

Almanac

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365 Days Until ENIAC's 50th—and the City's "Year of Computing" Starts

Fifty years after the birth of the new age of information at Penn, Philadelphia will launch the "ENIAC 50th Celebration: Year of Computing." The celebration, like the development of computing after ENIAC, is expected to spread from Penn and Philadelphia to other major computing centers around the world.

Starting on February 14, 1996—the 50th anniversary of the first computer, ENIAC—Philadelphia will honor computing pioneers and major contributors to the industry open a major new science and technology exhibit; place a series of interactive, information kiosks around the city; host business leaders and top-level students; and expand on-line information about the Philadelphia area.

"Year of Computing" events and exhibits will be spotlighted during the 22 trade shows and conventions related to information technology that are being held at the new Pennsylvania Convention Center in 1996 and 1997. Among the groups with definite links to the ENIAC 50th Celebration are ACM, "The First Society in Computing," the IEEE Computer Society and EDUCOM. The three groups have 300,000 members.

A broad-based coalition of industry, professional associations, academic and government organizations has been formed and will be led by the ENIAC 50th Celebration Committee, which will be led by Dr. Judith Rodin, President, University of Pennsylvania; James A. Unruh, Chairman and Chief Executive Officer, Unisys

Corporation and Chairman, Greater Philadelphia First, The Franklin Institute and Philadelphia Mayor Edward G. Rendell.

The celebration will not only commemorate the first demonstration of the Electronic Numerical Integrator and Computer (ENIAC) at Penn's Moore School of Electrical Engineering in 1946, but also focus on the many different ways that computing will impact all aspects of daily life.

"Technological change is impacting virtually every aspect of life around the globe," Dr. Rodin said. "The celebration will provide opportunities for academics, students, business leaders and Philadelphia visitors to stimulate new ideas about how computers can and should change our lives in the 21st century."

Among the key events and exhibits of the "Year of Computing" are:

- A dinner on February 14, 1996, with leaders from throughout the world, honoring pioneers and builders from the computing field.

- In summer 1996, The Franklin Institute will open a new \$7 million permanent exhibit, Inside Information, that will explain key scientific concepts of information technology and show how its extraordinary tools can make magic.

- Philadelphia tourist and government agencies are working to create a network of interactive, information kiosks—Philadelphia-By-Day, Philadelphia-By-Night—to debut this fall at the Pennsylvania Convention Center.

- ACM, "The First Society in Computing," founded shortly after the unveiling of ENIAC, will

also launch its 50th anniversary commemoration during ACM's Computing Week '96 conference to be held in conjunction with the ENIAC celebration. ACM's year-long celebration will commence with a retrospective on computing and ACM's role in the early stages of the field and culminate in San Jose in March of 1997 with a prospective on the future of information technology. ACM, an 85,000-member association, will host special events and more than 75 conferences during the year that will recognize these mutual 50th anniversaries throughout the world.

- Twenty-two conventions and trade shows related to information and computer technology will be held at the Pennsylvania Convention Center in 1996-1997. Exhibitors and attendees will be invited to take part in "Year of Computing" Programs.

- During the summer of 1996, Penn will recreate the famous Moore Summer School that, in 1946, brought from around the world, the scientists and engineers interested in computing and launched the computer age.

- For the 1995-1996 school year, The Franklin Institute and Unisys will install state-of-the-art equipment in selected elementary schools nationwide as part of a three-year, \$6 million Science Learning Network (SLN) project funded by Unisys and the National Science Foundation. SLN is designed to encourage science teachers to use the Internet as an on-line educational resource in the classroom.

—Office of News and Public Affairs



Steve Schutt



Linda Gilvear

Tommy Leonardi/Compass photo

To President's Staff: Ms. Gilvear, Mr. Schutt, Mr. Hartman

With the appointments of three new members, President Judith Rodin rounds out the staffing of the Office of the President as follows:

Chief of Staff: As her Chief of Staff, Dr. Rodin has named Stephen D. Schutt, the former chief of staff for U.S. Senator Harris Wofford in Washington. Mr. Schutt is a graduate of Earlham College and the University of Pennsylvania Law School. Before serving as Senator Wofford's chief of staff, Mr. Schutt was deputy secretary of the Pennsylvania Department of Labor and Industry.

He will provide oversight and manage all units reporting to the President's Office as a responsibility center (which includes Archives, Affirmative Action, Almanac, Executive Office of the Budget, Ombudsman, and other units). He will also serve as a senior policy advisor to President Rodin, with a particular focus on economic development issues, and will work closely with all deans, faculty and staff in this position.

Director: The new Director of the Office is Linda L. Gilvear, former director of campaign programs in the Development Office.

Ms. Gilvear joined Penn in 1984 as assistant director of development at SEAS, then served on the University development staff as associate director of individual gifts and as director of southern regional programs until the start of the Campaign for Penn. A graduate of Penn State in speech communication, she also took her M.A. there in education and spent her early career in teaching and management.

She will direct all staff responsible for day-to-day operations, including business administration, computer support, office staff, and presidential mail. She will also direct staff responsible for special events and for the President's House.

Staff Writer: Dr. Rodin has named a new staff writer/assistant, Jeffrey Hartman, a 1990 honors graduate of the College of William and Mary who is the former assistant to the president of the Natural Gas Supply Association in Washington, D.C.

The three new members join two other senior staff members—Jean Avnet Morse whose appointment as Deputy to the President was announced in the fall, and Dr. Stephen P. Steinberg, who continues as Assistant to the President.

Associate Dean for Undergraduate Education Robert A. Rescorla asks faculty to inform deserving students in the College of the availability of small grants to support research by undergraduates. With funds provided through the generosity of the College Alumni Society, alumni, and friends, the College will defray research expenses for projects selected on a competitive basis. Proposals from College students approved by their Undergraduate Chair or Program Director are due on March 15, 1995, and grants will be announced in April.

The College of Arts and Sciences Undergraduate Research Grants

Request for Proposals

One of the great strengths of the University of Pennsylvania is its capacity to offer significant research experiences to its undergraduates. The College of Arts and Sciences each year makes available a number of Undergraduate Research Grants to support original research and scholarship by students in the College. With eight grants developed and funded in perpetuity by alumni and the College Alumni Society, this program has grown with the subsequent establishment of the Dean's Research Award by alumnus Dr. Harry E. Gruber.

These grants are intended to help pay the costs of research projects proposed by students and approved by a faculty panel.

The grants will be administered according to the following guidelines:

1. The project shall represent original research or scholarship allowing the student to make a significant contribution to knowledge.
2. The project shall be largely conceived and executed by the student and not simply represent faculty research in which the student assists.
3. Grants will be made only for research that is conducted after the proposal has been approved. Decisions will be made in April of each academic year for projects that are to be carried out during the summer or the following academic year. In no case will projects already completed be funded.
4. Each approved project shall have a faculty advisor who will normally be a member of the SAS standing faculty. In some cases, a qualified advisor from outside the SAS faculty may be assigned, subject to the approval of the student's undergraduate chair or program director.
5. Students awarded these grants are expected to document their research in the form of a formal research paper and to present their papers orally at a meeting of faculty and peers in their fields. The meetings will be held prior to or during the subsequent Alumni Weekend. Copies of the papers shall be submitted to the alumni donors as well as the College Alumni Society or other funding organization as appropriate.
6. Funding provided should be used to help defray the student's research costs and should not be a substitute for financial aid for which he or she is otherwise eligible, nor for the advisor's research funding.

Types of expense to which the funds may be applied include research equipment and supplies, including books, films, and photocopying; computer or laboratory fees; specialized computer peripherals and software; travel to libraries, museums, archives, and research sites; living expenses that would enable the student to remain at the University during the summer.

Last year's awards ranged from \$750 to \$1,000; the maximum for each award this year is expected to be about \$1,000.

Students will be expected to submit a final report of expenditures to the Associate Dean for Undergraduate Education.

Application Procedures

1. Obtain an application form from:
Dr. Robert A. Rescorla
Associate Dean for Undergraduate Education
College of Arts and Sciences
133 South 36th Street, Mezzanine/3246
2. In consultation with a prospective faculty advisor and with the undergraduate chair in your major department or your major program director, prepare a prospectus describing the background to the proposed topic, the main thesis or hypothesis to be investigated, the method or methods to be used, and a budget.
3. Request a letter of support from the advisor.
4. Submit seven copies of the application packet including your prospectus and advisor's letter to your undergraduate chair or program director.
5. Research involving animal or human subjects or hazardous materials must also be submitted at the same time for approval by the relevant University oversight committees. Students should consult with their advisors.
6. The undergraduate chair or program director should sign the application form and forward one copy of the entire packet to the Associate Dean for Undergraduate Education.
7. Awards will be made by a faculty committee designated by the Associate Dean for Undergraduate Education.
8. Students whose projects are approved may want to register for Independent Study in their departments or programs. Credit may be given for one or two semesters, at the discretion of the undergraduate chair or program director.

February 21 PPSA Meeting: An Educational Fair

To All University Employees:

The Tuesday, February 21 meeting of the Penn Professional Staff Assembly will be an Educational Fair in Bodek Lounge at Houston Hall, from noon to 2 p.m.

The focus is on Penn's part-time educational opportunities, with program descriptions, application procedures, and information on employee tuition benefits and taxes provided.

