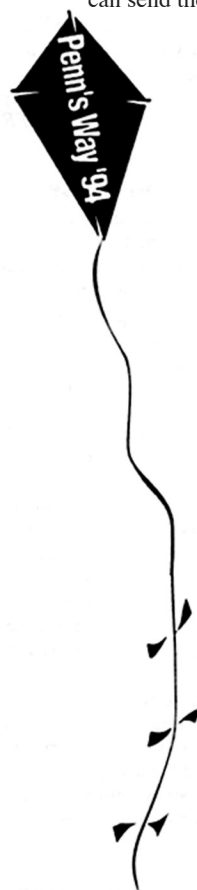
Beginning Monday, November 1, 1993, any mailings which do not contain these authorizing signatures will be refused acceptance at the USPS at 30th Street. Please contact Jim Bean or Dave Lawrence (Ext. 8-8665) with inquiries concerning this policy.

University departments may obtain their own permit for mailing purposes from the USPS. For further information on obtaining a mailing permit contact the Business Mail Entry Unit of the USPS at 895-8050. Thank you for your cooperation.

—Jim Bean, Manager, Penn Mail Service

Penn's Way—The Workplace Campaign is on its Way

The 1993-94 workplace campaign through which Penn faculty and staff can have payroll deduction for their charitable giving to all qualified agencies including 16 "partner organizations," is under way. Although there is no *dollar* goal this year, Penn set a goal of increasing participation. As of Monday, November 15, these were the numbers. Those who have not returned pledges can send them to the unit coordinators named here.



Unit	Coordinator	Number Solicited	Number Pledged	Total \$ Pledged	% of Unit Participating
Annenberg Center	Stephen Goff & Eileen Rauscher-Gray	29	6	\$275	21%
Annenberg School	Phyllis Kaniss	35	13	\$13,18	37%
Arts & Sciences	Jean-Marie Kneeley	966	128	\$20,189	13%
Athletics	Debra Newman	96	10	\$541	10%
Business Services	Banoo Karanjia	194	152	\$8,509	78%
Dental Medicine	Michele Taylor	382	111	\$4,419	29%
University Relations	Janice Marini	226	81	\$7,466	36%
Engineering	Ave Zamichieli	225	37	\$5,357	16%
Executive VP's Office	Bonnie Ragsdale	28	24	\$3,060	86%
Grad School of Fine Arts	Mati Rosenstein	73	11	\$1,245	15%
Grad School of Education	Elizabeth Deane	140	33	\$4,061	24%
Hospitality Services	William Haines	199	45	\$2,066	23%
Human Resources	Fina Maniaci	63	26	\$1,403	41%
Info Systems & Computing	Thomas Fry	149	97	\$8,153	65%
Law School	Rae DiBlasi	104	18	\$7,996	17%
Library	John Keane	254	42	\$5,509	17%
Medicine	Duncan Van Dusen	2,299	342	\$60,337	15%
Morris Arboretum	Margie Robins	31	18	\$1,762	58%
Museum	Diane Harnish & Lisa Prettyman	99	11	\$1,055	11%
Nursing	Marianne Roncoli	160	64	\$5,205	40%
President	Janet Dwyer	93	20	\$3,523	22%
Provost	Manuel Doxer	209	126	\$7,335	60%
Public Safety	Judith Wojciechowski	100	10	\$867	10%
Social Work	Rosemary Klumpp	35	13	\$3,321	37%
Veterinary Medicine	Chrisann Sorgentoni	540	83	\$9,249	15%
VP Facilities	Virginia Scherfel	732	176	\$5,723	24%
VP Finance	D-L Wormley	256	141	\$6,868	55%
VPUL	Nancy McCue & Donna Oberthaler	292	160	\$7,947	55%
Wharton	Carole Hawkins	568	106	\$15,070	19%
Wistar	Mary Hoffman				
Emeritus Professors				\$1,640	
Totals to date		8,577	2,104	\$211,470	25%

Speaking Out

'Just Cause' Complaint

In *Almanac* November 2, there is a column by the Chair of the Faculty Senate "Report of the Task Force on Just Cause—Next Steps," and also the Revised Proposed Procedures Governing Sanctions Taken Against Members of the Faculty submitted by the Task Force on Revision of Just Cause and other Personnel Procedures.

