Social Work: Center on the Workplace

Penn's School of Social Work has established the Center for Research and Education on the Workplace (CREW), with a national research and consulting agenda on such problems as the costs of health and mental health care, new technologies and their impact on the workplace, substance abuse, absenteeism, stress, racism and sexism. The Center, seeded by a grant from the United Parcel Service Foundation, is expected to become self-supporting through grants, by providing technical assistance to companies and organizations seeking to establish or improve employee assistance programs, and by offering continuing education for executives and staff.

The establishment of CREW places SSW "at the forefront of the movement to address critical issues in the workplace," Dean Austin said. "Workplace programs, directed and staffed by trained social workers, are emerging in the 1980's as a means for organizations to help themselves and their employees adapt to the workplace stresses brought on by rapid social and economic change."

Dean Austin has named Dr. Mark J. Stern, associate professor of social welfare, and Anu Rao, director of the Faculty Staff Assistance Program, as co-directors of the Center. Dr. Stern, who is co-authoring a book (with Dr. June Axinn) on the restructuring of the workplace in America and its implications for social work in the 1990's as a means for organizations to help themselves and their employees adapt to the workplace stresses brought on by rapid social and economic change.

Mark Stern
Anu Rao

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Dr. Stern, who is co-authoring a book (with Dr. June Axinn) on the restructuring of the workplace in America and its implications for the development of social policies, will head the Center's research activities.

Mrs. Rao, who earned her M.S.W. at Penn and is currently working toward her doctorate in planning and organizational behavior, will lead the Center's continuing education and technical assistance programs.

Dr. Mark J. Stern
Anu Rao

A panel drawn from other schools and departments at the University will serve as consultants to Center activities. Additional guidance will be provided by an advisory board of representatives from major corporations to be chaired by Dr. Stuart J. Smith, assistant national director of human resources for Laven-thoi and Horwath of Philadelphia.

Initially, Dr. Stern said, the Center will commission papers from national experts in order to formulate its research agenda. The conduct of this research will provide opportunities for students as both research and teaching assistants.

The educational portion of the Center's three-part mission will provide techniques and information relating to organizational change, communication, problem solving, and the planning of assistance programs—mini-courses and special institutes geared toward counselors and managers—will draw upon the Center's basic and applied research.

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Pappas Fellow: 60 Minutes' Ed Bradley

Ed Bradley, the nationally known 60 Minutes correspondent, returned to Philadelphia—the city where he was born in 1941—as the 1987 Pappas Visiting Fellow in Residence March 30 through April 2. As a Pappas Fellow, he will live in DuBois College House and visit classes, engage in informal discussions and lead three discussions open to all:

**March 30** The Public Forum: Television Journalist and Modern Culture, with President Sheldon Hackney and Dean George Gerbner, Harrison Auditorium, University Museum, 4-5:15 p.m.

**March 31** Campus Workshop I: Medium and the Message, a viewing/discussion of Mr. Bradley's "The Boat People", the 1978 documentary that caught the eye of 60 Minutes Executive Producer Don Hewitt and led to a place on the top-rated TV newsmagazine. McClelland Hall, Quad, 10 a.m.-noon.

**April 1** Campus Workshop II: Medium and the Message, a viewing/discussion of Mr. Bradley's December 21, 1981, interview with Lena Horne, described by TV Guide as "a textbook example of what a great television interview can be." Room 110, Annenberg School, 2:30-4:30 p.m.

SAS Dean's Forum: Susan Sontag

This year's SAS Dean's Forum features novelist, critic, essayist, director and film maker Susan Sontag, author of such works as The Benefactors, Against Interpretation, Illness as Metaphor and On Photography. "An Evening with Susan Sontag" will be held Thursday, April 2 at 8 p.m., in Room B-1, Meyerson Hall.

Twenty 1987 Dean's Scholars, nine from the College, ten from the Graduate Division, and one from CGS, will receive certificates in recognition of academic achievement. Each will receive an inscribed copy of one of Ms. Sontag's books. She will then give a reading followed by a question and answer session.