Participating schools and departments include CGS, Dynamics of Organization, Graduate School of Education, SEAS, Nursing School, the Training and Development Office of Human Resources, and the Wharton Evening Division.

—Drita Taraila, Chair, PPSA

Humanities Proposals: May 1

Each year the Humanities Coordinating Committee of the School of Arts and Sciences dispenses funds to make possible Faculty Seminars in the Humanities.

Funding requests for 1995-96 are now invited. Preference will be given to University of Pennsylvania-based faculty seminars and groups that do not have access to other sources of funding. These funds are not meant to replace or supplement normal budgets for departmental colloquia.

To qualify, each application should include: 1) a description of the seminar's purpose and how it is both interdisciplinary and humanistic; 2) *a list of faculty participants*; 3) an outline of the proposed program for 1995-96; 4) a statement on any other funding sources (and amounts) available to the seminar; 5) *a detailed outline of the seminar budget*.

Please note: a detailed budget proposal is required. The available funds will be divided evenly among those seminars that are approved. Judging from past years, allocations are anticipated to fall in the range of \$800 to \$900 per seminar. Funds are normally for payment of honoraria and travel expenses for outside speakers, refreshments following lectures, and related publicity costs.

Proposals should be received in 16 College Hall/6378 (Graduate Division of Arts and Sciences) by *Monday, May 1, 1995*. Questions: Margaret Viggiano, Ext. 8-4940.

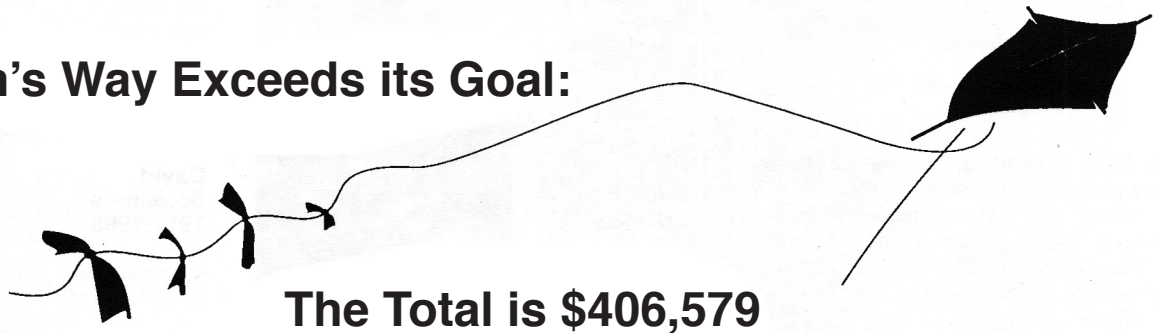
Reminder: Mortgage Counseling

The Office of the Treasurer is sponsoring Mortgage Counseling Month. From March 6th through March 31st, a representative will be available from each of the following lending institutions: The Phoenix Financial Group Inc., JNA Capital Inc., Main Line Federal Savings Bank and Eastern Mortgage Services, Inc.

Counseling sessions will be held in the afternoon and each employee will have 45 minutes with the representative in a confidential setting. The representative will be available to answer questions on the home buying process, repairing credit problems, refinancing options, or any other mortgage related questions that you may have. Please note that you are not required to use these lenders for the actual purchase of your home.

For further information, call Jean Crescenzo at 898-7256.

Penn's Way Exceeds its Goal:



The Total is \$406,579

To the University Community:

The 1995 Penn's Way Campaign has drawn successfully to a close. University faculty and staff contributed \$406,579 to the 16 Penn's Way partner organizations, a 10% increase over the 1994 campaign and \$6,579 over our goal! Once again, the members of our community have responded positively to the needs of those around us who are less fortunate than we are.

Many thanks to Barbara Murray, Banoo Karanjia, Duncan Van Dusen, Linda Gilvear, Judy Zamost, Glenn Bryan and Jane Spencer, who served on the campaign coordination committee and were instrumental in the success of the overall effort. Special thanks as well to the many coordinators and volunteers in each department and school who took time out from their busy schedules to make a difference. We'd especially like to commend those coordinators and their colleagues who achieved 90% or greater participation from their responsibility areas — Banoo Karanjia (100%), Helen Santoro (100%), Dennis Deegan, Manny Doxer, Marie Gallagher, Nancy James, and Gary Truhlar. Congratulations to all!

Together we have enjoyed the opportunity of participating in this most important effort. We are pleased that the University community responded positively to a campaign that was devoid of pressure and hoopla. Penn's Way has matured over the past several years to enable everyone who participates to feel good about his or her choices for giving. It enables us all to make a difference in the world around us easily and in a manner that permits us to target our funds according to our wishes.

We would appreciate your suggestions on how we can make the Penn's Way Campaign even more successful and responsive to the needs of the surrounding community. Please feel free to call us with your suggestions or, if you prefer, send us an e-mail at pennsway@A1.benhur.upenn.edu. Finally, and most importantly, thanks to all of you who gave through Penn's Way this year. Your gift will make an important difference in the quality of life of those around us who need our help!

Sincerely,

— Helen Davies and Steve Murray, co-chairs, Penn's Way 1995

How Much the Schools and Centers Contributed to the 1995 Penn's Way Total

Unit	Coordinator	Number Solicited	Number Pledged	Total \$ Pledged	% of Unit Participating
Annenberg Center	Helen Santoro	28	28	\$1,120	100%
Annenberg School	Pam L. Robinson	32	23	\$5,640	72%
Arts & Sciences	Larry Friedman	960	255	\$48,283	27%
Athletics	Patrick Baker	95	10	\$700	11%
Business Services	Banoo N. Karanjia	180	180	\$11,224	100%
Dental Medicine	Carol Cooper	395	142	\$9,738	36%
Dev. & Alumni Relations	Nancy James	230	212	\$15,519	92%
Engineering	Tanya R. Robinson	232	66	\$17,391	28%
E VP/Finance	Lisa Williams	288	148	\$11,836	51%
Graduate Education	Lois MacNamara	143	38	\$4,709	27%
Graduate Fine Arts	Mati Rosenstein	67	14	\$1,990	21%
Hospitality Services	Dennis Deegan	204	183	\$3,961	90%
Human Resources	Gary Truhlar	93	84	\$6,333	90%
Info. Systems & Computing	Bonnie Gibson	152	100	\$9,006	66%
Law School	Rae DiBlasi	113	27	\$17,120	24%
Libraries	Chris Cataldo	251	71	\$8,861	28%
Medicine	Duncan Van Dusen	2202	405	\$104,831	18%
Morris Arboretum	Terry Smith	36	27	\$3,868	75%
Museum	Jill Ervais	104	53	\$3,648	51%
Nursing	Constance Carino	165	64	\$8,282	39%
President	Mark Lloyd	89	58	\$7,420	65%
Provost	Manuel Doxer	209	204	\$13,620	98%
Public Safety	Judy Wojciechowski	100	41	\$2,175	41%
Social Work	Pamela Sanders	46	11	\$3,091	24%
Veterinary Medicine	Chrisann Sorgentoni	543	191	\$17,905	35%
VP Facilities	Flo Freeman	729	203	\$6,349	28%
VP University Life	Marie Gallagher	302	289	\$17,980	96%
Wharton	Anna Bond	563	203	\$43,978	36%
TOTAL		8706	3721	\$406,579	43%

Dr. Mary Dwight B. McNair Scott, an emeritus professor of biochemistry at the School of Veterinary Medicine who pioneered in the identification of the B vitamins and their functions, died suddenly of a myocardial infarction on February 9, at Hahnemann Hospital, at the age of 87.

A Phi Beta Kappa at Vassar College, Dr. Scott took her Ph.D. in biochemistry from Harvard University, where she was a student of Dr. Otto Folin and became, in 1935, one of the first women to teach at the Harvard Medical School.

In 1936 she married Dr. Thomas F. McNair Scott, now emeritus professor of pediatrics (in a double wedding with her sister, Helen Sutton Gulick), and moved with her husband to his home in London. There she worked at University College Medical School in London with Dr. Henry Himsforth on the biochemistry of diabetes until 1938, when she returned to the United States.

During World War II, while her husband was in Great Britain, she held research posts at the Pennsylvania Hospital Psychiatric Institute in Philadelphia and the Harriet Lane Home for Children at Johns Hopkins Medical School, and served on the faculty in chemistry at Wellesley College. During this period she conducted studies identifying N-methyl nicotinamide in urine which contributed to the discovery of the B complex vitamin, niacin.

After the Scotts were reunited in 1945 they settled in Philadelphia to pursue their distinguished academic careers. She began her long association with Penn as assistant professor of biochemistry in pediatrics at Children's Hospital, working with Dr. S.S. Cohen on the biosynthesis of ribose phosphate. From 1954 to 1965 she was in the School of Medicine's research medicine and physiology departments, where her work included a Cancer Chemotherapy project and microbiological testing.

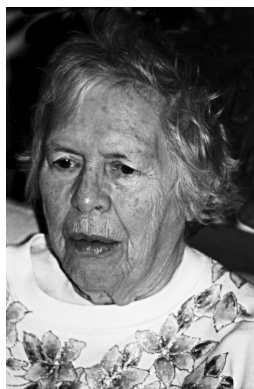
Dr. Scott moved to the School of Veterinary Medicine's animal biology department in 1965, and became one of Penn's few tenured women faculty members in 1969. In 1972 she was named full professor, continuing her research with new studies on the effect of zinc deficiency on the estrus cycle, and eventually publishing some 70 papers in her field.

