Memorials

Dr. Donohue: A memorial service for the late Dr. Jerry Donohue, professor of chemistry, will be held March 1 at 3:30 p.m. in the Chemistry Library, 5th floor, Chemistry Building, 34th and Spruce Streets. Dr. Donohue died February 13 at 64 (Almanac February 19).

Dr. Tsou: In memory of Dr. Kwan C. Tsou, who died of a heart attack January 27, the Harrison Department of Surgery establishes a memorial fund (see Deaths, pp. 15-16).

Senate Nominations: Dr. Raymond Soloway of Medicine as nominee for chair-elect heads the Senate Nominating Committee's slate for 1985-86. See full slate, p. 2.

Mr. Gazzerro to UMD-NJ: Paul M. Gazzerro, Jr., who has been a vice president here since 1982, will leave February 28 to become senior vice president for administration and finance at the University of Medicine and Dentistry of New Jersey. Mr. Gazzerro joined Penn as vice president for finance, and became vice president for financial planning and analysis in Senior Vice President Helen O'Bannon's reorganization last year.

Val Gossman to Payroll: The new Director of Payroll, starting March 15, is Waltrud A. Gossman, now Assistant Ombudsman. Ms. Gossman was a fiscal coordinator at the Moore School before joining the Ombudsman's Office in 1973.

School Five-Year Plans: On page 2, Dr. Albert Lloyd announces an open meeting of the Senate Committee on the Faculty.

HERS or Stanford: March 15 is the applications deadline for two summer management development programs open to Penn staff. Departmental cost for the July 14-25 Business Management Institute at Stanford (for those in senior management, their assistants, and those planning to assume such responsibilities) is $800 for tuition, materials, private room and meals. Travel is extra. The month-long Summer Institute for Women in Higher Education Administration/HERS-Bryn Mawr, June 30-July 27, costs the department $1000 for tuition, materials, computer time, meals-in-session; and about $1200 for room and board. (Participants normally include directors, assistant directors, associate or vice deans, and similar levels.) For applications to either, call Training, Ext. 3400.

A Week of Protests, Charging Racism

With a demonstration February 13 in a legal studies classroom as prelude, last week at Penn was punctuated with protests by the Black Student League, a petition of 109 Black Faculty and Administrators, and an eight-hour vigil drawing some 300 Sunday night to the President's lawn.

As detailed on pages 4 and 5, the BSL presented three demands throughout the week:
- Dismissal of Senior Lecturer Murray Dolfman, whom they charged with harassment of black students in class last November.
- Mandatory racism awareness workshops, university-wide.
- Increased hiring of minority faculty members.

By February 18, when students demonstrated in College Hall, President Sheldon Hackney had secured an apology from Mr. Dolfman for public dissemination (text on page 6); called for an investigation into charges; begun asking deans to promote discussions of racial concerns; and convened a new committee under Dr. Marion Oliver to work on recruitment.

After the BFA presented its supporting petition on February 20, (see page 4) the President and Provost announced additional steps being taken (pages 4-5). A special Council of Deans meeting agreed to sponsor awareness programs, they said, and Dr. Hackney offered his 1985-86 lecture series as a forum for issues of race and ethnicity. They also said Dean Russell Palmer had called for the Wharton School Committee on Academic Freedom and responsibility (below) to investigate the students' charges, and that the Dean would not...
Due Process and Human Dignity

The controversies which have leaped into our midst have seized the consciousness of the entire University community and provoked strong feelings and expressions of anger. Regrettably, where anger presides reason does not long tarry. These issues, and I refer specifically to the dispute involving Dr. Bunster and the Women's Center, the alleged rape on February 17, and the protests by the Black Students League, intersect at the very heart of the idea of the University as a humane institution, a place for free inquiry and free expression, self-regulating — and one which tolerates no assault on human dignity. For every grievance arising out of these matters, we have in place procedures which are our best idea of how to hear complaints, to investigate, to judge and to punish if necessary. These procedures are our idea of due process and the commitment to their fair and speedy use is absolutely essential to the life of this institution. The President and Provost have in each instance demonstrated their agreement with this principle and their resolve to act in accordance with it. They are to be commended for that stand and supported in it.

Open Meeting on School Five-Year Plans

The Senate Committee on the Faculty has been asked to look into the extent of faculty involvement in the development of the five-year plans of all the schools in the University. Since these plans can potentially affect every faculty member, it was intended that the faculty should have a voice in their formulation. It is the charge of this Committee to ascertain whether or not this was in fact the case in every school and to make such recommendations for improvement in the process as may seem advisable.

All faculty members are invited to an open meeting of the Committee on March 14, 1985 from 11 a.m. to 1 p.m. in the Faculty Senate Office, 15 College Hall, when this matter will be discussed. Those wishing to ensure the opportunity to speak should notify Carolyn P. Burdon, Faculty Senate Assistant, of their intention (Ext. 6943). Written communications are welcome, and should be sent to the Faculty Senate Office, 15 College Hall/CO. Comments may also be directed to the Committee members listed below.

Stuart Churchill (chemical engineering)  
Gary Cohen (microbiology/dental)  
Madeleine Joulie (chemistry)  
Albert L. Lloyd (German), Chair  
Jack Nagel (political science)  
Irving Shapiro (biochemistry/Dent.)  
ex officio: Jacob M. Abel (mechanical engineering), Senate Chair, Ext. 6943  
Anthony Tomazinis (city planning), Senate Chair-elect, Ext. 8481

Senate Nominations 1985-86

To: Members of the Faculty Senate  
From: Jacob Abel, Chair

1. In accordance with the requirements of Sec. 11(b)(i) of the Senate Rules, official notice is hereby 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:

   Chair-elect: Roger D. Soloway (medicine)  
   Secretary-elect: Edward M. Peters (history)  
   At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1985):  
      Horst Daemmerich (German)  
      Daniel Malamud (biochemistry/dental)  
      Elsa Ramsden (physical therapy)  
      Ralph R. Smith (law)

   Senate Committee on Academic Freedom and Responsibility (to serve a 3-year term beginning May, 1985):  
      James C. Davis (history)  
      Fred R. Frankel (microbiology/medicine)  
      Judith Ann Smith (nursing)

   Senate Committee on the Economic Status of the Faculty (to serve a 3-year term beginning May, 1985):  
      Roger H. Walmsley (physics)  
      James E. Walter (finance)  
      Diana H. Crane (sociology)

2. Again pursuant to the Senate Rules Sec. 11(b)(i) you are invited to submit "additional nominations, which shall be accomplished by 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 provisions, petitions must be received at the Faculty Senate Office, 15 College Hall/CO, by Tuesday, March 12, 1985.

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.

Protests from page 1

reappoint Mr. Dolfman without WSCAFR review.

"You have brought forward sharply and clearly a number of real concerns on this campus, and we are grateful," the President and Provost said in their February 21 statement. "We have made a good faith effort to meet the requests you have made for the Black community. Certainly, other steps will be taken to assure that racial diversity is maintained and the quality of life for Blacks and other minorities at Penn is enhanced." Friday the BSL announced a Sunday vigil at Eisenlohr Hall. The BSL, BFA, United Minorities Council and other University organizations assembled, with leading black clergymen, a City Councilman, a State Representative and others voicing support. There, BSL President Alma Bone issued a written statement (page 5) continuing the three original demands. Dr. Houston Baker delivered and expanded on BFA's January 30 statement, charging insensitivity among University leaders. Professor Ralph Smith questioned specific hiring and tenure decisions he projected as negative.

On Monday, Dr. Michael Cohen of SEC said he would call for a Committee on Open Expression investigation of the classroom demonstration. (See also Speaking Out letters on pages 6 and 11.)

Seed Money for Cancer Research

The University of Pennsylvania Cancer Center, through an American Cancer Society Institutional Research Grant, will provide support to full-time University faculty for biomedical research. "Seed Money" grants ($3,000-$7,500) will be awarded for the exploitation of new developments in cancer research. Applications will be judged on the basis of scientific merit, and the role that research will play in the development of new research. Priority is given to new faculty.