Initiated in 1984 to "celebrate the richness of the arts and sciences," the SAS Dean's Forum offers the University community an opportunity to meet with a leading intellectual figure who exemplifies the liberal arts tradition, and to recognize outstanding undergraduate and graduate students for their academic performance and intellectual promise.

**Council: Consensus on Judiciary, Division on Recreation Fee**

At its March 18 meeting, the University Council debated two substantive reports which now return to the Administration for next steps:

**Judiciary Charter:** Noting substantial agreement among Council members on the proposals in JIO Constance Goodman's report (Suggestions for Improving the Student Judicial Charter, Almanac March 3), President Sheldon Hackney said he will have the changes incorporated and published "Of Record" in Almanac shortly. A major change will be the formation of standing panels for continuity and experience in handling cases.

**Recreation Fee:** The Council Committee's recommended fee for faculty and staff users of campus recreational facilities was supported especially by students on the ground that students already pay some $90 of their General Fee to this purpose; it was opposed by several faculty speakers on the ground that use of the facilities has been "little b" if not a "big B" benefit of importance to fitness, and comes in the category of facilities that should have their renovations covered by other funding methods. Dr. Helen Davies gave a statement on behalf of 263 members of the nonacademic staff who signed a petition against the fee. Dr. Charles McMahon as Committee chair said a user's fee was preferable to the (B) benefit concept which would tax all faculty and staff; he added that the fee would not be charged to those paying to enroll in recreation classes if they did not otherwise make use of the facilities. He also said some specifics of the Committee proposal were subject to negotiation, including the exact amounts ($84 for A2/A1, $52 for A3 staff).

President Hackney said he will have an Administrative proposal drawn up "For Comment" in Almanac: this term. GAPSA Chair Wayne Glasker and UA Chair Eric Lang said any proposed policy should ensure that the funding is not from rising student fees.

**Tuition/FEES:** These topics surfaced in reports of the President, Provost, and GAPSA and UA chairs. President Hackney announced the Trustees Executive Committee's approval of the tuition and fee increases given in the FY 1988 budget (Almanac March 3). He said meetings are continuing with student groups that he doubts will convince but will at least explain why increases were made.

Provost Thomas Ehrlich summed up the three major complaints of the budget he has received from individuals and groups and called "all three correct" (tuition increases too big, salary increases too small, and not enough for "my program). But he said the outcome of balancing 5000 budgets did not leave as much as he would like for many things. The first cut is an outline and details are to be published in Almanac:

Mr. Glasker gave an upbeat GAPSA report on efforts to give tax relief to graduate and professional students under the new federal law—having tuition defined as scholarship based on merit rather than stipend or taxable income; having Arts and Sciences (and ideally other schools) include the fee in tuition; and having other such fees (technology, books) defined as educational expenses. Mr. Glasker commended the Administration for increasing funds for graduate student support in the new budget.

Mr. Lang gave a detailed analysis of slippage in the Student Activities Council allocation in relation to rises in the undergraduate fee, with steady deterioration in funding over the years while activities have grown. Organizations now raise about 60% of their funds on their own, he added: S.A.C.'s allocation is roughly $150,000 but the member organizations spend about $450,000. He said UA is emphasizing to the Trustees that tuition is increasing as a proportion of University revenue; registering objections to the introduction of technology fees as a hidden additional tuition increase; and asking that as tuition and fees rise there be improvements that meet student needs such as the SAC allocation. He reported that the UA's request to have Nautilus equipment for nonathletes has led to a plan to install two in the basement of Hi-Rise North. He also said the Trustees Committee on Student Activities will discuss March 31 the proposal for a new student union.

Kudos: Dr. Hackney said he does not expect the President praised the University's growing mobilization of aid to the homeless through the Community Relations Office under Jim Robinson, and congratulated Men's Basketball on the Ivy League title and Women's Indoor Track for taking the Indoor Heptagonal to its long-standing record of championships which includes frequent Ivy titles.

Upcoming: Dr. Roger Soloway formally noted the impending vote on a Bylaws change (to be published), and fielded objections of Dr. Michael Cohen to an item in the Council Steering Committee minutes which Dr. Cohen said try to create a tradition of confidentiality where none exists. An exchange in Speaking Out, page 3, spells out this debate and Steering's likely next steps.

