

UNIVERSITY of PENNSYLVANIA *Almanac*

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SENATE From the Senate Office

Slate of Nominees for 2000-2001

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: Larry Gross, Chair
SUBJECT: Senate Nominations 2000-2001

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:*

Secretary-elect: Edward L. Rubin (prof law)

At-large Members of the Senate Executive Committee

(to serve a 3-year term beginning May, 2000):

Michael Awkward (prof English)
Jon M. Lindstrom (prof neuroscience/med)
Chung-Pei Ma (asst prof physics & astron)

At-large Member of the Senate Executive Committee

(to serve a 1-year term beginning May, 2000):

Warren D. Seider (prof chemical engr)

One Assistant Professor Member of the Senate Executive Committee

(to serve a 2-year term beginning May, 2000):

Mary C. Pugh (asst prof mathematics)

Senate Committee on Academic Freedom and Responsibility

(to serve a 3-year term beginning May, 2000):

Robert F. Engs (assoc prof history)
Mark J. Stern (prof social work)
Terri E. Weaver (assoc prof nursing)

(to serve a 2-year term beginning May, 2000):

Helen C. Davies (prof microbiol/med)

Senate Committee on Conduct

(to serve a 2-year term beginning May, 2000):

Jeffrey M. Field (assoc prof pharmacol)
Carolyn Marvin (prof communication)
Peggy R. Sanday (prof anthropology)

Senate Committee on the Economic Status of the Faculty

(to serve a 3-year term beginning May, 2000):

Howard Goldfine (prof microbiol/med)
Janice F. Madden (prof sociology)

(to serve a 2-year term beginning May, 2000):

Lorraine J. Tulman (assoc prof nursing)

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 by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 109 Duhring Wing by 5:00 p.m., Tuesday, March 21, 2000. (The week of spring recess is normally not counted in the fourteen days.)

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.

*At its November 3, 1999, meeting the Senate Executive Committee instructed the 1998-1999 Senate Nominating Committee to nominate a candidate for Chair-elect (*Almanac* November 9, 1999) and subsequently David B. Hackney, Professor of Radiology at the Hospital of the University of Pennsylvania, was elected January 11, 2000 (*Almanac* January 18, 2000).

President Clinton's Visit



President Bill Clinton at the Granoff Forum last Thursday, was joined on stage by Mayor John Street, Penn President Judith Rodin and Michael Granoff.

President Bill Clinton gave the inaugural address of the University's **Granoff Forum** last week at Irvine Auditorium. In his speech on *The New Economy* he outlined his vision for the U.S. economy and highlighted the role that fiscal discipline and information technology have played in producing the longest expansion in U.S. history.

President Clinton was introduced by Penn President Judith Rodin who serves on his Presidential Committee of Advisors on Science and Technology. Dr. Rodin welcomed him to campus noting that for more than 250 years Penn has extended the frontier of research. She said that the Granoff Forum on International Development and the Global Economy "gives our students an opportunity to learn how the world really works."

Mayor John Street welcomed President Clinton on behalf of 1.6 million people of the City of Philadelphia and said that the President "continues to be our friend."

Michael D. Granoff, C'80, who had served on Clinton's transition team in 1992 said he looked forward to the President's remarks "serving as a catalyst."

The President talked about what has changed in the U.S. since his last visit eight years ago. He noted advancements in science and technology, such as the Internet, as well as the longest period of sustained growth in U.S. history, the lowest unemployment rate in three decades, highest homeownership on record, lowest poverty rate in two decades and the creation of nearly 21 million new jobs since 1993, mostly in the private sector.

The president said that this address is a prelude to a major White House conference he will convene on April 5 to draw insights on the new economy from the Nation's leading economists, and CEOs. He also stressed the importance of "closing the Digital Divide" through a range of programs such as computer training to teachers, and the establishment of community centers where adults can access the Internet.

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Pullout: March AT PENN

Wharton Deputy Dean: David Schmittlein

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at (215) 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda

Special Meeting of the Faculty Senate

Wednesday, March 1, 2000, 3-5 p.m.
102 Chemistry Building

1. Call to order by the Chair of the Faculty Senate Larry Gross
2. Briefing by Provost Robert Barchi on the status of the University of Pennsylvania Health System (UPHS) and the School of Medicine and their impact on the rest of the University
3. Summary by Professor James C. Saunders of recommendations of the School of Medicine Faculty-2000 Project
4. Adjournment by 5 p.m.

Please note that all members of the standing faculty are members of the Faculty Senate and are invited to the special meeting.



David Schmittlein

David C. Schmittlein, Ira A. Lipman Professor and chairperson of the Marketing Department at the Wharton School, has been appointed deputy dean of the School, effective March 1. As deputy dean, Dr. Schmittlein will become the School's chief academic officer.

Dr. Schmittlein succeeds **Dr. Patrick T. Harker**, who held the deputy dean position until being appointed dean of Wharton on February 8.

"David Schmittlein is a distinguished scholar and he has been instrumental in helping to advance numerous initiatives within the school," said Dean Harker. "I am pleased to make this appointment, and I look forward to working closely with Dave and all of our faculty colleagues in moving the School forward."

A member of the Wharton faculty since 1980, Dr. Schmittlein has held several leadership positions within the School including serving as chairperson of the Marketing Department since 1994, and as vice dean and director of Wharton's Doctoral Programs from 1993 to 1995. He was co-director at the Center for Marketing Strategy Research from 1982 to 1985, and has held visiting appointments at the University of Tokyo and Washington University.

Dr. Schmittlein has been a leader of various curricular initiatives including the recent adoption of the "Managing Electronic Commerce" major at the MBA level. He was also honored with a Wharton Undergraduate Excellence in Teaching Award in 1993.

Since 1983, Dr. Schmittlein has been a member of the editorial board for the *Journal of Marketing Research*, and a member of the editorial board for *Marketing Letters* since 1989. He is currently on the editorial board for the *Journal of Interactive Marketing* and was an area editor for *Marketing Science* from 1995 to 1997. He was also selected as Outstanding Reviewer for the *Journal of Marketing Research*, 1991-1992.

Dr. Schmittlein has consulted with firms such as American Express, American Home Products, AT&T, Ford Motor Company, Gianni Versace S.p.A, Lockheed Martin, Pfizer, Revlon, Quaker Oats Co., and the Oakland Raiders, regarding marketing research methods, models for marketing decisions, advertising, new product development, market segmentation and direct marketing. He has also done work related to antitrust, patent infringement, trademark and trade dress infringement, deceptive advertising and market-based evidence pertaining to damage assessment.

A prolific scholar, Dr. Schmittlein is currently involved in research projects focused on customer purchase patterns, assessing future sales potential, direct marketing and analyzing new product success in Japan and the U.S. Dr. Schmittlein earned a Ph.D. and M.Phil. from Columbia University and an A.B. from Brown University.

Speaking Out

Isolating or Insulating?

We owe a debt of gratitude to our colleagues on the Medical School Faculty for their strong stand on behalf of faculty consultation in the matter of proposals for **reorganization of the Health System**. While faculty in School of Medicine departments would be most impacted by such proposals, they should not stand alone in this matter. The entire University faculty, and particularly the richly interwoven scientific community at Penn, will be significantly affected by any reorganization undertaken—whatever its form. Any proposed plan risks isolating our medical colleagues from the academic mainstream, in the name of insulating the rest of us from the budgetary risks facing their clinical affiliates. But we also have a need and responsibility to examine proposed changes for their impact on the overall academic mission of the University.

The pragmatic among us will acknowledge that, in the past, resources derived from clinical activities at HUP and the School of Medicine's Academic Research and Development Fund have permitted significant funding for University-wide activities which has benefitted many academic programs. Are we prepared to acknowledge that the new HMO-driven health care economics make that no longer possible? Are we sure that a plan to legally separate clinical care activities from academic activities would indeed yield a financial "firewall" for the University?

Those of us who focus more on the academic status of the University will recognize that the close research and teaching links between Medical School faculty and non-medical faculty have propelled our advance to the top tier among major research universities. Are we prepared to endorse any plan which would force our clinical faculty to switch allegiance to a financially independent health

care system at the expense of their interactions with the rest of the University?

These are issues which deserve not only faculty consultation but also extensive faculty deliberation. It seems appropriate to ask the Academic Planning and Budget Committee, under the guidance of the Provost, to consider these matters in depth, and to present a report to the faculty outlining the major options for dealing with the current financial crisis in Penn's health care system and the drawbacks and benefits of each. This is, after all, precisely what the Academic Planning and Budget Committee was designed for.