A member of the Biochemical Society of London, the New York Academy of Science, the AAAS and other honorary and professional societies, Dr. Scott was also a founding member, unofficial historian and sometime chair of the campus-wide Women's Faculty Club (now the Association of Women Faculty and Administrators).

In 1969 she conducted in cooperation with the Club a study of the status of women at Penn, producing statistical analyses which led to the creation of the Cohn Committee for a formal University Council study (*Almanac* April 6, 13 and 20, 1971), which in turn led to the creation of Penn's affirmative action program.

Dr. Scott was also instrumental in organizing a summer program for minority students who were preparing to enter veterinary medicine at

**Dwight
McNair Scott,
1907-1995**



Penn, and was known as a mentor to students and colleagues throughout the University.

Following her retirement Dr. Scott remained active as a volunteer and world traveler. She developed a grade school course in introductory organic chemistry which was taught at a Philadelphia school, and became one of the University Museum's "Ushabtis" (known as the "mummy-dusters") who are trained volunteers helping to care for the extensive Egyptian collection. She also prepared income tax returns for seniors until her eyesight began to fail due to central macular degeneration. Meanwhile, with her husband, she traveled to scientific meetings and visited family and friends in Africa, Asia, Australia and North and South America.

"She was an incredibly wise, lively and loving woman who will be sorely missed by her friends and family," said her son, Dr. Robert McNair Scott.

She is survived by her husband, Thomas; her sister, Helen Sutton Gulick; a son and daughter-in-law, Robert and Giannina McNair Scott-Torriani of Bern, Switzerland; a daughter and son-in-law, Carolyn and Dietrich Hoehn of Heidelberg, Germany, and four grandchildren, Peter and Winnie Hoehn and Eric and Daniel McNair Scott.

The family will appreciate memorial gifts in her name to any of three organizations she designated: "Treffpunkt SHV," a day care center for traumatic brain injured in Heidelberg (c/o Dr. Brightman at 503 E. Wynnewood Rd., Merion Station, PA 19066); Vassar College (Pough-keepsie, NY, 12601); or the University of Pennsylvania Museum of Archaeology and Anthropology, 34th and Spruce St., Philadelphia 19104.

Dr. Edward T. Auer, emeritus professor of psychiatry and former medical director of the Institute of Pennsylvania Hospital, died on January 23 at the age of 76.

An alumnus of the University of Rochester and Temple Medical School, Dr. Auer held a psychiatry fellowship at the Institute of Pennsylvania Hospital starting in 1948, after being an intern and chief residential physician at Abington Memorial Hospital and a fellow at the Institute of Living in Hartford, Connecticut.

In 1950, Dr. Auer was named instructor in psychiatry and assistant instructor in medicine. He became an associate in psychiatry in 1951, an assistant professor in 1953, an associate professor

**David
Solomons
1912-1995**



Dr. David Solomons, Ernst and Young Professor Emeritus of Accounting, died on February 12 at the age of 82.

A native of London, Dr. Solomons graduated from the London School of Economics in 1929, became a member of the Institute of Chartered Accountants in England and Wales and worked as a chartered accountant in London until the War, when he became a captain in the British Army in 1939. Captured in 1942, he was a prisoner of war until his release in 1945.

He worked in private practice and then returned to LSE to teach accounting. In 1955 he became a full professor at the University of Bristol and held the school's first chair in accounting. In 1959 he was invited to take a professorship at Wharton, where he remained until his retirement in 1983.

Dr. Solomons served as president of the American Accounting Association in 1977-78, received many awards for his four books and many papers and, in 1992, was inducted into the Ohio State University Accounting Hall of Fame. He made important contributions in establishing the Financial Accounting Standards Board in 1972-73.

Dr. Solomons is survived by his wife Miriam, a member of the University for 17 years who retired in 1991 as senior business administrator in the Economics Department; by his daughter Jane, his son, Jonathan, and three grandchildren, Lisa, Julia and Jeremy.

A memorial service is being arranged at Friends Meeting House in Swarthmore. The family will appreciate contributions to the Swarthmore Public Library, Park Avenue, Swarthmore, PA 19081.

in 1956, and, following appointments at the St. Louis University School of Medicine beginning in 1962, was named clinical professor of psychiatry in 1976. He was the medical director of the Institute of Pennsylvania Hospital from 1976-1980, staff psychiatrist at the Philadelphia Veterans Administration Medical Center from 1980-1982 and chief of the VACenter's Inpatient Psychiatry Unit from 1982 to 1988.

Dr. Auer was described by Dr. Charles O'Brien, professor and vice chair of psychiatry, in a 1988 letter nominating him for emeritus status, as "...an outstanding teacher and as a national leader in psychiatry...[and] a wonderful role model for students and residents ...[who]

had a way of explaining complex clinical problems in a way that students could appreciate." A member of the AMA, the APA, the Group for the Advancement of Psychiatry, the AAAS, the American Association of Medical Colleges, the American College of Psychiatrists and the American College of Psychoanalysts, he wrote nearly 20 articles and book chapters.

Dr. Auer is survived by his sons, Edward, Kenneth, Robert and Thomas; his daughter, Mary Ann Schreck; and 12 grandchildren.

Dr. Jewell Cass Phillips, emeritus professor of political science at the Wharton School, died on January 1 at the age of 94.

A bachelor's and master's alumnus of Oklahoma University, Dr. Phillips received a fellowship for doctoral study at the University of Chicago and received his Ph.D. from Penn in 1935. He joined the faculty as an instructor in 1930, and became an assistant professor in 1938 and an associate professor in 1945. He became a full professor in 1955, retired in 1965 and was named emeritus in 1967.

Dr. Phillips was predeceased by his wife Winifred Sudderth and his brother Doan Goar, and is survived by his sister, Mel Verdine Alman.

To Report a Death: The Office of Chaplain Stanley E. Johnson, 898-8456, can be called upon by members of the University family for assistance in notifying appropriate offices for benefits and services following the death of a University member.



Endowing Biochemistry/Biophysics: A \$3 million endowment fund has been established in the Department of Biochemistry and Biophysics in memory of a distinguished longtime member, Dr. George W. Raiziss (1884-1945), who during his career here was known as America's foremost chemotherapist. After the death of Dr. Raiziss, his family and particularly his daughter, Dr. Sonia Raiziss Giop (who took her B.A. here in 1928 and her Ph.D. in 1944) stayed in touch with the department through its Administrator Juan J. Graña, periodically sponsoring such programs as an annual retreat, a symposium on fundamental biological activity, and the George Raiziss Biochemical Rounds (*see Update, page 11 of this issue*). When Dr. Giop died last year, Mr. Graña was advised that her estate had designated \$3 million for the department, where it will be used for education and research—and the \$3 million check was presented to Mr. Graña (*left*), by Don E. Marchione of the Mellon Bank, executors of her estate. Photo by Tommy Leonardi

From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves and terminations, Almanac gleans those actions reflecting movement into or within the Standing Faculty. These include new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointments sometimes include movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty, but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _____ at (affiliated institution)." The following list shows actions from Trustees minutes of December 9, 1994 and January 20, 1995, representing actions approved at Provost's Staff Conferences leading up to those meetings. Actions marked () involve additions to the tenured ranks through appointment, promotion, or conversion.*

Faculty Appointment and Promotions, October through December 1994

School of Arts and Sciences

Appointments

Dr. Pamela Cheek as Assistant Professor of Romance Languages.

Dr. Kerry L. Haynie as Assistant Professor of Political Science.

Dr. G. Cameron Hurst, III, as Professor of Asian and Middle Eastern Studies. *

Dr. Ayako Kano as Assistant Professor of Asian and Middle Eastern Studies.

Dr. Matthew H. Sommer as Assistant Professor of History.

School of Dental Medicine

Appointment

Dr. Michael Glick as Associate Professor of Oral Medicine. *

Promotion

Dr. Joseph G. Ghafari to Professor of Orthodontics.

Law School

Appointments

Mr. Matthew Adler as Assistant Professor of Law.

Mr. Jacques deLisle as Assistant Professor of Law.

Ms. Sarah B. Gordon as Assistant

Professor of Law.

Mr. Geoffrey Hazard as Trustee Professor of Law. *

School of Medicine

Appointments

Dr. William G. Baxt as Professor of Emergency Medicine. *

Dr. Jeffrey A. Boyd as Associate Professor of Obstetrics and Gynecology.

Dr. Cindy W. Christian as Assistant Professor of Pediatrics.

Dr. Peter Drain as Assistant Professor of Physiology.

Dr. Dennis R. Durbin as Assistant Professor of Pediatrics.

Dr. Stephen L. Eck as Assistant Professor of Medicine.

Dr. Valerie P. Fornasieri as Assistant Professor of Medicine at HUP.

Dr. Kenneth R. Ginsburg as Assistant Professor of Pediatrics.

Dr. Stephen J. Gluckman as Associate Professor of Medicine at HUP.

Dr. Elizabeth Goldmuntz as Assistant Professor of Pediatrics.

