Lindbacks Plus: April 15

On Friday, April 15, the University community is invited to the Rare Book Room in Van Pelt Library (4:30-6:30 p.m.) to celebrate the award of major teaching prizes to the faculty members pictured here. The Christian and Mary Lindback Award for Distinguished Teaching, now in its 28th year as a recognition program for standing faculty, honors the eight pictured above and below. At right are the first winners of the Provost's Award, a new prize established to recognize distinguished teaching by associated faculty and academic staff.

On page 3 are thumbnail descriptions of the ten teachers shown here, and on page 4 the School of Medicine announces its own School awards for teaching.
The Council of Graduate Deans

As we come closer to the 1990s and the possibility of a very serious shortage of faculty in higher education, it is increasingly important that the graduate programs of the University of Pennsylvania are strong and effective. In order to have an additional forum for the discussion of both long-term policy and operating problems in the programs leading to the Ph.D. degree, we have reactivated the Council of Graduate Deans. This group consists of those individuals most closely associated with the operation of Ph.D. programs at the school level; it will be chaired by Deputy Provost Richard Clelland. This Council will work in parallel with the Graduate Council of the Faculties and serve to give additional emphasis and coherence to these important programs.

—Sheldon Hackney, President 

—Michael Aiken, Provost 

Reminder: Faculty Senate Spring Meeting April 20

The Faculty Senate’s Spring Meeting will be held from 3 to 5:30 p.m. in Room 200 College Hall on Wednesday, April 20. Its agenda and any documents scheduled for discussion will be published next week. A mid-year report by the Chair, Dr. F. Gerard Adams, gives an overview of matters taken up by the Senate Executive Committee in the fall term of this first year under the new rules which make the Spring Meeting the only specified plenary session of Senate (see Almanac: February 9).

Antiques Show XXVII: Part History Lesson, Part Sale

Aside from the 53 booths of antiques and collectibles on sale April 9-13 at the 103 Engineers’ Armory, the HUP Antiques Show and Sale has symposia and tours that offer side-lightson the history of art and architecture, crafts and craftsmanship. Some highlights from the annual event, now in its 27th year as a benefit for the Hospital of the University of Pennsylvania:

- Commentary on the central loan exhibit, Courting the Winds, is offered on Sunday morning by Don Walters, past curatorial director of the Philadelphia Museum of Art. The talk comes at the end of a complete guided tour of the Show, for visitors in groups of four at a time. Lecture/tour $25; lecture only $15.

- Throughout the day Tuesday, double-decker buses take guests near Rittenhouse Square and Tender, circa 1870. made by C. W. Cushing (unmarked)

To train the eye and test the skill of collectors, a loan exhibit of 40 of America’s important weathervanes will be on display, including the Locomotive and Tender, circa 1870, made by Cushing and White, Waltham, Mass. The maker’s name and location is impressed on an oval brass plate on the tender. The weathervane is made of copper with traces of gilding and overpainting (15” high, 42” long, ½” deep), from a private collector. The HUP Antiques Show is publishing an exact reproduction of the 1870 Harris & Co. Catalogue from Boston. Thirty-four of its 60 pages illustrate weathervanes. The catalogue reproduction will sell for $5 at the show.

Free Searches of RLIN

The University Libraries and the Research Libraries Group are offering Penn faculty and graduate students a limited number of free accounts to search the Research Libraries Information Network (RLIN).

RLIN is a database of 27 million items—books, journals, manuscripts, scores and sound recordings, etc. held in 360 research libraries and more than 50 special libraries in the U.S. Nearby libraries included in the database are: Princeton, Johns Hopkins, Columbia, New York Public, Temple, and New York University. Although intensively used by member libraries, RLIN has not in the past been easily accessible to independent researchers. These free search accounts are offered as part of an RLG pilot project to evaluate direct research access to RLIN.

Faculty or graduate students interested in obtaining an account should contact me at Ext. 8-7091. Since RLIN is only available through Telnet, participants in the project will need both a personal computer and a modem.

—Patricia E. Renfro
Assistant Director of Libraries
for Public Services

Women’s Conference: The Balancing Act

Registration forms are available on campus for a one-day conference on The Balancing Act: Professional Paths and Personal Styles, at Villanova Friday, April 15, as part of the American Council on Education’s National Identification Program for the Advancement of Women in Higher Education Administration. 