I have previously written letters against this proposal (*Speaking Out* January 26, March 2, April 6 and May 4, 1993). The revised version suffers from the same deficiencies as the original—the major ones being more power to the President, taking procedures out of the individual schools, just cause panel and tribunal made up only of tenured professors, taking power and process away from faculty with lesser rank, and totally dismissing the existence of Clinician Educators from the process.

The column by the Chair of the Senate states the issues of "possible" influence of friendships and animosities in small schools and influence of deliberations by deans as fact not just opinion. Unless he has proof and is willing to share the information, I think he has to say it is just his opinion that these things could happen and not fact.

He also asks for a separation of support for the changes from the composition of the tribunals. I think this would be wrong and that the proposal needs to be voted down.

Hopefully the faculty will take this matter seriously, read the documents and opinions and vote after due consideration of the issues.

— Alan M. Klide, Associate Professor
of Veterinary Anesthesia

Another on 'Just Cause'

Gerald Porter's November 2 column on Just Cause is inaccurate. The "most controversial aspect" of the proposal is *not* just the plan to remove authority to judge their colleagues from the twelve schools to a central Tribunal.

It is (a) to destroy entirely the present appeal rights of faculty for a new trial on all the facts by their whole School Faculty and in addition the right to appeal for a hearing by the Trustees (see the *Handbook for Faculty and Academic Administrators*); and (b) it enormously increases the power of the President, first putting the President in place of the Trustees with the power to suspend or terminate a person with tenure, and secondly, in conjunction with the "three Chairs" (who have no place in any judicial system) being able to alter, even increase a serious penalty recommended by a Tribunal that heard the case, and, thirdly, being the sole appeals court to decide whether the hearing process was proper and the outcome in accord with the evidence. A case of being sentencing judge and appeals judge all at once.

In addition, because prosecutions are to be begun through the Provost and Dean, the President is through subordinates, both a prosecutor and the court of appeals. Anyone

who thinks there would be no discussion, involving the President, of whether and how to prosecute a notorious and newsworthy case would be naive.

It is *not* the responsibility of the entire faculty to judge misconduct; that's just a slogan. The system of school-by-school judgment has worked for nearly forty years, since the McCarthy era. Who gets the advantage from weakening faculty protection now?

The single case that stirred such radical proposals was in fact caused by the Veterinary School's Dean's *signing off* any further prosecution as part of a deal in which a plagiarist got a zero raise for one year—a signing off that the Provost took to bind the administration not to prosecute further. Now why blame the faculty or treat our system as inadequate when the triggering event that caused all the delay and let the one miscreant escape was caused by foolish action of a Dean, improperly supervised by the Provost? Moreover the very first inquiry was botched by the Vet School Committee that was being improperly advised by the General Counsel's Office. Why blame the faculty?

And why regard the faculty as incapable of judging themselves school-by-school when the reason a School CAFR imposed a mere reduction in rank is that the Provost, in June 1991, without proper faculty review and knowing the objections of SCAFR—which had not completed its inquiry—had the trustees *amend* the Just Cause procedures to allow CAFR's to recommend penalties less severe than suspension or termination, even in serious cases, and, thereby made the University Statute *inconsistent*? Again, who caused the trouble? The Provost, through his Deputy, not the faculty.

I do not object to our having a University-wide system for judging misconduct in research; effective contracting with the government requires it. Nevertheless, the present Misconduct in Research part of the proposal is full of holes and needs separate criticism. Anyway, in very serious cases of established misconduct in research, it should be mandatory that the Dean should charge that there is just cause for suspension or termination. But the process should be conducted within the faculty member's School, except in the case where a School faculty formally votes that because of its small size or other conflicts, it wishes the Senate Committee on Academic Freedom and Responsibility to act instead of its own School Committee.

We do not need to diminish the overall protection of the faculty, reorganize the entire 12-school system, put the President in place of the Trustees over suspensions and terminations, and take away the right of the accused to appeal to his/her own colleagues for a full trial and then appeal to the Trustees who appointed him/her, just in order to "get back" at one's School's faculty, unjustly blamed for the escape of one admitted violator.

