

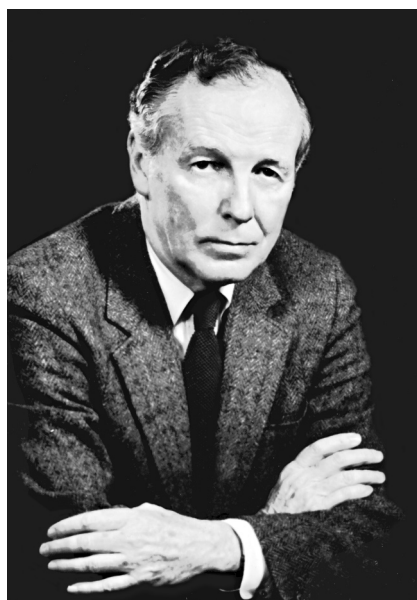
Almanac

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\$1.25 Million Surprise: At Dr. Robert Dyson's retirement dinner, the University Museum's Overseers revealed news kept so secret it didn't make the story on a new director announced the same night (see *Almanac* May 10). For the story on the chair endowed in Dr. Dyson's honor—and other honors including this year's Gugenheim Awards, see pages 8-11.

Teaching Award in Nursing: Kathryn Sabatino

Kathryn Sabatino (*right*), clinical instructor at the School of Nursing, has been named recipient of the School's 1994 Teaching Award. Ms. Sabatino received the award at the School's Commencement on May 18. Her students said she is "equally adept in many teaching settings. In all cases her teaching is notably coherent and intellectually challenging, coupled with a personal, honest caring for her students and the material." Established in 1983, the award is presented annually to a faculty member for excellence in classroom and/or clinical teaching.

Ms. Sabatino joined the nursing faculty as a part-time clinical instructor-lecturer in September 1990. She teaches sophomore students in their first in-hospital clinical nursing courses. In addition to serving on the faculty and teaching courses in nursing theory and practice, physiology and physical examination, Ms. Sabatino is a clinical nurse specialist in surgical nursing at HUP. As a clinical nurse specialist she is involved in patient care as well as nursing staff education and research.

Ms. Sabatino has a bachelor of science degree in mathematics from Pratt Institute and a bachelor of science degree in nursing from the University of Delaware where she received the College of Nursing Honor Award for academic excellence in 1984. She was awarded a master of science degree in nursing from Penn in 1990, and was enrolled in the adult health and illness, surgical specialty program. She is a member of Sigma Theta Tau (national nursing honor society), Phi Kappa Phi and the Society for Peripheral Vascular Nursing. (*More teaching awards in the Honors column, page 8*)



New Officers, New Name for the A-1 Assembly (PPSA)

At the A-1 Assembly's annual meeting on May 10, the membership cast ballots not only for the officers and members at large of the executive committee but also for a new name for the organization of administrative and professional staff at the University.

The winning choice was *Penn Professional Staff Assembly* (PPSA).

With the election of Fran Kellenbenz as Chair-elect, James Beermann as Vice Chair-elect and four new members at large (Mai Friedman, Thomas J. McCoy, Lois McNamara and Carol Speight), the following constitute the officers and executive board of the PPSA for 1994-95. (Those newly elected are marked with an asterisk [*].)

Chair: Drita Taraila, Manager for administration & finance, Pharmacology,

* **Chair-elect:** Fran Kellenbenz, Financial Administrator, Human Resources

Past Chair: Carol Kontos-Cohen, Director of Human Resources Planning, University Life

Vice Chair: Lily Wu, Programmer Analyst, UMIS

* **Vice Chair-Elect:** James Beerman, Business Administrator, Medicine

Members at Large

Terms expire May 1995

Bernice Saxon, Assistant Director, Research Administration

Ira Winston, Director, SEAS Computing

Terms expire May 1996

*Mai Friedman, Financial Administrator, Office of the Provost

* Thomas J. McCoy, Operations Supervisor, Telecommunications

* Lois McNamara, Assistant Director of Student Activities, Graduate School of Education

* Carol Speight, Director, Faculty/Staff Assistance Program

(continued next page)

More Reunion Classes Surpass Themselves

The first to fall on Alumni Day 1994 was the attendance record: at least 8000 turned out May 14 to set a new mark. Then at the culmination of the Parade of Classes, the reunion classes rolled out their gifts—several of them earmarked undergraduate scholarships, graduate fellowships, or library support. Six of them set new records for amounts (the Class of 1939 nearly doubling the previous record for a 55th-year reunion project) and two of these also set records for participation. This was the ninth year in a row that the 25th year class has broken its predecessors' record.

Year	Amount	Donors	Class Project (If Designated)
1994	\$ +9,804	380	Establishes Class of '94 Endowed Scholarship
1989	*100,069	*561	
1984	*323,931	*611	
1979	*456,711	626	
1974	329,735	583	
1969	2,148,369	617	
1964	*1,964,064	461	\$512,064 is for library support and scholarships
1959	1,425,155	368	
1954	712,451	435	Most of gift will go to renovate 200 College Hall
1949	*1,877,020	426	Portion to endow scholarships for undergraduates
1944	715,535	200	Portion creates a Library study area
1939	*307,631	232	\$302,000 goes to graduate fellowships
1934	69,520	214	
1929	80,835	114	

(*) Indicates a new record. (+) The Senior Class gift increased to more than \$10,000 after the presentation check had been written.

SENATE

From the Senate Office

Under the Faculty Senate rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

To: Members of the Faculty Senate

From: Barbara J. Lowery, Chair

Subject: Senate Nominations

The Senate Nominating Committee was reconvened to fill several vacancies and the following nominations are the result.

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the vacancies noted. The nominees, who have indicated their willingness to serve, are:

Senate Executive Committee At-large Member, 1-year term
Warren D. Seider (chemical engineering)

Senate Executive Committee Assistant Professor Member, 1-year term
Jane Issacs Lowe (social work)

Senate Committee on Academic Freedom and Responsibility, 3-year term
David R. Brownlee (history of art).

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 15 College Hall/6303, by 5 p.m., Tuesday, June 7, 1994.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

OF RECORD

Changes in Faculty Grievance Procedure

The following has been issued by Interim Provost Marvin Lazerson. It was adopted following consultation with the Faculty Senate Executive Committee.

Subsection II.d of Section II.E.15 (Faculty Grievance Procedure) of the *Handbook for Faculty and Academic Administrators* is modified as shown by the underlined additions in the paragraphs below:

d. There shall be a hearing list consisting of at least 30 persons selected by the Senate Executive Committee from members of the standing and associated faculties. The list shall be broadly representative of these faculties and include women and members of minority groups. It shall not include faculty members holding administrative appointments at the level of department chair or above. Faculty members shall serve on the hearing list for three-year terms expiring on June 30. Appointments shall be made by May 30 of each year and arranged so that the terms of approximately one-third of the members shall expire each year. Replacements shall be selected by the Senate Executive Committee as needed.

At all times during the academic year, one or more hearing panels, composed of three faculty members and alternates selected by the commission by lot from the hearing list, shall stand ready to hear any grievance that may arise. At least two of the three members of each panel must have tenure. In addition, members of the standing faculty-clinician educators shall not serve on a panel hearing a grievance related to tenure or compensation of a tenured faculty member. The first panel for each year shall be selected by June 30 and four succeeding panels shall be named as soon as a grievance is assigned to the standing panel.

Publication Break: This is the last *Almanac* in Volume 40, and the last for the academic year 1993-94. A midsummer edition is expected on or about July 12, for which the deadline is June 30. Staff are on duty to assist authors throughout the summer, or to answer back-issue requests.

Readers who may have need of back issues should request them promptly; we expect to recycle all leftovers the third week in June. We can be reached by phone (898-5274), fax (898-9137) or e-mail (almanac@pobox.upenn.edu). *The old e-mail address, Almanac@A1.Quaker, will be discontinued July 1 along with all other A1.Quaker addresses in the University.* Have a happy summer. —K.C.G.

A-1 Assembly (PPSA) from page 1

In a panel discussion led by Dr. Gloria Chisum, on administrative and professional staff-related aspects of the year-long project on "Strengthening the Community," Adrienne Riley and Leslie Trimble of Human Resources described aspects of "Worklife Quality" programming the University has undertaken in the past year, including the adoption of new Family and Medical Leave Policy (*Almanac* September 7, 1993); a Penn Fair Celebrating Working Families in October; Take Our Daughters to Work Day in April; and the creation of a Benefits Newsletter. When Acting Budget Director Benjamin Hoyle completed the panel discussion by outlining tight controls on administrative expense, a question from the floor asked if the discussion could be summed up as "three speakers' ideas on what could/should be done, followed by one saying there's no money to do it." Ms. Riley's response was that the University would use ingenuity, piggybacking new efforts on existing ones to contain cost.

As outgoing chair, Dr. Kontos-Cohen reported that the University Council's experimental inclusion of staff as observers on the Steering Committee was considered a success and that full membership is recommended in proposed new bylaws.

A-3 ASSEMBLY

Career Conference, More to Come

The A-3 Executive Board hosted a Career Planning Conference on May 3 and May 5 which was attended by over 400 A-3 employees.

The Board would like to thank Claire Fagin, Janet Hale and Bill Holland for their support in making this event an overwhelming success. Special thanks are extended to all of the Conference presenters: Al Johnson, assistant manager, Benefits Counseling; David Smith, manager, Employment; Judy Zamost, training specialist, Human Resources; Sara Nunn, assistant manager, Human Resources Information Management; and Maria Krieger, our keynote speaker, for their professional contributions to our program. The Executive Board plans to host similar programs in the future that will address the needs and concerns of the A-3 community.

—Rochelle Fuller, Chair

Upcoming Events: The A-3 Assembly Board Elections will be held in early June. Information will be in the next A-3 Assembly Newsletter.

A midsummer picnic is being planned; it will be an opportunity to get together, share stories, and make new friends. —R.F.

Elected to Council Steering

At the semester's final meeting of the University Council on May 4, faculty members elected to the Steering Committee were Dr. Louis Girifalco, University Professor of Materials Science and Engineering; Dr. David B. Hackney, associate professor of radiology/Med, Dr. Morris Mendelson, emeritus professor of finance; and Dr. Harvey Rubin, associate professor of medicine.

Council also elected graduate/professional student Cheryl Neisser and undergraduate student Daniel Schorr.

(For coverage of the meeting's agenda, see page 13.)

Below is the Baccalaureate address to the Class of '94, given May 18, 1994, at Irvine Auditorium. Messages from the May 19th Commencement and a Baccalaureate Mass are in the pages that follow, and the Commencement Address itself, this year given by Secretary of Housing and Urban Development Henry Cisneros, appears on the back page as this week's "Benchmarks" column.

'Your Ties and Responsibilities Do Not End . . . '

by Gloria Twine Chisum

President Fagin, Provost Lazerson, Chaplain Johnson, members of the campus clergy, graduating senior [Jun] Bang, families, friends—and members of the Class of 1994, soon to be alumnae and alumni.

The opportunity to share this important ceremony with you has special significance for me because of what all of us have experienced together this academic year, and because, I think, we have all learned a great deal about our University, about ourselves and about the meaning of community, freedom, responsibility, and intellectual pursuits, and a dialogue has been renewed that will endure and enrich the lives of all who come here—for whatever purpose. Though you now leave here as students, your ties and responsibilities here do not end. As alumnae and alumni, as students in professional schools, as faculty, parents—whatever roles you play in your future relationship with Penn, you will continue to have responsibilities here. I urge you to assume those responsibilities as you go about the rest of your lives just as you have assumed responsibility for the quality of life on this campus this year.

In trying to decide what the theme of my talk today should be, I drew upon the experiences of the past year and decided that what I really want to do is to remind you that "Much is required of those to whom much has been given."

You are members of the elite of the world. I use *world* and *elite* advisedly because Penn students come from 47 states in this country and from more than 100 countries around the world. You are the elite because you are the product of the best that society and education have to offer. You have just spent important years of your lives at one of the outstanding teaching and research universities of the world. You are now on the way to becoming leaders of the world in many different professions. As you assume your roles as leaders, remember the lessons that have been learned during your experiences here—both in and out of the classroom.

One of those lessons is the importance of the participation of every member of a community in making that community one in which all of the members can function effectively, and until that happens, none of the members can realize their full potential. Both the human and non-human resources of the community are diluted.