A.C.E.’s Deputy Director Judith G. Touchton is the morning keynote speaker. Afternoon workshops on skills, styles and credentials are led by Dean of Students Judith Katz of Moore College of Art, Provost Adrian Tinsley of Glassboro State, Management Consultant Marie Alexander and Vice Provost Charlotte Jacobsen of Bucknell.

The cost is $45 with advance registration or $45 at the conference; Deborah Gaul at Career Planning & Placement (Ext. 8-7590) has forms.

PENN’s members on the Pennsylvania Planning Committee which sponsors the event are Kristin Davidson, assistant dean at Nursing, and SAS Vice Dean Karen Misela.

Corrections: In the Selected Guides for Faculty and Staff published in the March 29 issue, the phone number for VoiceMail was listed incorrectly. The correct number is Ext. 8-1201. Also, Human Resources offices listed in the March 15 issue should include the Vice President for Human Resources; the correct suite number for them is 527A, 3401 Walnut Street/6228.
The Lindback Award Winners for 1988

The Christian R. and Mary F. Lindback Foundation supports eight annual awards for distinguished teaching—four of them reserved for members of the health schools. The Provost’s Office administers the program, and the Lindback Society (made up of past recipients) provides each year a panel who review the nominations and forward a short list.

Robert F. Engs, professor of history and former faculty fellow of DuBois College House, is praised for his compelling historical analyses of the American Civil War and of Afro-American history, the latter drawing equal numbers of black and white students. Undergraduate and graduate students say he treats them like adults, is open to ideas and challenges, and is a warm, open advisor. Edinburgh exchange students especially tell fellow Scots not to miss his course, and many nominators cite the intellectual wholeness he gave to the President’s Forum, Colorlines: The Enduring Significance of Race. “I will remember what Dr. Engs taught me when my own children are in college,” writes one.

William Graham, professor of materials science and electrical engineering, is in his 14th year at Penn, with consistent high marks for a variety of courses and this summation from one nominator: “Anyone who can make learning Quanturn Physics an enjoyable experience deserves a teaching award!” More seriously, students pointed to his class preparation—revising from class to class to incorporate the newest ideas and most recent research. Noting that he carries on a full load of research activities and administrative duties as well, a colleague calls him “an exemplary member of the SEAS faculty.”

Abraham Noordergraaf, professor of bioengineering, has been a professor in the Engineering School for 31 years, developing cross-disciplinary research and teaching that joins science, technology and the humanities in what colleagues not only in engineering but in SAS (he teaches in the German department) call “a most unusual specialist.” Students say he teaches the spirit of inquiry, and spends a great deal of time advising students. One student nominator called it “rare to find such a brilliant professor with such a desire to become involved with his students’ education.”

Daniel Permutter, professor of chemical engineering, is a 23-year veteran praised for a classroom style where he pauses for questions, and seems to revise the lecture on the spot without breaking stride—and for “his undying interest in reactor design,” part of a sense of curiosity that students find contagious. Colleagues point to his distinguished research and prolific publication record coupled with the ability to communicate complex material. Or, as a student phrased it: “What a joy and pleasure to take a course from someone who not only has something to say, but says it so well.”

In the Health Schools

Fred Campbell, 36, is an assistant professor of anesthesia who directs courses in life support and pharmacology at the School, plus anesthesiology at the University of Pennsylvania Hospital and elsewhere—and teaches also in the Graduate School of Education. Nationally involved in rethinking the teaching of anesthesia, he has not only reshaped Penn’s curriculum but the continent’s, through research that provides U.S. and Canadian schools with the tools to evaluate and change their approach. Infectious enthusiasm, dedication to students and the ability to raise intellectual curiosity are cited along with the ability “to teach one how to think clearly under stress.” Notes a colleague: “I’ve attempted to adopt his style in my own dealing with similar situations.”

Frederick Kaplan, professor of orthopaedic surgery, has been education officer of his department since 1982, rearranging courses and recruiting new teaching to them—but still personally teaching over a dozen himself. Students respond with superlatives (”most committed and capable educator. . . I have encountered in four years”); and, more concretely, have already chosen him for the Berwick Award for Fusing Basic Science and Clinical Education, the Medical Student Government Teaching Award, and the Louis B. Denon Teaching Award voted by the entire student body; they have also chosen him to administer the Hippocratic Oath and as Commencement Speaker.