That's like handing over faculty autonomy to the President, to the mythical and suborned "three Chairs" (whose constant dealings with

the President rob them of any semblance of judicial independence) and giving up major appeal rights that belong to the faculty by terms of their appointments—all in penance because the administration got the jump in blaming the faculty of one School before the ultimate causes, administrative stupidity of a Dean, the inappropriate involvement of the University General Counsel in CAFR deliberations, and the inconsistent amendment urged by the Provost in June 1991, became a matter of public record.

There are enough things wrong with both the motivation and the content of the present proposal—for which Morris Mendelson's description of disagreements within his Task Force (which is not the one the Senate appointed but one the Provost appointed) is ample testimony—that the Senate Executive Committee should withdraw the proposal from any faculty vote, demanding an entirely new draft consistent with present rights and structures. And in the case that Chair Gerald Porter has his way in getting a general faculty vote, the proposal should be rejected in its entirety.

By the way, in the faculty discussions of the implications and contents of this complex document, that still contains provisions for (unidentified?) "alerters" (spies?), who is going to represent the opposition/criticism as systematically as others will represent the "merits"? Isn't this just a "road show" designed to catch the unwary and unskilled into approval of their own execution?

— James Ross, Professor of Philosophy
and former Chair of SCAFR

Scholarship v. Stalking Horse

Those of us who belong to the Religious Studies graduate group are instructed by the SAS administration to sustain our doctoral program after the department that has hitherto housed it is sacrificed to the exigencies of the moment. We will then join Cornell as one of two Ivy League institutions with neither a department of religious studies nor a divinity school.

As it happens, I was chair of the Cornell faculty committee on religious studies for two years just before coming to Penn in 1981, and I have a vivid recollection of the structural difficulties that make it a poor idea to attempt to sustain this discipline without a department. Absent a department, the very idea that religious studies is an academic discipline and not a stalking horse for one brand or another of organized religion quickly becomes embattled.

Those most actively seeking to promote the study of religion are those with a denominational axe to grind; and their efforts are quickly countered by the suspicious resistance of those who are openly anticlerical and the more hesitant but substantive concern of reasonable moderates.

The model for such ideological warfare that is proposed to us now (a doctoral program without department) was devised by

persons with no professional competence in the discipline of religious studies and who, in the course of deciding to close the SAS department, never consulted any person having such competence. More extraordinarily, the decision was made with no assessment of the resources necessary to achieve the stated goal. If this plan will succeed, it will be at a cost that no one has now estimated; if it will fail, it should be remembered that prudent examination of alternatives was never attempted.

— James J. O'Donnell,
Professor of Classical Studies

Open Letter to Dean Stevens

We would like to express our thanks to you and Dean Fitts for taking time to address the graduate student members of the departments you have recommended closing and our thanks also to GSAC for organizing the forum. It was important to us because, as you know, it was our first opportunity to discuss our departments' future directions with members of your administration during the whole two-year process of review preceding your announcement this September, and the ensuing debate this fall. We were particularly heartened to learn of your commitment to better communication in the future and further dialogue about your proposals. In that spirit, we are writing this letter as an extension of the initial dialogue begun at Tuesday's meeting. Because of time constraints, the meeting format and differing interests among participants, it was not possible to ask all of our questions nor to clarify those answers which remained unclear. Thus, we will outline some of our remaining concerns.

1. You have stated (*Compass*, October 21) that you are "pushing for a University-wide look at the best way to support programs in urban and regional development." *Why close the department before you have a report from this Task Force?* If you seek guidance from a Task Force or committee concerning urban and regional research, isn't it improper to close Regional Science before the committee can draw any conclusions? This is particularly puzzling when Penn currently has a faculty search for an Urban Studies professor. How can you hire new people when the overall direction of Penn's approach to urban and regional teaching is unknown? We asked about the timing of the recommendations during the meeting, but the discussion moved to the topic of evaluation criteria before you were able to fully answer the question.