Dr. Robert M. Lavker as Professor of Dermatology. *

Dr. Cynthia F. McNamara as

Assistant Professor of Medicine at HUP.

Dr. Mark Allen Morgan as Associate Professor of Obstetrics and Gynecology at HUP.

Dr. Benjamin I. Oyefara as Assistant Professor of Pediatrics.

Dr. Barbara L. Weber as Associate Professor of Medicine.

Chair Designation

Dr. Gregory S. Kopf, Professor of Reproductive Biology in Obstetrics and Gynecology as the Celso-Ramon Garcia Professor of Reproductive Biology in Obstetrics and Gynecology.

Promotions

Dr. Nancy J. Bunin to Associate Professor of Pediatrics at CHOP.

Lawrence J. Solin to Professor of Radiation Oncology at HUP.

Reappointment

Dr. Nancy C. Rose as Assistant Professor of Obstetrics and Gynecology at HUP.

School of Nursing

Appointment

Dr. Christine A. Grant as Assistant Professor of Nursing.

School of Social Work

Appointment

Dr. Michael Reisch as Professor of Social Work. *

School of Veterinary Medicine

Appointment

Dr. Paul M. Pitcher as Assistant Professor of Swine Health and Production Management in Clinical Studies/New Bolton Center.

Wharton School

Appointments

Dr. Lawrence D. Brown as Professor of Statistics. *

Dr. Andrew Alford as Assistant Professor of Accounting.

Dr. Adrian Tschogel as Assistant Professor of Management.

Dr. Linda Zhao as Assistant Professor of Statistics.

Chair Designation

Dr. Lawrence D. Brown as the Miers Busch Professor of Statistics effective July 1, 1994.

Promotion

Dr. Donald B. Keim to Professor of Finance.

Speaking Out

PAN: An AIDS Research Network

Many people on campus are working on HIV-related problems, but have very little interaction with other colleagues unless specifically collaborating. Thus, opportunities for cross-fertilization and mutual education are lost. To improve this situation, a group of faculty at the University are establishing an e-mail network for Penn colleagues working on all aspects of the HIV/AIDS epidemic. The Penn AIDS Network (PAN) will serve as an information link for announcements of seminars, research interests and needs, availability (or need) of special clinical populations, existence of RFAs, and similar information whose rapid and open dissemination should be shared quickly amongst investigators. We also plan to get together once or twice a year to meet one another and to talk about common research interests.

If you are interested in being a part of PAN, you can sign on simply by sending an e-mail message to pan-request@biochem.dental.upenn.edu, with the word *subscribe* in the subject field.

If you send a message to pan@biochem.dental.upenn.edu, it will be sent to all individuals who have subscribed to this mailing list.

Faculty who are interested in participating in the network but who do not yet belong to the e-mail system can stay in touch by forwarding their fax numbers to: Dr. Daniel Malamud (phone 898-6576; fax 898-3695) or Dr. Rob Roy MacGregor (phone 662-2473; fax 349-5111).

—Daniel Malamud
Professor of Biochemistry (Dental)

The following was sent to President Rodin and to Almanac for publication.

'Should Resonate'

I was impressed with your *Almanac* (January 17, 1995) column, "Welcome Back." It puts "free speech" in the context of University living in a special and touching way. It should resonate with faculty, staff and students.

What about using it as an opener for a series of small but numerous roundtables in strategic areas on campus, with a good cross-section of members of the family?

—Max Silverstein
Professor Emeritus of Social Work

'The Last Straw'

I'm writing in response to Judith Rodin's "Welcome Back," *Almanac* January 17, 1995, page 1. She has made more than one remark on my relationship to Pioneer, and this, frankly, is the last straw. I have to speak out, which I have not done hitherto.

Rodin refers to a foundation "accused of supporting neo-Nazi and racist agendas." The foundation is the Pioneer Fund, and the recipient of its funds is me. Who is the accuser? One Harlan Gerard, an alumnus of this university, in a letter to the trustees dated July 21, 1994. The letter was forwarded to President Rodin, who responded to the trustees on August 23, 1994, in a one and a half page single-spaced memo. Where did Gerard get his information? From a book called *The Nazi Connection*, written by a Stefan Kuhl, published by the Oxford University Press in 1994. By the way, I have received about \$200,000 from the Pioneer Fund over about a 15-year period.

In her fifth paragraph, President Rodin writes that "We 'permit' these events [e.g., the funding of me by the Pioneer Fund] because..., in truth, we can never wholly prevent them." She also writes of "tolerating the intolerable," "[h]eard the hateful," as a good way "to identify and educate the hater," and allowing "offensive" and "distasteful" ideas, all in the name of academic freedom. So, why is a chill running down my back? One is.

In the first place, why are Gerard and this book, *The Nazi Connection*, authorities on anything? How can we be sure that the latter is not full of errors, despite its being accurate about me regarding the amount of funding I received in 1992? That information can be gotten from the IRS; we don't need a book to tell us how much the Pioneer Fund gave me in 1992. In the second place, am I a hater? I have been called a "professor of hate." Whom do I hate: the Jews, blacks, the Chinese? Finally, are my ideas "offensive," "distasteful," "racist"? I have gotten no clear answers to these questions from the administration or from anyone for that matter, just platitudes about "academic freedom" and "peer institutions." What if the latter were to disappear tomorrow? Would the former disappear, too? Let me tell you what I have received.

No support whatsoever from either the administration or the faculty. College presidents, ours definitely included, editors, and faculty members have been running around scared out of their wits. Literally. They can mouth the terms, "academic freedom," "peer institutions," "racism," "Nazi Germany," "IQ," "the Holocaust," and "eugenics." Then they are struck dumb and fade away. One lesson the administration/faculty have learned from all of this: don't ever, ever hire a weirdo like me again and certainly don't give him/her tenure. By no means give him/her a forum. Which brings us to the media, the *Almanac* included.

Doubtlessly, you have read or heard about the "Great Ivy League Nude Photo Scandal," *The New York Times Magazine*, Jan. 15, pp. 25 ff. It was a dead give-away. All the key words were there: "pseudoscience," "racism," "Nazi Germany," "IQ," and "eugenics." It was all

very titillating but they stooped very low and not a few errors were committed (my analysis of this particular article in the media is available to anyone free: just contact me at 215-898-7750 or at the Population Studies Center, 239 McNeil/6298 - Ext. 8-6441). But it's getting tiresome. What next, media? The break-up of Russia? Of course, we have floods, earthquakes, fires, mudslides, hurricanes, the Menendez brothers, the Bobbitts, Dahmer, etc. to keep us distracted. And there's always O.J. Simpson (do you remember the white Bronco scene? It was a little long and the revolver held at the temple and those cheering crowds were a little bizarre, but it was a good ad nonetheless) and Susan Smith, the sniveling Smith, ads that go on and on... But there is a serious point to be made here about the media. It's doing serious damage.

The Pioneer Fund has about 5 million dollars in assets (actually, considerably less, 3.5 million, but let's round it up to 5 million to keep things interesting). The Ford Foundation has about 5 billion dollars in assets or is 1000 times the size of the Pioneer Fund. The Ford Foundation has a beautiful headquarters building in New York and branches, with well-paid staff, all over the globe, in almost all the important cities of Africa (Cairo, Khartoum, Dakar, Johannesburg, Windhoek, Lagos, Nairobi and Harare), Delhi, Dhaka, Jakarta, Bangkok, Manila, Beijing, Rio de Janeiro, Santiago, and Mexico City, whereas Pioneer has none of these things, to my knowledge. The Ford Foundation has paid out over \$10,000,000 to something called the National Council of La Raza between 1968 and 1992. What does "La Raza" mean in English? The Race. What is The Race? It is that special blend of Spanish and Indian, with bronze skin, straight black hair, and brown eyes (the so-called mestizo) that predominates in Mexico and Central America. And yet there has not been a peep from the media about this disgraceful state of affairs. But what if The Race meant the White Race? The media would have a story about this for weeks on end. There have been (and probably still are) Ford Foundation grant recipients on this campus for years. The silence of our President, Judith Rodin, and of our faculty is deafening. No recipients of Ford Foundation monies are ever harassed, ever spoken ill of. It is clear to me, at any rate, that, as they say, "money talks."

But, wait, there's more and worse. Henry Ford, whose fortune founded the Ford Foundation, not only authored the book, *The International Jew*, a profoundly anti-Semitic book that Hitler greatly admired and that sold millions and millions of copies all over the world, but also received in 1938 the highest award, the Supreme Order of the German Eagle, that the Third Reich could bestow on a non-German, was the only

continued past insert

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

Speaking Out continued

American cited by name in *Mein Kampf*, and had a full-length portrait of himself in Nazi party headquarters in Munich. Speaking of a Nazi connection! Wickliffe Draper, whose fortune founded the Pioneer Fund, on the other hand, was and did none of these things, to my knowledge. The hypocrisy of Judith Rodin and of the faculty is mind-boggling. I think I deserve, *at the very least*, an apology and retraction. I'm not holding my breath, by the way, waiting for one. I know it will not come. But don't think that people are not watching the universities now because of these hypocrisies; they're too blatant for them to ignore.