Tomorrow's meeting of the Faculty Senate (3 p.m. at 102 Chemistry) should provide an ideal opportunity to discuss these issues.

—Phoebe Leboy
Professor of Biochemistry

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

Course Development Grants: Programs in Nonprofits, Universities, Communities and Schools

The Center for Community Partnerships announces course development grants to promote academically-based community service, learning and research. Academically-based community service (ABCS) is at the core of the Center's work. Rooted in and intrinsically linked to teaching and/or research, ABCS encompasses problem-oriented research and teaching, as well as service learning. The grants support University faculty to develop new courses that combine research with cooperative community projects.

Proposals should be submitted by faculty to one of the five programs listed below. Courses should be new or substantially restructured and could be undergraduate, graduate or mixed undergraduate and graduate. The proposal format and deadline is identical for all programs. A specific proposal can be submitted to only one program, but faculty may submit more than one proposal. Grants will be for no more than \$3,000 per project. These funds can be used to provide graduate and undergraduate support, course support and/or summer salary (\$3,000 is inclusive of E.B. if taken as salary).

The programs are:

Program in Nonprofits, Universities, Communities, and Schools (PNUCS):

The W.K. Kellogg Foundation Building Bridges Initiative has provided the Center for Community Partnerships with a four-year grant to develop the Program in Nonprofits, Universities, Communities, and Schools (PNUCS). PNUCS' themes are nonprofit administration, institutional asset mapping, and youth leadership. A significant feature of PNUCS-related courses should be the combination of theory and practice. They should include opportunities for faculty and students to provide technical assistance support to nonprofit agencies of varying size and character and engage students in problem-solving activities in conjunction with nonprofit organizations located across West and South-west Philadelphia neighborhoods.

Ram Cnaan, Associate Professor, Social Work, Co-Principal Investigator; Ira Harkavy, Principal Investigator; Mark A. Barnes, Project Director

Program in Universities, Communities of Faith, Schools and Neighborhoods (PUCFSN):

The Program in Universities, Communities of Faith, Schools and Neighborhoods, supported by the Jessie Ball duPont Fund, brings the Penn community into dialogue with religious leaders of all faiths in West Philadelphia together with the leaders of West Philadelphia schools and neighborhood organizations. Through this dialogue, program leaders seek to break down long-standing barriers and create jointly determined and mutually beneficial action-oriented partnerships that address community needs. Other activities include the development of new Penn courses that will engage Penn faculty and students with communities of faith and the overall work of the Program.

Stephen Dunning, Chair of PUCFSN Faculty Committee, Religious Studies Chair; Wil Gipson, Chaplain of the University, Co-Principal Investigator; Ira Harkavy, Co-Principal Investigator

Philadelphia Higher Education Network for Neighborhood Development (PHENND):

The Corporation for National Service has provided PHENND, a coalition of over 40 Philadelphia—region higher eds, with a three-year grant to help the PHENND member institutions develop higher education-community partnerships through strategic service-learning. The grant supports PHENND faculty to develop new undergraduate courses that combine research with cooperative community projects. Alternatively, the grant could provide support for undergraduates to participate in research opportunities that will both benefit the community and lead to the development of new courses. The PHENND course development program focuses on four themes: Education; Environment; Public Safety; and, other Human Needs. Proposals should fall within the four project areas. While grants will be awarded for no more than \$3,000 per project, awardees may then be eligible for an additional \$1,000 implementation grant to support work done during the course or research project. PHENND encourages proposals that meet the following additional criteria: (1) The course is part of a project that involves more than one IHE (Institution of Higher Education) to work collaboratively in a specific neighborhood or area (ex. Penn and Drexel and/or University of the Sciences in West Philadelphia) (2) The course is multidisciplinary or the course is part of a project that involves substantial multidisciplinary work.

Hillary Aisenstein, Acting Director; Ira Harkavy, PHENND Co-Chair

Community Arts Partnership (CAP):

Funded by the Rockefeller Foundation, the Community Arts Partnership (CAP) advances academically-based community service by Penn humanities faculty and students in collaboration with West Philadelphia community-based organizations and community artists to create and expand community arts programs at West Philadelphia public schools and in the community.

Ira Harkavy, Principal Investigator; Ralph Rosen, Chair of CAP Faculty Committee, Classics Department Chair; Billy Yalowitz, Director

Center for Community Partnerships Course Development Program:

Funded by both the Provost's Office and the Center for Community Partnerships, this program will allow faculty to develop new and substantially restructured undergraduate and graduate level courses that engage students in real world problem solving projects in conjunction with schools and community organizations located in West Philadelphia.

Francis E. Johnston, Co-Chair of Center for Community Partnerships Faculty Advisory Committee; Albert J. Stunkard, Co-Chair of Center for Community Partnerships Faculty Advisory Committee; Ira Harkavy, Director, Center for Community Partnerships

The criteria and format for submitting proposals to all five of the above programs are:

Criteria:

1. Academic excellence
2. Integration of research, teaching and service
3. Partnership with schools, community groups, service agencies, etc.
4. Focus on Philadelphia, especially West Philadelphia
5. Evidence as to how the course activity will involve participation or interaction with the community as well as contribute to improving the community
6. Evidence as to how the course activity will engage undergraduates in research opportunities
7. Potential for sustainability

Format:

1. Cover Page
 - 1.1 Name, title, department, school, mailing address, social security number
 - 1.2 Title of the proposal
 - 1.3 Amount requested
 - 1.4 Specific program to which you are applying
 - 1.5 100-word abstract of the proposal (include a description of how the course will involve interaction with the community and benefit the community)
2. A one-page biographical sketch of applicant
3. A two-to four-page mini-proposal
4. Amount of the request and budget

An original and five copies of the proposal should be submitted to the Center for Community Partnerships, 133 S. 36th Street, Suite 519, Philadelphia, PA 19104-3246. The due date for all programs is *March 31, 2000* by 5 p.m.

*—Francis E. Johnston, Professor of Anthropology
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships*

*—Albert J. Stunkard, Professor of Psychiatry
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships*

*—Ira Harkavy, Associate Vice President and Director,
Center for Community Partnerships*

Honors & Other Things

CHOP Chief: Dr. Altschuler

Dr. Steven M. Altschuler, professor and chair of pediatrics at CHOP and the hospital's physician-in-chief, was chosen last week after a national search as CHOP's new president and chief executive. Dr. Altschuler, an expert in the brain circuitry that controls swallowing, will assume his new roles on April 3. He earned his undergraduate and medical degrees from Case Western University in Cleveland and received his pediatric training at Children's Hospital in Boston. He came to CHOP in 1982 as a fellow and joined the their staff in 1985. Dr. Altschuler has been involved in developing the hospital's network of surgery and specialty-care centers and pediatrician practices known as Kids First.

Director of Psychology: Dr. Kazak

Dr. Anne E. Kazak, associate professor in psychology in Pediatrics and associate professor in psychology at Penn, has been appointed Director of Psychology at CHOP. Dr. Kazak will be developing existing and new psychology services for children and adolescents served by the pediatric healthcare network.

Before assuming her current position, she was director of Psychosocial Services for the Division of Oncology at CHOP. She has extensive experience working with children and youth and their psychological needs, especially in the area of post-traumatic stress and families with children with disabilities or chronic illnesses.

After receiving her undergraduate degree in psychology from Smith College, Dr. Kazak was a predoctoral fellow at Yale and received her doctoral degree from the University of Virginia. Author of numerous publications, books and book chapters, Dr. Kazak is the editor of the *Journal of Pediatric Psychology* and is on the editorial board and serves as ad hoc reviewer for several professional journals and publications.

Salzberg Award: Louise Schnauffer

Dr. Lousie Schnauffer, senior surgeon at CHOP received the Arnold M. Salzberg Award by the American Academy of Pediatrics. The award recognizes outstanding mentorship of pediatric surgical trainees, and Dr. Schnauffer is one of only three surgeons honored with this award.

Dr. Schnauffer received the Salzberg Award in honor of her commitment to the education of surgical trainees at CHOP. She completed her pre-medical studies at Wellesley College and graduated from the former Women's Medical College of Pennsylvania in 1951. Dr. Schnauffer helped establish a pediatric surgical unit at Johns Hopkins University Hospital before coming to CHOP in 1971.

Panhellenic Council

Penn's Panhellenic Council has won the National Panhellenic Conference Award for Excellence. This award is presented to "College Panhellenics whose achievements and programs have best developed fraternity loyalties and friendships, confidence in one another, mutual respect, and helpfulness."