2. It seems to us from yesterday's exchange that although you repeatedly state that we will be able to finish our degrees in our programs, little or no thought has been given to the practical details of how this will be achieved. This gives the appearance that the decision has been made without planning for the consequences. It is fine to tell us that you want to hear from us, but given that you want to close our department, that is not enough. If faculty leave, do you plan to hire new people from the Regional Science field or offer the courses in other Arts and Sciences departments? How about advisors? As

students, we must decide whether to stay at Penn or whether to leave. In order to do that, we need to know the details of how Penn's program will operate. It was your decision to suggest closing the department, not ours to change programs.

Once before, we invited you to come talk to us and learn about what we do. That invitation is still open. Regardless of whether you choose to accept, we do look forward to learning more about your thoughts about these issues. We are delivering this letter in advance of the publication deadline for the November 16th *Almanac* to provide you the opportunity to reply.

— Diana Koros and Toni Horst for
The Regional Science Graduate Students

Response to Students

Associate Dean for Graduate Studies, Donald Fitts will meet with the Regional Science graduate students from 1 to 3 p.m. on Friday, December 3, in 169 McNeil.

— Rosemary A. Stevens, Dean

More on Human Rights

Professor Rutman eloquently presented the main arguments in favor of imposing restrictions on racially derogatory speech, but in so doing, presented as well the basic argument for eliminating such restrictions. Although Rutman points out that "speech that purposefully demeans and degrades with intent to harm is restrained by standards of civility and legal precedent," his argument hinges on the acceptance of the notion that racial epithets are indicative of a pattern of racial harassment and used as "one of the key tactics which keeps the racist pot boiling..." Others have more explicitly condemned race-denigrating epithets on similar grounds of being part of the apparatus of an historically oppressive society. It is the appeal to the so-called "politics of victimization" that troubles many of us. Such speech is to be prohibited by those who stridently insist that it is, in fact, political. That is clearly at odds with the spirit and the letter of our doctrine of free speech.

Having been involved in the recent controversies involving the former Oriental Studies department, the students and faculty there are keenly aware of the problems that are caused by blurring the distinction between what are intellectual and academic points of debate (e.g., the validity of a multi-regional, textual approach to historical issues) and what are questions of respect or even political expediency (e.g., what name shall be given to studies that take the above approach to Asia and the Middle East).

Although there still exists nothing approaching a consensus on the term "oriental," past administrations have attempted to use the political issue as a means to win an intellectual argument—contextualists, who dominate the administration of Arts & Sciences, deny the validity of textual studies and broad analyses of historical processes. Likewise, the current administration undervalues the field of Reli-

gious Studies as an independent discipline on similar grounds, and so seeks to undermine it while avoiding a debate on its intellectual merits. It is all part of a process to discredit and prohibit ideas and thoughts that are out of vogue without having to follow the protocol of free inquiry and debate.

To suggest that members of the community ought to conduct themselves in a respectable manner and impose a Code of Conduct that promotes this is far preferable than singling out particular kinds of speech because of their political or historical import. Or worse, because of who said what. Rutman says it is "impossible to deny or ignore the racist stereotype" of likening African American females to zoo animals, but we are expected to accept this explanation solely because the perpetrator was white. Suppose he had called them "pigs," a common enough metaphor for loud and rude persons—is that to be considered racist as well? It is extremely unlikely that any code or revisions to the judicial charter that would specifically exclude certain types of speech because of their historical or political aura could avoid condemnation from civil libertarians. Many students, including myself, would support a Code of Conduct that mandates respect for one's fellows and advises restraint in one's arguments as a matter of decency. Thus all types of hot-headed, stupid, bigoted, violent speech could be considered a matter of conduct rather than expression.

There is certainly a need to protect our community from the chaos that comes when societal values are reduced to the level they now occupy. Racist, hateful speech is on the increase because all forms of disrespect and frustration are on the increase. Parceling out speech into compartments of race, gender, sexual orientation and the like further politicizes verbal communication. To go on and insist that these types of speech are then to be regulated because academics have suggested that speech has been used historically as a political weapon is to make an absurd mockery of the doctrine of free speech.

—Leonard F. Reuter
Asian and Middle Eastern Studies
GSAC and GAPSA Representative

Thanksgiving Food Drive

Last year's food drive was coordinated with the Mayor's Office of Community Service which donated 500 turkeys to families in need. Penn VIPS provided Thanksgiving food boxes to go along with the turkeys.