The Scientific Review Committee of the University of Pennsylvania Cancer Center will review applications and establish priorities. Interested faculty members are invited to obtain application forms from Dr. Jules Heisler, Associate Director for Administration, University of Pennsylvania Cancer Center, 7 Silverstein/G12 (Ext. 3910, HUP). The deadline for applications is April 10, 1985. Awards will be for a one year period, not renewable, and will be effective July 1, 1985.

Almanac

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Investing in the Liberal Arts

I am responding to President Hackney’s invitation to comment on his planning document “Investing in Penn’s Future.” While there is much to admire in the proposals set out there, I believe the plans if put into effect without major modifications will have disastrous consequences for liberal arts at Pennsylvania. The reason is that incremental resources will be so committed to the purposes set out in the document that SAS, already in crippling budgetary difficulties, will be on starvation rations.

Two courses of action are necessary. The more immediate one is to add a fourth objective to the three now embodied in “Investing in Penn’s Future”—viz., a strengthening of the faculty of the School of Arts and Sciences. The other is to begin now to plan for a major fundraising campaign by the University devoted entirely to the SAS.

In looking to the future, there are two major guiding principles which are acknowledged in the introductory material but which are missing altogether or inadequately stressed in the plans for action.

One is that the key to a great university is the quality of its faculty. This is trite but still powerfully true. Its omission from the short list of top priorities set out in “Investing in Penn’s Future” should be remedied.

The other principle is that the center of a great university is its liberal arts. The Administration and Trustees have said this repeatedly about Penn, but neither past actions nor the present plan do very much to translate this into reality. It is not enough to call upon the liberal arts departments to play an important role in undergraduate teaching. They must also be fostered so as to become preeminent centers for the advancement of knowledge.

I do not doubt the sincerity of the Trustees and Administration when they speak of the centrality of arts and sciences and in support of the goal just expressed.

Why then do the big dollars—past, present and future—go elsewhere?

The answer lies in the structure of the University and the loyalty of the most influential trustees to the professional schools of which they are alumni. The development office functions as an adjunct of the professional schools because the character of our alumni and the fame of our professional schools make it easy to raise money for them. Most of the large development efforts of the professional schools impinge to some degree on the fundraising opportunities of other parts of the University, and history shows that there is often a residual deficit of large projects that is borne by the University as a whole.

I would not wish, I want to make clear, to see our great professional schools diminished or hampered in the fulfillment of their destinies. The lesson I see in our history is not to hobble the professional schools. As a Pennsylvanian, I am proud of their distinction. However, if SAS is not to be left farther and farther behind, a major effort led by a vigorous and persuasive dean and strongly supported by the Administration and Trustees is absolutely necessary. Without such special efforts there will be a growing gap between the status of our distinguished professional schools and SAS and between liberal arts at other institutions and at Pennsylvania.

Our needs are great. Most of all we need a well-funded program for the retention and recruitment of distinguished faculty, better support for graduate students, and renovation and improved maintenance of buildings. The slippage in SAS salaries relative to those of other peer institutions must be reversed. None of these objectives is addressed directly in “Investing in Penn’s Future.”

It is likely that much of the funding for two of the major thrusts of “Investing”—undergraduate education and research—will be allocated to members of the faculty of SAS. The improvement of undergraduate education through new imaginative programs, the involvement of professional school faculty in the teaching of undergraduates, and concern for the quality of teaching are important in themselves and even perhaps for our survival in offering an expensive undergraduate program in a time of adverse demographics. I think the Administration has provided excellent leadership in trying to bring to bear the diverse strengths of Pennsylvania on undergraduate education. Unfortunately, however, the funding of these efforts to promote teaching will have only marginal impact on the scholarly work of the SAS faculty and some of the impact may even be negative.

What is needed is direct support for the salaries and research expenses of scholars—distinguished ones already established as well as young scholars of promise.

The research thrust of “Investing in Penn’s Future” lends itself more to the support of distinguished scholarship but it does not appear to be linked to such an objective very directly. It will be difficult to avoid the criterion of sharing the pie. Peer review which is used with moderate success in national funding competition is awkward within a single university. Consideration might be given to the assignment of part of the funds to deans and chairmen upon demonstrated need for use to make Pennsylvania more attractive for distinguished scholars. It is unlikely to help very much, particularly in recruiting outside scholars, to inform them that they can apply for an internal grant after they get here. The suggestion in “Investing in Penn’s Future” that the University borrow money to support the research program requires a lot of explanation.

SAS is housed in conditions inferior for the most part to the professional schools, and the maintenance of our buildings is deplorable. Bennett Hall, the home of the English Department, is run down and shabby. It is a building with character, in contrast to some modern boxes of more recent vintage; decently refurbished and maintained it could add a note of distinction to the quality of the campus. Our Psychology Department, one of the nation’s greatest, is scattered over three or four buildings—one of which is a couple of blocks from the others. In the last two or three years water damage has ruined the files of our colleagues and required them to move out of their quarters in three different SAS buildings. McNeil, the building in which my department is housed, is an attractive building but it has dirty toilets and neglected floors which are in sharp contrast to what is found in an adjacent professional school building.

It is possible to raise money for liberal arts. It is more difficult, but it can be done. And perhaps the times are propitious. Harvard met such a favorable response in a campaign for the liberal arts that it raised its goal substantially. What is needed is a committed Administration, and a set of Trustees who believe in liberal education and who see that Pennsylvania’s status as a great institution of learning depends upon a distinguished arts and science faculty. Plans should begin now for a major campaign for the late 1980s. Meanwhile, some of that $40 million that “Investing in Penn’s Future” says will be invested in research facilities and specialized equipment should be invested in liberal arts professors.

—Irving B. Kravis, University Professor of Economics

In Response to Professor Kravis

As usual, Professor Kravis makes a number of good points in his response to the draft of “Investing in Penn’s Future.” The perception that underlies all of his observations is that the planning document does not make clear enough the importance to the entire University of the School of Arts and Sciences. I do say in that document that “The liberal arts and sciences are the cornerstone of the American university,” but I shall try to make it abundantly clear that for Penn in particular the liberal arts and sciences are crucial and that we intend to strengthen the School of Arts and Sciences.

As Professor Kravis notes, and as I said in “Choosing Penn’s Future” (Almanac January 25, 1983), the key to a great university is the quality of the faculty. I have been, and remain, committed to providing real growth in faculty compensation and to providing the other support needed by a great faculty. For 1986, the University outline budget is clear evidence of that continuing commitment.

Increased fund-raising for the School of Arts and Sciences is needed. That was an essential premise of the University’s current development
campaign, “Building Penn’s Future,” (Almanac October 18, 1983). Support for Arts and Sciences is a dominant feature of that campaign. When a new SAS Dean is chosen, fund-raising for Arts and Sciences can intensify even further. It must be based on programmatic plans of the School itself, and faculty involvement is essential.

In the interim, it is worth emphasis that during the period over $20 million has been raised for SAS, more than in any other comparable period. More of my fund-raising time and that of the Provost is spent on behalf of SAS than all other Schools combined. (It is not true, incidentally, that fund-raising by the professional schools diverts resources from SAS.) Further, University support for SAS from unrestricted funds has increased substantially over the last five years and will continue to do so for 1986. The University’s subvention to the School—including nearly $1.2 million in new support for graduate fellowships and substantial allotments from the University salary reserve—increased from $8 million in 1981 to $14.1 million in 1985. In the current year alone, support for SAS from the University subvention pool increased from 45.7% to 47.5% of the entire pool.

"Investing in Penn’s Future" outlines an investment strategy for strengthening the University’s position as a research and teaching institution of international distinction. It cannot achieve either without an outstanding faculty, particularly in the Arts and Sciences. I am committed to doing all I can to support that faculty.

—Sheldon Hackney

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**Exchanges on Racism**

The following was delivered February 20 to the President and Provost, whose response begins at right.

**2/20/85: Open Letter on Racism**

We, the undersigned members of the faculty, administration, and staff of the University of Pennsylvania write to express our growing concern about racial harassment on this campus and the impact such harassment is having on black students. We write to support black students in their legitimate expression of outrage and in their legitimate demand for prompt, meaningful and effective action on the part of your administration.