Steve Ludwig, at 42, is associate professor of pediatrics and a specialist in the physical and sexual abuse of children. He introduced and developed the Oral and Maxillofacial Surgery Program as a discipline, and through his teaching and practice involves not only pediatrics students but those in nursing, social work, law and dentistry. Lindback nominations for Dr. Ludwig came not only from students at Penn Med, where his Ambulatory Pediatrics is one of the most popular electives, but also from Nursing, where he has directed doctoral dissertations, and from Social Work—where he has held “legendary” workshops, mostly without pay, to help students learn the ropes in hospital emergency services: “Even among pediatricians, outstanding!” says the dean of a school not his own.

Gail Morrison, associate professor of medicine and the Department of Medicine’s associate chair for medical education, is “exceptional to the point of being unique” as a clinician (renal electrolyte section), teacher, course and curriculum organizer and evaluator who “knows what students need to know to complete the integration of basic science with pathophysiology and clinical medicine.” Course director of three of the major courses required of all medical students, she is ranked “outstanding” in both lectures and bedside-conference teaching. A colleague calls her “the greatest contributor from a clinical area in the past ten years,” and a student says simply, “She is Penn Med.”

The Provost’s Award

Last year, the University announced a new Provost’s Award, open to nontenured, non-track faculty but judged by the same Lindback Committee using the same criteria for distinguished teaching. Like the Lindback Awards, this prize will be given annually to one member of the health schools and one from elsewhere in the University. This year’s winners:

Nora Magid, senior lecturer in English, is a prize-winning writer and editor whom colleagues call “an institutional treasure,” noting that her English 145 is one of the most oversubscribed courses at Penn. An elected member of The National Book Critics Circle and PEN, she brings to aspiring writers—and future professionals from other fields—the experience of a long-time editor of The Reporter and former consultant to Life and the White House who continues to contribute to The New Yorker, The Kenyon Review and other literary quarters as well as major U.S. newspapers. She also works with the University and Benjamin Franklin Scholars Program and runs a complex internship program. Students and alumni write of her inspiration, humor, and encouragement of self-evaluation: She can deliver “a hard-as-nails opinion on a piece of writing without demoralization and depression as side effects,” and help students “realize that they know what good writing looks, feels and sounds like,” say two of the numerous letters sent in.

Paul Gerard Orsini, a lecturer in large animal surgery and veterinary anatomy, joined the teaching ranks of the School of Veterinary Medicine in 1987 after his internship and residency at Penn—already “an equine surgeon of some renown” who immediately began to set examples in teaching as well as doing. An outpouring of nominations—from students, colleagues and practitioners—cite exceptional skills and the ability to convey them to students, nurses, interns and residents. Many single out his bridging the two disciplines of surgery and gross anatomy, an experiment begun last year on the basis of his interest and talent which the School calls an outstanding success. He is called “unselfish, approachable, and the embodiment of infectious enthusiasm” in both classroom and clinic.
HONORS & ... Other Things

Medical Teaching Awards

Dr. Joseph W. Sanger, associate professor of anatomy, is the recipient of the Leonard Berwick Memorial Teaching Award. Established in 1980 by the Department of Pathology, the Berwick family and Dr. Berwick’s colleagues, the award is “given to a member of the medical faculty whose teaching effectively fuses basic science and clinical medicine.”

Dr. Julius J. Deren, professor of medicine, is the winner of the Blockley-Osler Award, given to a member of the faculty at an affiliated hospital of the Medical School “for excellence in teaching modern clinical medicine at the bedside in the tradition of Dr. William Osler and others who taught at PGH.” Dr. Deren has major responsibilities in teaching students at Graduate Hospital. On the occasion of the 100th anniversary of the Blockley Ex-Residents Society in 1987, the Blockley Section of the Philadelphia College of Physicians created the award.

Dr. Mark A. Kelley, associate professor of medicine, is this year’s winner of the Robert Dunning Dripps Memorial Award. The award was established in 1983 by the Department of Anesthesia to honor Dr. Dripps, former chairman of the department and pioneer in the specialty of anesthesia. It is awarded to a member of the medical faculty “to recognize excellence as an educator of residents and fellows in clinical care, teaching, or administration.”