In her ninth paragraph, President Rodin writes the following: "It is my hope that, in the future, those who know they may offend ... will, as a matter of simple courtesy, open a dialogue *ahead of time* with groups or individuals they know will be affected by their [speech]." God knows I've tried. I've applied for a column in the *DP* four times in the last four years and been turned down every time. I wrote to a Dr. Rick Sims, faculty master of the Du Bois House, in Feb. 1993 offering to give a seminar entitled, "Blacks and Whites: Cousins, Racially Speaking." No answer. Then, last winter, I wrote to a Ms. Robyn Kent, President of the Black Wharton Undergraduate Association, offering to give the same seminar. Again, no answer. Finally, last winter, I wrote to a Dr. Jeremy Brochin, the head of Hillel, expressing the desire to discuss with some students there my paper, "Reflections on the Jewish Holocaust after Watching *Schindler's List*," and enclosed the paper. Brochin *did* write back, saying he disagreed with almost everything I had written and, later, supplied me with the address of Elie Weisel, whom I had criticized in the paper. But Brochin steadfastly protected the students at Hillel. He never let me near them. He just ignored my pleas. I think it fair to say that the onus of opening a dialogue lies elsewhere than with me.

The trustees and President Rodin have been badly fooled. Neither cares.

— Daniel R. Vining, Jr.
Associate Professor of Population Studies

Dr. Rodin's Response to Dr. Vining

I am deeply sorry that Professor Vining misinterpreted the content and intent of my "Welcome Back" letter that appeared in *Almanac* at the start of this semester (*Almanac* January 17, 1995). My purpose in not identifying Professor Vining was precisely to protect his right to receive research funding from any source he chooses that is legitimately constituted under law, ensures free inquiry and publication, and does not discriminate. The University has been steadfast in defending Professor Vining's rights over the past six months in response to complaints from Mr. Gerard and others. We will continue to protect the right of Professor Vining and other faculty to receive research funding from sources of their choice.

The alleged "hater" in this instance is the Pioneer Fund, not Professor Vining. It was the propriety of Penn's funding relationship with the Pioneer Fund, admittedly limited and indirect, not the content of Professor Vining's research, that was upsetting to some people, and it was to that issue that my comments referred.

Again, I deeply regret Professor Vining's misunderstanding of my intent and want to assure him and other faculty in the strongest possible terms that any such reading of my letters is a misconstrual. I have protected and will continue to protect the rights of faculty to freedom of research and expression, as Penn has done for many years.

— Judith Rodin, President

The following was sent to a number of University leaders and publications:

Thoughts on 'Zeta Day'

To the Campus Community,

This letter is to inform the Penn community of the events which occurred subsequent to Zeta Day which was held on September 10, 1994.

The women of Zeta Phi Beta Sorority, Inc. held their fifth annual Zeta Day Block Party in Superblock on the first Saturday of the fall semester. During that day and the following weeks, we received a number of complaints

about the noise level in Superblock on that day. This led to a review of policies and procedures surrounding the reservation of Superblock and a series of *Daily Pennsylvanian* articles and editorials quoting the open expression policy. Additionally, a complaint alleging that we had violated the open expression policy by playing music above the 85 decibel level, was filed against our organization in the Student Dispute Resolution Center (Judicial Inquiry Office).

Upon investigation by the Student Dispute Resolution Center, it was found that the circumstances surrounding the complaint could not be substantiated and the complaint was dropped. Our organization was then asked to meet with the complainant. We agreed to do so, only to be told later that the complainant was no longer interested in meeting with us. So much for diplomatic resolution to a problem!!

A number of events, which appear to cater to the majority white community on this campus have previously and subsequently been held, yet have not generated controversy. Therefore, statements made surrounding the occurrences on Zeta Day lead us to believe that many of the complaints were racially motivated.

Subsequently, in a non-related incident during homecoming weekend, our sorority was celebrating a ritual in Superblock. A bag of water was thrown out of one of the windows of High Rise East during our celebration and hit one of our members. Unfortunately, occurrences such as this are surprisingly familiar on this campus.

These events reinforce how uncomfortable one feels as a minority living in this community. Not only is there a hostile learning environment but we are constantly bombarded with situations that cause us to defend our right to be equal members of the Penn community.

More tolerance and open-mindedness can make this a more congenial atmosphere for all.

—The Women of Zeta Phi Beta Sorority, Inc., Mu Iota Chapter

Women of Color Luncheon

Penn's eighth annual luncheon honoring the achievements of women of color on campus, in the city and in the Delaware Valley will be held at the Penn Tower Hotel on Wednesday, March 1, from noon to 2 p.m. Reservations can be made by completing the form at right, and sending to the following address by February 17:

*Women of Color Day Planning Committee
c/o Office of the Associate Vice President
University of Pennsylvania
Suite 501, 133 S. 36th Street/3246*

A limited number of scholarship tickets will be available. For information on these contact Marcine Pickron Davis at 898-4831.

Name _____ Daytime phone _____

Mailing address _____

Number of reservations _____ at \$17 each. Total reservations _____
(In observance of Ash Wednesday, if you require a vegetarian meal, or have other dietary requirements, please let us know.)

I would like to provide an opportunity for someone to attend who cannot afford to pay for the luncheon. I am enclosing an additional _____ (\$5, \$10, \$17, etc.) to support a student or employee.

Total amount of check enclosed _____ (Call for information to journal voucher.)

For information call 898-5337. Ticket availability is limited.

The Research Foundation: March 15 Deadline

The Research Foundation

Statement of Purpose

The Research Foundation encourages the exploration of new fields across a broad spectrum of disciplines. In doing so, the Foundation expands opportunities for faculty to attract support and resources from external sources while encouraging work in fields that are traditionally under-funded.

The Foundation supports two levels of grants. The first level, Type A grants, provide support in the range of \$500 to \$5,000. The second level, Type B grants, provide support in the range of \$5,000 to \$50,000. The standard application for a Type A grant is briefer than that for a Type B grant, reflecting respective funding levels. However, the review criteria for Type A and Type B grants are similar, and several general factors are considered in evaluating an application for either type of grant. They are:

- Its contribution to the development of the applicant's research potential and progress.
- The quality, importance and impact of the proposed research project.
- Its potential value for enhancing the stature of the University.
- Its budget appropriateness in terms of the project proposed, including consideration of need and availability of external support.

The Application Process

The Research Foundation Board will review both Type A and Type B applications in the fall and spring of each academic year. Applications for the fall cycle are due on or before *November 1** of each year, while spring cycle applications are due on or before *March 15* of each year. All research projects involving human subjects or animals *must* receive Institutional Board approval *prior* to funding. Questions concerning humans/animal research should be directed to Ruth Clark at 898-2614. All research projects involving the use of hazardous or biohazardous materials must receive approval from the Office of Environmental Health and Safety (OEHS) prior to initiation of experimentation. Questions about this approval process should be directed to Harriet Izenberg at 898-4453.

An original and ten copies of both Type A and Type B proposals should be submitted to the Office of the Vice Provost for Research, 217 College Hall/6381.

* **Ed. Note:** For Fall Cycle 1994 awards of the Research Foundation, please see list on page 9.

Type A proposals should contain a brief description of the research and the specific needs which the grant will cover. The proposal should include:

- I. Cover page(s)
 1. Name, Title, Department, School, Campus Mailing Address, Signatures of Department Chairperson and Dean.
 2. Title of proposal.
 3. Does the project utilize human subjects or animals?
 4. Does the project involve the use of any of the following:
 - potentially infectious agents including human blood, blood products, body fluids or tissues?
 - in vitro formation of recombinant DNA?
 - hazardous chemicals (acutely toxic chemicals, reproductive hazards, carcinogens)?
 5. Amount requested.
 6. 100-word abstract of need.
 7. 100-word description of the significance of the project for the educated non-specialist.
 8. Amount of current research support.
 9. Other pending proposals for the same project.
 10. List of research support received during the past three years. Include funds from University sources such as schools, department, or Research Foundation.

If you were funded by the Research Foundation in the last three years, please submit a brief progress report with publications and grants proposed or received (no more than one page).
 11. A one-page biographical sketch of the investigator(s) listing educational background, academic positions held, and five recent publications.
- II. A back-up of the 100-word abstract in the form of a three or four page mini-proposal.
- III. A budget list that justifies the specific items requested and assigns a priority to each item. Budgets should not exceed a two-year maximum time period.

Categories of Research Foundation support for Type A proposals will focus on:

 - Seed money for the initiation of new research.
 - Limited equipment requests directly related to research needs.
 - Summer Research Fellowships, with preference for applications from Assistant Professors.
 - Travel expenses for research only.
 - Publication preparation costs.

Type B proposals are limited to ten single spaced pages in length. The following format is suggested for Type B proposals:

- I. Cover Page(s)
 1. Name, Title, Department, School, Campus Mailing Address, Signatures of Department Chairperson and Dean.
 2. Title of proposal.
 3. Does the project utilize human subjects or animals?
 4. Does the project involve the use of any of the following:
 - potentially infectious agents including human blood, blood products, body fluids or tissues?
 - in vitro formation of recombinant DNA?
 - hazardous chemicals (acutely toxic chemicals, reproductive hazards, carcinogens)?
 5. Amount requested.
 6. 100-word abstract of need.
 7. Amount of current research support.
 8. Other pending proposals for the same project.
 9. Listing of publications and research support, including titles, amounts, and grant periods, received during the past three years. Include funds from University sources such as schools, department, or Research Foundation.
 10. A brief curriculum vitae for the principal investigator.
- II. Introduction (two to three pages)

Statement of the objectives and scholarly or scientific significance of the proposed work.
- III. Methods of Procedure (three to four pages)

Description of the research plan and methodologies to be employed.
- IV. Description of the significance and impact of the project.
- V. Description of how a Research Foundation grant will facilitate acquisition of future research funds.
- VI. Budget (one page) two year maximum. Each budget item should be listed in order of priority. Categories of Research Foundation support for Type B proposals focus on several areas of need. These are:
 - Matching funds, *vis-à-vis* external grant sources.
 - Seed money for exploratory research programs.
 - Support for interdisciplinary research initiatives.
 - Faculty released time.