We have talked a lot about freedom—freedom of speech—freedom of association. The lesson, I hope, is that freedom carries with it responsibility. Freedom claimed without responsibility is at risk, and when we compare the histories of nations and their regard for freedom and responsibility for all, we must hold freedom and responsibility sacred lest we lose the freedom that makes a nation great and enduring.

Another lesson that should have been apparent as the discussions of this academic year progressed is the importance of being a person who is sensitive to others' wishes, aspirations, feelings and discomforts. One mark of a mature adult is the ease with which others can be accommodated, and the appreciation of the accommodations of others. Building bridges between people, peoples, groups and organizations is greatly facilitated through the application of a little awareness of others.

Socrates advised, "Know thyself." To cope with the world that you face as you begin this transition in your life, you must not only know yourself, you must know what kind of person you want to be. You must have a personal philosophy that reflects that person.

We spend a lifetime developing, revising and polishing our personal philosophies. Those philosophies determine what our expectations for our lives will be.

For example, what will be the relationship in your personal priorities between selfishness and service to others? Between acquisitiveness and generosity? Will you turn your eyes to the skies, or will you contemplate rocks?

You will strike some equilibrium, and that balance will be an expression of you—of your personal philosophy—of your realism and your idealism—of your expectations of yourself and of your expectations of others.

People of one generation do not always understand those of another generation. The events and experiences which shape each generation are different.

The lack of understanding—which we have come to call the generation gap—sometimes distresses people. I do not share that distress. I do not always understand your generation, but I listen to you. I sometimes even share your concerns—but more importantly, I have faith in you.

I have faith that the ambitious hopes and plans that have been drawn for this nation will be advanced by your generation. I have faith that the regressions that we experience as we reach for our dream are temporary perturbations, brief episodes of retreat in the long march of national progress.

I have faith that the fundamental problems that face society all over the world will be solved through the goodwill of people of all races, of all nationalities, of all political creeds, of all religious faiths and of all economic interests. I have faith in the resolve and goodwill of your generation and in your ability to continue the march toward goals of liberty, justice and equality for all.

Each generation leaves a legacy for succeeding generations to build on. We all hope that the legacy which we leave is one worthy of perpetuation. The richest legacies are not those that enrich the purse, but rather, those that enrich the mind and the very being—those that add depth—those that serve to guide us as we search for solutions and meanings in our lives.

Mary McLeod Bethune, the fifteenth child of freed slaves, was a distinguished educator, humanitarian, advisor to four Presidents of the United States, founder of important organizations and institutions, including a college, and a legend in her lifetime. She was a person who fit Professor Cornel West's description of a Race-transcending Prophetic Leader. She left the nation one of its richest legacies.

Just prior to her death in 1955, she wrote, in part, in her Last Will and Testament:

I leave you Love...

I leave you the challenge of Developing Confidence in one another ...

I leave you a Thirst for Education...

I leave you Respect for the Use of Power ...

I leave you Faith ...

I leave you Racial Dignity...

I leave you a Desire to Live Harmoniously with your Fellowman...

I leave you, finally, a Responsibility to our Young People.

That is a legacy which challenges succeeding generations. That is an expression of a personal philosophy of commitment which resulted in a full and rich life.

People who do not have that quality in their personal philosophies cannot leave such a legacy.

They love things and use people when they should love people and use things. One should strive for personal excellence in order to effectively discharge a commitment to others.

Science and technology have made, and continue to make, fantastic advances. Yet, progress in coping with interpersonal relationships proceeds at a snail's pace. Medical science has succeeded in prolonging life, yet we have made little progress toward insuring the dignity of life for all.

Loved ones often are unable to communicate their deepest fears and fondest wishes to one another, leaving a chasm of loneliness and longing. Fear and economic stress oppress many of the elderly. Invisible walls of prejudice, ignorance and deprivation hem people into personal dungeons.

And people still attempt to build power bases at the expense of the poor, weak, elderly and oppressed.

Yet, there is reason to hope. By maintaining an awareness of the ills of society, and a personal philosophy that includes a commitment to ridding society of those ills, we can overcome racial, sexual, class and religious intolerance and all of the ills of society that separate and alienate people.

I have faith that you—to whom much has been given—will assume the responsibility of struggling together for the common good. I have faith in the expectation that your generation will continue that struggle.

The rituals surrounding graduation represent a celebration of the achievements of you who are about to move on to the next phase of your lives. This also is a time of reflection for those of you who share the celebration of those achievements just as you have shared many other occasions over the last twenty or so years. Two decades seems long at the start, but short when it has passed. When those of you who are parents recall the day that you undertook the task of helping a human being grow from a helpless infant to an independent adult, it hardly seems possible that so many years have passed. Those years have produced memories that will be cherished for the rest of your lives.

As you look at your offspring today and recall the joy that the first halting steps or first words produced, or your delight at watching the wonder of discovery as your child's world expanded, you can not but feel some sadness that those years have passed, but you must also feel a great deal of happiness and pride—happiness because of the accomplishments of your young people, and pride because of the results of your own efforts in helping your young ones grow into the individuals that we now celebrate.

Congratulations to you, parents, spouses, offspring and all significant others.

Life is a series of transitions. Some of those transitions are painful—some are anxiety provoking and some of the transitions are exciting. I suspect that the transition that you are facing now is one of those. In any event, many transitions involve goodbyes. You, members of the class of 1994, are now facing the goodbyes of the current transition. La Rouchefoucauld addressed goodbyes when he observed that "Absence lessens ordinary passions and augments great ones, just as the wind blows out a candle and makes a fire blaze." When you leave this place, the momentary passions that inflamed you occasionally will be but distant memories—if that—because they were the passions that La Rouchefoucauld called ordinary. However, the passions for knowledge and inquiry that have been raised during your years here are his great passions, and will grow and be augmented during your absence from this place. When you return here periodically for alumni events—faculty-alumni exchanges, events involving students, athletic events, or merely presence in this dynamic place, the fire for knowledge and inquiry will be stirred, and will refresh you.

One of the most interesting experiences is to stand on College Green, watch the Parade of Classes during Alumni Weekend, and observe the enthusiasm of each class from the fresh faces of the most recent graduates to the "Old Guard" in golf carts. The stimulation of the Alma Mater is very apparent. Come back and enjoy that refresher often.

I wish you success and contentment in all of your future endeavors, and look forward to seeing you here as you enjoy your new relationship with your Alma Mater.

Honoris Causa

Umbrellas were the order of the day at Commencement on May 19. Dr. Chisum was added to the list of five honorary degree recipients announced earlier (see the six citations below). A surprise recipient was Interim President Claire Fagin, whose citation is opposite.



Dr. Chisum



Secretary Cisneros

Gloria Twine Chisum

Under your leadership, the Commission on Strengthening the University Community helped us rediscover how to speak to one another with respect and without fear. Thoughtful, organized, eloquent, and effective, you set the tone for the process. Your patience, compassion, and sheer stamina brought strong-minded individuals together into consensus.

Recognizing that for more than three decades you have unstintingly served Penn, but especially for your steadying hand in moving the University forward, helping us to heal, but also showing us a new way, the Trustees of the University of Pennsylvania gratefully award you the honorary degree, Doctor of Laws.

Henry G. Cisneros

An advocate for cities, you have revived the idea of an urban strategy. In just sixteen months as Secretary of the Department of Housing and Urban Development, you have already made your mark, establishing HUD as an agency of change.

You are extending the adage "First we shape our buildings, and then our buildings shape us"

by building frameworks for disadvantaged Americans to shape their own destinies. The Trustees of the University of Pennsylvania reaffirm their own urban commitment by conferring on you the honorary degree, Doctor of Laws.

Mary Ellen Mark

A camera lent to you by the Annenberg School started you on a career that has virtually defined photojournalism for our time. You have traveled the globe for photographs of those you call the "unfamous." The results are searing, sometimes humorous, always powerful images of lives given "fame"—not by virtue of a label but by virtue of their humanness.

You have the artist's ability to portray the individual and convey the universal. At great personal toll, you awaken us, again and again, to the human face of both misery and dignity. The Trustees of the University of Pennsylvania offer you their own *American Heart*, the honorary degree, Doctor of Fine Arts.

Denise Scott Brown

In a tradition stretching back to Alexis de Toqueville, you brought a foreigner's eyes to American scenes too common for natives to

notice or appreciate. You educated us about the details of our commercial culture and urban sprawl, giving it a rationality of purpose and design not previously acknowledged.

You have resisted the labels that apply to the formal perspectives of your art. Still, Penn insists on labeling you, first as student and then as assistant professor. Hereafter, the Trustees of the University of Pennsylvania add the label Doctor of Fine Arts, *honoris causa*.

Samuel O. Thier

You have long nurtured the academic medical center, the process of medical education, and the effective and humane practice of medicine. You reinvigorated the Institute of Medicine, and later, Brandeis University, as their presidents. Next week, you return to medicine as president of Massachusetts General Hospital. But today you mark your return to Penn, where you served as an award-winning teacher.

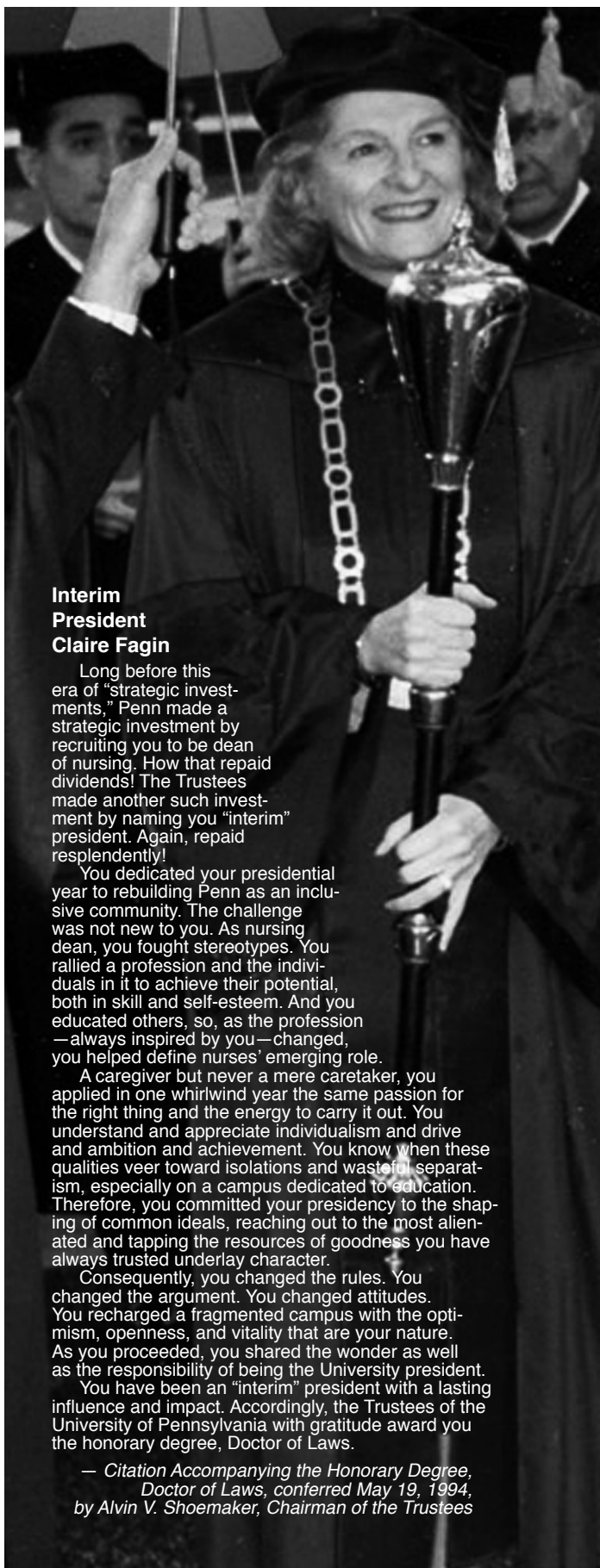
The Trustees of the University of Pennsylvania, with admiration for your ability to apply to diverse institutions the lesson of readjustment while maintaining healthy growth, acknowledge your continued leadership in education and health care by awarding you the honorary degree, Doctor of Science.

Phillip Vallentine Tobias

A physical anthropologist, you charted the emergence of humankind. By analyzing fossils and combining the most exacting science with daring intuition, you reconstructed the pathways taken by our earliest bipedal ancestors.