This is Penn VIPS' third year sponsoring this event, which will benefit St. Barnabas Mission for women, men and children. St. Barnabas is a struggling shelter that has agreed to take the overflow of inhabitants living in the "underground city," the subway area by John Wanamaker's where many of the homeless have set up house. The shelter has a thrift shop with the average price of items being less than a dollar. (I patronize the shop and they have great stuff.)

—Sheila Lorrett Emerson, Penn VIPS

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

Emergency Closing

Revised Policy, November 1993

Under normal circumstances, the University never stops operating. The University recognizes that there are times, due to emergencies such as severe weather conditions, when classes may be canceled and/or schools/centers may be closed, except for those that provide essential services. In an effort to insure the safety of faculty, staff and students, timely decisions to modify work schedules will be made. There may be circumstances when classes are canceled, but schools/centers remain open, or vice versa.

Modifications of work schedules may take the form of either a partial or a full closing of the University's operations. In either situation, staffs who are designated as "essential" are expected to remain at work if the closing occurs during their regular work schedule, or to report to work if the closing announcement is made before their regular work schedule begins.

Communicating Modifications of Work Schedules

The University will announce a closing or other modification of work schedules through the following means:

- the University's special information number: 898-MELT(6358);
- through communications from the Division of Human Resources, including use of the Human Resource Council network;
- KYW News Radio (1060 AM), the City of Philadelphia's official storm emergency center; the University's emergency radio identification code numbers are "102" for day classes and schools/centers and "2102" for evening classes. The message that accompanies the code number will provide the operating status of the University.

Please note that radio and television stations other than KYW are not to be considered "official" sources of information.

Types of Work Schedule Modifications

Please note that decisions affecting work schedules and cancellation of classes are made by the President in consultation with the Provost and the Executive Vice President. These decisions will be communicated through the channels listed above.

Full closing

A full closing occurs when conditions warrant cancellation of classes and closing of schools/centers, except those providing essential services.

Partial closing

A partial closing occurs when circumstances warrant the cancellation of classes while schools/centers remain open, or vice versa.

Delayed opening

Occasionally, circumstances will warrant a delay in the opening time of schools/centers.

Close before the end of the normal work day

When there is a closing of schools/centers before the end of the work day, members of the Human Resource Council and other appropriate individuals will be contacted by the Division of Human Resources so that they may release staff members in their respective areas. Individual schools/centers should remain in operation until such an announcement is received.

Recording Absence Due to Emergency Closing

The following practices should be followed by supervisors to record time lost when a staff member is absent due to emergency conditions:

1. *If the University is closed after the start of the workday*, staff members who reported to work are compensated and the time lost during the period of closing is considered time worked. The time off for staff members who did not report to work should be recorded as vacation or personal leave. If neither is available, the time lost should be considered leave without pay.
2. *If the University is closed before the start of the scheduled workday*, staff members are compensated for the entire scheduled workday and the time lost is considered administrative leave with pay. The time off should *not* be charged to vacation or personal leave.
3. *If the University is not closed*, staff members who do not report to work will be charged personal or vacation leave, provided the absence is approved by the supervisor. If the staff member does not have personal or vacation leave available, the staff member will not be compensated for that day. Sick leave may not be charged unless the staff member was out on sick leave before the emergency conditions arose.
4. *If the University is not closed, and the staff member requests permission to be released before the end of his/her scheduled workday*, the time lost should be charged to personal or vacation leave. If the staff member does not have any leave time available, the hours not worked should be considered leave without pay. If a closing announcement is made after the staff member's request to leave early was approved, the lost time should be recorded as time worked from the time of the announced closing.
5. *If the University is not closed and a staff member arrives late due to emergency conditions affecting transportation*, the supervisor may excuse the lateness and consider it as time worked. Late arrival beyond reason should be charged to personal or vacation leave.

Staff members designated as "essential," who work when the University is closed, will be paid at their regular rate of pay and will receive compensatory time equal to the time worked after the closing. Overtime compensation should be computed as normal.

Unionized Staff Members

Staff members in collective bargaining units are governed by the terms and conditions of their respective collective bargaining agreements.

In response to requests for dates of the year-end holidays, the following is republished.—Ed.