Spencer Fellow: Michael Katz of History



Michael Katz

Dr. Michael B. Katz, the Sheldon and Lucy Hackney Professor in the History Department, was recently named a Spencer Foundation Senior Fellow. This is an invitational award in which the Chicago-based foundation invites a distinguished scholar to apply, their board of directors reviews the application and votes on it. Dr. Katz, a specialist in American social history, received one of four awards given by the foundation in the past twelve months. It carries with it \$400,000 in research funding which Dr. Katz plans to use to supplement a grant he and Dr. Mark Stern of social work received from the Russell Sage Foundation, to write a book placing the year 2000 census in the context of social and economic trends in the twentieth-century. Dr. Katz also intends to turn some long unpublished data on adolescence, schooling and race in turn-of-the-century Philadelphia into publishable articles as well as write a historiographical introduction to a reissue of his first book, *The Irony of Early School Reform*, published in 1968.

Dr. Katz focuses on three areas: the history of education, the history of urban social and family structure and the history of poverty and social welfare. He received his M.A.T. and Ed.D. from Harvard University. He has been a Guggenheim Fellow and a resident fellow at the Institute for Advanced Study, the Shelby Cullom Davis Center for Historical Studies at Princeton, the Russell Sage Foundation and the Woodrow Wilson International Center for Scholars. He also has held a fellowship from the Open Society Institute. He is a fellow of the National Academy of Education and the National Academy of Social Insurance.

From 1989-95, he served as archivist to the Social Science Research Council's Committee for Research on the Urban Underclass and in 1992 was a member of the Task Force to Reduce Welfare Dependency, appointed by Pennsylvania's governor. From 1991-95, he was chair of Penn's history department; from 1983-96 he directed or co-directed the undergraduate Urban Studies Program. In 1994, Dr. Katz founded the graduate certificate program in Urban Studies, which he directs.

Dr. Katz is the author of numerous books and essays, including *The People of Hamilton, Canada West: Family and Class in a Mid-Nineteenth Century City*, the 1975 winner of the Albert C. Corey Prize from the American and Canadian Historical Associations. His book, *The Undeserving Poor: From the War on Poverty to the War on Welfare*, was a 1990 finalist for the American Sociological Association's Distinguished Book Award. He is completing a book on the redefinition of the American welfare state since 1980, *Market Price or Social Value? Redefining America's Welfare State*.

Edgar Fahs Smith Collection: National Historical Chemical Landmark

On March 16, the American Chemical Society will designate the University library's Edgar Fahs Smith Memorial Collection in the History of Chemistry as a National Historical Chemical Landmark. The landmark status is conferred on chemical sites, artifacts and collections that "clearly evidence a seminal achievement in the history of chemistry and chemical technology."

The Edgar Fahs Smith Collection was started over one hundred years ago by Dr. Edgar Fahs Smith, a prominent chemist and provost at Penn from. It is recognized as one of the preeminent collections of the history of chemistry in the world. The collection contains Sir Isaac Newton's copy of *Ashmole's Theatrum Chemicum Britannicum*, manuscripts by Joseph Priestley, and notes of Benjamin Rush's lectures. It also contains photographs and engravings of scientists and their laboratories and chemical apparatus.

The designation program will include the presentation of the NHCL plaque by Dr. Daryle Busch, president, American Chemical Society to Michael Ryan, director of Rare Books and Manuscripts and curator of the Collection, followed by remarks by James Bohning, and Dr. Arnold Thackray. The ceremony will take place from 4-5 p.m., in the Rosenwald Gallery, 6th floor of the Van Pelt-Dietrich Library Center. Please contact Carol Carr at (215) 573-6144 or e-mail carra@sas.upenn.edu to indicate an interest in attending.



Edgar Fahs Smith in his office in Harrison Laboratory.

Fellowships in International Development

The Investing in Women in Development (IWID) Fellows Program has been established to increase the number of U.S. professionals with experience in international and gender-related development activities. IWID is a cooperative venture of the U.S. Agency for International Development (USAID) and IIE. Fellows will also assist USAID to ensure the success of its development efforts by including both men and women in the projects.

Beginning this month, U.S. professionals and Ph.D. candidates can apply for fully paid one-year fellowships to work with USAID field offices overseas. Fellowships will be awarded for assignments in Asia, Africa, Central America or South America beginning on *October 1, 2000*, following a 4-week orientation and training session in Washington, DC. Eligible applicants are professionals currently working in business or non-profit sectors, or Ph.D. candidates, in fields such as business and economics, public policy, government and legal affairs, health & nutrition, or the environment. While abroad, Fellows will gain valuable international experience while contributing to USAID development projects in their host countries.

The application deadline is *March 31*.

Fellows will receive a monthly stipend, and expenses such as housing, insurance and travel will be paid by USAID. They will work with a USAID field office team in one of the five areas of specialty. They will also provide input on how best to integrate gender concerns in their areas.

For information or to receive an application for the program, contact: IIE/IWID, (202) 326-7710 or 7855, iwid@iie.org, www.iie.org/pgms/iwid.

Recognizing Buildings

The University has been selected to receive two awards from Preservation Pennsylvania, a "statewide voice for Pennsylvania's heritage," and the Pennsylvania Historical and Museum Commission at a ceremony on



Irvine Auditorium

April 12 during the 2000 Historic Preservation an Heritage Partnerships Conference at the Lincoln Plaza Hotel and Convention Center in Reading. The Public Institutional Award is being given for Irvine Auditorium's historic preservation. The Community Involvement Award is being given for Penn's Community Housing Initiative. The awards include a hand-made Mercer tile, mounted in a frame with an inscription.

Nassau Fund Recipients

Elizabeth Chertow and *Christie Olsen*, both of the Class of 2002, are the latest recipients of the 1999-2000 Nassau Fund Award for Undergraduate Research. Ms. Chertow and Ms. Olsen received the award for their proposal *Qualitative Analysis of African American Adolescent Females' Knowledge and Use of Emergency Contraceptive Pills*.

DEATHS

Dr. John Alexander Jr.: Medicine

Dr. John Dewey Alexander Jr., 75, died on February 20. Dr. Alexander was an assistant professor of clinical medicine at the University and a fellow of the American College of Physicians. He attended the UC-Berkeley, Indiana University and the University of Louisville medical school. He served in the Army during WW II and the Air Force during the Korean War. After the war he attended the PennMed where he graduated in 1949. Dr. Alexander's career at Penn began as an instructor in 1957, he became an associate in medicine in 1962, a clinical associate in medicine in 1963, a clinical assistant professor in 1980, which he remained until his retirement in 1990.

He completed internships in internal medicine at Penn and the Mayo Clinic and joined the staff of Pennsylvania Hospital in 1956 and retired from there in 1989.

He is survived by his wife Mary of 48 years. Memorial donations may be made to the First Presbyterian Church 201 S. 21 St., Philadelphia, PA 19103.

Charles McCaffrey: Insurance

Charles McCaffrey, a retired lecturer in the Insurance Department at Wharton died at age 87 on February 7. Mr. McCaffrey specialized in estate planning. He came to Penn in September of 1958 and retired in July of 1979.

He received his bachelors degree from the College in 1938 and a masters in Economics from Penn in 1943.

He is survived by his wife Anna; sons Charles Jr., Michael, Timothy, and Kevin; daughter Kelly Lou; and stepdaughter Susan Clifton.

All-USA College Academic Team

Andrew March, *Sarah Zimbler* and *Kristina Herbert* have been named by *USA Today*, to the All-USA College Academic Team.

Andrew March, a College senior, was named to the first team, one of only 20 students nationwide. Mr. March received a \$25,000 cash prize and was cited for his triple major in History, Political Science and Islamic Studies, was chosen for his work monitoring student demonstrations and elections in Kosovo, knowledge of 12 languages and scholarly work accomplished under six research grants.

Sarah Zimbler, also a College senior, was selected for third-team honors and was cited for her development of an innovative hands-on science curriculum for elementary school students. The curriculum involved additional instruction by Penn undergraduate students to small groups of urban elementary school students in order for them to gain hands-on experience in science projects.

College senior Kristina Herbert received honorable mention. Ms. Herbert is majoring in Biochemistry and Biophysics and works as a research assistant, which she has been since her freshman year. Additionally she is a volunteer peer counselor to incoming freshmen in the Vagelos Scholars Program In Molecular Life Sciences. She also tutors students as part of the TEACH West Philadelphia Program.