Requests for student tuition and dissertation fees will not be considered by the Foundation.

Research Foundation Awards Fall Cycle 1994

Linda Aiken, School of Nursing, *Evaluating a New Severity of Illness Measure in AIDS: Nurses' Assessments of Functional Status*.

Leon Axel, Radiology, School of Medicine, *Integrated Magnetic Resonance Imaging Studies of Myocardial Function and Perfusion of Infarcted Myocardium*.

Paul Axelsen, Pharmacology, School of Medicine, *Preparative-scale Purification of Reagents in Organic Solvents*.

Regina Bendix, Folklore and Folklife, SAS, *From Empire to Nation to Europe? Resistance and Transformation in Austria*.

Mabel Berezin, Sociology, SAS, *Politics and Memory: Fascism and Post-Fascism in Contemporary Italy*.

Andrew Binns, Biology, SAS, *Genetic Analysis of Cytokinin Signal Transduction in a Higher Plant*.

Pamela Cheek, Romance Languages, SAS, *Nativity and National Character*.

Chun-Hung Chen, Systems Engineering, SEAS, *An Efficient Discrete Event Simulation and Decision Environment*.

Gary Cohen and Roselyn Eisenberg, Microbiology, School of Dental Medicine, *Upgrading of Cell Center for Large-Scale Production of Eucaryotic Cells*.

James Corner, Landscape Architecture, GSFA, *Taking Measures Across the American Landscape: Photographs, Drawings, Essays*.

Rachel Croson, Operations & Information Management, The Wharton School, *A Descriptive Model of Bargaining*.

Fevzi Daldal, Biology, SAS, *Membrane-Attached Electron Carriers in Photosynthesis and Respiration*.

M. Steven Fish, Political Science, SAS, *The Development of Multipartyism in Russia's Unconsolidated Democracy*.

Loretta Flanagan-Cato, Psychology, SAS, *Brain Oxytocin Receptors: From Biochemistry to Behavior*.

Ellen Freeman, Obstetrics/Gynecology, School of Medicine, *Ovarian Aging in African-American and Caucasian Women in Their Forties: Comparisons of Hormones, Perceptions and Behaviors*.

Michael Gamer, English, SAS, *Gothic Romanticism and The Romance of Real Life*.

Carolyn Gibson, Anatomy & Histology, School of Dental Medicine, *Effects of Caffeine on Tooth Enamel Development*.

Gregory Ginsberg, Medicine, School of Medicine, *Treatment of Barrett's Esophagus With Total Acid Suppression Followed by Endoscopic Laser Photoablation*.

Henry Gleitman and John Monterosso, Psychology, SAS, *The Role of Explanations in Moral and Legal Judgments*.

Raymond Gorte and Alan Myers, Chemical Engineering, SEAS, *Heats of Adsorption From Gaseous Mixtures*.

Allan Gottschalk, Anesthesia, School of Medicine, *Functional MRI Evaluation of Central Nervous System Plasticity in Man*.

A. John Graham, Classical Studies, SAS, *Research Journeys to France and Greece*.

Farah Jasmine Griffin, English, SAS, *The*

Letters of Rebecca Primus: 1865-1869.

Melvyn Hammarberg, American Civilization, SAS, *The World of the Latter-Day Saints*.

Howard Holtzer, et al., Cell & Developmental Biology, School of Medicine, *A Joint Fluorescence Microscope*.

Cristle Collins Judd, Music, SAS, *Motets Published in Nurnberg Anthologies, 1537-1542*.

Kevin Judy, et al., Surgery, School of Medicine, *A Phase I Trial of HSVTK Gene Therapy for CNS Tumors*.

Jeffrey Kallberg, Music, SAS, *Small Fairy Voices: Reflections on Chopin; Publication Subsidy*.

Linda Keller, Pathology, School of Veterinary Medicine, *Invasiveness of Mutant Strains of Salmonella Enteritidis in Chickens*.

Gregory Kopf, Obstetrics/Gynecology, School of Medicine, *A Potential Role for a Unique Membrane-Bound, Tyrosine Phosphorylated Form of Hexokinase in Sperm-Zona Pellucida Interaction at Fertilization*.

Demie Kurz, Women's Studies Program, SAS, *For Richer, For Poorer: Mothers Confront Divorce*.

John Lambris, Protein Chemistry Facility, School of Medicine, *Proposal to Fund a Multiple Peptide Synthesizer*.

Kenneth Lande, Larry Gladney and Robert Koch, Physics & Astronomy, SAS, *The Construction and Flight of a High Altitude Astronomical Telescope*.

Leslie Litzky, Pathology & Lab Medicine, School of Medicine, *Malignant Pulmonary Nodules: A Molecular Diagnostic Approach for Distinguishing Metastasis from a Pulmonary Primary*.

Grant Liu, Neurology, School of Medicine, *Acetazolamide for Mild to Moderate Visual Loss in Pseudotumor Cerebri*.

Ponzy Lu, Chemistry, SAS, *Tertiary and Quarternary Structure of RNA*.

David Luzzi, Materials Science & Engineering, SEAS, *Acquisition of an Energy-Dispersive X-Ray Fluorescence Spectrometer for Chemical Analysis*.

Bryan Marshall, Anesthesia, School of Medicine, *Rapid Measurement of Ventilation/Perfusion Ratios*.

Akihiko Matsui, Economics, SAS, *Strong Currency and Weak Currency*.

E. Ann Matter, Religious Studies, SAS, *La Voce Del Mio Amante: II Cantico Dei Cantici Del Medioevo Cristiano*.

Michael Meister, History of Art Department, SAS, *Analysis and Documentation of the Salt Range Temples in Pakistan*.

Dimitrios Monos and Irving Nachamkin, Pathology & Lab Medicine, School of Medicine, *Bacterial and Host Factors in the Pathogenesis of Chinese Paralytic Syndrome*.

Ewa Morawska, Sociology, SAS, *Uneasy Passages: Changing Conceptions and Practices of Love and Sexuality Among Jewish Immigrant Women from the Former Soviet Union in Israel and the United States. A Comparison*.

Stephen Morris, Economics, SAS, *Designing Policy Conditionality*.

Lydie Moudileno, Romance Languages, SAS,

Expanding the Field of Francophonie.

Vivianne Nachmias, Cell & Developmental Biology, School of Medicine, *Anti-Peptide Antibodies to C- and N- Termini of the Alpha and Beta Subunits of Non-Muscle Human Cap Z*.

Shakunthala Narasimhulu, Surgery, School of Medicine, *Mechanism of Cytochrome P450 Action*.

David O'Connor, Egyptian Section, University Museum, *Urbanism and Community Organization in Ancient Egypt*.

Frank Pepe, Cell & Developmental Biology, School of Medicine, *Myosin Rod Sequences and Their Role in Filament Assembly*.

Stephen Phipps, Geology, SAS, *Analysis of Deformation in Plate-Tectonic Subduction Zones: Studies by Optical Microscopy*.

Andrew Marshall Rappe, Chemistry, SAS, *Theoretical Modeling of the Mechanism of Ribonucleotide Reductase*.

Karen Raynor, Pharmacology, School of Medicine, *Role of Somatostatinergic Neurotransmission in the Cognitive Deficits Associated with Alzheimer's Disease*.

Philip Rea, Biology, SAS, *Smart System for Structural Investigations of Membrane Proteins*.

Timothy Rebbeck, Medicine, School of Medicine, *Molecular Epidemiology of Prostate Cancer*.

Virginia Richards, Psychology, SAS, *Auditory Pattern Recognition*.

Jose-Victor Rios-Rull, Economics, SAS, *Two-Sex Overlapping Generations Models: Theory and Empirical Applications*.

Paul Rozin, Psychology, SAS, *Cultural Evolution and Development of Disgust and Contagion*.

Thomas Max Safley, History, SAS, *Children at the Edge: Expectation and Experience Among the Orphans of Early Modern Augsburg*.

Craig Saper, English, SAS, *A Study of Visual and Concrete Poetry*.

Kenneth Shropshire, Legal Studies, The Wharton School, *Race Consciousness: The Applicability of Affirmative Action Principles to Executive Positions in Professional Sports*.

Howard Stevenson, Psychology in Education Division, GSE, *Expanding the Capacity of Community Based Organizations to Provide Resilient Coping Strategies to Maltreating Parents*.

Lawrence Thibault, Bioengineering, SEAS and Edward Macarak, Anatomy & Histology, School of Dental Medicine and Tracy McIntosh, Neurosurgery, School of Medicine and Solomon Pollack, Bioengineering, SEAS and Carl Brighton, Orthopaedic Surgery, School of Medicine, *Fluorescence Imaging as a Tool to Study Cellular Mechanisms and Responses of Cell Culture and Isolated Tissue Models to External Stimuli*.