Dr. Richard H. Katz, clinical assistant professor of medicine, received the Dean’s Award for Excellence in Clinical Teaching. This award was established in 1986 “to recognize teaching excellence and commitment to medical education by outstanding faculty members from affiliated hospitals.” Dr. Katz is a member of the faculty at Presbyterian-University of Pennsylvania Medical Center. The recipients are selected on the advice of a committee composed of faculty and students.

Dr. Mortimer M. Civan, professor of physiology, and Dr. Marilyn E. Hess, professor of pharmacology, are the 1987-88 recipients of the Dean’s Award for Excellence in Basic Science Teaching. This is a new award, established this year “to recognize teaching excellence and commitment to medical education by outstanding faculty members from the basic science departments.” The recipients are selected on the advice of a committee composed of faculty and students.

To Connecticut College

Dr. Claire Lynn Gaudiani, acting associate director of the Joseph H. Lauder Institute for Management and International Studies since 1984 and a senior fellow in the department of Romance languages since 1981, has been named president of Connecticut College. A 1966 graduate of Connecticut College, she will officially take office July 1, becoming the eighth president of the private liberal arts institution. At last year’s commencement ceremonies, she received the Connecticut College Medal, the highest honor for distinguished achievement that the institution gives to its graduates. She becomes the first alumna to head the college.
Other Awards in Health

Dr. Lester Luborsky, professor of psychology in psychiatry, has recently been awarded the Distinguished Contributions to Psychoanalysis Award of Division 39 of the American Psychological Association. In June, he will be presented with a Distinguished Contribution Award for 1988 from the Philadelphia Society of Clinical Psychology. These awards are partly based on his two new books, Principles of Psychoanalytic Psychotherapy and Who Will Benefit From Psychotherapy and How?

Dr. Adrian R. Morrison, professor of anatomy in the department of animal biology, School of Veterinary Medicine, received a MERIT Award from the National Institute of Mental Health last July. This makes him eligible for ten years' support for his research on brain mechanisms regulating sleep.

For Patient Education

"... You're still a woman," a booklet for women cancer patients, written by HUP nurses Marie S. DeStefano and Heidi A. Purvis and designed and illustrated by Biomedical Communications’ Karen Ott, Julie DeVito, Paul Barrow, Art Siegel and Kimberly Sarau took a first-place patient education award in an educational exhibit sponsored by the National Nursing Congress.

At Wharton

Dr. William P. Pierskalla, deputy dean for academic affairs and the Ronald A. Rosenfeld Professor at Wharton, has been named president of the International Federation of Operational Research Societies. His three-year term begins January 1989 and he will preside over IFORS’ international meeting in Greece in the summer of 1990. IFORS disseminates information, fosters progress in operations research in developing countries, and provides a forum for discussion of common problems.

A Wharton team of second-year MBA students won first prize at the third annual General Foods USA Brand Management Challenge. The team, consisting of Debra Iles, Jim Robb, Emilie Kaufbach, and Ellen Flemke, was presented a product marketing case and had four hours to create a solution.

In Sports

The Division of Recreation and Intercollegiate Athletics is honoring basketball and its players—both Penn’s and the region’s—by establishing The Philadelphia Basketball Museum. In the South corridor of the Palestra, DRIA has already renovated five trophy cases to show the memorabilia of the Big Five—Penn, Temple, Villanova, LaSalle and St. Joseph’s. In the next phase, the Museum will highlight women’s basketball, including Penn’s Women’s Basketball, which had its 10th anniversary next year; women’s basketball at Drexel and in local high schools will also be featured. The Division is interested in hearing from former players and from fans who have items of interest to lend the Museum.

Penn senior Melissa Thomas, a communications major and a national competitor in figure skating, was chosen as one of three Athlete Liaisons for the XVth Olympic Winter Games held in Calgary, Canada. During the three weeks she was there she was responsible for protecting the American athletes’ rights and helping to resolve disputes when they arose.