Honors/Awards Notice

Almanac appreciates being informed of honors and awards that faculty, staff and students receive. Please submit information by fax, (215) 898-9137 or e-mail, almanac@pobox.upenn.edu.

Dr. Joseph Wagner: Cardiology

Dr. Joseph Adam Wagner, 87, died February 21 of pneumonia at Dunnwoody Village in Newtown Square.

Dr. Wagner was the former president of the medical staff at Bryn Mawr Hospital and clinical professor of medicine and associate professor of cardiology at Penn and associate professor of medicine at Thomas Jefferson University. From 1967 to 1974, he was the principal investigator of the Coronary Drug Project for the NIH. Dr. Wagner also helped to establish a program for cardiac surgery at Bryn Mawr Hospital.

Dr. Wagner was a medical missionary with the CARE-MEDICO program in Afghanistan; the United Presbyterian foreign mission in South Korea; and Project Hope in Brazil. Additionally, he was affiliated with many medical organizations and served as president of the American Heart Association and as chairman of the American College of Physicians.

He is survived by his wife Bernice of 61 years; three sons, Jeffrey, Theodore and Robert; six grandchildren; a brother; and a sister.

Contributions may be made to Bryn Mawr Hospital, 130 S. Bryn Mawr Ave., Bryn Mawr, PA 19010.

Marion Whittingham: Anatomy

Marion Whittingham, a retired business administrator in the School of Medicine's department of anatomy, died on February 14, from lung cancer at the age of 87. Mrs. Whittingham joined the University in 1948 as chief clerk and worked

in the department of anatomy until she retired as a business administrator in 1982. She had become an administrative assistant there in 1961 and the business administrator in 1974. During her tenure at Penn, she worked with four department chairs: Dr. William F. Windle, Dr. Louis B. Flexner, Dr. James M. Sprague, and Dr. Frank A. Pepe. Ms. Whittingham had no known survivors.

Lottie Wilbourn: Dining Services

Lottie L. Wilbourn, a retired Dining Services employee, died February 18 in Hershey of complications following a stroke, at the age of 76.

A Virginia native, Mrs. Wilbourn came to work for the University in 1965 as a general worker in dining services, and retired in 1988 as a cook. She was also a union representative.

She is survived by her daughters, Ethel McLean and Gloria Daniels; her sons, Miles and Earl; and five grandchildren.

To Report a Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the Penn community.

However, notices of alumni deaths should be directed to the Alumni Records Office, at 545 Franklin Building, (215) 898-8136 or record@ben.dev.upenn.edu.

Introducing the Penn Public Talk Project

The Penn National Commission on Society, Culture and Community, convened and chaired by President Judith Rodin, is now moving to put into practice the ideas generated during its three years of work.

Since its inception in December 1996, the Penn National Commission on Society, Culture and Community has sought to understand the problems of contemporary public discussion and behavior and to foster more engaged and thoughtful conversations about contemporary social issues. During the Commission's inaugural session, President Rodin challenged 48 scholars, political leaders and shapers of public opinion "to address the polarization, oversimplification, and isolation from important cultural and intellectual traditions that are increasingly characteristic of contemporary social and political discourse."

Reflecting Penn's special heritage of uniting theory and practice, the Commission has aimed not only to understand the dynamics of public discourse and contemporary culture, but to put its understandings to work. In this spirit, the Commission's recently launched *Penn Public Talk Project* is undertaking a broadly conceived, nationwide effort to improve the conduct of public discourse.

With the Commission's study phase completed, programs developed by the Public Talk Project will reflect the central insights of the Commission: Productive public discourse integrates rational deliberation with personal narrative and relational features to strengthen communities. Such fully realized, robust discourse enables citizens of diverse backgrounds and opinions to do real work together on issues of perceived consequence and importance in their own lives and communities. (For more information on the Commission's key findings see the next page.)

The first local effort of the Public Talk Project will encourage and develop student participation in robust discourse. Starting in March, a new program called PennTalks will give Penn undergraduates an opportunity to share with each other their hopes, dreams, and aspirations for the Penn community of the 21st Century. The program will start with undergraduates this spring, and if successful, be extended to faculty, staff and graduate students in the future. (See box at right.)

The Public Talk Project will also enlist other colleges and universities into its national effort by co-sponsoring with Campus Compact a Presidents' Leadership Colloquium on *Higher Education for Democracy: Strategies for Civic Engagement* on the Penn campus next June.

Programmatic initiatives such as these are designed to achieve three critical tasks that the Commission has identified:

- Creating a nationwide network of venues that are available and committed to the conduct of productive public talk and the development of robust communities of conversation;
- Developing a cadre of leaders who are committed and properly prepared to lead these conversations; and
- Demonstrating exemplary discourse practices through a variety of public programs that address societal issues on which there is substantial disagreement.

Through both its own public programs and partnerships with a wide variety of other organizations and institutions—discourse programs, libraries, museums, colleges and universities, community organizations, issue advocacy groups, human relations organizations, and professional and affinity-based associations—the Penn Public Talk Project is working to strengthen an emerging national movement in support of good public discourse and strong, inclusive communities. Building on the work of the Penn National Commission and the concrete experience of many other organizations, we are moving quickly towards the creation of a broadly-based national coalition for discourse and community.

— Stephen P. Steinberg, Executive Director



A program of the Penn National Commission

PennTalks

The Penn Public Talk Project has launched a new program that gives faculty, staff and students the opportunity to articulate and share with each other their hopes, dreams, and aspirations for the Penn community of the 21st Century. Starting with undergraduates, *PennTalks* will encourage students to share their thoughts with peers, senior administrators, and the entire Penn community. Student volunteers will be trained to lead a series of small group conversations in their college houses, fraternities, sororities, interest organizations, and any other place that students get together.

Students may participate as either facilitators or members of a group. The program starts with facilitator training on Friday, March 3, followed by small group discussions during March and early April. Each conversation will feature a small group of individuals learning from one another in an interactive, collaborative manner. Volunteer student facilitators will lead the conversations. Though discussion guides will be distributed in advance to all participants and will feature a variety of questions and alternate viewpoints designed to stimulate discussion, *PennTalks* conversations have no pre-determined agenda—or outcomes—and are intended to foster energetic, honest discussion about the issues and concerns that matter most to the student participants.

Enthusiastic support has been received from several student groups, including the Undergraduate Assembly. The UA is co-sponsoring the project and working to secure both facilitators and the broadest possible student participation in the discussion sessions. Civic House is also serving as a co-sponsor and providing facilities for training and additional discussion sessions.

In addition to the community—building effects of the program, the findings should present a vision of the Penn community students want to build and could inform future strategic planning and campus initiatives. If successful, *PennTalks* will be expanded to include staff, graduate students, and faculty. As a program of the Penn Public Talk Project, organizers are hopeful that *PennTalks* will serve as a model for robust, productive community discourse at other colleges and universities.

For more information visit the website, www.upenn.edu/pnc/penntalks/.

The Work of the Penn National Commission

Early in its deliberations, the Penn National Commission identified three deficiencies that have strongly influenced the character of public discourse and public behavior: a *Failure of Leadership*, in the continuing dialogue between and among leaders and constituencies; the *Fragmentation of Communities*, in which race, class, ideology, ethnicity and special interests divide and sub-divide rather than unify civic life; and a *Culture of Intolerance*, expressed in the incivility, intolerance and ideological polarization that dominate our public discourse.

Through its plenary discussions, papers, commissioned research, and other activities (for more information, see the PNC website at www.upenn.edu/pnc), the Penn National Commission has crafted an ambitious agenda to improve the conduct of public discourse and create stronger and more inclusive communities across America. These efforts reflect a central insight of the Commission: *Robust, engaged public discourse on issues of perceived consequence creates and strengthens diverse, inclusive communities*. By giving citizens real “work to do together,” such conversations can help individuals of diverse backgrounds and opinions deepen their understanding and recognition of mutual differences while strengthening their sense of shared community.

Commission members met in six thematically-linked, semi-annual meetings across the country:

- Following the Commission’s first meeting at Penn in December 1996, members reconvened in Philadelphia in June 1997 for a discussion of the influence of mass markets and government policies on the dynamics of public culture.

- Washington was the venue in December 1997 when Commission members shared their thoughts on *Public Behavior and the Responsibilities of Institutions*, an examination of the leadership roles of government, universities, professional sports, and the military in shaping public discussion and setting—or failing to set—behavioral norms.

- Moving to Chicago in June 1998 for sessions on *Leading The Conversation: Leadership in a Democratic Society*, members examined the difficult dynamics of “national conversations” on race and affirmative action.