Recognized Holidays

The following holidays will be observed by the University in the current fiscal year (July 1, 1993-June 30, 1994) on the dates listed below:

- Thanksgiving, Thursday and Friday, November 25 and 26, 1993
- Christmas Day, Friday, December 24, 1993
- New Year's Day, Friday, December 31, 1993
- Memorial Day, Monday, May 30, 1994

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 27, 28, 29, 30, 1993. 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.

— Division of Human Resources

O Christmas Tree...

Penn VIPS (Volunteers in Public Service) is sponsoring *Project Christmas Tree* to help West Philadelphia families. Christmas trees will be for sale on Saturday and Sunday, December 11 and 12 at Reilly's Woodlawn Nursery, Hellertown, PA. This working Christmas tree farm, located just outside historic Bethlehem, PA will feature free hot chocolate and a Christmas crafts barn with holiday bows and decorations. Visitors can bring Christmas cards to be post-marked in Bethlehem, the "Christmas City." People can harvest their own (white pine or Douglas fir, \$24 each; Scotch pine, \$20) or purchase pre-cut trees (Fraser and Douglas fir, \$30-\$60). Prices include cutting, balancing and loading. For every tree sold to a "friend" of Penn from 10 a.m.-4 p.m. on December 11 and 12, Reilly's will contribute \$5 to help provide college scholarship funds for West Philadelphia students. Plus, Reilly's is donating 25 Christmas trees that will be given to the community.

For more information and directions to Reilly's Woodlawn Nursery, call Ann Aldrich at Ext. 8-7811.

Update

NOVEMBER AT PENN

CONFERENCES

23 *Meeting Planning Seminar*; 9 a.m.-noon; Penn Tower Hotel Ballroom level. Registration 387-8333 (Penn Tower Hotel Catering).

MUSIC

23 *Noonday Organ Recital*; Kenneth Cowan; noon; Irvine Auditorium; Info: Ext. 8-2848 or Ext. 8-4636 (Curtis Organ Restoration Society).

SPECIAL EVENTS

18 *Holiday Open House*; flower arrangement demos, in-store sales and special values, new Christmas products and party decorations, Hanukkah candy and gifts; 8 a.m.-6 p.m.; Houston Hall Cards & Gifts. Also November 19.

TALKS

17 *Genetic Deficiencies of Complement: Molecular Biological Consequences*; Harvey Colten, Washington University; noon; Hirst Auditorium, Dulles Bldg. (Reproductive Biology).
Synthesis of Natural and Un-natural Products: Why and How; Jeff Winkler, chemistry;

noon; Room 109, Leidy Labs (Biology/Chemistry Interface Seminar Program).

Religious Ritual and the Significance of Suffering in the Shi'ite Muslim Tradition; David Pinault, Asian and Middle Eastern Studies; 3 p.m.; Room 310, College Hall (Philomathean).

The Captive Woman: Early Judaism, Hellenization, and the Greco-Roman Novel; David Stern, Asian and Middle Eastern Studies; 5:30 p.m.; Gates Room, Van Pelt Library (Jewish Studies).

18 *The Modernist Refashioning of Iran*; Mohammed Tavakoli-Targhi, Illinois State University; 11 a.m.; West Lounge, 421 Williams Hall (Middle East Center).

The Pennsylvania Approach to Health Care Reform; David Myers, special assistant to the governor, Commonwealth of Pennsylvania; 4:30 p.m.; Colonial Penn Center Auditorium (Leonard Davis Institute).

23 *Time-Resolved Structural Studies of the Mechanism of Muscle Contraction*; Malcolm Irving, King's College, London; 4 p.m.; Physiology Library, 4th fl. Richards Bldg. (Physiology).

Deadlines: For the *January at Penn* pullout calendar, the deadline is December 7. For the weekly Update, the deadline is Monday for the following week's issue. *November 17 is the deadline to submit holiday hours for Penn facilities and services to be included in the December at Penn calendar.*

Mandatory Safety Training

Occupational Safety and Health Administration (OSHA) mandates training for all University employees who work in laboratories. The Office of Environmental Health & Safety (OEHS) will be offering Chemical Hygiene Training, for all new and previously untrained laboratory workers on Tuesday, November 23, 10:30-11:30 a.m., in Lecture Hall B, John Morgan Building.