President Hackney said he expects to publish "For Comment" in April the Administration's proposed policies and procedures on Racial and Sexual HARASSMENT, and Provost Ehrlich reminded the ad hoc committee set up to investigate sources of violence, discrimination, harassment, etc., has issued a call for comment (Almanac March 17, p. 7).
Statements of Candidates Nominated by the Committee

Adelaide M. Deluva
I have long been committed to the principles and operation of civil rights for all, and to that end have devoted a great deal of my time to the following:

- On campus:
  1. Committee on Academic Freedom and Responsibility, School of Veterinary Medicine.
  2. Committee on Student Rights and Responsibilities, School of Veterinary Medicine (Chair).
  3. Faculty Grievance Commission of the University, 4 years service—one year more than the required proper functioning of a university. If elected, I will serve to the best of my ability and to the utmost of my effort.

Michelle Fine
My interest in the issues of Academic Freedom are long-standing and complex. Within the Society for the Psychological Study of Social Issues, Division 9 of the American Psychological Association, I have chaired committees and been involved with investigatory bodies concerned with the rights of faculty and students. In the face of our hard-won rights to teach, read, speak and write on issues and with perspectives which are personally and professionally meaningful. Further, I have published on this topic in scholarly journals and professional newsletters. I do not take the history nor the struggles for academic freedom lightly.

I also understand, however, that at this moment in history what constitutes academic freedom has been rendered problematic as other rights of faculty, students and staff have been established. And, as many of you know, I have been at the center of that controversy on this campus with respect to the issues of sexual and racial harassment. As Accuracy in Academia poses the symbolic threat from outside the academic, we have what many consider emerging “threats” from within. The contradictions and tensions inside our right to academic freedom are worthy of the most serious attention.

The experiences that prepare me for participation on this committee include: Senate Executive Committee member; Open Expression Committee member; Sexual Harassment Survey Committee member; Faculty Co-Chair of the Multi-Cultural Student Association of the Graduate School of Education, and Graduate School of Education Academic Freedom and Responsibility Committee.

Henry Teune
I am standing for election to the Senate Committee on Academic Freedom and Responsibility because I believe that, more than before, academic freedom is endangered on this campus. One difference today is that pressures within our university are now directed toward the classroom. Universities have become increasingly politicized. Decisions are made on the basis of brokering interests between conflicting groups. In some cases this has been a healthy development, allowing the voices of people to be heard. But, over political interests, focused on distributions of resources, begin to blur what goes on in the classroom, we are going too far. We may destroy the academic freedom that student interests are protected. That would be a violation of the University Statutes. Protection of interests is a political argument. Students can judge the popularity of professors but not the soundness of what they say.

James F. Ross
The Committee on Academic Freedom and Responsibility is the place for all academic administrators can rely upon dedicated, meticulous, impartial application of the highest standards, with extreme care for individual freedom and autonomy.

As far as I know, this committee has never been tainted with factionalism, ex parte interventions, excessive legalism, individual dealing or special interests.

I intend to see that it remains untouche in its fairness and reliability. In particular, the committee has to remain an adjudicator of joined issues, where the record is prepared elsewhere, not an intervener on its own motion, not an issue of advisory opinions, not a decider of hypotheticals, or otherwise an agent of individual or group politics. Novelties in what are proposed to betransgressions of academic freedom and novelties in the sources of such complaints are to be scrutinized most rigorously, while examination of whether individuals in authority have fulfilled their responsibilities is to be ever vigilant.

This is the one place where principles of freedom and responsibility are to be applied above all others, to maintain the fabric of scholarly life.

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Statements of Candidates Nominated by Petition

Alan Charles Kors
Working together in an academic community of remarkable diversity and often competing agendas, we must maintain, as part of our common agenda, a commitment to the impartial protection of academic freedom and due process within the context of our belief in academic responsibility. Individually, and collectively, we all ultimately depend upon such a commitment for our protection from academic coercion and arbitrary treatment. I would feel privileged to work for you on behalf of that commitment. I have served in the past as a member of this Senate committee and as a chair of the Greater Philadelphia ACLU’s committee on academic freedom and responsibility.