Dongping Yin, et al., Radiology, School of Medicine, *The Cost-Effective Utilization of Barium Enema and Colonoscopy in the Diagnosis of Patients with Suspected Colorectal Disease*.

Linda Zhao, Statistics, The Wharton School, *Improved Estimators in Nonparametric Regression*.

Salary Scales for 1995

The Staff Salary Scales at right reflect the salary ranges for weekly and monthly paid staff. These scales, effective February 1, 1995, reflect no change from the 1994 scales. They will remain in effect for the rest of calendar 1995. Human Resource Services will monitor the job market data throughout the year to determine whether a recommendation to adjust the scales for fiscal 1996 is in order.

Individual salaries, whether paid from restricted or unrestricted funds, must be at or above the minimum of the appropriate salary grade. Part-time and limited service employees are paid on a pro-rata basis in accordance with the same salary scales used for full-time staff. Therefore, part-time and limited service staff must also be paid at or above the pro-rated minimum of the appropriate full-time equivalent salary grade.

Please direct questions regarding staff salary scales to Human Resource Services/Compensation (Ext. 8-3503).

— David M. Smith,
Manager,
Human Resource Services
— Joseph M. Marro,
Assistant Manager,
Compensation

Notes:

Quintile: A salary range can be segmented in a number of ways. At Penn, salary ranges are divided into five segments to facilitate analyses of salary range utilization and to assist in salary setting. Managers are urged to contact Human Resource Services/Compensation to discuss specific salary management concerns. Note: Pay grades P11 and P12, as senior level positions, have no published range maximums and thus no quintiles.

Hiring Maximum: Individuals are generally hired at rates which fall between the Salary Range Minimum and the Hiring Maximum. All salary offers require advance consultation with Human Resource Services/Employment. Note: All nonexempt, weekly-paid staff members are covered by the provisions of the Fair Labor Standards Act (FLSA). Please refer to Human Resources Policy #302, Overtime Compensation and/or Compensatory Time.

University of Pennsylvania Human Resources/Compensation Monthly-Paid Salary Scales by Quintile, Effective February 1, 1995

Next Scheduled Salary Structure Review: Fiscal 1996

Quintile:		1st	2nd	3rd		4th	5th	
Grade		Range Minimum		Hiring Maximum			Range Maximum	
P01	Annual	19,700	22,060	24,420	25,700	26,780	29,140	31,500
	Monthly	1,641.67	1,838.33	2,035.00	2,141.67	2,231.67	2,428.33	2,625.00
P02	Annual	21,700	24,320	26,940	28,200	29,560	32,180	34,800
	Monthly	1,808.33	2,026.67	2,245.00	2,350.00	2,463.33	2,681.67	2,900.00
P03	Annual	23,900	26,760	29,620	31,000	32,480	35,340	38,200
	Monthly	1,991.67	2,230.00	2,468.33	2,583.33	2,706.67	2,945.00	3,183.33
P04	Annual	26,200	29,360	32,520	34,100	35,680	38,840	42,000
	Monthly	2,183.33	2,446.67	2,710.00	2,841.67	2,973.33	3,236.67	3,500.00
P05	Annual	28,800	32,300	35,800	37,600	39,300	42,800	46,300
	Monthly	2,400.00	2,691.67	2,983.33	3,133.33	3,275.00	3,566.67	3,858.33
P06	Annual	31,900	35,336	38,773	40,600	42,209	45,645	50,800
	Monthly	2,658.33	2,944.70	3,231.06	3,383.33	3,517.42	3,803.79	4,233.33
P07	Annual	35,000	38,603	42,207	43,700	45,810	49,414	55,900
	Monthly	2,916.67	3,216.95	3,517.24	3,641.67	3,817.53	4,117.82	4,658.33
P08	Annual	38,500	42,371	46,242	48,100	50,113	53,984	62,500
	Monthly	3,208.33	3,530.91	3,853.49	4,008.33	4,176.08	4,498.66	5,208.33
P09	Annual	42,300	46,540	50,780	52,900	55,020	59,260	68,800
	Monthly	3,525.00	3,878.33	4,231.67	4,408.33	4,585.00	4,938.33	5,733.33
P10	Annual	47,400	52,136	56,872	59,200	61,608	66,344	77,000
	Monthly	3,950.00	4,344.67	4,739.33	4,933.33	5,134.00	5,528.67	6,416.67
P11	Annual	54,500			68,200			
	Monthly	4,541.67			5,683.33			
P12	Annual	63,700			77,700			
	Monthly	5,308.33			6,475.00			

University of Pennsylvania Human Resources/Compensation 35-Hour* Weekly-Paid Salary Scale by Quintile, Effective February 1, 1995

Next Scheduled Salary Structure Review: Fiscal 1996

Quintile:	1st	2nd	3rd	4th	5th		
Grade	Range Minimum		Hiring Maximum		Range Maximum		
G04 Annual	11,400	12,460	13,520	14,000	14,580	15,640	16,700
Weekly	219.23	239.62	260.00	269.23	280.38	300.77	321.15
Hourly	6.264	6.846	7.429	7.692	8.011	8.593	9.176
G05 Annual	12,500	13,640	14,780	15,300	15,920	17,060	18,200
Weekly	240.38	262.31	284.23	294.23	306.15	328.08	350.00
Hourly	6.868	7.495	8.121	8.407	8.747	9.374	10.000
G06 Annual	13,600	14,840	16,080	16,700	17,320	18,560	19,800
Weekly	261.54	285.38	309.23	321.15	333.08	356.92	380.77
Hourly	7.473	8.154	8.835	9.176	9.516	10.198	10.879
G07 Annual	14,500	15,920	17,340	18,100	18,760	20,180	21,600
Weekly	278.85	306.15	333.46	348.08	360.77	388.08	415.38
Hourly	7.967	8.747	9.527	9.945	10.308	11.088	11.868
G08 Annual	15,700	17,280	18,860	19,600	20,440	22,020	23,600
Weekly	301.92	332.31	362.69	376.92	393.08	423.46	453.85
Hourly	8.626	9.495	10.363	10.769	11.231	12.099	12.967
G09 Annual	17,100	18,800	20,500	21,400	22,200	23,900	25,600
Weekly	328.85	361.54	394.23	411.54	426.92	459.62	492.31
Hourly	9.396	10.330	11.264	11.758	12.198	13.132	14.066
G10 Annual	18,700	20,540	22,380	23,300	24,220	26,060	27,900
Weekly	359.62	395.00	430.38	448.08	465.77	501.15	536.54
Hourly	10.275	11.286	12.297	12.802	13.308	14.319	15.330
G11 Annual	19,900	22,040	24,180	25,300	26,320	28,460	30,600
Weekly	382.69	423.85	465.00	486.54	506.15	547.31	588.46
Hourly	10.934	12.110	13.286	13.901	14.462	15.637	16.813
G12 Annual	22,200	24,780	27,360	28,600	29,940	32,520	35,100
Weekly	426.92	476.54	526.15	550.00	575.77	625.38	675.00
Hourly	12.198	13.615	15.033	15.714	16.451	17.868	19.286
G13 Annual	24,400	27,560	30,720	31,400	33,880	37,040	40,200
Weekly	469.23	530.00	590.77	603.85	651.54	712.31	773.08
Hourly	13.407	15.143	16.879	17.253	18.615	20.352	22.088

* Identical hourly rates by grade are applied to the 37.5-hour week and 40-hour week. Tables on these variations are available on request at Ext. 8-3503 or may be called up on PennInfo under the keyword "Salary."



The Lar Lubovitch Dance Company has a spring in its step as it brings a fresh program of dance to the Annenberg Center's Zellerbach Theatre, February 16-18 as part of the Dance Celebration Series, co-presented by Dance Affiliates and Annenberg Center. The program will include a premiere set to Cole Porter's "So In Love" and revivals of *Beau Danube* and *Marimba*. Above, the company performs in *Musette*. Lubovitch recently gained acclaim for his choreography on the Broadway musical *The Red Shoes*. Tickets are \$26, \$21 for Penn faculty/staff, \$12 for students, children and senior citizens. Performances will be at 7 p.m., February 16; 8 p.m. February 17; 2 p.m. and 8 p.m. February 18. For more information, call the Annenberg Center box office at 898-6791.

Crime Alerts: Car Thefts, Purse Snatching

February 7, 1995

In the past three weeks, unknown persons have stolen three vehicles and attempted to steal one from Lot #1/Garage #26 (located in the 3200 block of Walnut Street).

The vehicles were of the following year/make/model:

- 1988 Mazda 626
- Plymouth Laser
- 1984 Saab 900 Turbo
- Datsun 210

The Club, an anti-theft device for vehicles is available 9 a.m.-11 p.m. at the Police Mini Station 3927 Walnut Street. The Econo Club is \$25, the Regular Club \$32. (Checks will be accepted from those holding valid PENNCards.)

Learn how to reduce the chance of your vehicle being stolen; learn what days and time periods auto thefts are most likely to occur.

Safety Tips for Drivers: If possible, park your vehicle near the entrance or the attendant's booth when it is staffed.