Historical Recognition

The Curtis Organ has been officially recognized as a historically significant pipe organ by the Organ Historic Society of America. The Organ was cited for several unique features: it was built within six months, it is the largest instrument of its type to have been designed and executed within one contract, it is one of the first, and largest musical instruments built during the Industrial Revolution using modular components made with assembly-line techniques—and it has endured, virtually intact, since it was constructed 62 years ago by the Austin Organ Co. for the U.S. Sesquicentennial Exposition in Fairmount Park. After the celebration, Cyrus H.K. Curtis purchased the Organ from the city for Penn. Midstream modifications were made in the design of Irvine Auditorium to install its 17,000-plus pipes, with windcharts so enormous a fundraising party was held inside one recently by the Curtis Organ Society, which maintains the instrument and sponsors free lunchtime concerts and other events which display the powerful orchestral range of the Organ and the talents of organists both local and international.

Legacies of Genius

The University of Pennsylvania Libraries, in cooperation with the 15 other member libraries of the Philadelphia Area Consortium of Special Collections Libraries, will present an exhibition of nearly 250 rare books, manuscripts and works of art. Legacies of Genius: A Celebration of Philadelphia Libraries will be on display from April 16-September 25 in the adjoining galleries of the Historical Society of Pennsylvania and The Library Company of Philadelphia at 1300 Locust Street.

The opening of the exhibition purposely coincides with the beginning of National Library Week (April 17-23). The title Legacies of Genius was derived from Joseph Addison “Books are the legacies that a great genius leaves to mankind, which are delivered down from generation to generation, as presents to the posterity of those who are yet unborn” (The Spectator, 1711).
Find a Fellow
To celebrate the centenary of its fellowship program, the Educational Foundation of the American Association of University Women (AAUW) is attempting to locate some of the 3,000 recipients of awards whose addresses have been lost over the years. Anyone with information on Fellows should contact me as Penn's representative (Ext. 6-6410). A symposium and gala honoring Fellows is scheduled for late June.

Find a Faculty Member
The University of Pennsylvania Panhel lenic Council is looking for Penn faculty members who are members of any national sorority to assist in an advisory/guidance role for union representation in spite of the University Policy on Gift-Giving. However, we remain constant. Therefore, we were shocked when the University opened the decision to take away our traditional Faculty Club staff holiday bonus. At the time of this writing we have yet to receive official notification and a copy of the ruling. Therefore, we do not here address the issue of its legal correctness. Nevertheless, it is important to place the dismissal in its proper context.

We believe that the members of this University community are committed to a set of principles which necessarily raises the standard of fairness on this campus to a level higher than that merely required by law. The community requires that moral and intellectual integrity, trust, and mutual respect, guide its members in all their relationships and in all dealings with each other.

In examining the Administration’s actions, the NLRB, of course, only applied the legal test of fairness, the same that it would apply to any corporate employer. It remains for the University community to apply to those same actions its more principled test of fairness.

Consider the following. A holiday bonus from Faculty Club members to their staff has been a long-established tradition. In 1986 we submitted to management a petition for recognition of H.E.R.E. Local 274 as our bargaining representative; in December of that year, before the question of union representation had been put to a vote, the Faculty Club staff received their holiday bonus as usual. In 1987 we won the election for union representation in spite of the Administration’s anti-union campaign; in December of that year, for the first time in a long history, the Faculty Club staff received no bonus.

Most workers at the Club, whether affiliated with the Union or not, concluded that their loss of the bonus had been caused somehow by the successful unionization of the Club staff against the express wishes of the Administration. Intuitively, the staff looked to the Administration, rather than to the Club membership, as the driving force behind the Faculty Club Board of Governor’s decision to terminate the bonus.

In mid-December we sought an explanation from Faculty Club management. We were given two. On the one hand, we were told that the bonus was a gift which the Board had simply voted not to give this year. Had that simple statement had a ring of truth to it, the matter for us would have been settled. However, on the other hand, at nearly the same time, we were told that the Administration had imposed a directive informing the Club that our holiday bonus violated University Gift-Giving Policy.

That statement raised more questions than it answered. Therefore, twenty-nine of the staff immediately sent an appeal to the President and members of the Club. The letter, which follows in full, perhaps best expresses our sentiments and concerns at that time.

For almost thirty years, it has been a tradition that Faculty Club members who wish to do so contribute toward a holiday bonus for Club employees. You have always described the bonus as an expression of your appreciation for our devoted service throughout the year and as a special “thank you” for a job well done. We, in turn, have always very much appreciated the recognition, the spirit behind your gift and, of course, the gift itself.