I believe that academic freedom is more inherently precious and more beneficial to posterity than any particular institutional or social good that could possibly be acquired from its loss or diminution. I believe that responsibility is a part of freedom, not an agent of individual or group politics.

In recent months we have been told that the classroom should be a good learning environment. If that means discussions should be limited to what some feel is comfortable, then we are doing a disservice to our academic goals. Criteria of truth do not include liking it. It has been proposed that students should sit on panels to judge the behavior and statements of faculty to assure that student interests are protected. That would be a violation of the University Statutes. Protection of interests is a political argument. Students can judge the popularity of professors but not the soundness of what they say.

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**A History of Pennflex**

This letter to the University community is intended to restate some of the history of Pennflex and hopefully erase some of the misconceptions that have been too widespread. As a result of recent demographic trends, the Personnel Benefits Committee (of the University Council) was made aware of the fact that the benefits package provided by the University is no longer the best plan for all its employees. In 1979, the Committee was requested by a grass roots coalition to begin to look at flexibility in choice of benefits, since many were not heads of traditional households and, for example, may not have needed more than a minimal amount of life insurance. Since that time, for a period of 71/2 years, the Personnel Benefits Committee has studied the issue with the help of the Benefits Office and external consultants. The Economic Status Committee of the Faculty Senate was also continuously apprised of developments. In its report of the 1984-85 year, Professor Jerry Rosenbloom wrote (Almanac October 22, 1985).

"... A basic tenet of the Pennflex plan would be that anyone could opt for keeping the present benefit package for himself/herself and dependents or moving into one of the new plan options. Any savings achieved through such a flexible benefits plan would go back to the faculty and staff in the form of additional elective benefits or cash compensation."

The following year was concerned with details of implementation and very recently you have seen concentration on information and publicity. The Pennflex Plan is a response to the wishes of the entire community. Everyone should be helped by the ability to make their benefits conform to their needs.

This year’s Committee has received a commitment from the Benefits Office for an annual review of the plan with full disclosure of the financial experience and assurances that any savings would be recycled into the plan.

—Ira M. Cohen, Chair, Personnel Benefits Committee

**Staff Grievance Procedure**

The two pages of fine print entitled Staff Grievance Procedure, published in the March 3, Almanac is seriously incomplete and misleading, or is evidence of the University’s thumb not knowing what the first finger is doing.

The Staff Grievance Procedure purports to describe an elaborate procedure of notice, hearing and fair resolution of employment problems of staff employees. However, the application which those applying for staff positions are required to sign includes, as the last paragraph immediately above the applicants signature, the following:

"I understand that this employment application and any other University documents or statements are not contracts of employment, and my employment and compensa-

**Response to Dr. Summers**

We appreciate Professor Summers’ calling our attention to a possible conflict between the wording of the employment notice to applicants who seek work at the University and the Staff Grievance Procedure. As the Office of Human Resources continues to develop and update the policies and procedures that govern and protect the personnel administration of our staff and faculty, we will seek to insure clarity between these and other statements and guidelines.

—Helen B. O’Bannon, Senior Vice President

**Floating Day Off**

The decisions of some of our administrators continue to amaze me. Whereas to give a floating day off may well be fine for our staff, such decisions for faculty is an improper intrusion into academic affairs. Most faculty members, “regular” or even irregular have teaching, research, and/or clinical responsibilities that cannot be abandoned or delegated to anyone. I do not accept that any administrator or supervisor should tell me or even have the right to approve when or where I can or cannot attend to my University obligations. I and my academic colleagues should make that decision ourselves.

—R.E. Davies, a member of the faculty

(Not written during a “Floating Day Off”)

**Ed. Note:** Appropriate members of the Human Resources Office have been offered space to respond in a future issue. —K.C.G.