- Members convened in Los Angeles in December 1998 to deliberate *Enriching the Conversation: Community in the 21st Century*. This meeting explored the critical role of institutions and leaders in creating strong “communities of conversation” both at home and abroad.

- The sixth and concluding session took place at Penn on November 8-9, 1999, when Commission members discussed *Celebrating the Conversation: Public Discourse in Action*. This meeting reviewed the effectiveness of contemporary discourse programs and considered ways to improve the conduct of public talk in the United States.

In addition to the plenary meetings, a body of commissioned research, presentations and essays added to the Commission’s effort to understand the problems of contemporary public discussion and behavior, and to foster more engaged and thoughtful conversations about contemporary social issues.

For more information on the Penn National Commission or the Penn Public Talk Project visit www.upenn.edu/pnc, phone (215) 573-6666 or e-mail pnc@pobox.upenn.edu.

Key Findings of the Penn National Commission

The pervasiveness of uncivilized behavior that so many of us complain about is not really a new phenomenon, according to the Penn National Commission on Society, Culture and Community. While the advent of mass media and instant global communications may amplify uncivil language and behaviors that have always been part of human societies, the Commission believes that promoting opportunities for more engaged and productive deliberation—even when unpleasant—is the best way to create a more inclusive and civil society.

The Commission’s findings are drawn from the proceedings of six, thematically-linked, plenary sessions held in Philadelphia, Washington, Chicago and Los Angeles; from commissioned research; and from three working groups that were formed to examine issues of public culture and behavior, leadership, and community. Among the research studies were those that identified the characteristics of good public discourse, good discourse practices, the dynamics of political apology, forgiveness and reconciliation, the characteristics of effective discourse leadership, and the role of institutions in providing opportunities for productive public discourse.

Among the key findings are:

- **Incivility Is Not New:** Rather, incivility and coarseness are a continuation of behaviors that have always been with us. It is a behavior greatly amplified by changes in the social context in which it occurs, by the economic dynamics of mass markets, by the new technologies of mass communication, and by laissez-faire governmental policies.

- **The Centrality of Public Discourse:** Public discourse, or “public talk,” plays a central role in the functioning of a well-ordered democratic society, facilitating productive dialogue on such “hot-button” issues as immigration, race, abortion, and affirmative action. The processes of engaged, productive public discourse de-sensitizes such issues and facilitates co-existence, even in the face of frank opinions, uncivil behaviors, and irresolvable disagreements.

- **The Thinning of Public Discourse:** Population growth, technological change, mass migrations, economic development, widespread literacy and education, and other historical changes have all worked to spread-out public discourse, “thinning” it, to use historian and Commission member Tom Bender’s phrase. Add to these changes a cacophony of new voices in the cultural mix, and good discourse becomes harder to see, hear, or participate in. Conversely, “bad” discourse seems louder and more dominant. The Commission’s approach is to “thicken” public discourse by submerging uncivil behaviors in a wealth of constructive and energetic public debate.

- **Good Public Discourse Has Changed:** A useful formulation of what constitutes good public discourse emerged from a review of the scholarly literature on this subject prepared for the Commission by Dr. David M. Ryfe of the University of California at San Diego. Ryfe says that, traditionally, good discourse has been interpreted solely as rational argument. Today, good deliberative discourse integrates rational arguments with narratives, personal experiences, the expression of emotion, and empathetic listening. Discourse fashioned along these lines will be argumentative—but argumentative in a way that seeks to achieve greater inclusion and stronger communal bonds.

- **Institutions Playing a More Important Role:** The Commission has concluded that a variety of social and cultural institutions (private foundations, museums, historical societies, libraries, universities, corporations, sports, and the military) have assumed important, new roles in creating “communities of conversation” among increasingly isolated individuals and groups. Historically, these organizations have been rarely thought of as central to the creation of a sense of community or to the provision of forums where citizens can engage in frank, sometimes upsetting, public interaction. In many instances, these organizations have filled the gaps left by political parties, churches, and labor unions, which have historically provided such forums, created and engaged diverse communities, and used their professional resources to foster productive public discussion.

- **The Importance of Effective Discourse Leadership:** The Commission’s analyses of the public discussions surrounding major public policy issues such as affirmative action, campaign finance reform, immigration, health care, tobacco, civic journalism, and arts funding have highlighted the crucial role that leaders in all walks of life play in shaping and setting the tone for public talk. Preliminary research sponsored by the Commission suggests that even small interventions by leaders can reduce conflict and stabilize communities.

- **Creating Communities of Conversation:** Public culture is the place where we constantly negotiate the boundaries of privacy and public interest and the tensions created by different visions of the public good. The Commission has concluded that there is a need for a more active and self-conscious effort—a national movement—to create a public culture that supports the building of strong discourse communities and engages in substantive, honest, and productive public dialogues.

An extensive archive of the Commission’s findings, implications, papers, plenary presentations and discussions, videos, commissioned research, and working group papers is available in transcript, video and audio formats on the Commission’s website at www.upenn.edu/pnc/ or in its electronic journal, *Public Talk: The Online Journal of Discourse Leadership*, at www.upenn.edu/pnc/publictalk.

Penn Professional Staff Assembly: Revised By-Laws *(February, 2000)*

*These by-laws contain recommended changes and are pending approval by a two-third vote of PPSA members at the organization's meeting scheduled for March 16. . ***Note – information in italics reflects changes to current by-laws.*

Article I: Name

The name of this organization shall be Penn Professional Staff Assembly.

Article II: Membership

Members of this organization shall all be employed by the University of Pennsylvania as monthly paid, exempt staff, excepting those individuals having primary academic appointments.

Members of this organization shall be professional, administrative, and research individuals who are employed by the University of Pennsylvania as monthly paid, exempt individuals (A-1 employees), excepting those individuals having primary academic appointments.

Article III: Purpose

The purposes of this organization shall be to:

- *provide a forum whereby opinions of members can be collected and expressed on problems facing the University and higher education and to act as liaison to express the views and concerns of the members to the senior administration;*
- *provide a mechanism for supplying voting representatives to sit on all major University committees affecting members and their respective functions.*
- *provide regularly scheduled meetings of the organization whereby communications across departmental lines can be fostered.*
- *further the status of members and their functions within the University and the field of higher education.*
- *inform members of the resources available within the University and the field of higher education to further their career and professional development.*

The purpose of this organization shall be:

- To provide seminars and programs which would enable new and experienced A-2 employees to broaden and expand their individual background and knowledge.
- To provide a forum whereby opinions of A-1 employees can be collected and expressed on problem facing the University and higher education.
- To provide a mechanism for supplying voting representatives to sit on all major University committees affecting A-2 employees and their respective functions.
- To provide a regularly scheduled meeting of the organization whereby communications across departmental lines can be fostered.
- To provide a supporting network of services to A-1 employees so that the goals and objectives of the University of Pennsylvania may be better achieved
- To further the professional status of A-1 employees and their functions within the University and the field of higher education.

Article IV: Officers and Executive Committee

The officers shall consist of a Chairperson, a Chairperson-elect, a Vice Chairperson and a Vice Chairperson-elect. The officers shall be members other than those holding administrative positions in the University at the level of vice president or above.

There shall be an Executive Committee, consisting of the Chairperson, Vice Chairperson, Chairperson-elect, Vice Chairperson-elect, the immediate past Chairperson, and the six (6) members elected by the general membership after they have been nominated in the same manner as the officers.

Chair: The Chair shall be the principal executive officer. The Chair shall call meetings, prepare the agenda, and preside over the meetings. The Chair, together with the Chair-elect, shall prepare a written statement for publication in Almanac summarizing the Assembly's activities of the past year and plans for the upcoming year. The Chair shall appoint members to committees. The Chair shall be an ex-officio member of all committees, excepting the Nominating Committee. The Chair shall sit on University Council and the University Council Steering Committees. This position has the authority to designate maintenance of the website to an Executive Committee member or create a special non-voting position specifically for this function.

The Chairperson shall be the principal executive officer and shall have such powers as are appropriate to the office. The chairperson shall call meetings, prepare the agenda, and preside over the meetings. The Chairperson, together with the Chairperson-elect, shall prepare a written statement for publication in Almanac summarizing the Assembly's activities of the past year and plans for the upcoming year. The Chairperson shall appoint members of committees, as provided herein. The Chairperson shall be ex-officio a member of all committees, including the Executive Committee, but excepting the Nominating Committee.