- When parking your vehicle at night, try to park in well-lighted and well-traveled areas.
- Avoid leaving your vehicle for prolonged periods of time especially at night or on unattended lots.
- Do not leave any valuables in plain view. If you do not take your valuables with you, be sure to secure them inside your trunk *prior* to arriving at your destination.

February 8, 1995

On Tuesday, February 7 at 5:40 P.M., a purse snatch occurred at the SEPTA 40th and Market Streets Subway Concourse (Southwest corner) Eastbound.

Suspect is described as: African American male, unknown age, 6'0" tall, 180 pounds. Last seen wearing a green jacket, dark knit hat and dark pants. The suspect was last seen running southbound from 40th and Sansom Streets. The suspect may have been in the company of two other males (no further description).

If you can provide *any* information regarding this purse snatch, please contact one of the below listed telephone numbers:

Penn Police 898-7297
Penn Detectives 898-4485
Victim Support/Crime Prevention 898-4481/6600 (24 hours)

On-Campus Emergency 511
Off-Campus Emergency 573-3333
SEPTA Police 580-4131

Safety Tips for Riders: Be aware of your environment, and promptly report suspicious persons or activities.

- When waiting for the subway alone, stay in view of the ticket booth or emergency phone box.
- If alone on the subway at night, sit in the first car with the conductor. All conductors on SEPTA Subways are in radio contact with the police.
- When walking at night, try to hide anything on your person that could be perceived as valuable.

— Division of Public Safety

Update

FEBRUARY AT PENN

TALKS

15 *Improving Healthcare: Beyond the Beginning*; Donald M. Berwick, Institute for Healthcare Improvement; 1995 Samuel P. Martin III Lecture; 12-1 p.m.; Medical Alumni Hall, Maloney, HUP (General Internal Medicine; PennMed; Robert Wood Johnson Foundation; Leonard Davis Institute of Health Economics).

16 *Using Local Data on Breast Cancer and Mammography to Plan Cancer Control Programs*; Sandra Norman, Center for Clinical Epidemiology and Biostatistics; Debra Kossman, National Analysts; 9-10 a.m.; Hirst Auditorium, Dulles Building, HUP (Clinical Epidemiology; Health Services Research).

20 *Maragani Stresses: Their Prediction and Control*; Kathleen J. Stebe, Johns Hopkins; 3:30 p.m.; Room 337 Towne Building (ChemEng.).

21 *Bone Meltdown with Glucocorticoid*; John Haddad, endocrinology; 8 a.m.; Medical Alumni Hall, Maloney, HUP (Medicine).

Regulators and Effectors of Ras Proteins; Frank McCormick, Onyx Pharmaceuticals; George W. Raiziss Biochemical Rounds; noon; Austrian Auditorium, Clinical Research Building (Biochemistry and Biophysics).

The Image of Holiness: The Representation of Saints in Turkish Miniature Paintings; Karen Ruhdanz, history of art; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

Deadlines: The deadline for the March at Penn calendar is *February 14*. The deadline for the April at Penn calendar is *March 14*. The deadline for the weekly Update is Monday the week prior to publication.

About the Crime Report

The University of Pennsylvania Police Department's Community Crime Report which includes all criminal incidents reported and made known to the Penn Police Department for the period February 6 through February 12 was unavailable from the Division of Public Safety at presstime. For any concerns or questions regarding such reports, please call the Division of Public Safety at 898-4482. This week's Crime Reports will be posted to *Almanac* on PennInfo when they become available.



Almanac

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

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Increasing Our Collective Security

Dear Members of the Penn Community:

We all want to live in a safe and open community. Yet the painful and sometimes frightening reality of urban crime has been a source of insecurity on our campus for a number of years. Our need to deal with this reality led me to write several months ago in *Almanac* (September 13, 1994) that "[n]othing is more important than security at Penn, for without a sense of well-being, an academic community cannot flourish." I pledged then to keep you informed of our progress in working toward a safer Penn, and that is why I write today.

Quietly, and largely outside of public view, the University has already taken a number of concrete steps to increase our collective security. Some are the good work of our Division of Public Safety; others are cooperative efforts on the part of students, faculty, University employees and our friends and neighbors in West Philadelphia and the Philadelphia Police Department. One result has been a five per cent reduction in serious crimes reported by Public Safety over the past six years. That figure is significant—ask any police chief—and it has been too little heralded.

Before providing more detail on some of these continuing efforts, I would like to highlight several important new initiatives. These are significant new steps toward our goal of a safer Penn. Beginning this year, they will represent a major additional financial investment in security at Penn. The initiatives include the following:

1. Within the next several weeks we will establish a network of "Community Walks" across campus and beyond into West Philadelphia. Each of these walks is a main campus artery, each will be marked with new Penn "Community Walk" signs, and each will be supplied with blue light emergency phones, improved lighting to enhance night time visibility and increased security patrols.

2. In conjunction with the Community Walks, new security/information kiosks will be erected at strategic locations on campus. These kiosks will be staffed by specially trained security officers who will be in radio and telephone contact with the Public Safety Communications Center at all times. The kiosks will also serve as easily accessible information centers for students and visitors to campus.

3. Based on their success since introduction two years ago, Public Safety will double its use of bicycle police patrols. Currently ten officers are trained in use of the bikes. This number will increase to twenty officers, and additional bikes—three of them funded by the Undergraduate Assembly—have been ordered. The use of bikes has already brought officers in closer contact with the community and increased their speed in patrolling, and it will enhance coverage of the Community Walks.

4. By the end of February the Division of Public Safety will post security officers in a number of University buildings that do not presently have them.

5. Over the next several weeks a team of special advisors including former Philadelphia police commissioner Kevin Tucker, a special agent of the FBI, a member of the United States Secret Service and the head of security for Johns Hopkins University will analyze and report to me on additional recommendations to increase safety at Penn. These advisors will be instrumental in helping us complete a long-range, comprehensive strategic plan for security at Penn. The Division of Public Safety has written an initial draft of the plan, and the commitments I have listed here are among the Division's core recommendations. With the help of our special advisors, our goal will be to conclude work on the plan and release it as quickly as possible for comment by the Penn community.

6. As part of our process in finishing the strategic plan, Public Safety will research and provide recommendations on uniform security standards for campus buildings and security personnel, and the requirements of each school and building to meet those standards.

I firmly believe that these measures will improve our real security as we study, work and live at Penn. The University is undertaking these commitments as a serious dedication of resources to our future together.

Added to the efforts that have already been taken and accomplishments to date, they clearly signify the priority we have placed on keeping Penn a safe and vital community.

For the many who may not be aware of them, let me briefly detail some of the other long term and continuing efforts we have undertaken:

1. A dramatic increase since 1989 in the number of uniformed police officers in our campus force—from 46 to 79 officers and from 6 to 8 shift supervisors. This has substantially expanded the ability of the force to cover our extended campus, including the "off-campus" area west to 43rd Street where we maintain patrols that work in coordination with city police. Accompanying this increase has been a sizable rise in the number of security guards posted in and around campus buildings.

2. The creation of "Penn Watch," an undergraduate-run organization of students who will patrol University City neighborhoods, give radio reports to campus police and provide peer education sessions on safety and security to other students. In the potent words of Jon Brightbill, Wharton sophomore and president of Penn Watch, "If students want to feel safer, they have to get involved."

3. Increased and varied efforts at crime prevention, relying on better education of our students, faculty and staff and better cooperation with our West Philadelphia neighbors. As the *Inquirer* pointed out in a January 26 editorial, effective crime prevention requires sharing of information and resources at many levels: between police departments, between branches of government, between neighborhoods. For Penn, this kind of sharing is a must. We can never make the University secure by building a wall around its perimeter. Sealing Penn off, even if possible, would deprive it of the urban interaction that has historically produced much of its intellectual vigor and character. We must work with our neighbors to keep Penn and West Philadelphia perceptibly safe. As we continue to reach out to them in this connection, we must also bring our neighbors in—as we will do on the upcoming "Communiversities Day," when scores of 9th and 10th graders from schools near campus will spend a day at Penn.

4. Economic development efforts in West Philadelphia, collectively benefiting the University and its neighbors to the west. A very recent example of this is last week's announcement of an initial \$150,000 cooperative endeavor between the University and the City to revitalize the area around 40th and Market Streets. Many more such efforts are in the planning stages. When realized, they will bring new jobs, commerce, vitality and security to West Philadelphia and, in turn, to Penn.

In evaluating our progress at Penn, we must remember that the problem of crime and violence demands broad, national engagement. The issue is enormous — far larger than a single university, neighborhood or city. On the other hand, it is also true that in the same sense that all politics is local, so is all crime. If we begin by accepting responsibility for what is within our control, the scope of what is outside our control will be much reduced.

Penn has a deep and abiding institutional commitment to the safety of the members of its community. Yet no one can be always protected by others: self-protection is a personal responsibility, and thoughtless or immature behavior may exact a price. A brash Penn student living off-campus cannot expect impunity if he insults his neighbors. And the Penn freshman who anonymously bragged about his shoplifting to the *Daily Pennsylvanian* a week or two ago cannot expect the University's help when he gets caught. Each of us must accept responsibility for himself or herself—and we all must accept responsibility for our community.

Best wishes,

Judith Rodin
Judith Rodin