**Spring Fling: Games People Play**

Every year, faculty and administrators alike seem to fear the arrival of Spring Fling. I have even heard some say that “professors try to be as far away from campus as possible” during the annual three-day festival. As directors of Spring Fling ’87, we hope to change this attitude.

We would like to formally invite and encourage everyone to join the students in their celebration of spring. Spring Fling can be a fun time for all, especially with this year’s theme: Games People Play. Fling will be held on April 9, 10, and 11 in the Quadrangle. There will be over 20 vendors with food ranging from BBQ ribs and chicken, to Mexican food, or hoagies, to delicious Italian pastries or ice cream. Throughout each day there will be continuous music on a stage in the Lower Quad with a wide range of musical styles including jazz, rock, fifties and reggae. Many types of games (egg toss, tug of war, human checkers, twister, etc.) are being planned with participation open to all.

We urge you to be in support of our committee efforts and join us at Fling!!!

—Chlo Alexiades, Joe Pessin, Cissy Szeto, directors, Spring Fling ’87

The following exchange grew out of debate at Council on March 18 concerning an item in the Steering Committee minutes of February 25 indicating that Steering “Reaffirmed the understanding that the proceedings of the Steering Committee are to be held confidential in order to foster open discussion.”

**Open Steering**

When I started my term as Chair-Elect of the Faculty Senate three years ago and became a member of the Steering Committee of the University Council as part of the functions of my position as Officer of the Faculty Senate, the Provost stated for the benefit of all new members of the Committee that the proceedings were to be confidential and that no one should discuss what is happening there with others outside the Steering Committee.

I immediately objected to that and stated the continued past inserts

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that as far as I could see, it was impossible for me to abide by a rule that prevented me from communicating and consulting with the faculty at large, who, after all, sent me there to represent them.

Now about three years later when my term as Past Chair is about to come to an end, the issue came up again to demand a resolution on the basis of the principles that it involves rather than as a matter of personal style of open communications.

The matter has several aspects. First, I thought that only the Provost would like the maintenance of absolute secrecy of the proceedings of the Steering Committee. To my amazement and dismay, I found that many members of the Committee now eagerly rejoice at secrecy which permits them to advise the President and the Provost in anonymity as they please, without having to face the necessary accountability to their constituents and to the University community at large.

Second, I found that leaving to the Secretary of the Steering Committee to report back to the Council in the form of abbreviated and non-controversial minutes, prevents the Council and the community from knowing all the issues that are being discussed, the nature of any differences of opinion, and the source of these differences. I believe that this is an item of major significance for all members of the University and needs to be rectified.

Furthermore, the Bylaws of the University Council that created the Steering Committee, clearly expect that Committee to operate in an open manner, and to avoid imposing secrecy on the proceedings, as it requires, for instance, in the proceedings of the Planning and Budget Committee. The imposition of confidentiality in the proceedings of the Steering Committee is, therefore, illegal.

Also it is morally repugnant, in my view, to have our own representatives and vote on what crucially concerns the University Council in a secretive manner, thus preventing all of us from knowing what are the issues and what is the position of our representatives. And, on top of all of this, it is also politically both unfair and very dangerous for the members of the Steering Committee to adjudicate issues, to strike agreements, or to extend pressures and influences on the President and the Provost in complete secrecy without accountability and full explanation of their actions. This is the way lobbying and special interests act in Washington, D.C. and other sources of power. This is the way that public mischief is being done in the various sources of power in our society.

It is for all these reasons that I believe that the matter of secrecy in the Steering Committee proceedings must be settled on the basis of the principles involved and not on the basis of personal objections. The controversy can easily be resolved if the Provost withdraws his request of total confidentiality*, leaving it up to the integrity of the members of the Steering Committee to exercise discretion even on occasion, some discussions on personnel take place. After all, all of a call of an occasional “executive session” of the committee can easily handle such matters. On the other hand, discussions and votes on policy issues and on matters of University actions should never be done under the cloak of secrecy.

— Anthony R. Tomazinis, Past Chair, Faculty Senate, Professor of City & Regional Planning

* and having the Secretary more fully report in the minutes of the Committee the issues discussed, the points of view presented and the votes taken.