Chair-elect: In the absence of the Chair or at his/her request, the Chair-elect shall substitute for the Chair. This person will serve as the PPSA representative on University Council's Committee on Committees, coordinate the appointment of PPSA representatives to all University Council committees and serve as liaison between committee members and the Board. The Chair-elect will regularly attend University Council meeting. Together with the Chair, the Chair-elect shall prepare a written statement for publication in Almanac summarizing the Assembly's activities of the past year and plans for the upcoming year.

The Chairperson-elect, in the absence of the Chairperson or at his/her request, shall substitute for the Chairperson. The Chairperson-elect shall be ex-officio a member of the Executive Committee.

Past Chairperson-elect: This position will act as historian of the group and advisor to the chairperson.

Vice Chair: The Vice Chair will chair the Nomination Committee. Prior to the first meeting in each academic year the Vice-Chair shall prepare and thereafter maintain an official list of PPSA members.

The Vice-Chairperson shall record the proceedings of the Executive Committee meetings and also functions as the Treasurer. The Vice-Chairperson shall be ex-officio a member of the Executive Committee. Prior to the first meeting in each academic year the Vice-Chairperson shall prepare and thereafter maintain an official list of members.

Vice Chair-elect: The Vice Chair-elect shall record the minutes at general membership meetings and executive board meetings. In the absence of the Vice-Chair or at his/her request, shall substitute for the Vice Chair. This position will act as Treasurer if a budget is granted.

The Vice Chairperson-elect, in the absence of the Vice-Chairperson or at his/her request, shall substitute for the Vice-Chairperson. The Vice-Chairperson-elect shall be ex-officio a member of the Executive Committee.

Each officer shall hold office for one (1) year beginning during the month of May following election or succession to office, and shall remain in office until his/her successor takes office. Incoming and outgoing officers shall arrange for the transition to be effected conveniently.

Six (6) Elected Members (Members at Large): The members-at-large shall advise the Chair, Chair-elect, Vice Chair, and Vice Chair-elect on issues relevant to professional staff concerns, opinions and issues. The six (6) elected members shall serve for two (2) years, three (3) being elected each year; they may not succeed themselves without a lapse of at least one (1) year, but may be eligible for an officer position. In the event of a vacancy, the Executive Committee shall appoint a successor, who shall serve until the final spring meeting, at which time a successor shall be elected for the balance of the unexpired term.

The six (6) elected members shall serve for two (2) years, three (3) being elected each year; they may not succeed themselves without a lapse of at least one (1) year. In the event of a vacancy, the Executive Committee shall appoint a successor who shall serve until the final spring meeting, at which time a successor shall be elected for the balance of the unexpired term.

Article V: Elections

Voting—When the nominations have been presented at the final spring meeting a vote of the membership shall be taken. In the case of officers, a majority of those present and voting is required for election. If no candidate receives the necessary majority, a run-off election shall be held between the two candidates who received the greatest number of votes on the first

ballot. There shall be no voting by proxy. A special election will be held if the position of chair-elect or vice-chair elect becomes vacant before December 31 and the chairperson or vice-chairperson is unable to remain in their position for another year. If the position becomes vacant after December 31, and the chairperson or vice chairperson is unable to remain in the position, the position will remain vacant until the regular spring election.

Nominations—At least forty-five (45) days in advance of the final spring meeting, the Vice Chair shall circulate to the members a notice of the positions to be filled by election and an invitation to suggest candidates for those positions, with supporting letters if desired. The Vice-Chair shall transmit all replies to the Nominating Committee. The Nominating Committee shall select and secure acceptance of nomination of two or more candidates for each position to be filled by election. If only one nomination is received for a position, the Committee shall solicit at least one more nomination. If one cannot be found, the one nomination will be put forward to the membership. The list of candidates compiled by the Nominating Committee shall be circulated to the members, together with a brief biographical statement on each candidate, as an enclosure to the agenda at the final spring meeting at which the election is to be held. At the spring meeting, the Nominating Committee shall formally nominate its candidates for the respective positions.

At least forty-five (45) days in advance of the final spring meeting, the Vice-Chairperson shall circulate to the members a notice of the positions to be filled by election and an invitation to suggest candidates for those positions, with supporting letters if desired. The Vice-Chairperson shall transmit all replies to the Nominating Committee. The Nominating committee shall select and secure acceptance of nomination of two or more candidates for each position to be filled by election. The list of candidates compiled by the Nominating Committee shall be circulated to the members, together with a brief biographical statement on each candidate, as an enclosure to the agenda of the final spring meeting at which the election is to be held. At the spring meeting, the Nominating Committee shall formally nominate its candidates for the respective positions.

Article VI: Vacancies and Succession

If the Chair-elect is unable to move into the Chair position, the current Chair may elect to remain in the position for another year. If the Chair is unable to remain in the position and the Chair-elect leaves the position before December 31, a special election may be held. If the position becomes vacant after December 31 it will remain unfilled until the regular spring elections.

Vacancies—Whenever a vacancy occurs in the office of the Chairperson, the Chairperson-elect shall serve as Chairperson for the unexpired term. The Chairperson-elect shall thereafter remain in the office of the Chairperson for the following term.

If the Vice Chair-elect is unable to remain in the position, the Vice Chair can elect to stay in the position, with the approval of the Executive Committee, for another year. If the Vice-Chair is unable to remain in the position, the position will remain vacant until the regular spring election.

Whenever a vacancy occurs in the office of the Vice Chairperson, the Vice Chairperson-elect shall serve as Vice Chairperson for the unexpired term. The Vice Chairperson-elect shall thereafter remain in office of Vice Chairperson for the following term.

Executive Committee—Whenever a vacancy occurs among the members of the Executive committee who do not serve ex-officio, the Executive Committee shall appoint a successor, who shall serve until the final spring meeting, at which time a successor shall be elected for the balance of the unexpired term.

Article VII: Committees

Executive Committee—There shall be an Executive Committee, consisting of the Chairperson, Vice Chairperson, Chairperson-elect, Vice Chairperson-elect, the immediate past Chairperson, and the six (6) members elected by the general membership after they have been nominated in the same manner as the officers. The officers and the Executive committee should be broadly representative of the departments throughout the University. In addition to the functions described elsewhere in these by-laws the Executive committee shall be consulted by the officers for guidance in all matters on which action is indicated, or on which consultation with the officers of the University is contemplated. The Executive committee shall also nominate persons to serve on consultative committees. A quorum of the Executive Committee shall be six (6).

Nominating Committee—There shall be a Nominating Committee consisting of at least three (3) members representing a cross-section of the professional population. At least 60 days in advance of the final spring meeting, the Vice Chair shall publish an announcement inviting interested members to serve on the Nominating Committee. In the event that there is an insufficient response to fully staff the Nominating Committee, the Chair shall, within forty-five (45) days of the final spring meeting, appoint the balance of the committee with the advice and consent of the Executive Committee.

Nominating Committee—There shall be a Nominating Committee consisting of five (5) members representing a cross-section of the A-1 population. At least 60 days in advance of the final spring meeting, the Vice Chairperson shall publish an announcement inviting interested members to serve on the Nominating

Committee. In the event that there is not sufficient response to fully staff the Nominating Committee, the Chairperson shall, within forty-five (45) days of the final spring appoint the balance of the committee with the advice and consent of the Executive Committee.

Standing Committees—The Chairperson shall appoint a representative from the membership to serve on each of the University Standing Committees including, but not limited to, the Almanac Advisory Board, the Benefits Committee, and the Parking Violations Board. These representatives may not serve on more than one (1) standing committee nor may they be elected members of the Executive Committee.

Standing Committees—The Chairperson shall appoint a representative from the membership to serve on each of the University Standing Committees including, but not limited to, the Almanac Advisory Board, the Benefits Committee, the Parking Violations Board and University Council. These representatives may not serve on more than one (1) standing committee nor may they be elected members of the Executive Committee.

Ad Hoc Committees—There shall be appointed such ad hoc committees as the membership may direct, or as may be determined by the Chairperson after consultation with the Executive Committee.

Article VIII: Meetings

There shall be an annual spring meeting for the purpose of holding elections as provided by these by-laws and for such other business as may come before the membership. The time and place of the annual spring meeting shall be subject to the approval of the Executive Committee.

A meeting will be held at the beginning of the academic year to start the new membership year. At least one professional development meeting will be held during the year.

A quorum of the assembly shall consist of thirty (30) members.

Article IX: Amendments

Amendments to these by-laws must be initiated by a letter signed by at least ten (10) members and submitted to the Executive Committee for transmittal to the members at large at least thirty (30) days in advance of the meeting at which they are to be acted on. A majority vote of those members present and voting at the meeting is necessary for approval.