A concerned yet fearless citizen of South Africa, you have fought, with danger to you personally, for equal rights, helping to shape your native land's evolution toward democracy. The Trustees of the University of Pennsylvania honor you for illuminating our evolution as humans, whether past or present, by offering you the honorary degree, Doctor of Science.

[A President's Medal was also awarded at this year's Commencement; see page 6]



**Interim
President
Claire Fagin**

Long before this era of "strategic investments," Penn made a strategic investment by recruiting you to be dean of nursing. How that repaid dividends! The Trustees made another such investment by naming you "interim" president. Again, repaid resplendently!

You dedicated your presidential year to rebuilding Penn as an inclusive community. The challenge was not new to you. As nursing dean, you fought stereotypes. You rallied a profession and the individuals in it to achieve their potential, both in skill and self-esteem. And you educated others, so, as the profession — always inspired by you — changed, you helped define nurses' emerging role.

A caregiver but never a mere caretaker, you applied in one whirlwind year the same passion for the right thing and the energy to carry it out. You understand and appreciate individualism and drive and ambition and achievement. You know when these qualities veer toward isolations and wasteful separatism, especially on a campus dedicated to education. Therefore, you committed your presidency to the shaping of common ideals, reaching out to the most alienated and tapping the resources of goodness you have always trusted underlay character.

Consequently, you changed the rules. You changed the argument. You changed attitudes. You recharged a fragmented campus with the optimism, openness, and vitality that are your nature. As you proceeded, you shared the wonder as well as the responsibility of being the University president.

You have been an "interim" president with a lasting influence and impact. Accordingly, the Trustees of the University of Pennsylvania with gratitude award you the honorary degree, Doctor of Laws.

— Citation Accompanying the Honorary Degree,
Doctor of Laws, conferred May 19, 1994,
by Alvin V. Shoemaker, Chairman of the Trustees

The President's Address at Commencement, Franklin Field May 19, 1994, where degrees were conferred by a woman president for the first time in Penn's history.

Songs of a Cockeyed Optimist

by Claire Fagin

We've all spent varying numbers of years as members of the Penn family, but in my remarks today I am going to focus on this last interesting year that we have all been through together. Songs have always been part of my life and in thinking about what we have learned from our experience, a few old songs kept intruding on my thoughts. Let's listen together to what those old songs have to say:

[Bruce Montgomery leads the Glee Club in the Claire Fagin Medley:

*Love! Hate! And what's in between...
Love thy neighbor! Walk up and say how be ya!
Gee, but I'm glad to see ya ...*

*You've got to be taught to hate and fear.
You've got to be taught from year to year.
It's got to be drummed in your dear little ear—
You've got to be carefully taught!*

*You've got to be taught to be afraid
Of people whose eyes are oddly made,
And people whose skin is a different shade—
You've got to be carefully taught.*

*You've got to be taught before it's too late—
Before you are six, or seven or eight,
To hate all the people your relatives hate.
You've got to be carefully taught!**

*I have heard people rant and rave and bellow
That we're done and we might as well be dead—
But I'm only a cockeyed optimist
And I can't get it into my head.*

*I hear the human race/ Is falling on its face
And hasn't very far to go.
But every whippoorwill/ Is selling me a bill
And telling me it just ain't so.*

*I could say life is just a bowl of Jello
And appear more intelligent and smart.
But I'm stuck like a dope/ With a thing called hope
And I can't get it out of my heart. . . Not this heart!]**

These three songs, the youngest more than 40 years old, performed by our very talented Glee Club, tell us a great deal about ourselves, about our myths, and perhaps, also tell us something about how to solve our problems.

First, we heard "Love Thy Neighbor." Who can argue with such a lovely thought? When Bing Crosby sang "Love Thy Neighbor" in the 1930s, the world was in the midst of the Great Depression. Germany was getting ready to launch its horrific agenda. But here at home, our nation was taking steps toward putting the philosophy of love into practice, through programs such as Social Security and the Works Progress Administration. "Love Thy Neighbor" made many Americans feel good about ourselves, during some very difficult years. But the class of 1944 can well remember that many Americans were quite restrictive about the definition of "neighbor."

But then came the Second World War and the atom bomb, and in the early 1950s the American conscience was aroused by "You've Got to Be Carefully Taught" from *South Pacific*. A dark and haunting song, it was still a wonderfully American sermon of optimism, instruction, and faith in the perfectability of man. Hatred and intolerance, the song preaches, are learned. Learned from parents, from friends, from the media, from society at-large. That song was a staggeringly impressive moment in American musical theatre, and for its time a great accomplishment.

* From *South Pacific*, by Richard Rodgers and Oscar Hammerstein, © 1949 by Richard Rodgers and Oscar Hammerstein 2nd. All rights reserved.

The third song in the Glee Club medley, sung by nurse Nellie Forbush in *South Pacific*, was "[I'm Just] A Cockeyed Optimist"—which I confess I am. It has not been a bad approach to life, here at Penn or beyond. Both pessimism and optimism are self-fulfilling prophecies. It's interesting that our hope of the 1950s in our own perfectability now looks naive. It's a sobering reflection on our times that no parallel to these old songs of hope, love, and faith in the future exist in the music of today. Just think of the difference between Rodgers' and Hammerstein's *South Pacific* and Stephen Sondheim's *Into the Woods*, or for that matter, Dr. Dre's "Stranded on Death Row" of the 1990s.

But why would we want to fulfill a prophecy of pessimism? Optimism is far more functional—on both a personal and a world level. To me, learning to use optimism does not mean looking at the world with a happy face. Rather, it means taking a "can do" attitude and using "learned" skills and knowledge to make something happen. It means learning how to redefine our problems, especially big, insurmountable problems, into smaller, solvable ones. And it means solving them *now*—a step at a time, not putting them off to be solved tomorrow or "someday." And certainly, with all the talents we have here, it means starting to solve them at Penn.

But the first step towards solution is acknowledging our problems—for example, recognizing the obvious fact that injustice and prejudice really do exist, and that no group is immune from infection. We have names for this: racism, sexism, homophobia, and many more. As a University, we cannot avert our eyes from the insidious forces that diminish some among us and thereby diminish our entire University community. We must take ownership of these problems as *ours*, redefine them into manageable parts, and take those first, small steps toward possible solutions through compromise and consensus.

At the start of this year, we said that Penn is a special community which has the right to expect more from its citizens. That expectation includes all of us being responsible for contributing solutions to the problems we face together. As we heard in the '60s, "If you're not part of the solution, you're part of the problem."

This year you were all part of the solution. At the end of last year, Penn was "under seige" by the media. They used Penn to argue about some of the most difficult problems confronting our nation and our universities. This year, we—and I mean each one of us—could have responded defensively, ending discussions before they even began and refusing to accept our shared responsibility for finding solutions. Instead you used your growing knowledge to empower yourselves—to create a variety of solutions; when one didn't work, you tried others. So optimism and knowledge go hand in hand, here at Penn and around the world—where perhaps the most magnificent example, in our era, of that kind of optimism is South Africa's new President, Nelson Mandela.

The issues we confronted at Penn this year are at heart, the problems of equality, identity, and cooperation which occur wherever two or more people come together, whether as individuals, as groups, or as nations. We saw them as amenable to solution or at least to improvement, and we took an optimistic approach to fulfilling that belief. If you believe we have been at all successful, you have learned a lesson in optimism that should serve you well throughout life.

This is not to say that we are where we want to be, here at Penn or in our nation. We are impatient and idealistic enough to want our pluralistic campus and world to be integrated in the best sense. A place where people really mix and belong, where all of our students and staff live in harmony and do not live or work or have fun *only* in separate racial or ethnic groups.

But, remember for a moment, how few people of different religions or races or gender were at Penn in 1944. Or even in 1969. The fact is, we have come very far since then, here at Penn and in our nation, but we are impatient, and rightfully so, for we want to see our dream enacted by you, our graduates. But for that to happen, it must be *your own* impatient and optimistic dream. I urge you to stay impatient, but keep moving towards our goals with optimism and knowledge, strategy and action.

The real promise of this past year, then, is not just that *we* have progressed or that Penn has progressed, but that *you* have progressed. *You* have found the answers yourselves, through controversy and debate, through open forums and town meetings, through constructive criticism and through compromise. *You* learned how to be optimistic about yourselves and about Penn's future, and in so doing, you found the confidence to create new solutions to Penn's problems and your own. *Yours* is an example for other universities—and our nation—to follow.

That is why I have complete confidence in you. I don't say that lightly. But optimism breeds confidence, the confidence to tackle tough problems and invent creative solutions. We've done that together this year. Slogging through the ice and snow of our community—literally and figuratively—we found new confidence in ourselves and in our great University.

Thank you, all, for sharing this year with me.

Thank you, Penn Trustees, for your confidence in me, and for your vital collaboration in meeting our goals.

Thank you, dear faculty colleagues, for your support and your affection.

And thank you, graduates, for working with Provost Lazerson and me, to strengthen our beloved University and to prepare it anew for a brilliant future. Use and develop your optimism and confidence. They will serve you, and Penn, well.

Good luck!

President's Medal:

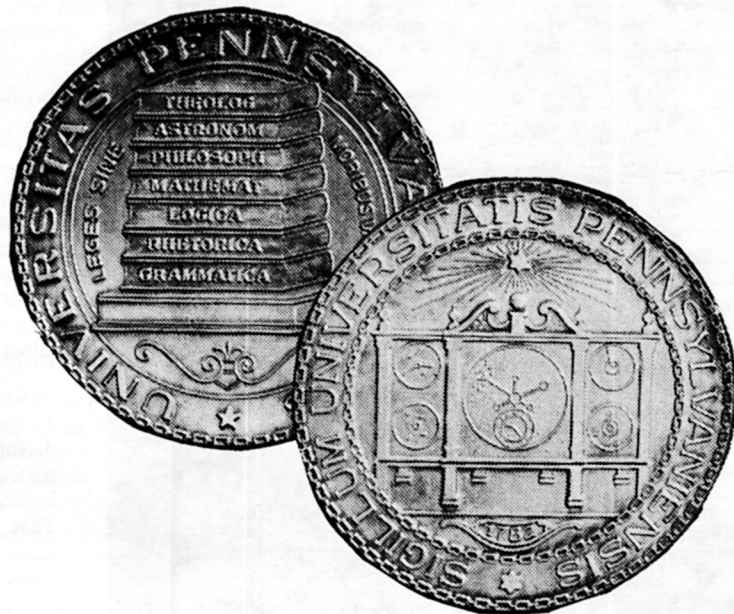
The American Philosophical Society

Citing three Penn faculty members who have also headed the American Philosophical Society—its current president, Judge Arlin Adams, and former president Dr. Jonathan Rhoads and the late Dr. Eliot Stellar—Dr. Fagin presented the University of Pennsylvania President's Medal to Judge Adams, and this citation to Dr. Rhoads:

The American Philosophical Society

With the belief that the growth of knowledge constitutes a people's strength, the American Philosophical Society was founded in 1743 as the colonies', and then the nation's, first general learned organization. It approaches the 21st century, as vital to the world's intellectual vigor as it was in the 18th.

By awarding the American Philosophical Society this Medal for Distinguished Achievement, the Trustees of the University of Pennsylvania celebrate our complementary missions and our intertwined histories, 250 years during which we have shared the genius and expertise of Franklin, Jefferson, and Rush—and of their equally devoted and energetic counterparts of today, Rhoads, Stellar, and Adams.



*The Commencement Remarks of Gerald J. Porter,
Past Chair of the Faculty Senate*

All Things Are Possible

My name is Jerry Porter and I am the immediate past chair of the Penn Faculty Senate. Before I begin, let me say that today is a special day for me as well as for you. Today our daughter receives her MBA degree and my mother-in-law celebrates the 65th anniversary of her graduation from Penn.

On behalf of all Penn faculty members I congratulate the families of the graduates. You have been responsible for supporting them, both literally and figuratively, you have done well and I wish you prompt relief from the empty wallet syndrome.

Congratulations to each of you who graduates today. You are a remarkable group of individuals who have excelled in the classroom and through your extracurricular activities, whether on the playing field or stage, through writing or by service to the community. I have served on committees with some of you and I have been impressed with your dedication and ability. We will miss you.