Provost’s Response to Dr. Tomazinis

As I indicated at the last University Council meeting, I believe Professor Tomazinis misstates the issue. During each of the last six years, the understanding has been repeatedly at the first Steering Committee meeting that Steering Committee proceedings are confidential and that the Chair of the Steering Committee — who is also the Chair of the Faculty Senate — is the spokesperson for the Steering Committee to the press and others concerning Steering Committee proceedings.

Insofar as I am aware, this approach has been accepted by the Steering Committee without controversy until this spring, when the issue was raised — I was told — at a Senate Executive Committee meeting. Subsequently, the Steering Committee members reaffirmed the approach.

In my judgment, the primary (though not the only) basis for the approach is to ensure that each Steering Committee member is able to state her or his views directly rather than to have others represent — or possibly misrepresent — those views. Professor Tomazinis is perfectly free to state his position on any issue — and he often does. He should not be free, in my judgment, to state my views without my permission or to state the views of others without their permission. My understanding is that the other members of the Steering Committee concur.

In short, what is involved is not my “request” but the judgment of the Steering Committee this year and in past years about how the Steering Committee can best operate.

— Thomas Ehrlich, Provost

Chair’s Response to Dr. Tomazinis

At present, the Steering Committee of the University Council operates using limited confidentiality. All topics discussed and decisions reached not involving personnel are regularly reported by the Council Secretary in the Steering Committee summary minutes which are distributed to all Council members but individual opinions and votes are not included. This method has permitted very effective operation of the committee in your behalf. It has permitted the necessary deliberations among the administration and the various constituencies represented to take place in a friendly and constructive atmosphere.

Personally, I do not believe that we are served well by inhibiting the present frank exchange and consensus-formation through substitution of an alternative format. The secretary’s notes are telegraphic but cover the essence of each topic discussed. After all, this discussion is now taking place because the secretary has faithfully enumerated each topic discussed. The notes provided give each Council member the opportunity before and during the Council meeting to query the Chair of the Steering Committee about the basis for each item listed in the minutes.

We will discuss this problem at the next meeting of the Steering Committee to determine how we wish to operate for the remainder of this year. Subsequent Steering Committees will each have the opportunity to decide on their own method of operation.

— Roger D. Soloway, M.D.
Chair, Council Steering Committee
Chair, Faculty Senate

Penn Tower Hotel: Second Phase

With most of the physical changes completed in the conversion of Penn Tower Hotel from a chain affiliate to a University facility (Almanac January 13, 1987), Senior Vice President Helen O’Bannon has announced personnel changes in preparation for full operational responsibility by Penn on July 12.

Overseeing the transition is the University management team, directed by Don Jacobs, Executive Director of Hospitality Services at Penn. Mr. Jacobs has designated Marcia Rafig, Penn Hospitality Services manager, to become general manager.

Liz Greco, presently a coordinator of communications for the Senior Vice President, will focus on marketing and on creating a Penn/Ivy League identity for the Hotel. Richard Bevans, a junior at the Cornell School of Hotel Management, will work with the team through July, as an assistant to Ms. Rafig.

Horizon Hotel Ltd., which has managed the hotel, will assist in the 90-day transition team.

Since May 1986, when Penn bought the former Hilton unit, the facility has been downsized from a 324-room operation to an upscale 229-room hotel complete with executive floors that feature concierge service. Mrs. O’Bannon said. Each guest room is being completely refurbished, as are the hallways and all public spaces. The lobby has been redone in traditional style, accented with Oriental carpeting. In addition, new telephone systems and sophisticated computerized hotel management information systems have been installed. Major changes in the food and beverage service are also being made, she added.

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Undergraduate Research Fund: April 10

As a major institution, the University of Pennsylvania believes that a research experience can make a significant contribution to an undergraduate student’s education. The Undergraduate Research Funds have been established to provide support for and recognition of outstanding undergraduate research efforts. Through the generosity of the many private donors who have established these funds, the University supports the work of undergraduate students.