Article X: Parliamentary Authority

The rules contained in Roberts' Rules of Order Revised shall govern meetings of this assembly in all cases in which they are applicable and in which are not inconsistent with these by-laws.

Article XI: Adoption

These by-laws shall be adopted when approved by a two-third vote of the members present and voting at the organization meeting.

Leap Year: A Penn Connection

Leap Year only occurs in years divisible by four, with the exception of years ending in 00. They must be divisible by 400, therefore the year 2000 is a leap year and today is Leap Day. Leap Year only occurs in years that January 1 and December 31 fall on different days of the week. For example, this year January 1 was on a Saturday and December 31 will be on a Sunday.

In honor of Penn's founder, Ben Franklin, *Almanac* presents some little known facts about Leap Year.

- It was in 1752, a Leap Year, that Benjamin Franklin discovered electricity.
- In 1912, another Leap Year, the Titanic sunk.

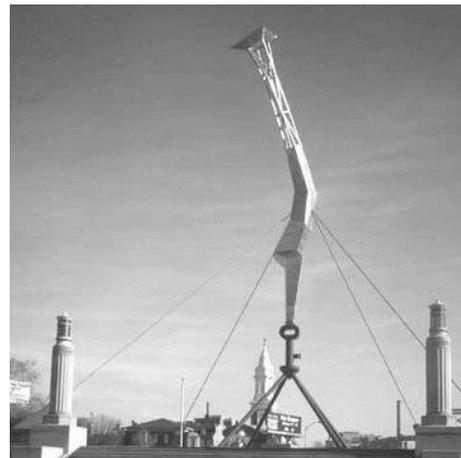
As for Leap Day events that changed the world:

- In 1944, Dorothy Vredenburg of Alabama became the first woman secretary of a national political party with her appointment by the Democratic National Committee.
- In 1952, New York City installed four "Walk" and "Don't Walk" signs at 44th Street and Broadway in Times Square. Each sign flashed "Walk" for 22 seconds, then "Don't Walk" for ten seconds before the "Don't Walk" turned red for 58 seconds more.
- In 1960, The White House issued a report on Leap Day that found U.S. children are overweight.
- In 2000, the first Leap Year Day to land in a century year in 400 years and the first Leap Year in a millennium year ever. The second *Almanac* to be published at Penn on a Leap Day in 28 years; the last Leap Day to land on a Tuesday was in 1972 just one year after *Almanac* became a weekly publication.

Leap Day Babies are far and few between.

- The chance of being born on Leap Day is 1 in 1461.
- There are 684 Leap Day Babies per million people.
- About 200,000 in the USA
- About 4 million in the world.

These statistics are according to The Honor Society of Leap Day Babies web site, www.leapdaybabies.com which has more Leap Year links and facts for those who want all the details.



The sculpture entitled *Bolt of Lightning*, 1984, by Isamu Noguchi is located at 6th and Vine streets in front of the Ben Franklin Bridge. It symbolizes Franklin's discovery with the now famous kite and key combination. The Kite and Key Society at Penn was founded in 1924 and is one of the oldest and most prestigious student group on campus. Currently the largest student organization, Kite and Key is dedicated to campus service and community involvement.

Summer Sports Camps at Penn: Having a Ball on Campus

Junior Tennis Camp

Penn's Summer Junior

Tennis Camp, for players ages 6 to 16, will conduct 9 one-week sessions starting in June. In the course of each one-week session, children will improve their tennis skills, and learn teamwork and good sportsmanship, while staying in shape and having fun.

Led by Hal Mackin, head professional and manager at the Levy Tennis Pavilion, Michael Dowd, head coach of Penn's women's tennis team and Gordie Ernst the head coach of Penn's men's tennis team, the camp will be held at the Tennis Pavilion's eight indoor, air-conditioned courts on campus.

The dates of the 10 sessions are as follows: June 12-16, June 19-23, June 26-30, July 5-7 (prorated), July 10-14, July 17-21, July 24-28, July 31-August 4, August 7-11. The week's schedule is Monday through Friday, 9 a.m.-3 p.m.

The fee is \$225 per one-week session, which includes a daily cafeteria lunch. A family discount is available for two or more children who attend the same week(s). There is an extended hours fee (from 3:30 to 6 p.m.) of \$6 per day. For information/registration call Hal Mackin at (215) 898-4741.



Quaker Basketball Camp

The Penn Men's Basket-

ball program will hold the annual Quaker Basketball Camp at the Palestra. This year there will be three sessions for boys and girls ages 7-18: June 1-23, June 26-30, July 5-7, from 9 a.m. to 3 p.m. A staff comprised of collegiate and high school coaches will work closely with campers on the fundamentals and team concepts of the game. The cost for sessions I and II is \$175 general public; the discounted rate for children of Penn faculty/staff is \$150 or if more than one family member is participating. The rate for Session III is \$115. For information call Gil Beverly at (215) 898-0280.



Junior Quaker Soccer Camp

Summer Soccer Camps will be held July 17-22, and 24-29.

Each session is \$200 with a \$25 discount for Penn employees, or for those attending both weeks. Tuition includes lunch and swimming. For more information, please call Jon Pascale, Pennsylvania men's soccer assistant coach, at (215) 573-6177, or e-mail him at JP_Quaker@yahoo.com.



Gymnastics Camp

For five weeks starting in mid-June, the Summer Gymnastics Camp at Penn will provide children with gymnastic instruction on Olympic apparatus by champion gymnasts, led by Penn's head gymnastics coach Tom Kovic.

The Camp also offers swimming at Hutchinson Gym, arts and crafts, movies and field trips.

The five one-week sessions begin June 19, June 26, July 10, July 17, and July 24. The week's schedule is Monday through Friday, 9 a.m.-5 p.m., but parents can drop children off at 8:30 a.m. and pick them up by 5:30 p.m. at Hutchinson Gymnasium.

The cost is \$210 per child, per session. For registration forms call Mr. Kovic at (215) 898-5316.

More Camp Information

Information and schedules of other camps on campus will be published in an upcoming issue of *Almanac*.

All Aboard: Express Almanac

Express Almanac is a new, free electronic service that describes top stories in *Almanac* as soon as the latest issue is available on line. To register electronically, send an e-mail message with "subscribe" as the Subject to almanac@pobox.upenn.edu and include your name, e-mail address, and mailing address.

—Ed.

No Almanac March 14

Since the campus population is down for Spring Break the week of March 13, there is no *Almanac* scheduled for Tuesday, March 14. Staff are on duty during the break to assist contributors planning insertions for March 21 and beyond.

Breaking news and bulletins will be posted to "Almanac Between Issues" (see www.upenn.edu/almanac/).

—Ed.

Deadlines

The deadline for the weekly update is each Monday for the following week's issue; however, next week's issue will cover two weeks (March 7-21) since there is no issue during Spring Break. The deadline for the April At Penn calendar is *March 14*.

OPPORTUNITIES

All open positions at Penn are posted on the Human Resources web site at www.hr.upenn.edu. Today's Penn Partnership provides services to Penn hiring officers for the hire of permanent and temporary office support staff. Today's is also managing the Penn Job Application Center. You may contact them at (215) 222-3400 for your employment needs. Penn's Job Application Center at 3550 Market Street, Suite 110, is open 8 a.m.-6 p.m. weekdays where computer stations are available for you to browse the openings

Commencement: May 22, 2000

The Office of the Secretary has a website and hotline that provides 24-hour information (geared toward degree candidates and their guests) about Commencement, Baccalaureate, and the school graduations. The website is www.upenn.edu/commencement and the hotline is (215) 573-



GRAD. In addition, informational brochures for degree candidates can be obtained through their schools. Brochures for parents and guests are available through the Office of the Secretary. Faculty and staff also should direct their Commencement questions to that office at (215) 898-7005.

PPSA March Meeting

PPSA will hold a meeting on March 16, from noon to 1:30 p.m. in room 350 of Steinberg Hall-Dietrich Hall. A Professional/Management Development Workshop will be presented by Marlyn Kalitan, vice president of Right Associates titled *How Do You Know What Your Next Step Should Be*. The topic is designed to help participants visualize and focus on their next career step.

Following the seminar there will be an Educational Information Fair highlighting the educational opportunities and programs at Penn. Bring your own lunch.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **February 14, 2000 through February 20, 2000**. Also reported were **Crimes Against Property: 14 total thefts and 2 incidents of criminal mischief**. Full reports on the web (www.upenn.edu/almanac/v46/n23/crimes.html). Prior weeks' reports are also on-line. —Ed.