During the time you have been at Penn, you have had the opportunity to expand your intellectual horizons in many ways. While you were ultimately responsible for your own education, my colleagues and I have tried to challenge you to expand your knowledge both in breadth and in your particular field of concentration.

Most important, we have tried to provide you with the tools required to learn. Even though, for many of you, today marks the end of your schooling, it must not mark the end of your education. True learning must continue throughout your life for you to excel at your profession, be a responsible citizen, and in the words of the American journalist, Sydney Harris, help "to make one's mind a pleasant place in which to spend one's time."

Much of what you learned you have learned out of class. Penn is in every way a remarkably diverse community. You have had the opportunity to be in close proximity with individuals from other states and countries, other religions and races, and other intellectual interests. I hope that you have taken full advantage to learn from those unlike yourself, to learn to listen to opinions that differ from yours and to respond on an intellectual level. Too much of our national and international discourse takes place without listening.

I know that each of you, as you sit here today, is thinking of your own needs and your own career. That is natural; but I remind you that the University of Pennsylvania, as an educational institution, receives preferential tax treatment from our society. It receives that treatment because society expects that each of you will work to make the world a better place for all its inhabitants.

The past five years have been a truly amazing time. Beginning with the tearing down of the Berlin Wall in October 1989, we have seen events that no person could ever have anticipated: the breakup of the Soviet Union and democratization of Eastern Europe, the unbelievable transition in South Africa that culminated in the inauguration of President Mandela last week, and the establishment of Palestinian autonomy in Gaza and Jericho.

What we have learned is that all things are possible. As you leave this University, set your goals high. There are important issues in our society that desperately need your attention. Remember the words of the Jewish sage Hillel: "If I am not for myself, who will be for me? If I am for myself alone, what am I? If not now, when?"

The University's two-day Commencement celebration now includes a baccalaureate mass, sponsored by the Newman Center, where the address below was given, as well as the traditional all-University baccalaureate service (see address on page 3). Mrs. Shoemaker is a member of the Class of

The Parent Within *by Sally Prevost Shoemaker*

It is my pleasure this morning, on the day before your graduation, to talk to you about success. Over the last four years at Penn, you as University students have been addressed by some of the most successful individuals of this era:

Cardinal Bevilacqua.

Prime Minister Margaret Thatcher.

Supreme Court Justice Antonin Scalia.

Wall Street Financier Saul Steinberg.

Why are these people great? Why are they successful? It may seem obvious to you. But let me challenge you to see them as something other than the obvious. I want you to see them as parents.

The cardinal as a parent to the Catholic community and the souls which he helps to guide.

Margaret Thatcher as a parent to a nation which she nurtured and helped to grow.

Justice Scalia as a parent to the people affected by each legal decision he makes, and a parent to his own nine children.

Saul Steinberg as a parent to the hundreds he employs, to the forty children at the Brooklyn high school whose education he subsidizes, and a parent to his own six children as well.

All four are well-known figures, but everyone in our society is equally successful when they take parenting seriously.

I am a parent, too. A parent to four Penn graduates, including my Class of '94 daughter who is here today. I have been a parent to many of my children's friends along the way. I am a parent to children in Paterson and Newark who live in poverty and violence and who are able to have a Catholic education because I and many others care enough to give.

I am talking to you about parenthood because today you stand closer to being parents yourselves than you do to being children. You were successful children. You earned your parents' pride, even though they would have loved you without a Penn degree. But you made the choices, you worked to deserve them. And now you must bid a final farewell to your childhood, and face both opportunity and responsibility as a result.

As Walter Perry wrote, "You can get all A's and still flunk life." Don't let that be you. Your Penn degree will give you the opportunity to pursue power, money and fame. But if that is all you pursue, you will have an empty life. You must remember the example of the successful people who have come to Penn and remember that no matter how much power, money or recognition they have, they are parents. That is their backbone. That is the key to their success.

Just as many invested their love and time in you, you have an obligation to be a parent to the next generation.

A parent to the community you choose to live in.

A parent to the less fortunate in our society.

And some day, a parent to your own children.

Marion Wright Edelman, director of the Children's Defense Fund, writes, "The greatest threat to our national security comes from no external enemy, but from the enemy within—our loss of strong moral family and community values."

But of course you know that. You know that because you are Catholics. Just as your involvement in the Newman Club gave you support in your years at Penn, your Catholic religion will continue to provide you with the inner strength you need to achieve these greater goals of life. Let your contribution to this world be about more than money, power and fame. Let it be about family.

When you reach the end of your life, the end of this long road that you have only just begun, remember that no person, no matter how successful, ever asks as their dying wish to see the money they have made, the possessions they have bought, or the industries they have built. They ask only to have their family and loved ones at their side. Because in the final analysis, that is all that matters.

And now, graduates, from me to you, the Irish blessing:

May the road rise to meet you,

May the wind be always at your back,

May the sunshine warm your face,

The rain fall soft upon your fields,

And, until we meet again,

May God hold you in the palm of His hand.

More Teaching Awards: Law and CGS



Addison Geary

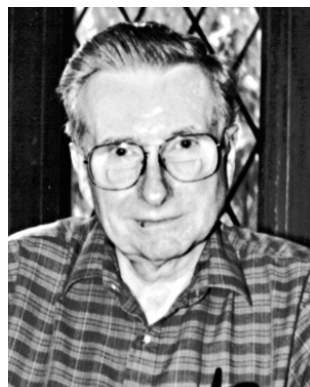
Last year's Levin Award winner David Rudovsky, far left, and the 1994 winner, Lani Guinier

Law School's Levin Award

Professor Lani Guinier is the 1994 recipient of the Law School's Harvey Levin Memorial Award for teaching excellence, made annually to a full-time faculty member selected by majority vote of students earning the J.D. that year. Professor Guinier came to Penn in 1988 and was nominated by President Bill Clinton last year for assistant attorney general for civil rights. Her latest book, *Tyranny of the Majority: Fundamental Fairness in Representative Democracy*, was published by Free Press this spring.

Senior Fellow David Rudovsky was the 1993 recipient of the Levin Award. Mr. Rudovsky, who also won the Award in 1990, came to Penn in 1972 as an instructor and was named a MacArthur Fellow in 1986 in recognition of his accomplishments in civil rights law and criminal justice. He became a Senior Fellow in 1988.

The Levin Award is named for a Penn Law alumnus and antitrust law specialist who died in 1976 at the age of 43. His law firm, Schnader, Harrison, Segal and Lewis, donates funds for books selected by each year's winner relating to his or her area of interest, to be placed in the Biddle Law Library.



Dr. Murphey

CGS: For Teaching and Service

The College of General Studies sometimes gives a teaching award, and sometimes an award for service. Last year, in honor of his outstanding support of continuing education students, CGS gave the Distinguished Teaching Award to Dr. Murray Murphey, professor of American Civilization and chair of the department. Dr. Murphey, who "for over 35 years at Penn has combined a caring approach and high standards as a teacher, as well as earning international recognition as a scholar, especially in the fields of American philosophy and religious thought." An award for distinguished service was also given last year to Assistant Dean Joan Campbell, who retired last May after 19 years of "truly unstinting service to CGS and to the University."

This year Diana Cavallo, a lecturer in English, received the Distinguished Service Award from CGS in recognition of her outstanding support of continuing education students. This award is based on the recommendations of students and advisors. Ms. Cavallo, a CW alumna, Phi Beta Kappa member and Fulbright fellow, has two masters degrees from Sarah Lawrence College.

She is a published novelist and author of nonfiction prose whose works have often appeared in anthologies. She has been active in the P.E.N. at Penn program. Since 1980, she has taught both day and evening courses, at introductory and advanced levels, on campus and in Penn's CIGNA program in Center City. At the SAS graduation ceremonies, Dean Rosemary Stevens said, "In her teaching she has always asked and expected CGS students to perform at their highest levels, while also supporting their efforts and befriending them. She believes that people need to set standards for themselves, and she has taught our students how to do that."



Ms. Cavallo

HONORS &

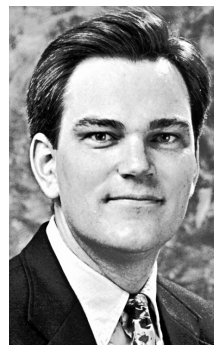
Guggenheim Awards

Four members of the faculty have been named John Simon Guggenheim Fellows this year.

Dr. Margreta DeGrazia, associate professor of English, will focus on Shakespeare's Period and the English Renaissance; Pierre Jalbert, lecturer in the department of music, will concentrate on music composition, namely for a piano trio and string quartet; Dr. John W. Roberts, associate professor of folklore and folklife, will pursue the Theory of African American Folklore; and Dr. Paul Steinhardt, professor of physics, will investigate The Origin of Large Scale Structure in the Universe.

Dreyfus Teacher-Scholar

Dr. Gregory A. Voth, associate professor of chemistry, has won the prestigious Camille Dreyfus Teacher-Scholar Award, a \$60,000 prize which includes \$5000 for the department's use in undergraduate education. The Camille and Henry Dreyfus Foundation, which supports about 15 such awards nationally each year, cited Dr. Voth for his "demonstrated outstanding scientific accomplishments...[and] ...continuing dedication to education of students at all levels."



Dr. Voth



Dr. Sebold

Honors Abroad

Dr. Alan Laties, the Harold G. Scheie and Nina C. Macall Research Professor at PennMed, won the Paul Kayser International Award of Merit in Retina Research presented last fall at the International Congress of Eye Research in Stresa, Italy. He was cited as one of the first investigators to use fluorescence of neurotransmitters to map their location in retinal neurons and for recent advances in the localization of neuropeptides in retina and the role of these in the control of eye growth.

A week after receiving the most coveted distinction to which a scholar in Spanish language and literature can aspire—election to the Royal Spanish Academy founded in 1713—Dr. Russell Sebold, the Edwin B. and Leonore R. Williams Professor of Romance Languages, was also elected to the newer (1729) Royal Academy of Humane Letters of Barcelona. A predecessor in the Barcelona academy was the late Dr. William Roach, and the last member of the department elected to the older Royal Spanish Academy was Dr. Hugo Albert Rennert, who founded the graduate program here in 1893.

Dr. Ake W. Sjöberg, the Clark Research Professor of Assyriology in Asian and Middle

(continued past insert)

.. Other Things

Eastern Studies and curator of tablet collections in the University Museum, will receive an honorary Doctorate of Theology this week from Uppsala University. The editor of the *Pennsylvania Sumerian Dictionary* (which when completed will be the only one in the world) is being honored by his Swedish alma mater in recognition of his internationally acclaimed scholarship.

Missed last year: An honorary doctorate from the University of Edinburgh to *Dr. Albert J. Stunkard*, professor emeritus of psychiatry. By Edinburgh custom this makes him a member of a General Council which, in the words of its chairman, Prince Philip, Duke of Edinburgh, "in effect it has the power to look into all questions affecting the well-being and prosperity of the University and to make recommendations to the University Court."

Honors of the Commonwealth

Two such honors are belatedly noted:

Last year's Governor's Award for Excellence in the Sciences to *Dr. Mildred Cohn*, the Benjamin Rush Professor Emeritus of Physiological Chemistry at PennMed. Dr. Cohn is known for developing magnetic resonance methods for observing enzymatic reactions, particularly those involving the metabolism of food to yield energy in living systems.

Libby Newman, curator of the Esther M. Klein Art Gallery at the University City Science Center, was designated by the Governor as a Distinguished Daughter of Pennsylvania, as an author and humanitarian. Her books include the University of Pennsylvania Press's *A City Sketched: Guide to the Art and History of Philadelphia*.

Leaders in Mental Health

On reading *Almanac's* April 12 item on the 131 Penn physicians rated best in the nation in their specialties, *Dr. Albert J. Stunkard* of psychiatry sent in the information that a dozen Penn names are on this year's *Good Housekeeping* list of 327 doctors "considered by others in the field to be the nation's best in mental health."

President-Designate Judith Rodin and *Dr. Stunkard* himself are listed for their expertise in eating disorders. There are three specialists in depression—*Dr. Jay D. Amsterdam*, *Dr. Aaron T. Beck* and *Dr. Peter Whybrow*; two in geriatric medicine, *Dr. Gary L. Gottlieb* and *Dr. Ira R. Katz*; two in substance abuse, *Dr. Charles O'Brien* and *Dr. George Woody*; two in marital and family health, *Dr. A. John Sargent III* and *Dr. Alberto C. Serrano*; and one in anxiety, *Dr. Karl Rickels*.