As we understand it, the situation is as follows: the Black Student League concluded that the University failed to respond in a timely and appropriate manner to complaints regarding racial harassment in general and to recent spate of complaints in particular. This perceived inaction suggested to the students that your administration does not view racial harassment as a serious matter. Consequently, the Black Student League has embarked on an effort to raise the institutional profile of the issue and by doing so to elicit an appropriate response. The Black Student League has set out what it deems an appropriate response.

First, the Administration should respond by taking concrete action against the teacher whose remarks and conduct precipitated the current crisis;

Second, the President and Provost should respond by committing to specific University-wide programs to ensure that faculty are equipped to teach black students instead of harassing and humiliating them;

Third, the University should respond by delivering at long last on its legal and moral obligation to increase minority representation within the faculty.

We believe that the call for such a response from the administration is reasonable, appropriate, and justified under the circumstances. And we support that call. We urge immediate, continuing, and direct negotiations with the students about the form and content of a necessary and sufficient response.

Finally, we believe that what is at stake is nothing less than the credibility of the University of Pennsylvania in the eyes of the black community on this campus, in the Philadelphia community, and in the nation. Now is the time for your administration to demonstrate that it is willing and equipped to play a leadership role in moving concerns about racism from the periphery to the core mission of the institution. Now is the time for the President and Provost to commit this University to concrete measures designed to ensure an environment conducive to the intellectual, cultural, and psychological survival of black people in general and black students in particular.

The students ask no more. They should be asked to accept no less.

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**2/21/85: Response on Racism**

We are committed to a strong and vital Black presence at Penn. As we have pointed out in different words in several recent statements (next page), the University of Pennsylvania’s special character is reflected in the diversity of people it attracts to its community. Just as we have drawn advantage from the complexity of our intellectual makeup, and the especially strong, global dimension of our programs, so the human community that comprises the University gains strength from its diversity. Men and women of different races, religions, nationalities, regions, and economic backgrounds are prized at Penn not because their presence fulfills a commitment to equal educational opportunity, but, rather, because their presence helps to create an educational environment that best prepares people to contribute to an increasingly complex, global community.

At the meeting of February 20, we confirmed that we have taken direct, affirmative actions to meet those areas of concern that you have articulated for the Black community and the Penn minority community at large. The following is a summary of those actions we are taking—have or already initiated—to respond to these stated concerns.

I. Status of Mr. Dolfman

1. Mr. Dolfman has publicly apologized for the statements that he made in class.

2. Dean Palmer of the Wharton School has met with members of the School’s Academic Freedom and Responsibility Committee (Professors Green, Gupta, Guttenberg, Mayer, and Phillips) and formally requested a review of the matter. Dean Palmer has asked the Committee to advise him in accordance with established University policies and procedures.

3. Dean Palmer has asked the Committee to expedite its review, and the Committee has agreed to do so.

4. Dean Palmer will not act concerning a renewal of Mr. Dolfman’s contract as a Lecturer for the next academic year until he receives the report of the Academic Freedom and Responsibility Committee.

II. Policy on Racial Harassment

1. We will immediately initiate, in consultation with faculty, students, and staff, the development of a strong University Policy on Racial Harassment. (The University presently has a Policy on Equal Opportunity and Affirmative Action, as it does on Sexual Harassment). We have previously given to the BSL leadership information regarding grievance procedures that are available to be used by students in cases of racial harassment. We will also work to draw together, in a single publication, the student judicial code, pertinent University policies regarding conduct and misconduct, and descriptions of grievance procedures that are available.

2. The Task Force on Conduct and Misconduct will lead the effort to develop a Policy on Racial Harassment in consultation with other interested students, faculty, and staff members. The Chair of the Faculty Senate is joining in our request that the ad hoc Senate Committee on Behavioral Standards join in this process.

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*Transmitted by Dr. Houston Baker, of the English Department, Greenfield Professor Human Relations, on behalf of the Black Faculty and Administrators. Signatures of 109 were appended.
3. The Black Student League concerns about racial harassment have been placed on the agenda of the next University Council meeting (March 13, 1985). The leadership of the BSL and Black faculty members, together with other minority group members, will be invited to address the Council on that date.

III. Racism Awareness Seminars

1. The Provost convened a special meeting of the Council of Deans this afternoon concerning the need to make available racism awareness sessions for Department Chairs, faculty members, and teaching assistants. The Deans agreed to sponsor these sessions, planned in consultation with Black and other minority students and others in their Schools. Associate Provost Marion Oliver and Vice Provost for University Life James Bishop are identifying both external and internal individuals who might be available as session leaders.

2. The Deans were asked to report, by February 28, on the status of their planning for these sessions. They have agreed to do so.

3. The President agreed to devote his 1985-86 lecture series, with support from Black students and faculty members and the advice of the Afro-American Studies Program, to issues of race and ethnicity in American society.

IV. Faculty Recruitment

Increasing the number of minority faculty has been one of our priority objectives since the outset of this administration. One of the Deans' working groups focused on that objective three years ago, and it continues as a major objective. As you have indicated, the problem of increasing minority faculty at Penn is particularly acute and deserves our concentrated attention. Over the past three years, the Provost's Office has worked with each Dean to set targets for minority faculty hiring. Each School has been asked to include these targets in its five-year plan and faculty search authorization requests for this academic year. In addition to seeking minorities for available tenure-track positions, in May, 1984, and again in October, 1984, we began ad hoc programs to encourage the hiring of minority pre- and post-doctoral fellows, adjunct faculty, lecturers, and senior visiting scholars. We also continued to provide the Schools with funds to hire minority faculty through the Provost's Reinvestment Fund. In addition, we will do the following:

1. We will make available, for School use, funds to hire Black visiting faculty, adjunct faculty, and pre- and post-doctoral fellows. This step will regularize a past practice done on an ad hoc basis. Effort will be directed particularly toward Schools without a Black faculty presence.

2. The Office of Affirmative Action will intensify its development of the Penn minority faculty vita bank. Requests for faculty vitae will be placed in both minority and majority periodicals no later than April 15, 1985. Ms. Davida Hopkins already has files of minority vitae and she will continue to work with Deans and Department chairs to identify Black and other minority candidates for current vacancies.

You have brought forward sharply and clearly a number of real concerns on this campus, and we are grateful. We have made a good faith effort to meet the requests you have made for the Black community. Certainly, other steps will be taken to assure that racial diversity is maintained and the quality of life for Blacks and other minorities at Penn is enhanced. We hope to continue the dialogues we have now begun.

We need your assistance and the assistance of our Black faculty and staff colleagues. We ask you, now, to join with us to further the specific steps made in this report of our activities. We suggest, therefore, that you consider the establishment of BSL sub-committees to work with us in each of these areas.

Associate Provost Marion Oliver has convened a small faculty/staff working group to develop strategies that will enhance—both for the long and short term—Black and other racial and ethnic minority presence at Penn. This committee met last week, and Dr. Oliver will be coordinating the drafting of a unified plan—in consultation with minority faculty members and administrators—which will make recommendations to us and the University community.

We pledge our support to you and to the goals we share. We hope—Sheldon Hackney and Thomas Ehrlich
Background Statements in the Week's Exchanges on Racism

On this page are reproduced the series of statements and memos President Hackney addressed to members of the Black Student League following the meeting February 18. Some were reiterates and others updated in the February 21 public statement that appears on pages 4-5. Not published are a February 20 short version of the February 21 statement, and the May 1983 Ombudsman's report referred to below.

1. I met with Mr. Murray Dolfman at 11 a.m. this morning and emphasized the seriousness with which I regarded the incident in his class and that a public apology was in order. Professor Dolfman issued a public apology. A letter to the Editor [below] has been sent to the Daily Pennsylvanian and The Voice. Dean Russell Palmer is asking the Wharton School's Committee on Academic Freedom and Responsibility to review the entire situation with regard to Mr. Dolfman and to advise the Dean about what further steps may be appropriate.

2. The President's and Provost's statement regarding racial harassment, "Conduct on the Campus" (published by the Daily Pennsylvanian on February 14, 1985), is herewith attached for publication in The Voice [below].

3. A summary of procedures students should follow when they complain of injustice including faculty racial harassment, entitled "The Work of the Ombudsman: An Overview" is attached [see Almanac May 3, 1983].

4. The Provost and I will work with School Deans to promote discussions of racial concerns on the campus in meetings of Deans with department chairs.