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 **February 14, 2000 and February 20, 2000**. 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 (215) 898-4482.

Crimes Against Persons and Society

2/14/00	11:22 AM	100 blk S 38th	Male aggressive to pedestrians/ Threatened officer/Arrest
2/15/00	1:30 AM	3600 blk Chestnut	Male panhandling/refused to stop/Arrest
2/15/00	1:45 PM	3700 Spruce	Rifle removed from building
2/16/00	4:00 PM	3600 Chestnut St	Pistol confiscated from room
2/17/00	9:34 PM	3900 blk Locust Wlk	Male screaming and yelling/Arrest

18th District Report

12 incidents and 4 arrests (including 5 robberies, and 7 aggravated assaults) were reported between **February 14, 2000 and February 20, 2000** by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

02/14/00	10:10 PM	1322 May St.	Aggravated Assault/Arrest
02/16/00	5:20 PM	5100 Walnut	Robbery
02/17/00	8:20 PM	5100 Spruce	Aggravated Assault
02/17/00	1:57 AM	4405 Chestnut	Aggravated Assault
02/17/00	3:45 AM	305 40th	Aggravated Assault
02/18/00	12:50 AM	913 49th St	Aggravated Assault
02/18/00	11:15 AM	4720 Chestnut	Robbery
02/19/00	9:40 AM	4238 Chestnut	Aggravated Assault/Arrest
02/20/00	3:39 AM	4311 Spruce	Aggravated Assault/Arrest
02/20/00	10:20 AM	4612 Walnut	Robbery
02/20/00	3:29 AM	4600 Spruce	Robbery
02/20/00	4:15 AM	500 46th St	Robbery

CLASSIFIEDS

VACATION

Pocono chalet, 3BDR/1B. Near Jack Frost/BB. Firewood incl. \$400/weekend, (610) 356-3488.

FOR SALE

Sunny duplex (1 br, 2br) great location at University of Pennsylvania: parking, yard, balcony. \$146,500. Tel./fax (215) 222-4369, e-mail: dcaain@sas.upenn.edu.

RESEARCH STUDIES

Overweight teenagers, ages 13-17 are wanted for a weight loss study. Call the Weight and Eating Disorders Program at the University of Pennsylvania: (215) 898-7314.

Children and adults, children ages 7-17 and adults ages 18-65 are needed for ongoing medication research trials for the treatment of depression. Evaluation and treatment are free to those who qualify. Call the Mood & Anxiety Program of the University of Pennsylvania (800)-422-7000 or (215) 898-4301.

Memory problems? We are looking for research participants, ages 55 to 90, who have memory problems but are able to function in everyday life and have a friend or loved one who can serve as a companion throughout the study. Call the Memory Disorders Clinic at the University of Pennsylvania at (215) 349-5903.

Individuals, age 40 or over with osteoarthritis of the knee. This 4-week study will compare two approved medications used in the treatment of osteoarthritis of the knee. Call: (215)-898-5664.

Research participants needed for hypertension pharmaceutical study. Must be diagnosed as hypertensive and able to keep early morning appointments. \$500. Contact Virginia Ford, MSN at HUP Hypertension Program, (215) 662-2410 or (215) 662-2638.

CONFERENCE/SEMINAR

2nd Annual Gastroenterology & Hepatology Update: A comprehensive update for gastroenterologists, surgeons and pathologists. State-of-the-art lectures and panel discussions are provided by the University of Pennsylvania and guest faculty who are experts in their fields. Sponsored by the University of Pennsylvania, Division of Gastroenterology. Takes place June 8-11, 2000 at The Westin Hotel, Philadelphia. Contact the CME office at (215) 898-6400 or e-mail krjames@mail.med.upenn.edu.

To place a classified ad, call (215) 898-5274.



Almanac

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URL: www.upenn.edu/almanac/

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic; or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

Call for Volunteers for 2000-2001 Committee Service: Deadline March 20

To: University Faculty,
Penn Professional Staff Assembly,
and A-3 Members

From: 1999-2000 University Council
Committee on Committees

RE: Volunteers Needed for
Committee Service

The University Council 1999-2000 Committee on Committees invites you to nominate yourself or others for service on University Council Committees. Council committees serve as advisory bodies in shaping academic/administrative policy, in the administration of honorary degrees and long-term disability, and in assisting the administration of operations such as the bookstore and libraries. Please consider taking advantage of this opportunity to learn about the administrative structure of the University and have input into its decision making.

Membership on the committees listed, except as noted, is open to both faculty and staff and we invite individuals who have previously served to volunteer again. We also encourage faculty and staff who have not previously participated to volunteer so that committees may have a mix of new ideas and experience. Most committees are also open to students; their participation is being solicited through other channels.

Please submit nominations by *March 20, 2000*, using the form at right.

To have an idea of a particular committee's work, you may wish to review its 1998-99 annual report printed in *Almanac* on the following dates: International Programs, Library, and Safety & Security, **April 20, 1999**; Admissions & Financial Aid, Bookstore, Communications, Community Relations, Facilities, Personnel Benefits, Pluralism, Recreation and Intercollegiate Athletics, Research, and Students Affairs, **October 5, 1999**.

These published reports can be found on the Penn Web via *Almanac*'s homepage: www.upenn.edu/almanac/v45/n29/contents.html and www.upenn.edu/almanac/v46/n06/councilrepts99.html; or you may FAX requests for back issues to *Almanac* at (215) 898-9137.

1999-2000 University Council Committee on Committees

Chair: E. Ann Matter (religious studies)

Faculty: Vivian L. Gadsden (education)
Larry Gross (communication)
(Faculty Senate chair)
Herbert Levine (economics)
Noam Lior (mec engr)
Ann O'Sullivan (nursing)

Students: David C. Neal (EDG '00)
Lake C. Polan (COL '02)

PPSA: Anna M. Loh (Wharton human resources)

A-3: Deborah Smiley Koita (career svcs)

Staff to the Council Committee on Committees:
Tram Nguyen (Office of the Secretary)

Staff to the Faculty Subcommittee:
Carolyn P. Burdon (Office of the Faculty Senate)

Committees and Their Work:

Admissions and Financial Aid Committee considers matters of undergraduate and graduate/professional recruiting, admissions, and financial aid that concern the University as a whole or those that are not the specific responsibility of individual faculties.

Bookstore Committee considers the purposes of a university bookstore and advises the director on policies, developments, and operations.

Communications Committee has cognizance over the University's electronic and physical communications and public relations activities.

Community Relations Committee advises on the relationship of the University to the surrounding community.

Disability Board continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities Committee keeps under review the planning and operation of the University's physical plant and all associated services.

Honorary Degrees Committee does most of its work, intensively, during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

International Programs committee is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

Library Committee is advisory to the directors of libraries on policies, development and operations.

Personnel Benefits Committee deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Pluralism Committee advises on ways to develop and maintain a supportive atmosphere for all members of the University community.

Recreation and Intercollegiate Athletics Committee has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security Committee considers and recommends the means to improve safety and security on the campus.

Student Affairs Committee has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Note: Faculty who wish to serve on the Research Committee or Committee on Open Expression may use the form below. Nominations will be forwarded to the appropriate Faculty Senate committee. Please forward names and contact information to Carolyn P. Burdon, Faculty Senate Office, Box 12 College Hall/6303, tel. (215) 898-6943; fax 898-0974 or e-mail at burdon@pobox.upenn.edu.

Call for Volunteers for 1999-2000 Committee Service

Please respond by March 20, 2000

For **Faculty** volunteers, mail the form below to: Carolyn P. Burdon, Faculty Senate Office, Box 12 College Hall/6303, tel. 898-6943; fax 898-0974 or e-mail at burdon@pobox.upenn.edu.

For **Penn Professional Staff Assembly** volunteers, mail to Anna M. Loh, Director, Human Resources, 303 Steinberg Hall-Dietrich Hall/6302, tel. 898-8917; fax 573-6622 or e-mail at loha@wharton.upenn.edu.

For **A-3** volunteers, mail to Debra Smiley Koita, Chair, A-3 Assembly, 3718 Locust Walk, Suite 20, McNeil Building/6209, tel. 898-9245; fax 898-2687 or e-mail at smiley@pobox.upenn.edu.

Committee(s) interest: _____

Candidate: _____

Title or Position: _____

Department: _____

Campus Address: _____ Mail Code _____

Campus Phone _____ e-mail: _____

Please specify if you think that you are especially qualified for or interested in serving on a particular committee.