With this latest round, awards since the inception of the program in 1984 total $162,381. The recipients of the most recent Public Policy Initiatives Fund awards are:

- F. Gerard Adams, professor, economics and finance, New Perspectives on Industrial and Trade Policy.
- Jean-Marc Choukroun, assistant professor, social systems sciences, Assessment of Trends in Arts and Cultural Policy in American Cities.
- Robert F. Inman, professor, finance and economics, A Course Development in Political Economy.
- Jerry A. Jacobs, assistant professor, sociology, Career Histories in Governmental Agencies.
- Edward M. Morlok, UPS Foundation professor of transportation (engineering, applied sciences), Sensing Technology, Shipment Routing and Regulation to Reduce Risk to the Public of Hazardous Materials Transport.
- Howard Pack, professor, city and regional planning, To collect documents for a library for several courses in the program in appropriate technology for development.
- Mark V. Pauly and William Kissack, professors, health care systems, Leonard Davis Institute, Medicare Policy and the Role of the Research Community.
- Robert P. Inman, professor, finance and economics, A Course Development in Political Economy.
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Penn's New Clinical Collaboration Program

The School of Nursing, in collaboration with the School of Medicine, has established the Clinical Collaboration Program which will fund joint clinical research between nurses and physicians at Penn. Through the generosity of Mary C. Rockefeller, an interested community member, financial support will be offered to health professionals who undertake research projects that strive to solve particular problems in the health care delivery system. Each year two studies will be selected for funding, each receiving up to $10,000 in support.

To qualify for funding from this program, the project must involve a faculty member or doctoral student at the University's School of Nursing. While all research selected to receive support must involve the work of a physician, special reference will be given to efforts that include a medical practitioner who is affiliated with the University and to projects that are conducted at HUP and CHOP.

To apply for funding from the Clinical Collaboration Program, please submit a letter of application detailing your project and a proposed budget to the selection committee. All letters should be directed to Dean Claire Fagan, 465 Nursing Education Building. Proposal deadline is May 1. For further information contact the Nursing Alumni Office. Ext. 1665.

Postdoctoral Training Program in the Cellular/Molecular Biology of Aging

Positions are available for postdoctoral trainees (Ph.D. and/or M.D.) to obtain two years of specialized training in the methods and research of aging. This program is directed by a consortium which includes the University of Pennsylvania/Wistar Institute (Drs. V. Cristofalo, D. Kritchevsky, E. Levine), Temple University (Drs. R. Baserga, N. Duke, A. Schwartz), the Medical College of Pennsylvania (Drs. R. Roberts and M. Sharp), and Dohme Research Laboratories (Dr. M. Bradley and W. Nichols). Research emphases include: cell cycle kinetics/dynamics; growth factor regulatory mechanisms; growth regulatory genes; cellular transformation and immortalization; regulation of gene expression; DNA repair; cytogenetics; nutrition; vascular cell physiology; cardiovascular physiology/pharmacology; and DHEA action in aging and cancer. Applicants must meet NRSA United States citizenship or residency requirements. Address applications (curriculum vitae, three letters of reference and graduate school transcript) to: Dr. Vincent J. Cristofalo, Director, Center for the Study of Aging, 3906 Spruce Street; 6006.

To Report a Death

Florence Barrow, a former employee at Penn, died March 7 at the age of 71. Mrs. Barrow was employed by the University as a secretary in August 1966 in the Department of Economics. She also served as executive secretary to the Chairman of that Department. Mrs. Barrow retired in January 1987. She is survived by Alan Hamilton, her former son-in-law.

Dr. Lambros Johnson, a research specialist in lasers, died March 11 of cancer at the age of 35. A graduate of Temple University, he received his master's and doctoral degrees in physics from Drexel University.

Robin Hochstrasser, director of the Regional Laser Laboratories at Penn, said, Dr. Johnson "contributed substantially to many areas of laser technology and research, and developed and built novel and original infrared lasers at Penn since coming here in 1981." Dr. Johnson had also published numerous scientific and physics articles in national journals, and was most recently working on the development of a new physics-teaching program. Before going full-time research at Penn, Dr. Johnson taught at Drexel University.