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 cards to facilitate course sign-in. Questions: Barbara Moran, Office of Environmental Health and Safety, at Ext. 8-4453.

About the Crime Report: The report for the City of Philadelphia's 18th District did not arrive this week in time for publication. Below are all the Crimes Against Persons and Crimes Against Society listed in the campus report for the period November 8 through 14, 1993. Also reported during this period were 39 thefts and attempts (including four of auto, six of bikes, four from autos, and two burglaries), seven of criminal mischief/vandalism and one of forgery/fraud. The full reports can be found in Almanac on PennInfo. —Ed.

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 November 8, 1993 and November 14, 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: Threats & harassment—3

11/08/93	1:48 PM	Lot # 13	Unknown person stopped & stared at student
11/11/93	5:35 PM	Morris Dorm	Numerous harassing calls received
11/12/93	5:23 PM	Bodine Dorm	Unknown males entered room unannounced

38th to 41st/Market to Baltimore: Robberies (& attempts)—1, Aggravated assaults—1, Simple assaults—3, Threats & harassment—1

11/08/93	9:58 PM	3900 Block Spruce	Wallet/contents taken
11/10/93	10:03 PM	3900 Block Walnut	Disorderly male injured officer during car stop
11/13/93	2:51 AM	3900 Block Chestnut	Group of males assaulted male
11/13/93	1:52 PM	3925 Walnut St.	Ex-employee threatened owner
11/13/93	3:01 PM	40th & Walnut	Male hit complainant in face/refused treatment
11/14/93	1:56 AM	3900 Block Spruce	Complainant hit in eye during fight/to HUP

Crime Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1

11/10/93	5:46 PM	Meyerson Hall	Male refused to leave/cited
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Town Meeting Playback Times

The 90-minute video Town Meeting II, a discussion of diversity to be taped November 17, will be played back on two ResNet channels between November 18 and 24. The times:

18 Ch 2: 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.; Ch 13: 6 p.m., 8 p.m., 10 p.m.

19 Ch 2: 12M, 2 a.m.; Ch 13: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

20 Ch 13: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

21 Ch 13: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

22 Ch 13: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m.;

Ch 2: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

23 Ch 2: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

24 Ch 2: 12M, 2 a.m., 4 a.m., 6 a.m., 8 a.m., 10 a.m., 12N, 2 p.m., 4 p.m., 6 p.m., 8 p.m., 10 p.m.

For additional information, AVN (Channel 2) has a "Helpline" at Ext. 8-4336, and UTV (Channel 13) can be reached at Ext. 8-9888.

Almanac on PennInfo

Almanac is now on PennInfo two ways: as text, with issues dating back to January 1993, and as a new experimental visual version—*Almanac Highlights*. To access either the complete version or the graphic version, open *About the University* from the main menu of PennInfo, then open *Campus Publications*. See kiosk list below.

PennInfo Kiosks

PennInfo kiosks can be found at the following locations:

- Benjamin Franklin Scholars Office
- College of General Studies Office
- Computing Resource Center*
- Data Communications and Computing Services*
- Engineering Undergraduate Education Office*
- Faculty Club*
- Greenfield Intercultural Center Library
- Houston Hall Lobby
- Office of International Programs
- PennTrex Office
- Student Health Lobby
- Student Financial Information Center
- The Bookstore
- The College Office

* indicates kiosks that use point-and-click Macintosh PennInfo software.



Almanac

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University Statement on the Racial Harassment Policy

November 15, 1993

Earlier this fall (*Almanac* September 21, 1993), we asked for comments from the University community on the possibility of suspending Part II of the University's Racial Harassment Policy. It appeared to us that most members of the University community felt it was unworkable and counterproductive.

Since then, we have received extensive and thoughtful comments from students, faculty, alumni, staff, trustees, and community members. We especially appreciate the many serious and constructive discussions that we have had with various campus constituencies, particularly student groups. We have also examined the status of harassment policies at other institutions.

From all this, several things are clear:

First, the enforcement of the Racial Harassment Policy has failed to meet the needs of the Penn community. This is the only area of clear agreement on this campus.