Dr. Rodin



Dr. McCorkle

Dr. Salvador Minuchin, who was on the faculty at the time of the survey, would have made it a baker's dozen. The information was first published on campus by *HUPdate* (March 1994).

... in Cancer

For an earlier *Good Housekeeping* list of "The Best Cancer Specialists in the U.S." seven members of the University were named among the best, in peer interviews with some 350 department chairs and section chiefs across the country. They are *Drs. John M. Daly, Barbara Fowble, John H. Glick, Dupont Guerry IV, Dallen Haller, John J. Mikuta, and Lawrence J. Solin*.

Dr. Ruth McCorkle, the American Cancer Society Professor of Oncology Nursing and associate director of cancer control at the Cancer Center, has been named Nurse Scientist of the Year by the American Nursing Association.

...and Other Honors in Health

Two members of the School of Nursing were elected to the American College of Physicians: *Dr. Norma Lang*, Dean and Margaret Simon Bond Professor, and *Dr. Linda Aiken*, Trustee Professor of Nursing.

Dr. Bennett L. Johnson Jr., professor and acting chair of dermatology/Med., was named Practitioner of the Year last year by the National Medical Association.

Dr. Fred Karush, professor emeritus of microbiology/Med., was awarded the Professional Achievement Citation of his alma mater, the University of Chicago, for contributions to immunology.

Dr. Keith N. VanArsdalen, associate professor of urology and director of the urology infertility section, received an Alumni Star Award from Virginia Commonwealth University.

Dr. Alan J. Wein, chief of urology, won the Lifetime Achievement Award of the Urodynamic Society, for significant contributions and leadership in neurourology.

Tributes to Lasting Influence

The School of Social Work has inaugurated the Class of 1954 *Dr. Anita J. Faatz* Lecture Series, honoring a 90-year-old teacher-scholar who was a member of the faculty from 1946 to 1954 and whose *The Nature of Choice and Other Selected Writings* is still required reading for social work students. An anonymous member of the Class of 1954 established the award to provide for lectures, seminars and workshops.

Dr. Arthur Scouten, emeritus professor of English since 1980, has been designated an American Society for Eighteenth-Century Studies "Great Teacher." A former pupil, Terence Freeman, nominated Dr. Scouten as "an inspirational model of what a good teacher and true scholar should be."

Dr. Morris Viteles, who turned 96 in March, has been singled out anew. The just-published *Handbook of Industrial and Organizational Psychology* is "Dedicated to Morris S. Viteles, whose scholarship and international concerns nurtured industrial and organizational psychology through its formative years." Dr. Viteles, a psychology professor emeritus and former dean of the Graduate School of Education, was president of the International Association of Applied Psychology in 1958-68.

(Honors continue next page)

Ivy Day Awards

The Commencement week-end's major awards ceremony for undergraduates is called Ivy Day because the Ivy Stone is unveiled that day (see *Almanac* May 10), but there's no official explanation for why the oldest Senior Awards are called the Spoon, the Bowl, the Cane and the Spade. The newest seems self-explanatory, however: The First Annual President and Provost's Award for Community Building. Here, in order of presentation, are the 1994 winners:

James Howard Weiss Memorial Award
Karin M. Klein, C '94

Penn Student Agencies Award
Michael Monson, C '94

Sol Feinstone Undergraduate Awards
Sandra Beeber, N '94
Aaron Frank, C '94

Andrea Gregor, N '94
Michael Rosenberg, C '94

Class of 1946 Award
Deon Wolpowitz, C '94

Association of Alumnae Fathers' Trophy
Anne M. Gaeta, C '94

Class of '15 Award
Shawn J. Heinrichs, W '94
1st Annual President and Provost's

Award for Community Building
Nicole Brittingham, C '94
Scott Calvert, C '94
Jordana Horn, C '95
Christopher Lake, C '96

The Eight Senior Honor Awards:

Althea K. Hottel Award
Jai-Jai Ramsey, W '94
Gaylord P. Harnwell Award
Lisa Deutsch, C '94
David R. Goddard Award
Jun Bang, C '94
R. Jean Brownlee Award
Kirsten L. Bartok, C '94

The Spoon
Kaplan G. Mobray, C '94

The Bowl
Sandor Hau, W '94

The Cane
Bill Roberts, W '94

The Spade
Morris J. Massel, C '94

Paul Miller Scholarships
Suma CM, C '96
Kieran Snyder, C '96

National Honors to Students

One of the nation's 18 Luce Scholars and two of the 85 Andrew W. Mellon Fellows in Humanistic Studies are from Penn this year.

The Luce Scholar is *Shawn D. Safford* of PennMed's Class of 1997, selected for outstanding promise.

Nolan Miller in philosophy, and *Hong Su* in Art History are the Mellon Fellows, also chosen for outstanding promise "with the objective of encouraging and assisting them to join the humanities faculties of America's colleges and universities."

HONORS & . . . Other Things

Naming Chairs in Honor of ...

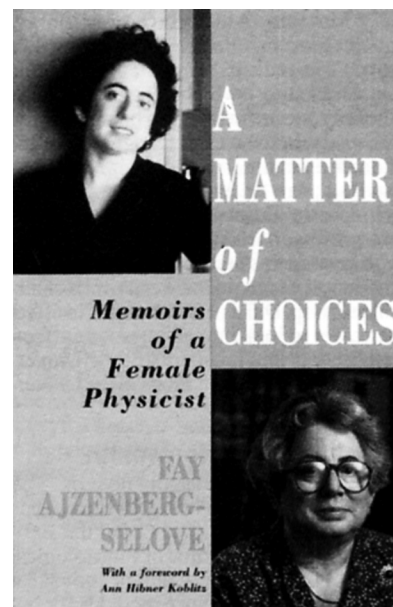
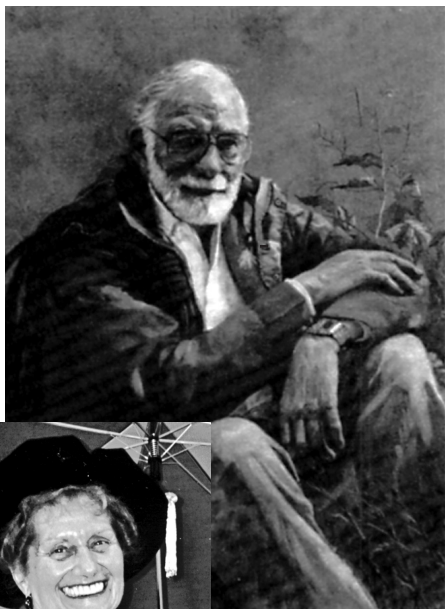
Dr. Dyson (photograph on page 1)

The new Robert H. Dyson Chair in Near Eastern Archaeology honors 40 years of research, publications and teaching by the scholar/explorer whose leadership of the University Museum over the past twelve years has combined restoration of a landmark's physical health with new highs in programming that emphasize the ways that anthropology and archaeology work together to illuminate cultures of the past and present. At 67, with a mass of research collected in the twenty years' excavations he led in Iran before its borders were closed, the former SAS Dean and co-chair of the University Development Commission now plans to concentrate on writing. Fittingly, the new chair permanently endows the curatorship of the Museum's Near Eastern Section, with a cross appointment to the Department of Anthropology. The \$1.25 million gift came from Mr. and Mrs. A Bruce Mainwaring, Dr. Charles K. Williams II, Mary Virginia Harris and the Estate of John H. Fassitt. In creating the chair they also sent the Museum's Second Century Fund over its \$22 million goal.

The Drs. Davies

The Trustees Council of Penn Women has established a new term chair honoring a Penn faculty couple (photos at right) who combine research, teaching and activism—Dr. Helen C. Davies, professor of microbiology and assistant dean of the Medical School, and the late Dr. Robert E. Davies, a Benjamin Franklin Professor Emeritus who had also chaired the Faculty Senate.

The Helen and Robert Davies Term Chair of the Trustees Council of Penn Women is to be awarded to a faculty member selected by the Provost from a slate designated by a search committee the Provost appoints. The recipient will be one who "has followed the example of Professors Helen and Robert Davies in achieving excellence in research and teaching while at the same time working actively, through formal and informal channels, to enhance the role and status of women at the University of Pennsylvania." The Council and its Institutional Advancement Committee work toward enhancement of the role and status of women at Penn.



Photos by Walter Selove (top) and Lauren Hamilton

Dr. Ajzenberg-Selove's book (see below)

Alice Paul and Friends

The Association of Women Faculty and Administrators' annual awards breakfast in April honored women from all walks of the University community, starting with the Leonore Rowe Williams Award to Dr. Gloria Chisum, vice chair of the Trustees and chair of the Commission on Strengthening the Community. The award was established by a bequest of the widow of the one-time dean and provost, Dr. Edwin Williams (and Williams Hall is also named for the couple.)

Interim President Claire Fagin presented the award to Dr. Chisum, praising her as a scientist, as an alumna, trustee and overseer, who, in her latest role, led "a Commission that listened to the community" in making recommendations that constitute "a blueprint for our future."

Carol E. Tracy, Esq., an alumna and former director of the Women's Center who now heads the Women's Law Project, became the first recipient of the Robert Davies Award, established to recognize those who share the late Professor Davies's commitment to thought and action in striving for equal rights for women.

A Special Commendation was made to the Trustees Council of Penn Women's Committee on the Institutional Advancement of Women., Constance L. Abrams, Terri Gelberg and Mary Ann Sudo accepted on behalf of the Council, which has raised funds for term chairs and established the Fund to Encourage Women (F.E.W.), which brings outstanding women scholars to Penn. This year, F.E.W. visitors came mathematics, physics and chemistry departments in SAS.

Dr. Fay Ajzenberg Selove, professor of physics, received Special Recognition for her autobiography, *A Matter of Choices: Memoirs of a Female Physicist*, a volume in the Rutgers series, *Lives of Women in Science*.

This year's Alice Paul Awards—the prize-giving program named in memory of the University alumna who wrote the first Equal Rights Amendment, and was the nucleus of the larger A.W.F.A. awards program—were given to 13 students:

Seventh Annual Women of Color Awards

Dr. Gloria Twine Chisum, University Trustee since 1974 and Vice Chair of the Trustees since 1988 and Chair of the Commission of Strengthening the Community, received the Helen O. Dickens Lifetime Achievement Award presented at this year's Women of Color Awards Luncheon on March 4. The Dickens Award is named for a pioneering professor of obstetrics and gynecology at PennMed who is renowned for her work on behalf of teen mothers.

Margaret Hagans Smith, director of business and financial services at UMIS, won the Faculty/Staff Award. Special Recognition was given to Professor Lani Guinier of the Law School and Joann Mitchell, former director of the Office of Affirmative Action.

Student Awards went to Graduate/Professional Students Stephanie Gonzalez and Kam Wong, both Law '94, and Tricia Bent, SW '94; and Undergraduate Juanita Irving, SAS '94.

Special Certificate recipients were:

Staff/Faculty: Julia Henley, Lifetime Achievement Certificate Recipient; nursing assistant, HUP; Christine Davies, administrative assistant, Student Life Programs; Marcine Pickron-Davis, assistant director, Student-Community Involvement; Lorena Pulido, senior admissions assistant, Undergraduate Admissions; and Anuradha (Anu) Rao, director of staffing and development, HUP. Ms. Rao was also honored at this year's Women's Way dinner as one who has devoted her life to improving the quality of life for women and children, and as a "catalyst...for women's rights in the Asian and immigrant communities."

Students: Citations were given to Jun Bang, C '94; Nicole Leta Brittingham, C '94; Tania Cáceres, C '94; and Yasmin Holsey, '94. Recognized as "Delta Women" were Colleen Bonnicklewis, C '93; Ayanna Taylor, C '94; Nikki Taylor, C '94; and Denita Thomas, C '94.

Jodi Bromberg, C '94, Daily Pennsylvanian columnist ("Red Fish, Blue Fish"), member of Kappa Delta sorority, and co-chair of the Lesbian, Gay, Bisexual Alliance at Penn, cited for her ability to "establish common ground among diverse students in the University."

Danielle Kane, C '94; Melissa Mandell, C '94; and Debra Pickett, C '95; honored for leadership including reactivation of the Penn Women's Alliance and sponsorship of new activities such as a student-faculty dinner, a Take Back the Night demonstration, and their writing on feminist issues for *The Daily Pennsylvanian*.