5. My office has learned that Pippa Porter does sit on the Undergraduate Minority Recruitment Admissions Slate. Ms. Porter commented this morning to Dr. [Valarie] Cade that "I'm definitely there. That's no way that they can hold the MRP slate without me." In fact, there are additional School representatives who have a particular minority interest who also sit on slate. As an example, Ms. Porter stated that Cora Ingram will be joining the Slate committee this afternoon to assist with SEAS admissions.

6. A joint minority faculty/staff committee, chaired by Associate Provost Marion Oliver, has been convened. The committee will consider long- and short-term recommendations for enhancing and improving the quality of minority student, faculty, and staff presence.

Mr. Dolfman's Apology

(Text of a letter sent to student media February 18; referred to in #1, left column.)

I spoke this morning with Mr. Murray Dolfman and emphasized the seriousness with which I regarded the incident in his class that led to a protest from black students. I told Mr. Dolfman that a public apology from him was in order. He readily agreed. His statement follows: "I do admit that my presentation and intrigued reaction on November 12, 1984, was over dramatic and unnecessary. I apologized then to those who were directly affected. And I apologize now to the entire University community."

—Sheldon Hackney, President

On Conduct on the Campus

(The February 13 statement referred to in #2, left column.)

Several incidents last fall of racial and ethnic harassment — particularly racist remarks and activities directed against black students and other racial minority members — have given us cause for deep concern. People of different races, nationalities, religions, and regions are prized at the University, not simply because their presence fulfills a legal commitment to equal educational opportunity, but because diversity helps to create the Penn community of inquiring minds that is the best educational environment for the world we live in.

Our efforts to ensure a wholesome and diverse campus community, including minority students, faculty members, and staff, are thwarted if those persons are subjected to words and deeds that make them feel unwelcome. Those acts are abhorrent to us and to the vast majority of our colleagues; we reaffirm our determination to bring to swift resolution any incidents of harassment that are brought to our attention.

We invite comment and suggestions about how to strengthen the presence of racial and ethnic minority groups at the University and about how to make their experience at Penn as fulfilling as possible. We applaud the stance many of our colleagues have taken to promote a campus environment that, while celebrating our differences, strengthens the bonds of mutual understanding and respect among all members of the Penn community.

—Sheldon Hackney, President
—Thomas Ehrlich, Provost

Speaking Out

Classroom Rights

A regularly scheduled class offered by the Legal Studies Department of Wharton was disrupted on February 13. That fact is not disputed. Demonstrations that enter a classroom are clear violations of the University's Guidelines on Open Expression.

I have seen printed explanations of why that happened. But no explanation is a justification, except when life and health are in danger.

Many struggle long for the privileged position of the class as essential to academic freedom. Students have classroom rights; faculty have rights to be able to discuss in a protected setting.

Our "Guidelines" evolved after a period of turmoil in the universities in the late 1960's when some collapsed. Recently we again are beginning to equivocate on academic values.

The classroom, however, is at the core of our commitment to academic freedoms. Condoning violations of the classroom is a more serious threat to universities than reductions in federal monies for higher education. One takes away our integrity; the other affects our life style.

—Henry Teune
Professor of Political Science

Call for Suspension

Members of the Black Student League, along with a group of Black faculty and staff at the University of Pennsylvania, have reshaped the politics and practices of the University. They have taken those behaviors and attitudes many at this institution assume to be "standard educational practice" and named them appropriately as racist.

We support this powerful coalition in their efforts to force the institution to recognize and act on internal racism. The University does reflect the racism of the larger culture, but it is a university's job to lead that culture in identifying racism as a problem with consequences for all of us.

We believe that Professor Dolfman should be suspended from his teaching responsibilities, with pay, pending the results of what we hope will be an expedited investigation. We also support the BSL's demands for increased minority presence on the faculty and increased sensitivity to issues of racial harassment on the part of all faculty.

—Fred Block, Associate Professor and Undergraduate Chair of Sociology
—Linda Brodkey, Assistant Professor of Education

A-3 Assembly Motion

The A-3 Assembly feels the alleged conduct, comments and general demeanor of Mr. Murray Dolfman are offensive to the whole of the University community. Failure to ask for his resignation gives the University the appearance of harboring racial bigotry. We demand his resignation.

—The Coordinating Committee of the A-3 Assembly

Speaking Out continued past insert
March on Campus
March on Campus
March on Campus
March on Campus
More Than Apology

The members of the Graduate and Professional Student Assembly are unanimously concerned with the behavior of Professor Murray Dolfman. Remarks such as those cited in the Daily Pennsylvania have been made by Professor Dolfman in his treatment of the students in his Legal Studies course, are not to be tolerated at this University.

We acknowledge the concerns of some students in the class that their work was interrupted by the demonstration on February 13th, and support the need for adherence to Open Expression guidelines. We are also aware of the intense frustration and disgust that members of this University's Black student community must feel.

We appreciate Professor Dolfman's apology for any offense his behavior may have caused, but feel that this apology is not enough. People have apologized for racist behavior for too long. More constructive action is necessary.

We urge the Faculty Senate and administrators to investigate all of the charges made by Professor Dolfman's students, and to consider the charges that racism and unprofessional behavior are substantiated. University must consider the strongest possible disciplinary action against Professor Dolfman, including possible termination. The University must ensure that actions taken do not rule out the possibility of a sustained action.

The following statement was adopted unanimously on February 19, 1985.

Individual, Not Fraternity

The Interfraternity Council of the University of Pennsylvania has been charged with the Office of Fraternity Sorority Affairs has not asked the Fraternity Sorority Advisory Board to investigate the alleged incident.

The Interfraternity Council hopes that campus reaction will not impede the judicial process and will not negate the process the IFC has made over the past two years.

Individual, Not Fraternity. The Phi Sigma Kappa Fraternity has not been implicated and the Office of Fraternity Sorority Affairs has not asked the Interfraternity Council to investigate the alleged incident.

The Interfraternity Council has been charged with the behavior of Professor Murray Dolfman, and the Interfraternity Council of the University of Pennsylvania.

The following statement was adopted unanimously on February 19, 1985.

Individual, Not Fraternity

The Interfraternity Council of the University of Pennsylvania is deeply concerned by the serious charges that have been made about an alleged sexual assault. We support the rights of all parties involved to a fair and expedient hearing both within the University and the Philadelphia justice systems. We also deeply concerned about the welfare of the young woman.

The Interfraternity Council would like to reiterate that the alleged incident involves an individual, not a fraternity. The Phi Sigma Kappa Fraternity has not been implicated and the Office of Fraternity Sorority Affairs has not asked the Interfraternity Council to investigate the alleged incident.

The Interfraternity Council hopes that campus reaction will not impede the judicial process and will not negate the process the IFC has made over the past two years. The Interfraternity Council has been charged with the behavior of Professor Murray Dolfman, and the Interfraternity Council of the University of Pennsylvania.

The alleged rape at the Phi Sigma Kappa fraternity on February 17 is tragic. An effort has been made to prevent such incidents; we must continue these efforts and expand upon them. As a woman and as a member of the fraternity, I feel the need for action in this circumstance. What allegedly happened February 17 involved two individuals. Rape can happen in any type of campus or off-campus housing and is not reflective of Greek values or the Greek system. I hope that the truth regarding this incident is soon revealed so that the member of Phi Sigma Kappa may either be pronounced innocent or given appropriate discipline.

Renee Solomon, WS85, President, Panhellenic Council

The following letter, intended for last week's issue, was delayed for space reasons.

Dr. Bunster's Resignation

I am voluntarily resigning my position as director of the Women's Center as of today, February 15, 1985. While I have been asked to stay by many people, I feel I can no longer suffer the humiliation I have been subjected to by some of the different women's groups, both faculty and students, who have mercilessly attacked me personally as well as my work on a daily basis. I have decided that I shall no longer suffer their hostile behavior because it is beneath my dignity.

It saddens me to think that I came to Penn with joy and hopes of putting my professional expertise at the service of the Penn Women's Center. I felt the job as director had great potential. My vision of the center was broad-based so as to include all women on campus. I also wanted to develop a feminist network meeting the needs and interests of all women on campus. However, my attempts to upgrade and change the image and increase visibility and status of the Penn Women's Center were met with severe resistance by some faculty and by the few students who frequented the center.