Second, many students, faculty, and staff who favor the immediate removal of the Racial Harassment Policy believe that it has a chilling effect on the exercise of freedom of speech on the Penn campus.

Third, many of those urging us to keep the Racial Harassment Policy believe that it symbolizes institutional opposition to hatred and verbal abuse. Even if the policy has provided little or no protection, it is argued, the symbol should not be summarily removed. This concern has been heightened by recent threatening telephone calls and bomb threats to campus residents and residences.

We have concluded that the Racial Harassment Policy and its enforcement procedures do not provide substantial protection against racial harassment and are not the best solution to the problems of racism in our community. Since the initial version of the Racial Harassment Policy was promulgated at Penn in 1987, very few charges of racial harassment have been filed under its provisions, widespread dissatisfaction has occurred when enforcement has been attempted, and instances of racial harassment seem to have increased. We cannot depend upon the enforcement of the Policy to achieve a community dedicated to the free exchange of ideas and the protection of its members from harassment and abuse.

We are committed to the essential aims stated in the current Policy's "Preamble." The University must preserve the ability of all members of the community to participate fully in the life of the University. We have reaffirmed that principle and are committed to seeking better means of realizing it. In this effort, the Commission on Strengthening the Community, individual students and student organizations, and the faculty and staff must play central roles. It is clear that we cannot achieve these ends by administrative fiat.

We believe that the steps outlined below define a course for Penn to move forward on this important issue. These steps will help all of us to put education back at the center of our concerns and our day-to-day lives. If all members of our community lend their energy, ideas and participation, we can do better than our existing Racial Harassment Policy and legalistic student judicial system. Without that constructive participation and commitment, no formal policies or procedures will achieve the kind of community we all seek.

In the spirit of these conclusions, therefore, we are taking the following actions:

1. The current Racial Harassment Policy will be replaced, effective June 30, 1994. In the interim, we will work to devise a new set of principles and policies more closely connected to the community of Penn students. We intend to have these policies in place by June 30, 1994.
2. The Commission on Strengthening the Community, working in consultation with students, faculty and staff, is moving rapidly to issue its draft report in January. This report will deal with judicial procedures and other aspects of community life on our campus. The report will contain principles and recommendations which should guide us in building an academic community and in addressing the problems of racial and ethnic harassment, student conduct, and incivility on our campus.
3. Between now and June 30, 1994, any complaints of racial harassment arising under the Racial Harassment Policy which do not fall under other University policies or federal, state or city law will be reviewed by the Provost, who will ensure that all reasonable efforts at informal mediation have been attempted to resolve the dispute.
4. We applaud current efforts by undergraduate students to rethink Penn's approach to issues of academic integrity and student judicial procedures. In accord with the enthusiastic sentiments expressed in University Council in response to this student initiative, we will form a committee, to be convened in January following the report of the Commission and charged to develop specific proposals for improving student conflict resolution. This Committee will be composed of a majority of students and will be chaired and staffed by the Provost. We will ask the committee to complete its work by the end of the Spring term, so that these proposals may be considered by the appropriate University bodies.

In our September 7, 1993, *Almanac* statement, we stated: "All members of the University community are, and must feel that they are, free to think, believe, express, and publish their views, however controversial those views may be." That is the essence of an academic community. We do not believe that this view conflicts with the obligation of our community of educated people to treat others with respect and dignity. Racial and ethnic slurs have no place on our campus. They are simply unacceptable. Anyone engaging in racial harassment or verbal abuse owes to their peers and mentors an explanation of why they think such behavior is acceptable. In the end, community standards of conduct — largely determined by student and faculty attitudes — are the best guardians of both freedom of speech and civility.

In the wake of experiences such as those at Penn and elsewhere, there is a growing search on campuses across the nation for alternatives to judicial systems and harassment policies such as ours. We believe Penn should be a leader in that movement. When old solutions fail, we must look for new answers to old problems. The responsibility falls upon each of us — administrators, faculty, students and staff — to help realize in our day-to-day conduct and in new responses to the conduct of others the vision of an academic community in which speech is unfettered and individuals are treated with respect.



Claire Fagin
Interim President



Marvin Lazerson
Interim Provost