Shannon Parker, C '94, an RA and an organizer of several groups addressing women's issues, and particularly as co-facilitator of White Women Against Racism.

Lisa Topol, an undergraduate who brought suit against a faculty member for sexual harassment, cited as exemplifying courage for others.

Colleen BonnickLewis, C '93; Ayanna Taylor, C '94; Nikki Taylor, C '94; and Denita Thomas, C '94, the four members of Delta Sigma Theta who filed charges of racial harassment in what became known as the "water buffalo" case.

Ed. Note: This is our first *Honors* column since May 1993. Though we ran more pages this year than ever before—thanks to computers for cost control—mandated items of record/opinion devoured the increased space. Some items in these pages are new but others are from a huge backlog on file. An effort will be made to carry still more of the backlog in future issues.—K.C.G.

PennVIPS: Awards to Faculty, Staff and Students

For the second year, the University formally honored at a Faculty Club reception to honor faculty, staff, alumni and students who "believe a difference can be made in society, by doing service activities that will improve the quality of life for all members of our community." Award winners participate in programs sponsored PennVIPS, Alumni Volunteer Activities, Student Volunteer Activities or with other groups whose focus is to make improvements in the near-campus neighborhood.

Special Honors

Dr. Jorge Santiago-Aviles, associate professor, School of Engineering and Applied Science—*Faculty Honor*
Patricia Briscoe, Administrative Assistant, School of Nursing—*Staff Honor*
Michael Li Puma, L '94—*Graduate Student Honor*
Deborah Shavelle, SEAS—*Undergraduate Student Honor*
Kathleen Sullivan, SAS '93—*Alumni Honor*

Certificates of Appreciation

Faculty:

Dr. Robert Rutman, Animal Biology (Vet)
Dr. Andrew Tershakovec, Pediatrics (CHOP)
Ellen-Marie Whelan, MSN, CRNP, Nursing

Staff:

Addie Flowers, Manager, Stouffer Dining Commons

Jodi Forlizzi, Publications Designer, LRSM
Felice Macera, Head Photographer, LRSM
Lt. Susan Holmes, Public Safety
Louis Visco, Director, Maintenance and Utilities, Physical Plant

Scholarship Winners:

Dionee Deborah Bannis, West Philadelphia High
Alma B. Joway, John Bartram High
Noi Nancy Keokanya, University City High
Heather Richards, West Philadelphia High
Brenda Joann Spaeth, John Bartram High
La'Keisha Marie Trice, Overbrook High
Jamal Eric Watson, Parkway Gamma High
Yurlonda L. Wright, Parkway Gamma High

Students:

Carolyn Choi, C '95
Diallo Crenshaw, SEAS '96
Garth Feeney, W/SEAS '95
Nicole Gaskin, SSW '94
Juanita Irving, C '94
Earl Joseph Shorty, former College student
VuDo Vu, SEAS '95

DEATHS

Kim Gamble, a financial administrative assistant in the Office of Student Financial Services, died May 3 at the age of 36. Ms. Gamble worked in the SFS from 1989 until she went on long-term disability in 1991. She had worked in the Treasurer's Office as a collections assistant from 1986 until 1989. Prior to that she was an accounting clerk in Central Gifts. She came to Penn in 1985. She attended the University of Delaware where she majored in law.

She is survived by her husband, Curtis Gamble; her daughter, Janean Gamble; her parents, James Robert and Geneva Rawls; her sister, Vanessa Renee Pompey, her god-sister, Karen Wheeler, her brother-in-law, Keith Pompey; two nieces, Chanel Rae and Alicia Monique; three aunts, Dolores Little, Mary Fuller and Betty Dennis; four uncles, Columbus Dennis, Shelman Dennis, Stanley Dennis and Curtis Little.

An educational trust fund has been established to assist Ms. Gamble's daughter Janean with her educational goals once she graduates from high school. Contributions can be sent to Patricia Coleman, Room 3, Franklin Building, made payable to Janean Gamble.

Dr. Michael J. Mitchell, technical director of DNA Synthesis Lab in the Chemistry Department, died May 5 at the age of 64. Dr. Mitchell came to Penn in 1969 as a post doctoral fellow in chemistry from Ohio State University where he took

a Ph.D. in organic chemistry. In 1972 he became a research investigator. He became a research specialist, jr. in 1981 and a research specialist I in 1982. In 1983 he began what would become a ten-year stint as the founding technical director of the DNA Synthesis Lab which serves Penn's Cancer Center in its gene therapy efforts.

Dr. Mitchell is survived by two cousins, Tansie Davis and John Malant. He left his body to the Medical School and named the University as his sole beneficiary. The Chemistry Department intends to establish graduate fellowships in his memory. A Greek Orthodox 40 Day Memorial will be held Sunday, June 12, 10:30 a.m. at St. Thomas' Church in Cherry Hill, New Jersey.

Horacio Maldonado Rojas, a junior in electrical engineering, died May 2 of lung cancer at the age of 21.

A native of Mexico City, he was active in the Society of Hispanic Professional Engineers, Penn Wharton Mexican Association and a member of the Association Internationale Des Etudiants en Sciences Economiques et Commerciales. He was also a photographer for *The Daily Pennsylvanian*.

As a student he was described by Dr. Jorge Santiago-Aviles, associate professor of engineering, as "a tremendous role model for all the young Latino students at Penn." He is survived by his parents, Mr. and Mrs. Salomon Maldonado Rojas, and his brother, Gerardo.

HIV Testing During Summer

The University's Anonymous HIV Test Site is not just for Penn students: Free HIV testing is also available to Penn staff and faculty. With most students gone for the summer, it is now easier than ever to schedule an appointment for testing and counseling.

Known as the "University Anonymous Test Site," the facility opened in October 1993, and has provided free, anonymous HIV testing and counseling to several hundred members of the Penn community. It is staffed by professionals from the Women's Anonymous Test Site (WATS) affiliated with Hahnemann University Hospital.

The University site is located near the Penn Dental School, at 4019 Irving Street (a narrow street behind Urban Outfitters, between Locust and Spruce). To be tested at this site, you must call to make an appointment (246-5210).

If you are not ready to make an appointment, but would like more information about the University Anonymous Test Site and its program, please call the Office of Health Education (a division of the Student Health Service) at 573-3525.

— Kurt Conklin, Student Health Service
Office of Health Education

Speaking Out

More on Water Buffalo

Professor Abel still does not understand the intervention of the ACLU in the water-buffalo case, and he has misled the University community about the "change" of the agenda of the May 14 meeting. Ironically, or perhaps, alas, not ironically at all, these were the very issues I had requested to testify to him and to his committee about when three of them exhausted the 45 minutes they gave me before getting to these critical events. On April 1, in response to my note of astonishment that his committee might issue a report that would mislead the community, Professor Abel e-mailed me as follows: "When I ask myself why we did not have you come back, I think it was primarily because of what we learned from Eden Jacobowitz and the surprising absence of conflict in the factual accounts we received." Since my role and the ACLU's role between April 26 and May 14 were special objects of the Abel Committee's report, and of Professor Abel's astonishing defenses of that report, how remarkable it is that he spoke neither to me nor to anyone from the ACLU about what occurred, and that he spurned my mid-year offer to make myself available to answer questions, for as long as he needed, on those very subjects. After one year of inquiry, Professor Abel remains, by choice, uninformed.

Let us make the issue of the ACLU or any attorneys acting on behalf of a member of the University clear. Imagine that the University, in its judicial proceedings, was doing something or about to do something that you believed violated your rights—torture, racial discrimination, sexual discrimination, contradiction of its own rules, the violation of its own commitments, and so forth. What would you do? Contrary to Jake Abel's incoherent view, one of your appropriate recourses would be both, on the one hand, to seek a restraining order or injunction to prevent them from harming you in any of these ways and, on the other hand (listen well, Jake), actually to accept the relief from injustice offered by the University when faced with such a suit. Professor Abel's belief that one should accept the injustice (torture, discrimination, violation of stated procedures, broken promises), refuse the relief, and only then, with harm done, sue, is simply absurd. Seeking and accepting relief from one of the countless horrors visited upon him was what Eden Jacobowitz did, through his attorneys, among whom was the ACLU, on May 13, 1993. Why? The reason, contrary to Professor Abel's uninformed opinion, was that the University, acting against Eden, had changed the terms of the May 14 hearing, in violation of the promise of its Judicial Administrator (and in violation of its own rules about requisite time for notification of the nature of a hearing). Eden was scheduled for a hearing on April 26, 1993. Penn wrongfully cancelled that. Eden's witnesses dispersed. The Judicial

Administrator offered a May 14 hearing solely for the purpose of hearing a request to dismiss charges. He stated clearly and gave me his word that, obviously, Eden couldn't be tried without the witnesses we had assembled for exculpation, especially when that hearing had been cancelled inappropriately. Late on the evening of May 12, the JA phoned me to tell me that despite his alleged "independence," he had been "instructed by superiors to make the May 14 hearing a disposition of guilt or innocence." That action, you (but not Professor Abel) will understand, was the alteration of the hearing of May 14.

The next day, informed of this atrocious and illegal act, Eden's attorneys began preparing a complaint to seek an injunction, and they informed the General Counsel's office, as a matter of courtesy, of what they were doing. Late in that day, the General Counsel's office decided to honor the JA's promise to me, and the General Counsel spoke by phone with the legal director of the Pennsylvania ACLU, the outcome of which was the letter that Jake Abel offered as his "Appendix" (now, if he only could come up with the suppressed eleven-page University Police report on the water-buffalo case, exonerating Eden Jacobowitz, we would be getting somewhere). Where the General Counsel wrote "As we discussed," add the phrase "on the phone a little while ago when the University decided not to go to court on this one." Where the General Counsel wrote, "Alan Kors's request," read "per the categorical promise made to Alan Kors and Eden Jacobowitz when the JA advised them not to bring any witnesses at all to the May 14 hearing."

Professor Abel continues to misinform the Penn community, for reasons beyond honesty, integrity and decency. It truly is a moral scandal!

— Alan Charles Kors,
Professor of History

Ed Note: To the offer of right-of-reply in this issue, Professor Abel asked that readers be referred to earlier discussions in *Almanac* by date. The Board of Inquiry Report appeared April 5; comments were published in the issues of April 12, April 26, and May 3. See also Council coverage, page 1 of this issue.

The following was sent by the Graduate Student Associations Council to the Trustees and to *Almanac* for publication. The text was composed by the GSAC Multiculturalism Committee and approved by the GSAC at its April 26 meeting.— K.C.G.

On Multicultural Commitment

Dear Trustees of the University of Pennsylvania and Members of the Penn Community:

The University of Pennsylvania has demonstrated its commitment to multicultural understanding in many ways, including

recruitment of international and minority students and faculty and sponsorship of community outreach programs. We are concerned, however, that Penn's political commitment to promoting appreciation of cultural diversity within America and the world is not matched by adequate support for the academic programs which promote these goals. We the Graduate Student Associations Council (GSAC) call on the Penn administration to reaffirm its commitment to multiculturalism by redirecting its resources, or developing new resources, in order to give much greater support to programs of intercultural studies, within both the humanities and social sciences, and within the professional schools where appropriate.

GSAC on April 16, 1991 passed a resolution calling for increased pay and job security for language teachers holding the rank of lecturer or senior lecturer and the creation of tenure-track positions for those language teachers. The resolution opposed any tendency to downgrade those positions in terms of pay or term of contract, or to transfer courses taught by those individuals to the College of General Studies or the Penn Language Center. This resolution was a response to remarks rumored to have been made by Penn administrators calling into question the status of senior lecturers in the languages. Good language teaching is essential to the understanding and appreciation of cultures, and should be given much higher priority and prestige. We applaud the achievements of the Penn Language Center and the College of General Studies at enhancing Penn's multicultural course offerings. However, we believe that traditional departmental structures are essential for the long-range development of programs in intercultural studies. We also believe that more appreciation should be shown for the lecturers or senior lecturers, many of whom are women and/or members of minority groups, who have been at this University for many years and done exemplary work for low pay and minimum job security.