I am not homophbic, racist, nor anti-Semitic. My teaching and publications show that I have been trying to combat these stereotypes and prejudices for the last fifteen years. That should commend rape under any circumstances.

I have my leaving will stimulate an in-depth investigation of the activities of the Penn Women's Center and of its hostile atmosphere which is not feminist. I also hope that the women faculty and students who have so unfairly attacked me will have the chance to probe into the causes that led them to act in the manner they chose. In the process they may perhaps educate themselves and arrive at a consensus that the women's center should move in a direction worthy of the University of Pennsylvania.

-Ximena Bunster B.

On the Women's Center

The recent controversy over the director of the Women's Center has been aired in the pages of The Daily Pennsylvania in a particularly intertemporaneous and one-sided way. Since little information about the matter is available to the University community from any other source, I would like in some measure to reassert the balance.

I do not believe that Dr. Bunster is a racist or homophobe or anti-Semitic, as has been charged. I believe she is a woman of dignity and pride, with a substantial record of constructive effort on behalf of women's rights and the rights of minorities.

In discussions of the charges against Dr. Bunster I became acutely aware of a kind of knee-jerk reaction to any action even remotely on any component of a stereotype. There are large gaps in logic here. The Ombudsman is now in the process of dealing with such questions as what was actually said, in what context, and what kinds of inferences might reasonably be drawn. It is my fervent hope that some misunderstandings can be resolved in this process.

Turning to the more substantive issues of Dr. Bunster's performance at the Women's Center, it is clear that she has not been able to serve effectively the needs of activist women students at Penn. This very important group has been the primary constituency of the Center up to now, and its needs were served in an extraordinarily constructive way by the previous director, Carol Tracy.

However, there are other constituencies among University women whose needs, in spite of Carol's efforts, have not yet been adequately addressed—untenured faculty women, graduate students, and staff. I believe that significant problems of discrimination and harassment exist among women from these constituencies, and that these problems have not thus far been dealt with successfully.

In Dr. Bunster's perception of her responsibilities, a high priority was assigned to the goal of developing contacts with these groups, determining needs, and extending support where needed. The initial focus was on graduate students, who are widely dispersed across the University with relatively little access to mutual support networks. Such contacts are not made easily or quickly; and I regret that Dr. Bunster was not given more time to pursue this work. Three months' time, under working conditions that were difficult for a number of reasons, is hardly a fair test of what she might have accomplished.

I hope that the interests of nonvocal potential constituencies of the Women's Center will not be forgotten now. The Administration to give careful consideration to their representation in their choice of a search committee for the new director.

-Jean A. Crockett, Professor of Finance
Asbestos Control

Asbestos may be found in almost all buildings at the University. Asbestos may have been used as:

1. pipe covering
2. insulation on air conditioning or heating systems
3. fireproofing on ceilings and beams
4. acoustical insulation on ceilings and walls

University employees must not work with or disturb asbestos materials. If you have any doubt whether a material is, or is not, asbestos do not disturb it. When assigned work where damaged asbestos material is present, or where disturbance of asbestos material is required to complete a task, report the situation to your supervisor. Arrangements will be made as soon as possible through the Office of the Safety Manager for an inspection by the Office of Environmental Health to determine if asbestos is present. The necessary corrective action will be taken as dictated by conditions.

—Arthur T. Gravina, Director, Physical Plant

Chemical Waste Disposal

Federal and state regulations require proper storage and disposal of chemical waste. The University's procedure for disposing of chemical waste is available from the Office of Environmental Health and Safety (OEHS).

OEHS will consult with anyone having chemicals which may need to be discarded. No chemicals should be poured down the drain without consulting OEHS. Commercial products may contain chemicals which require special disposal methods, therefore, OEHS must be contacted to arrange for proper disposal.

Additionally, questions regarding the safe use and storage of chemicals should be directed to the Office of Environmental Health and Safety. OEHS may be contacted at Ext. 4453 or 14th floor Blockley Hall, 418 Service Drive/S1.

Hunger in Our Lifetime

The Newman Apostolate is asking the University community to join us in our effort in Washington on behalf of the world’s hungry people.

Of two main national goals set in the Kennedy era one was accomplished—a man on the moon; 20 years later the other goal is not yet achieved—to eliminate hunger within our lifetime.

We know that over 5 million are at the brink of starvation in Africa alone, but even a single example of hunger is one too many. Americans have been generous—private contributions to Africa have hit an all-time high at $23 million. However, these gifts are a drop in the bucket compared to the $2 billion need.

Budgeted aid for Africa for all of 1985 will run out somewhere around March 1. A new resolution in Congress (S. 370) calls for $780 million in supplemental aid—30 times the record amount of private donations and half of Africa’s food needs.

During Spring Break, members of the University community will go to Washington to urge Congress to provide this supplemental aid. You can join.

1. Commission us to speak on your behalf. Ask your group to endorse this effort. We can give you petition forms and copies of the Congressional resolution.
2. Write a letter to your Congressional representative and senators. Pennsylvania’s Senator Arlen Specter is uncommitted right now. He sits on the Appropriations Committee, so his vote is a key vote. His address: the Senate Office Building, Washington, D.C. 20510. (Send a copy of the letter to us so we can put the letters “en masse” during Spring Break.)
3. Come to Washington with us. We will be having briefing sessions with Catholic Relief Services, Lutheran World Service, and Bread for the World on Monday before meeting with our elected officials on Tuesday.

Stay with us and be endorsed by the Political Participation Center, The Newman Center, and the Penn Committee for the Homeless.

For more information: Ext. 7575.

—Jennie Chapman, SAS ’87
—Fran Olivieri, SAS ’85
—Tony Vento, Program Coordinator, Newman Center
From the extensive lists of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, Almanac with the advice of the Faculty Senate delineates only those actions reflecting movement into or within the Standing Faculty. This includes new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointment sometimes includes 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 February 1984 through December 1984, 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.

## Appointments and Promotions in the Standing Faculty, 1984

### School of Arts and Sciences

**Appointments**
- Dr. Michael T. Aiiken as Professor of Sociology.
- Dr. Adel Allouche as Assistant Professor of Political Science.
- Dr. John R. Anderson as Assistant Professor of English.
- Dr. Yvonne Berg as Professor of Sociology.
- Dr. Robert R. Bianchi as Assistant Professor of Linguistics.
- Dr. Ivy Ann Corfis as Assistant Professor of Romance Languages.
- Dr. Hai-Lung Dai as Assistant Professor of Chemistry.
- Dr. Alan J. Findlund as Assistant Professor of Psychology.
- Dr. Rebecca A. Huggashmore as Assistant Professor of Anthropology.
- Dr. Richard R. Larson as Assistant Professor of Linguistics.
- Dr. Nigel S. Lockyer as Assistant Professor of Physics.
- Dr. David B. McWhirter as Assistant Professor of English.
- Dr. Ewa Morawski as Assistant Professor of Sociology.
- Dr. S. Philip Morgan as Assistant Professor of Sociology.
- Dr. Burt A. Ovut as Assistant Professor of Physics.
- Dr. Stephen P. Phipps as Assistant Professor of Geology.
- Dr. Maureen Quiggin as Associate Professor of English.
- Dr. Paul J. Quirk as Assistant Professor of Political Science.
- Dr. William P. Reinhardt as Professor of Chemistry.
- Dr. Rafael Rob as Assistant Professor of Economics.
- Dr. Saul Sternberg as Professor of Psychology.
- Dr. Chinary Ung as Assistant Professor of Religious Studies.
- Dr. Robert G. Cline as Assistant Professor of Anthropology.
- Dr. German Gullon to Professor of Romance Languages.
- Dr. Arleigh P. Hess, Jr., to Professor of Economics.
- Dr. Vaughan F. R. Jones to Associate Professor of Mathematics.
- Dr. Victor H. Mair to Associate Professor of Oriental Studies.
- Dr. Richard M. Schulz to Associate Professor of Biology.
- Dr. Robert J. Sharer to Professor of Anthropology.
- Dr. Carroll Smith-Rosenberg to Professor of History.
- Dr. Larry G. Sneddon to Professor of Chemistry.
- Dr. Gary A. Tomlinson to Associate Professor of Music.
- Dr. Ronald V. Vroon to Associate Professor of Slavic Languages and Literatures.
- Dr. Michael W. Zuckerman to Professor of History.