Surviving are his parents, Mr. and Mrs. George Johnson.

Tennis Anyone?

The University will be hosting the Volvo Tennis Campus Mixed Doubles Championships beginning March 26. The event is a pilot program sponsored by Volvo Tennis and administered by the Intercollegiate Tennis Coaches Association (ITCA) on over 40 Eastern college campuses this spring. The program will be run by the ITCA's Men's and Women's Varsity Tennis Coaches, and it is anticipated that up to 3,000 players will participate.

All participants will receive a complimentary Volvo Tennis T-shirt and a deluxe box lunch. In addition, Volvo Tennis will be providing through the Championships over $16,000 in donations to a number of Eastern collegiate tennis programs, as well as over $5,000 in prize money to doubled teams.

The tournament is open to all currently enrolled faculty, staff, students, alumni and immediate relatives and laboratory tests, medication, consultations. Any player who has been on a varsity or junior varsity college tennis team or has played or taught professionally within the last ten years, is not eligible.

Anyone interested in participating in the tournament should immediately contact Cissie Leary, the Women's Varsity Tennis Coach, Ext. 6638, or Bob Glascott, the Intramural Director, Ext. 6101, for sign-up information.

DEATHS

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**Department of Public Safety Crime Report**

This report contains tallies of Part I crimes against persons, and summaries of Part II crimes in the five busiest sectors on campus where two or more incidents occurred between March 16 and March 22, 1987.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-16-87</td>
<td>1:53 AM</td>
<td>Moore School</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-17-87</td>
<td>4:00 PM</td>
<td>Hedin-Brown</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-18-87</td>
<td>3:45 PM</td>
<td>Hedin-Brown</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-19-87</td>
<td>7:40 PM</td>
<td>Hedin-Brown</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-20-87</td>
<td>9:35 AM</td>
<td>Moore School</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-21-87</td>
<td>2:42 PM</td>
<td>Hedin-Brown</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>03-22-87</td>
<td>5:14 PM</td>
<td>Richards Bldg.</td>
<td>Wallet taken from secured locker.</td>
</tr>
</tbody>
</table>

**Safety Tip:** Assaults increase as the weather gets warmer. Incorporate crime prevention into your everyday life.

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**TALKS**

25 **Survivors of Hiroshima:** Melinda Clarke, Hiroshima Peace Culture Foundation; 5 p.m., Room 101, Williams Hall (Department of Oriental Studies). For more information, call 343-5485.

26 **Music and the First Amendment: A Town Meeting:** Panel discussion with local musicians, local journalists, and interested citizens, with panelists Reed Irvine, Jeff Greenfield, Acel Moore, and Leslie Harris, moderated by Channel 11 news anchor Larry Kane; 7 p.m., Room 110, Annenberg School. A dinner at the Faculty Club will precede the Town Meeting, at 6 p.m. Dinner: $15.50. Call Linda at 922-8960.

27 **Array Geometry Uncertainty and Scattering Effects on Direction Finding:** Quan Shi, department of electrical engineering; noon-1 p.m. Room 216, The Moore School (The Moore School of Electrical Engineering, Valley Forge Research Center).

28 **Inositol Polyphosphates in Photoreceptors:** Joel Brown, department of opthalmology, Washington University School of Medicine; 1 p.m., Room 140, Med Labs Building (Department of Physiology).

29 **Feminist Reflections on Nicaragua:** Florence Gelo, author of Revolutionary Forgiveness; 2:30 p.m., Room 243, Houston Hall (Central America Solidarity Alliance).

30 **The Politics of Soviet Dissent:** Bruce Parrott, department of political science, Johns Hopkins University; 4 p.m., Anspach Lounge, Stiler Hall (Department of Political Science).

31 **Islamic Militants: The Interplay Between Social and Cultural Change in the Middle East:** Bassem Tibi, Center for Near Eastern Studies, Princeton University; 4 p.m., Gates Room, Van Pelt Library (The Middle East Center).

**Deadlines**

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the May pullout is Tuesday, April 14. Send to Almanac, 3601 Locust Walk 6224 (second floor of the Christian Association).