In the past few decades Penn has eliminated or failed to refill many positions in Asian and South Asian Studies. Both the Internal and External Review Committees of the Department of Asian and Middle Eastern Studies have recommended increased support to AMES, including new appointments and more fellowship support. We endorse these recommendations. We urge the rebuilding of the South Asia Regional Studies Graduate Group by means of tenure-track appointments in cultural anthropology and Dravidian languages and literatures, and the creation of a program in Islamic studies, in order to reclaim Penn's status as the paramount center for Asian studies in the world. We also support increased attention to other areas of the world, including Africa, Latin America, the new nations of the former Soviet Union, Central Asia, and Southeast Asia.

Speaking Out welcomes reader contributions. Short timely letters on University issues can be accepted through June 30 for the July 12 issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. — Ed.

Speaking Out

This year the Dean of Arts and Sciences has proposed the elimination of several departments, including American Civilization and Religious Studies. Although some of the arguments in favor of these decisions may be valid, it seems to us that the real reasons, especially in the case of Religious Studies, are mostly ideological. We support the existence of a Department of Religious Studies as essential to the future, not only of the discipline of religious studies, but of balanced programs in humanities in general, at Penn. We urge the administration to reconsider the decision to dismantle the Religious Studies Department.

We support a strong interdisciplinary program in American Civilization, including American ethnic studies. Although we applaud the administration for creating a position in Asian American Studies, much more should be done to develop a strong interdisciplinary program in American and international ethnic studies. We support the Afro-American Studies Program and the Women's Studies Program, and the increased attention of our academic programs to marginalized groups such as gays and lesbians. GSAC supports the Penn administration's efforts to recruit more international and minority students and faculty, but we believe that much more can and should be done.

GSAC encourages the development of distinctively multicultural approaches within traditional departmental structures, such as experimental class offerings and innovative teaching techniques. The TA Training Center which GSAC is setting up will facilitate such innovations.

We encourage the Penn community to learn more about the intercultural academic programs at Penn. We are concerned about gratuitous and ill-informed criticism of some of our programs which has appeared in recent years in the news media serving the Penn community. Most recently, the Department of Folklore and Folklife has come under attack, but in past years, other programs such as Asian and Middle Eastern Studies (formerly Oriental Studies) have been subjected to much unfair criticism, based on misunderstanding. GSAC is planning a seminar or workshop and preparing a brochure on "Multiculturalism at Penn," in order to inform the Penn community about the valuable resources of this university for intercultural understanding.

We urge careful examination of all our concerns by the administration, and decisive action to coordinate the expansion of Penn's diverse programs of intercultural studies, which should have the greatest rigor, depth, and breadth. We should look to the future, without neglecting our traditional areas of strength.

Submitted on behalf of GSAC by

— Edward E. Baptist, Treasurer

— Jerome H. Bauer, VP/ Academic Affairs

— Donna Knauth, Representative, Nursing

— Maria Modica, Representative, Biology

— Vanessa Nash, Representative, South Asia Regional Studies

— Leonard Reuter, Representative, Asian and Middle Eastern Studies

Council: Scale of Revlon Center...Options for ROTC

The University Council's May 4 meeting gave a year-end wrap to several topics under study for most or all of the academic year just past.

After Interim President Claire Fagin summed up highlights of the year, Provost Marvin Lazerson updated Council on major searches: for Museum director (completed; see *Almanac* May 10), for Dean of Veterinary Medicine (starting second-round interviews in May) and Graduate Education (a short list to be given to the President and Provost by July 1).

Dr. Lazerson also announced a name change for the Department of Systems at SEAS (to Department of Systems Engineering), effective July 1, and said he is reviewing proposals to establish a department of Real Estate at Wharton and one in Family Practice and Community Medicine at the Medical School.

In a report on International Programs (*Almanac* May 3) Dr. Vivian Seltzer gave a skeleton plan for bringing guest faculty from other countries, with refinements to come next term. The Admissions and Financial Aid Committee's interim report by Dr. Warren Seider asked continuation of need-blind admissions and increased pursuit of funds to endow scholarships.

Revlon Center: Responding to a request by trustees to scale down the initial design that would require an estimated \$65 million to build, Provost Marvin Lazerson outlined a \$36 million project that includes a 300-seat open auditorium and a "black box" theater with flexible seating; music practice rooms and rehearsal rooms; meeting rooms; a 24-hour study lounge; offices for undergraduate and graduate student organizations; a food area (perhaps modeled on the Reading Terminal Market); and mailboxes for all on-campus student residents.

A full-service Book Store would be located adjacent to the Center (rather than as its cornerstone, as initially proposed) and would be expected to pay for itself. Following through on the Bookstore Committee's proposal this year, the new store would incorporate an indoor/outdoor coffeehouse—though in the meantime, a later-hours coffeehouse is to open in the present Bookstore in September.

Architects are expected to have drawings in a few weeks, Dr. Lazerson said, and about \$20-\$25 million of the needed funding can be tentatively identified. Topics of the Q & A included:

— the allocation of only 5000 square feet for meeting rooms in view of Houston Hall's having 10,000 square feet now (the Provost responded that it might be possible to add 2000 or 3000);

— whether the food area could be expected to serve as a social area when not being used for dining and vending. Dr. Lazerson said the plan now gives dining about 13,000 square feet to seat about 350 people, and the suggestion for multiple use would be considered.

— a request by A-3 Assembly's Rochelle Fuller for an Assembly office in the Center.

ROTC Review: In its preliminary report to the Provost, the Committee to Review ROTC Operations on Campus suggested that the third of five options be chosen to begin negotiations with the Department of Defense. Moderator Will Harris said the final report will be submitted to the University community before it goes to the Trustees. The five options:

1. Maintain the status quo;
2. Change the University's discrimination to refer to "unlawful" discrimination;

3. Adopt an "arm's length" arrangement in which students would receive no degree credits for ROTC, and ROTC would not be given support staff or rent-free space at the University;

4. Negotiate a cross-town/regional consortium agreement in which ROTC would operate off-campus;

5. Terminate all University involvement, and possibly prohibit all student involvement, in ROTC.

The Committee advised that if the University's criteria cannot be met under option 3, negotiations should move to option 4. Dr. Lazerson said discussions with D.O.D. would begin at the discretion of the incoming Penn administration.

Comment ranged from a caution by Dr. Larry Gross that "since the military continue to attempt to recoup scholarship money from ROTC students later discovered to be gay, the University should avoid entering even into an arm's length arrangement" to that of Capt. Michael Tollefson, a member of the Committee, who said the Committee saw the Armed Forces policy as evolving so that in the event it became more consistent with University policy, it would be prudent not to have severed the relationship.

Commission: Briefly outlining the administration's response to recommendations of the Commission on Strengthening the Community (*Almanac Supplement* May 3), Linda Hyatt of the President's Office said all organized constituencies will be approached as implementation goes forward. She also praised Council's foresight in setting up a Committee on Pluralism.

Conduct Code: Speakers asked clarification of Ilc's language on the "right to equal educational opportunity," and debated whether IIIa (making compliance with public law a component of the campus code) conflicts with principles of civil disobedience. The code now goes to University General Counsel for commentary, and the Provost will submit his recommendations to the President.

Council Bylaws: The bylaws are scheduled for publication and vote in the fall. In the interim, Dr. Gerald Porter said Steering will implement some aspects that are within its purview, including continuation of A-1 and A-3 representation on Steering as observers until such time as they are accorded full-member status. In preliminary discussion, the chief item of debate was whether the bylaws should formalize the set-aside of a seat for the UMC in the undergraduate component.

Board of Inquiry: At the beginning of discussion of the report (*Almanac* April 5) on procedures used in the "water buffalo" case, Dr. Jacob Abel opened with an objection to references to the Board of Inquiry as the "Abel Committee," noting that it tended to marginalize the other four members of the Board and to demonize him.

Dr. Michael Cohen said he objected to letting the report stand as an official procedural history, charging that it overlooked cancellation of Mr. Jacobowitz's April 26 hearing. He criticized the report's rejection of the ACLU role, and called the report's expectation of independence in a JA and JIO "unrealistic."

Provost Lazerson concluded the discussion with the statement, "It is important to recognize that the charge to the independent Board of Inquiry was to examine the procedural aspects of the 'water buffalo' case. In so doing it has determined that the procedures as written were not followed. I commend the Board of Inquiry for doing what it was supposed to do."

Entries for PSA Student Directory

All University offices should have received an entry form and a copy of their entry in last year's "University Listings" section of the *Student Directory*. If your office plans to be listed in this year's edition, the form must be returned to Penn Student Agencies, Lower Level, Houston Hall, by May 27, 1994. If your office has not received an entry form or has any questions or concerns, please contact Penn Student Agencies Publications at 898-6815 as soon as possible.

—Carrie K. Jordan, Publications Director, P.S.A.

PennMed: Cancer Research Online

Drs. E. Loren Buhle, and Joel W. Goldwein, of PennMed's department of radiation oncology have created the Internet's first multimedia cancer information resource. Oncolink, combines current data on cancer research with images, movies, and sound. Since its inception on March 7, Oncolink has averaged 2,000 responses per day. Drs. Buhle and Goldwein hope draw on the work of colleagues at other institutions and to establish an editorial board for this resource.

For more information: Dr. Buhle, 662-3084 (buhle@xrt.upenn.edu) or Dr. Goldwein, at 662-7147 (goldwein@xrt.upenn.edu).

Discount: 'Networked Info' in June

Penn is hosting the first ever regional meeting of CAUSE and CNI, the Coalition for Networked Information, *Networked Information Access and Delivery: An Update for Computing Professionals and Librarians* at the Penn Tower Hotel, June 2-3. CAUSE has just announced that Penn faculty and staff qualify for a special \$150 fee. The full conference fee is \$220 for CAUSE/CNI members and \$300 for non-members. Please note that registration is through CAUSE in Boulder, Colorado.

In addition to presentations featuring demonstrations of Internet resources, there will be kiosks offering hands-on demos for attendees.

If you would like to arrange to have your network resource featured on the kiosks (Mac, Windows, perhaps X terminals), please contact Magida Phillips (magida@dccs).

Information and the full conference schedule may be found on PennInfo (kiosks listed below) by searching keyword "CAUSE." Conference and registration information is also available by calling CAUSE's conference line 303-939-0315, by sending e-mail to conf@cause.colorado.edu or on the CAUSE gopher server.

—Dan Updegrave, Associate Vice Provost
for Information Systems and Computing;
Executive Director, DCCS

PennInfo Kiosks on Campus

Benjamin Franklin Scholars Office
The Bookstore
College of General Studies Office
The College Office
Computing Resource Center*
Data Communications & Computing Services*
SEAS Undergraduate Education Office*
Faculty Club*
Greenfield Intercultural Center Library
Houston Hall Lobby
Office of International Programs
PennCard Center
Penntrex Office
Student Employment Office
Student Financial Information Center
Student Health Lobby

* kiosk uses point-and-click software.

FROM THE PRESIDENT

Developing Guidelines on Electronic Records

Under Protocols published in 1990 (*Almanac*, January 23, 1990), the University Archives and Records Center is responsible "for the orderly retention and disposition of all University records, both active and inactive, and for the timeless preservation of historically significant documents and other materials." Pursuant to its responsibilities under the Protocols, the Advisory Committee on the University Archives and Records Center has recommended the formation of a Task Force on Electronic Records to develop similar, University-wide protocols for the maintenance and retention of electronic records. I concur and have appointed and charged the Task Force as described below.

The report of the Task Force will be advisory to the President, in the same manner as the reports of the Committee on Records Management (1984-85) and the Committee on Archival and Records Management Policy (1988-89). I anticipate that its recommendations will eventually be incorporated as amendments to the existing Archives and Records Center Protocols, as outlined below. I have asked the Task Force to report to President Rodin no later than February 1, 1995.

—Claire Fagin, Interim President

Charge to the Task Force on Electronic Records

Under the Protocols of the University Archives and Records Center promulgated by the President in 1990, the Archives and Records Center are responsible for collecting, preserving and making available for research historically significant records documenting the life of the University. The creation, use, maintenance and disposition of University records, including those which are historically significant, increasingly takes place in electronic format. No operating guidelines currently exist, however, for the Archives and Records Center to fulfill its mission in regard to electronic records. Penn, like other major research institutions, must look carefully at its commitment to this aspect of its archival program. To this end, the Task Force on Electronic Records is charged to:

- Selectively survey the approaches adopted by peer institutions.
- Develop guidelines that define the responsibilities of records creators and the Archives and Records Center staff for the management of electronic records of potential historical value.
- Determine criteria for the selection of electronic record transfer and storage technologies.
- Recommend standards for electronic record keeping, preservation and updating of documentation, scheduling of records, transfer of permanent records to the Archives, and maintenance and use of permanent records in the Archives.
- Advise senior administration on the resources required to implement the programs recommended.