**Chair Designation**
- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette Nichols Professor of American History.

### School of Dentistry

**Promotions**
- Dr. Terry L. Friess to Associate Professor of Civil Engineering.
- Dr. Jean H. Gallier to Associate Professor of Computer and Information Science.
- Dr. Douglas A. Laufenburger to Associate Professor of Chemical Engineering.
- Dr. Lawrence E. Thibault to Associate Professor of Bioengineering.

### Graduate School of Fine Arts

**Appointments**
- Dr. David Leatherbarrow as Assistant Professor of Architecture.
- Richard Wesley as Associate Professor of Architecture.

### Law School

**Appointments**
- Elizabeth S. Kelly as Associate Professor of Law.
- Harry L. Gutman as Professor of Law.

### School of Medicine

**Appointments**
- Dr. Jeffrey L. Apfelbaum as Assistant Professor of Anesthesia.
- Dr. Graham Ashmead as Assistant Professor of Obstetrics and Gynecology.
- Dr. Andrea M. Baldeck as Assistant Professor of Obstetrics and Gynecology.
- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette Nichols Professor of American History.
- Dr. Ewa Morawski as Assistant Professor of Sociology.
- Dr. S. Philip Morgan as Assistant Professor of Sociology.
- Dr. Burt A. Ovut as Assistant Professor of Physics.
- Dr. Stephen P. Phipps as Assistant Professor of Geology.
- Dr. Maureen Quiggin as Associate Professor of English.
- Dr. Paul J. Quirk as Assistant Professor of Political Science.
- Dr. William P. Reinhardt as Professor of Chemistry.
- Dr. Rafael Rob as Assistant Professor of Economics.
- Dr. Saul Sternberg as Professor of Psychology.
- Dr. Chinary Ung as Assistant Professor of Religious Studies.
- Dr. Robert G. Cline as Assistant Professor of Anthropology.
- Dr. German Gullon to Professor of Romance Languages.
- Dr. Arleigh P. Hess, Jr., to Professor of Economics.
- Dr. Vaughan F. R. Jones to Associate Professor of Mathematics.
- Dr. Victor H. Mair to Associate Professor of Oriental Studies.
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- Dr. Ronald V. Vroon to Associate Professor of Slavic Languages and Literatures.
- Dr. Michael W. Zuckerman to Professor of History.

**Chair Designation**
- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette Nichols Professor of American History.

### School of Dental Medicine

**Promotions**
- Dr. Jeffrey L. Apfelbaum as Assistant Professor of Anesthesia.
- Dr. Graham Ashmead as Assistant Professor of Obstetrics and Gynecology.
- Dr. Andrea M. Baldeck as Assistant Professor of Obstetrics and Gynecology.
- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette Nichols Professor of American History.

### School of Education

**Conversion to Tenure**
- Dr. Michael L. Tierney, Associate Professor of Education, is converted to tenure.

### School of Engr. Appl. Science

**Appointments**
- Dr. Kenneth R. Lakier as Professor of Electrical Engineering.
- Dr. Lyle H. Ungar as Assistant Professor of Chemical Engineering.
- Dr. Paul B. Weisz as Professor of Chemical Engineering.
Dr. Barry C. Spinolung as Assistant Professor of Anesthesia at V.A. Medical Center.
Dr. Eric J. Stein as Assistant Professor of Radiology at HUP.
Dr. Leslie N. Sutton as Assistant Professor of Neurosurgery.
Dr. Mark R. Taylor as Assistant Professor of Dermatology at HUP.
Dr. Clinton A. Turner as Assistant Professor of Obstetrics and Gynecology at HUP.
Dr. Beverly Vaughn as Assistant Professor of Obstetrics and Gynecology.

Promotions

Dr. Ronald L. Arenson to Professor of Radiology at HUP.
Dr. Stanley J. Aukburg to Associate Professor of Anesthesia at HUP.
Dr. Edward E. Bondi to Associate Professor of Dermatology at HUP.
Dr. Seth E. Braunstein to Associate Professor of Medicine at HUP.
Dr. John S. Brooks to Associate Professor of Pathology and Laboratory Medicine at HUP.
Dr. Michael P. Cancro to Associate Professor of Pathology and Laboratory Medicine.
Dr. Alan R. Cohen to Associate Professor of Pediatrics at CHOP.
Dr. Manjush Das to Associate Professor of Biochemistry and Biophysics.
Dr. David E. Elder to Associate Professor of Pathology and Laboratory Medicine at HUP.
Dr. Gary R. Fleisher to Associate Professor of Pediatrics at CHOP.
Dr. Robert C. Grossman to Associate Professor of Radiology at HUP.
Dr. Alan F. Horwitz to Professor of Biochemistry and Biophysics.
Dr. Mark A. Kelley to Associate Professor of Medicine at HUP.
Dr. Robert G. Ketrick to Associate Professor of Anesthesiology at CHOP.
Dr. Savith P. Kumar to Associate Professor of Pediatrics at HUP.
Dr. Paul N. Lanken to Associate Professor of Medicine at HUP.
Dr. William P. Potsic to Associate Professor of Otorhinolaryngology and Human Communication at CHOP.
Dr. Nathaniel Reichek to Professor of Medicine at HUP.
Dr. Neil A. Rubinstein to Associate Professor of Anatomy.
Dr. Alan D. Schreiber to Professor of Medicine.
Dr. Larry W. Stephenson to Associate Professor of Surgery.
Dr. James L. Stinnett to Professor of Psychiatry at HUP.
Dr. Sankey V. Williams to Associate Professor of Medicine at HUP.
Dr. Andrew Winokur to Associate Professor of Psychiatry.

Reappointments

Dr. James C. Alwine as Assistant Professor of Microbiology.
Dr. Leon Axel as Assistant Professor of Radiology.
Dr. Jean B. Belasco to Assistant Professor of Pediatrics at CHOP.
Dr. Gerard T. Berry to Assistant Professor of Pediatrics at CHOP.
Dr. Kenneth J. Blank to Assistant Professor of Pathology and Laboratory Medicine.
Dr. Lawrence F. Brass as Assistant Professor of Medicine.
Dr. Frederic W. Campbell as Assistant Professor of Anesthesia at HUP and CHOP.
Dr. Jennifer Chu as Assistant Professor of Physical Medicine and Rehabilitation at HUP.
Dr. Jim C. H. Chu as Assistant Professor of Radiation Physics in Radiation Therapy at HUP.
Dr. Lawrence R. Coia as Assistant Professor of Radiation Therapy at American Oncologic Hospital.
Dr. Nancy E. Cooke as Assistant Professor of Medicine.
Dr. Thomas L. Davis as Assistant Professor of Anatomy.
Dr. Carol J. Deutsch as Assistant Professor of Physiology.
Dr. Craig A. Disa as Assistant Professor of Pathology and Laboratory Medicine.
Dr. Jack A. Elias as Assistant Professor of Medicine.
Dr. Ronald D. Ellis as Assistant Professor of Orthopaedic Surgery at CHOP.
Dr. Beverly S. Emanuel as Assistant Professor of Pediatrics at CHOP.
Dr. William M. Gild as Assistant Professor of Anesthesiology at Presbyterian U. of P. Medical Center.
Dr. John R. Gregg as Assistant Professor of Orthopaedic Surgery at HUP.
Dr. Jeffrey R. Gross as Assistant Professor of Anesthesiology at the V. A. Medical Center.
Dr. John Hansen-Flaschen as Assistant Professor of Medicine at HUP.
Dr. Charles A. Hardy as Assistant Professor of Anesthesiology at HUP.
Dr. Terry J. Higgins as Assistant Professor of Radiology.
Dr. Sidney N. Kahn as Assistant Professor of Pathology and Laboratory Medicine at HUP.
Dr. Harry R. Katz, Assistant Professor of Radiation Therapy, to American Oncologic Hospital.
Dr. Wilma C. Kellerman as Assistant Professor of Physical Medicine and Rehabilitation at HUP.
Dr. Haewon C. Kim as Assistant Professor of Pediatrics at CHOP.
Dr. Gyula B. Kovachich as Assistant Professor of Pharmacology.
Dr. V. K. Prasanna Kumar as Associate Professor of Radiation Physics in Radiation Therapy at HUP.
Dr. Paul N. Lanken as Assistant Professor of Medicine at HUP.
Dr. Ronald Larsen as Assistant Professor of Radiation Physics in Radiation Therapy at HUP.
Dr. Robert LeVeen as Assistant Professor of Radiology at V.A. Medical Center.
Dr. Warren J. Levy as Assistant Professor of Anesthesiology at HUP.
Dr. Francis E. Marchlinski as Assistant Professor of Medicine.
Dr. Marie C. McCormick as Assistant Professor of Pediatrics.
Dr. Gilberto R. Pereira as Assistant Professor of Pediatrics at CHOP.
Dr. William D. Pielke as Assistant Professor of Radiation Therapy at HUP.
Dr. Graham E. Quinn as Assistant Professor of Ophthalmology at CHOP.
Dr. Thomas F. Scanlan as Assistant Professor of Pediatrics at CHOP.
Dr. Sanford Schwartz as Assistant Professor of Medicine.
Dr. Stanley S. Schwartz as Associate Professor of Medicine at HUP.
Dr. Janet N. Slater as Assistant Professor of Anesthesiology at Pennsylvania Hospital.
Dr. Howard McC. Snyder, III, as Assistant Professor of Urology in Surgery.
Dr. Alan R. Spitzer as Assistant Professor of Pediatrics at CHOP.
Dr. Robert M. Weiss as Assistant Professor of Pediatrics at CHOP.
Dr. Andrew T. Turnisi, III, as Assistant Professor of Radiation Therapy at HUP.
Dr. Victoria L. Vetter as Assistant Professor of Pediatrics at CHOP.
Dr. John W. Weissel as Assistant Professor of Anatomy.
Dr. Susan Weiss as Assistant Professor of Biophysics.
Dr. Jay J. Williams as Associate Professor of Pediatrics.
Dr. Barry B. Wolfe as Assistant Professor of Pharmacology.

Chair Designations

Dr. Morton M. Kligerman, Professor of Radiation Therapy, as the Henry K. Pancoast Professor of Research Oncology at HUP.
Dr. Franz M. Matschinsky, Professor of Biochemistry and Biophysics, as the Benjamin Rush Professor of Biochemistry and Biophysics.
Dr. Paul D. Stolley, Professor of Medicine, as the Herbert C. Rorer Professor of Medical Sciences.

Changes

Dr. Eugene K. Betts as Assistant Professor of Anesthesiology at CHOP.
Dr. Michael Broennle as Assistant Professor of Anesthesiology at CHOP.

Conversions to Tenure

Dr. Derek A. Bruce, Associate Professor of Neurosurgery, is converted to tenure.
Dr. Stanley Goldfarb, Associate Professor of Medicine, is converted to tenure.
Dr. James Leo Mullen, Associate Professor of Surgery, is converted to tenure.

Corrections

Dr. Edward J. Goldstein is appointed to Associate Professor of Radiology at V.A. Medical Center.

School of Nursing

Dr. Joyce B. Thompson, Associate Professor of Nursing, is converted to tenure.

School of Veterinary Medicine

Appointments

Dr. Terry L. Blanchard as Assistant Professor of Reproduction in Department of Clinical Studies, New Bolton Center.
Dr. Debra Deem Morris as Associate Professor of Medicine in Department of Clinical Studies, New Bolton Center.
Dr. Jonathan E. Palmer as Assistant Professor of Large Animal Medicine in Department of Clinical Studies, New Bolton Center.

Promotions

Dr. Jay P. Farrell to Associate Professor of Parasitology in Department of Pathobiology.
Dr. Michael H. Goldschmidt to Associate Professor of Pathology in Department of Pathobiology.
Dr. Mark Haskins to Associate Professor of Pathology in Department of Pathobiology.

Changes

Dr. Colin Johnstone to Assistant Professor of Parasitology in Epidemiology and Health Economics in Department of Clinical Studies, New Bolton Center.

(continued next page)
(continued from page 14)

Conversions to Tenure
Dr. Charles E. Benson, Associate Professor of Microbiology in Department of Pathobiology, is converted to tenure.

Wharton School Appointments
- Dr. Wayne S. DeSarbo as Associate Professor of Marketing.
- Dr. Stewart D. Friedman as Assistant Professor of Management.
- Dr. Elizabeth V. Grace as Assistant Professor of Insurance.
- Dr. Joseph G. Haubrich as Assistant Professor of Finance.
- Dr. Andrew Wen-Chun Lo as Assistant Professor of Finance.
- Dr. Saman Majd as Assistant Professor of Finance.
- Dr. George G. Pennacchia as Assistant Professor of Finance.
- Dr. Ari Vepalainen as Assistant Professor of Decision Science.
- Dr. Dennis A. Yao as Assistant Professor of Public Management.
- Dr. Stephen P. Zeldes as Assistant Professor of Finance.

Promotions
- Dr. Janice R. Bellace to Associate Professor of Legal Studies.
- Dr. Khalid S. Hayre to Associate Professor of Statistics.
- Dr. Peter D. Linneman to Associate Professor of Finance.
- Dr. James Pickands, III, to Professor of Statistics and Operations Research.

Chair Designations
- Dr. Russell L. Ackoff, the Daniel H. Silberberg Professor of Systems Sciences, to the Anheuser-Busch Professor of Management Science.
- Dr. Mark V. Pauly, Professor of Health Care Systems, as the Robert D. Ellers Professor of Health Care Management and Economics.
- Dr. Anthony M. Santomero, Professor of Finance, as the Richard K. Mellon Professor in Finance.

Changes
- Dr. Shav Gupta to Professor of Marketing.

Conversion to Tenure
Dr. Barton A. Weitz, Associate Professor of Marketing, is converted to tenure.

Deaths

Dr. Rudolf Anthes, emeritus professor of archaeology, died January 5, 1985, at the age of 88. He was teaching at the University of Berlin. Dr. Anthes came to Penn in 1950 as a visiting curator of the University Museum's Egypt Section and became the section's curator the following year. He was also professor of Egyptology from 1951 to 1963 when he became an emeritus professor. Dr. Anthes' field work included the 1931-33 excavation of Medinet Habu, sponsored by the Oriental Institute, University of Chicago, and the 1955-56 excavation Mit Rahineh, sponsored by the University Museum. His sister, Erika Luthi, is the only known survivor. Mervin Byrd, campus bus driver, died December 17 at the age of 63. Mr. Byrd came to Penn in 1966 as a truck driver in Physical Plant. He is survived by his wife, Anna M. Byrd-Hill.

Adeline Falkowski, a retired custodian, died January 31 at the age of 72. Mrs. Falkowski came to Penn in 1957 as a custodian and remained in that position until her retirement in 1981. She is survived by her son, Anthony Falkowski.

Dr. Shilemo D. Goit ten, emeritus professor of Oriental studies, died February 6 at the age of 84. In 1983 Dr. Goit ten, a Hebrew and Arabic scholar and an authority on Islamic civilization, became the first MacArthur Prize Laureate — an honor reserved to the exceptionally creative and accomplished who are near or beyond retirement age and providing them with a lifetime stipend. Before joining Penn in 1957 as a professor of Oriental studies, Dr. Goit ten was the director of the School of Oriental Studies at the Hebrew University in Jerusalem from 1949 to 1956. He became an emeritus professor here in 1970 and has been associated with the Institute for Advanced Study in Princeton, N.J., since 1971. He received an honorary degree, Doctor of Humane Letters, from Penn in 1983.

Dr. Goit ten was a prolific writer who published 600 articles and books in Hebrew and in English, including a five-volume historical work. A Mediterranean Society: The Jewish Communities of the Arab World as Portrayed in the Documents of the Cairo Geniza. He is survived by his wife, Theresa G. Goit ten, his son, Eilon Goit ten, his daughters, Ayala Gordon and Ofra Rosner, and six grandchildren.