The Task Force's recommendations shall be advisory to the President and consonant with the existing Protocols of the University Archives and Records Center. Upon receipt of the Task Force's report, the President shall ask the Advisory Committee on the University Archives and Records Center to recommend appropriate changes to the existing Protocols and other appropriate steps needed to implement those recommendations of the Task Force accepted by the President. Such changes will be published for comment in *Almanac* before formal adoption by the President.

Membership of the Task Force on Electronic Records

Co-Chair: Joan E. Lynaugh, Professor of Nursing

Co-Chair: Robert L. Pallone, Director of Development Information Systems

Noam H. Arzt, Director of Special Projects, Data Communications and Computing Services

Kristine Briggs, Office Manager, Office of the President

Jeanne Flanagan Curtis, Director of Data Architecture, Office of the Vice Provost for Information Systems and Computing

Wilson Dillaway, Assistant Director for Library Systems, University Libraries

Michael W. Kearney, Associate Director for Academic Services, University Data Center

Mark Frazier Lloyd, Director, University Archives and Records Center

Martin Pring, Associate Professor of Physiology, Director, Medical School Computing Facility

Francesca Seidita, Manager of Information Resource Management, Office of Resource Planning & Budget

Gary Truhlar, Director, Human Resources Information Management

Ira Winston, Director, Computing and Educational Technical Services, School of Engineering and Applied Science

During the Downtime: *Almanac* is not budgeted to publish weekly during the summer when campus population is down, but staff are on duty to assist contributors in planning future insertions. This summer we are also working on plans for increased use of electronic media to reinforce print publication—and perhaps in some cases to supplant it. We will be pleased to hear from readers who have views on the uses and limits of PennInfo in connection with the *Almanac* charge to provide University news, record and opinion.

We expect to have a midsummer print edition on or about July 12. Meanwhile, readers are urged to check PennInfo's main menu regularly during breaks. News and emergency information is increasingly posted there from many authoritative campus sources.

Recognized Holidays for Fiscal Year 1995

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1994 through June 30, 1995) on the dates listed below:

- Independence Day, Monday, July 4, 1994
- Labor Day, Monday, September 5, 1994
- Thanksgiving, Thursday and Friday, November 24 and 25, 1994
- Christmas Day, Monday, December 26, 1994
- New Year's Day, Monday, January 2, 1995
- Memorial Day, Monday, May 29, 1995

In addition, staff are eligible for a floating holiday off each fiscal year (effective July 1) 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, 1994. 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.

Note: Memorial Day, the remaining holiday of the current 1994 fiscal year, will be observed on Monday, May 30, 1994.

— Division of Human Resources

About the Crime Report: Below are all Crimes Against Persons and Against Society listed in the campus report for the period May 9 to 22, 1994. Also reported were Crimes Against Property including 45 thefts (including 16 burglaries, 6 of auto, 14 from auto, 12 of bikes & parts); 1 incident of forgery & fraud; 9 of criminal mischief & vandalism; 2 of trespass & loitering. Full reports are 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 May 9 and 22, 1994. 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 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—3, Simple assaults—2,

Threats & harassment—2

05/09/94	12:40 AM	3700 Block Chestnut	Robbery w/simulated weapon
05/09/94	2:45 AM	38th & Chestnut	Robbery of cash w/simulated weapon
05/14/94	3:32 PM	University Ave.	Attempted robbery by unknown juveniles
05/17/94	2:50 PM	College Hall	Harassment by unknown male
05/19/94	4:12 PM	100 Block 38th	Continuous harassment/citation issued
05/19/94	5:35 PM	Meyerson Hall	Dispute between employees
05/21/94	12:20 AM	38th & Chestnut	Domestic dispute/private criminal complaint

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

Threats & harassment—1

05/14/94	7:17 PM	3900 Block Chestnut	Males in dispute
05/16/94	11:43 PM	3935 Walnut St.	Store robbed/employees locked in restroom
05/17/94	11:47 PM	Low Rise North	Hang up calls received at reception desk
05/18/94	12:40 AM	3800 Block Sansom	Males w/simulated weapon took watch & wallet

41st to 43rd/Market to Baltimore: Robberies (& attempts)—1

05/18/94	12:37 AM	4200 Block Spruce	Unknown male w/knife took purse/purse recovered
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Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—1

05/09/94	4:20 PM	24th & Spruce	Robbery of wallet and contents
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Crimes Against Society

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

05/18/94	12:34 AM	100 Block 38th	Dispute over payment of merchandise/male cited
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38th to 41st/Market to Baltimore: Disorderly conduct—1, Weapons offenses—2

05/21/94	2:51 AM	39th & Chestnut	Male searching vehicle involved in accident/cited
05/21/94	2:57 AM	39th & Chestnut	Firearm taken from vehicle/male cited
05/22/94	1:13 AM	3900 Block Spruce	Male w/gun/arrest

18th District Crimes Against Persons

May 2-8, 1994

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

Totals: 12 incidents, 5 arrests

Date	Time	Location	Incident	Arrest
05/03/94	7:25 PM	1354 Melville	Aggravated Assault	Yes
05/03/94	9:15 PM	4222 Walnut	Aggravated Assault	No
05/04/94	12:00 AM	4800 Woodland	Robbery	No
05/05/94	12:35 AM	4000 Pine	Robbery	No
05/05/94	6:42 PM	4815 Woodland	Aggravated Assault	No
05/06/94	2:10 AM	100 S. 38th	Robbery	Yes
05/06/94	9:25 AM	3100 Chestnut	Robbery	No
05/06/94	1:05 PM	4500 Regent	Robbery	No
05/07/94	1:25 AM	4000 Locust	Robbery	Yes
05/07/94	2:15 AM	3400 Civic Center	Aggravated Assault	Yes
05/07/94	7:05 PM	4800 Pine	Robbery	No
05/08/94	12:01 AM	4508 Sansom	Aggravated Assault	Yes

Call for ICA Volunteers

Get your artistic feet wet as an "Avant-Guard" at the Institute of Contemporary Art. Receptionists needed for half days on Mondays and Tuesdays. Other volunteer openings also available. Contact the volunteer director at 732-8265 or 525-3117.

Training Reminder: Summer Programs

In anticipation of summer, the Office of Environmental Health and Safety (OEHS) would like to remind all faculty and sponsors of summer science programs that non-affiliates working in laboratories must adhere to the following University policy:

OF RECORD

Policy on People Not Affiliated with the University of Pennsylvania Who Work in University Laboratories

To provide for the safety of individuals and to ensure compliance with applicable regulations, the University has established the following guidelines:

1. All non-affiliated individuals who work in laboratories must attend mandatory training programs on biological and chemical safety offered by the OEHS. For information on scheduling of these programs, call 898-4453.

2. Individuals who work in laboratories must be participating in officially sponsored University educational programs or activities. Such programs or activities must be approved by the Dean of the sponsoring School. OEHS should be consulted to review approved programs to ensure relevant safety issues have been addressed.

Non-affiliates are those people that are not University students, faculty or staff. All non-affiliates working in University laboratories must have proper training in biological and chemical safety prior to participating in University sponsored programs or activities.

— Matthew D. Finucane, Director, OEHS

Deadline for July Issue: The deadline for copy for the midsummer issue is July 1. Information may be sent via e-mail, campus mail, via fax or hand carried if the deadline is approaching.



Almanac

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Proud to be Part of the Family *by Henry Cisneros*

Parents, family, friends of the graduates and, most important, the graduates of this university's 238th commencement class of 1994.

The circumstances today are such that a courteous commencement speaker or perhaps one concerned about his own survival would be brief. Or we will have a commencement of a different kind—a commencement of an epidemic of pneumonia. So I say I will put aside my prepared text and just say three brief things to you today.

The first is to say thank you for inviting me today and thank for letting me be part of your commencement as one of the honorary degree recipients.

I say thank you because you've allowed me to be part of the University of Pennsylvania family and there is no one in this audience who could respect or appreciate this university more than I do. And I want to tell you just very briefly a personal story associated with my 6-year-old son who was born with what we were told the night of his birth was an irreparable heart defect. We searched the country for the best institution, the best surgeon, and after some years of searching settled on the Children's Hospital of Philadelphia, a University of Pennsylvania institution. And a Dr. Robert Norwood at that institution.

Last summer, last July, we spent two weeks here and when my son left he not only had a successful surgery but a promise that there would be no need for any additional surgery. He is a healthy 6-year-old thanks to the investment in excellence that this institution represents. I have a respect for it that you can never imagine. You should be proud to be part of the family of such a great institution. And I thank you for letting me part of that family.

Secondly, I want to say congratulations. You have mastered a course of study, you have excelled, but perhaps most important, you have stuck to the task that you set out on. I have found over the years that it isn't necessarily the wittiest or the prettiest or those who start with the most who succeed in life in our country, but those who single-mindedly stick to a course. You have proven in these years that you can do that and perhaps that set of skills will serve you more than any other that you take from this institution. But congratulations to each and every one of you for what you have accomplished.

Thirdly, I want to make clear to you today how much your country needs what you represent in talent and in energy. I came to this job 15 months ago not because I wanted badly to be in the cabinet and HUD was some kind of conciliation prize, the last choice available—it wasn't that way. It was because I believe that the problems that confronted me—the most serious problems that would determine whether this country can survive—are those that relate to the portfolio of this agency. Issues of city, and race, and class, and poverty and I asked the President for the opportunity to serve in this capacity.

Over the last 15 months, I have learned that the problems are worse than I thought. We have too many homeless people, too many people living in horrible public housing, too many cities that are in trouble and the great unresolved questions of our time are those of the separation of Americans by race and class.

Last week, *The New York Times* published a story about Philadelphia. It was a story about how a merchants' association here raised \$50,000 to open a farmers' market in a public housing project in southwest Philadelphia. The people there can buy fresh produce, some of the children there are tasting fresh carrots and celery for the first time in their lives. The merchants who began this project started it because they saw a need.

But even as this is a kernel of hopes and possibilities, within it is contained a bitter set of questions. Why in a city such as this are little children growing up without knowing the taste of fresh vegetables? How is it that a 41-year-old woman mistook a piece of asparagus for sugar cane?

This can happen in America because 40 years after the Supreme Court ruled in *Brown v. the Board of Education* we still have facilities that are separate and inherently unequal. We still live in a society divided into racially separate communities that are unequal. It can happen because in a great metropolitan area thousands of people are cut off from each other by race and class. It can happen because people live in settings where there are virtually no opportunities, no jobs, no businesses.

Our greatest challenge in our society I believe is to dismantle the structure of urban residential separation by race and income which University of Chicago sociologist Douglas Massey has called American apartheid. We must bring down this structure before it brings down our whole country, destroying our cities so that we can't escape its corrosive effects no matter where we live or what job we have. I submit that this poses questions for you—some basic questions.

First of all, can we all acknowledge that we share this problem, that it is about *us*? That we must transform a country separate and unequal into a country where everyone has possibilities and potential no matter what their origins.

Secondly, can we talk about these things? Can we bring wisdom to these issues so that we can achieve a real understanding across the chasm that divides us? Can we work together honestly, work together across racial lines, across jurisdictional lines, across party lines to address these great unresolved questions of our country?

And can we acknowledge that this kind of change begins with each one of us who has the opportunity to do something meaningful? Change begins with each of you who have the talents and the skills and the training and the energy and the future. Yes these great unresolved question will involve your futures because they will play out on your time, on your watch.

Undergraduates, before you are 30 years old, in the year 2000, these problems must be addressed. While you're still in your working careers a quarter of the way into the next century, the year 2025 (some of you will be just 50 years of age), these issues must be resolved or they will take our country to great danger. These are not themes of national extraction. These are for you very personal questions.

In a real sense, today is an act of faith in the future. The very fact that we believe in education, that this kind of investment has been made in the University of Pennsylvania is an act of faith in a better future.

And you are the main reason why we all have faith in the future. Yes, it is a future of difficult challenges but also one of immense possibilities. Of sober commitments but also of fulfillment and accomplishment and excellence and the joy of doing your part. Your country needs your skills and talents on the job.

Wonderful things are possible but we need you engaged. Thank you very much for allowing me to be part of it.