James House, Jr., emeritus associate professor of fine arts, died January 19, at the age of 83. Mr. House came to Penn in 1927 and built a national reputation as a wood sculptor and caricaturist, taking his bachelor's degree in education here in 1941. He was the main caricaturist for the Evening Bulletin from 1947 to 1953. Mr. House's wife, Virginia S. House, two sons, James S. and Halsey G. House, and four grandchildren.

Patricia Lank Hansen, a teaching assistant, died January 10 at the age of 26 after a long illness. Ms. Lank entered the Ph.D. program in European history in September 1981 and had completed the coursework for the M.A. degree before illness necessitated a leave of absence. She is survived by her husband, David Hansen, and her parents, Mr. and Mrs. Edward K. Lank.

Ruth McCrohan, a retired clerk, died December 27 at the age of 76. Mrs. McCrohan came to Penn in 1960 as an addressing and records clerk in the Development and University Relations Department and held that position until she retired in 1976. She is survived by two daughters, Sandra D. Dwyer and Eleanor R. Knaebel.

Julia McEntire, a retired custodian, died January 21 at the age of 64. Mrs. McEntire came to the University in 1956 as a custodian and held that position until her retirement in 1982. She is survived by her son, James McEntire, and her daughter, Julie O'Connell.

Clarence Morris, emeritus professor of law, died February 8 at the age of 82. Professor Morris joined the Law School faculty in 1952 and taught here until 1973 when he became emeritus. Morris was a leading figure in the field of jurisprudence; his interest in the field led into research into the jurisprudence of the development of a body of law in China. In collaboration with emeritus professor Derek Bode, he wrote Law in Imperial China, published in 1967.

He is survived by his wife, Lillian Morris, and his son, Professor C. Robert Morris, Jr., with whom he collaborated on a second edition of the Tort Casebook in 1980.

The Law School is establishing the Clarence Morris Fund to support activities which bring home to students the cultural context in which the law operates so that the Law School will graduate persons of a broadly based and international perspective. Dean Anthes said, "Clarence Morris believed that a legal education should address the whole person and not merely develop the craftsman's skills necessary to the competent practice of law. As a true scholar, Clarence Morris was the embodiment of that approach to legal education."

Dr. Joseph A. Ritter, emeritus professor of pediatrics, died December 12 at the age of 81. Dr. Ritter was one of the first people to urge a return to home delivery of babies in 1947 based on the statistics on outbreaks of infectious diarrhea and accompanying high mortality rates in hospitals. After earning his bachelor's degree in 1925 and his medical degree in 1926, both at Penn, Dr. Ritter went on to become chief of pediatrics at Graduate Hospital and professor of pediatrics at Penn's Graduate School of Medicine from 1962 until his retirement in 1970. He founded the Child Guidance Clinic at Children's Hospital. Penn's Medical School named him a distinguished senior alumnus in 1978, and later that year, the Pennsylvania Medical Society honored him for 50 years of service. After his 1970 retirement he served as a consultant to Graduate Hospital, and as an emeritus senior physician in Pediatrics.

Dr. Ritter is survived by his wife, Grace C. Ritter, his daughter, Barbara Rutenberg, and his son, Dr. Michael C. Ritter.

William Shulby, a former carpenter, died January 24 at the age of 62. He joined the University as a carpenter in 1971, a position he held until 1981 when he went on long-term disability. Mr. Shulby is survived by his wife, Dorothy Theresa Shulby.

Marie M. Sullivan, a retired custodian, died recently at the age of 78. Mrs. Sullivan became a custodian at Penn in 1961 and held that position until her retirement 1974. She is survived by her daughter, Patricia Ruffertty.

Dr. Kwan C. Tsou, associate professor of chemistry in surgical research and pharmacology, died of a heart attack at an international scientific research convention in Salt Lake City, Utah, January 27 at the age of 62.

Born in China, Dr. Tsou won a scholarship to study chemistry at the University of Nebraska where he received his master's and doctoral degrees. He went to Harvard to complete his postdoctoral education.

Dr. Tsou was appointed assistant professor of chemistry in surgical research at Penn's School of Medicine in 1963 and was promoted to associate professor in 1966. He received a parallel appointment in pharmacology in 1973. The University awarded Dr. Tsou an honorary degree in 1971. He was the
The weekly update deadline for calendar entries is at noon, a week before the Tuesday of publication.

The deadline for the April pullout calendar is Tuesday, March 12 at noon. Send to Almanac, 3601 Locust Walk/CS (second floor of the Christian Association Building).

There is no issue March 5 (Spring Break week).

## TALKS

26 Recent Advances in the Analysis and Written Presentation of the Oral Narrative; Virginia Hymes, undergraduate chair, department of folklore; 6:30 p.m., West Lounge, Williams Hall (Graduate Students of Romance Languages Current Trends in the Humanities Series).

27 Stonecutting and Lettercutting: demonstration and lecture by Richard Grasby, lettercutter; 6:30 p.m., first floor Alumni Hall, Towne Building (Graduate School of Fine Arts Students Lecture Series).

28 An Open Dialogue with Parviz Sayyad, Iranian filmmaker and playwright; 8 p.m., Gates Room, Van Pelt Library (Middle East Center, Iranian Studies Seminar).

## FILMS

### International House

Films shown at International House, $3 general admission, $2.50 for members, students, senior citizens. Information 387-5125. Ext. 222.

**Purchased “Bundled”**

**Separately**

**Price**

128 K Mac, external drive Imagewriter  
$2,074  
$1,774

128 K Mac, external drive Imagewriter  
$2,599  
$2,299

Other Macintosh Prices:

128 K Macintosh  
$1,225.00

Imagewriter  
$459.00

External Drive  
$380.00

Apple modem (300 baud with kit)  
$173.00

Apple modem (1200 baud with kit)  
$380.00

**Macintosh Software:**

Microsoft Multiplan  
$99.95

Microsoft Chart  
$65.95

Microsoft Word  
$99.95

Microsoft File  
$99.95

Microsoft Basic Interpreter  
$79.95

Stoneware DB Master  
$107.00

Macintosh Pascal (student version)  
$34.95

Macintosh Pascal (full version)  
$92.95

*Valid for orders placed through March 29, 1985 only.

## Update

**February on Campus**

**Corrections:** Change in Dates

27 Arch of Bust: Dr. Terry Allen, history of art department, University of Michigan; 4-5 p.m., 9th floor lounge, Williams Hall (Iranian Studies Seminar).

28 Civil Violence and Social Change in Lebanon; Dr. Samir Khalaf, Visiting Fulbright Scholar, department of Near Eastern Studies, Princeton University (professor of sociology, American University of Beirut); 1-2 p.m., 4th floor lounge, Williams Hall (Brown Bag Series, Middle East Center).

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**Almanac** learned of four other deaths at press time:

Taryg Hasan, an economics Ph.D. candidate from Pakistan, died February 14 at the age of 30. Memorial services are being held in his native country.

Dr. John Mark Longaker, professor emeritus of English, died February 24 at the age of 84. Dr. Longaker taught in the English department for more than 50 years. He is survived by his wife.

Davis Beaumont Oat, a retired business administrator in LRSM, died February 24 at the age of 68. Mr. Oat came to the University in 1965 and was a charter member of Penn's Association of Business Administrators. He retired in 1981. Mr. Oat is survived by his wife, Judith, his son, Charles F. Oat, and a sister, Elizabeth Oat Rockwell. A memorial service will be held February 28 at 7 p.m. at the Church of the Holy Trinity, West Chester.

Edward J. Shields, a Penn police officer since 1966, died in an automobile accident February 23 at the age of 60. He is survived by his sisters Mary McNeil, Catherine Donovan, and Jane Shields, and his brother Thomas Shields. A memorial service will be held February 28 at 8:30 a.m. at John Kish Funeral Home, 6506 Elmwood Avenue; Mass at 10 a.m. at the Most Blessed Sacrament Church, 56th and Chester Avenue. In lieu of flowers, contributions may be made to the Most Blessed Sacrament Church.

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Theatres Sur Le Fil (Theatre on a String): French puppeteers use paper and string to show children how to release their creative powers. Manipulation of the puppet is integrated into the dramatic action to let the audience experience the invention of the play. The company's Journey in a Paper World will be performed during the International Children's Festival (right).

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