In our own minds and hearts, we know that our commitment to the Faculty Club and our dedication to serving its members have remained constant. Therefore, we were shocked and deeply disappointed to learn, through rumors which only recently have been confirmed by management, that our traditional holiday bonus for this year had been taken away. We have been told that the University Administration has either withheld or rescinded our decision specifically forbidding our receiving it.

We do not understand the basis for such interference. We have been told that any bonus is a gift and thereby falls under the rubric of the University Policy on Gift-Giving. However, we fail to understand how a gift, graciously given by private club members, taken neither out of University funds nor out of membership dues, but rather given out-of-pocket by individual choice, can suddenly be made subject to budgetary rules governing the expenditure of University funds.

We must ask why the University Administration would issue such a mandate. Why break a long- established tradition of the Faculty Club? Why all of a sudden? Why now?

Shall the University Administration be allowed to take captive the spirit of our own relationship with the Club and its members? Is there not some way to make things right?

That letter remained unanswered. We continued to believe that the "Gift-Policy" rationale was not a solid foundation upon which to argue for termination of our bonus. We remained convinced that, in spite of the Administration's anti-union campaign and the vote to terminate the bonus, the Faculty Club Board of Governors had an ulterior motive and strategic purpose for influencing the Board to do so.

In mid-January there came into our possession a copy of the minutes of the November 18, 1987 Faculty Club House Committee meeting. It was at this meeting that the House Committee decided not to solicit membership for contributions to the bonus fund. The minutes indicate that Mr. Tom Walters, director of the Faculty Club (and member of the Administration's negotiating team), was present as a guest and participated in a discussion which preceded that decision. In its relevant portions, the minutes read as follows:

We then spoke of the progress of the negotiations, Mr. Budd has had preliminary talks with union representatives and Mr. Walters is up-to-date on the negotiations.

One question to be resolved is the fact of the Christmas bonus to employees which has been a custom in past years. Due to the union negotiations, Mr. Budd has informed us that a bonus is a matter to be negotiated. (Italics added). Following discussion, it was decided not to solicit the members to contribute to this fund this year. It is hoped that the bonus question will be solved by "phasing it out" this year.

Assuming that they give an accurate summary of the meeting, the minutes illustrate several points worthy of note.

1. The meeting evidences the kind of direct administrative involvement in the Club's decision that we had suspected all along. Indeed, it would appear that the Administration's input was decisive.

2. The Administration argued in a statement attributed to Mr. Budd, Associate Vice President of Staff and Labor Relations, that the holiday bonus "is a matter to be negotiated." It is clear that the Committee accepted that information as having come from an authoritative source and that it acted accordingly.

For the record, the Administration had not then and has not since placed upon the table the bonus issue. It has, in fact, given no indication that it ever intended to do so. On our part, we the Negotiating Committee have not raised the issue ourselves or given the Administration any reason—verbally or in our written proposal—to believe that we had ever intended to do so.

Indeed, we find the topic to be a quite inappropriate one for inclusion in labor contract negotiations with our employer. Neither funding for the bonus nor the mechanism for soliciting membership contributions had ever been in the control of the Administration. Recall that the bonus traditionally had been a personal gift from Club members to their staff. We question the Administration could possibly conclude that it might contractually arrange with us for such a private gift from others.

3. It was quite startling for us to discover that the Club, indeed, had made its decision in November on the basis of one Administrative rationale when we were informed a month later that "Gift-Policy" had been determinative. At the very best, that discrepancy evidences a lack of straightfor-wardness in the Administration's communications with us. At its very worst, a discrep-
Speaking Out

ancy of such magnitude suggests that neither rationale is the true basis for the Administration's interest in seeing that our bonus was taken away.

We do not know what discussions, if any, took place before or after the House Committee meeting. We do know that at the meeting the Administration directly inter- vened, opposed continuation of the bonus and urged upon the Committee a highly questionable argument. Moreover, we do know that the Administration presented to us, after the meeting, an equally questionable but totally different rationale for the Committee's decision.

In conclusion, we believe that the Administration's actions in this matter fall short of this Community's standards for fairness. Its dealings with us have not reflected the integrity and respect for others required.

We ask the Community, as we asked the Club Membership last December, if there is not some way that things can be made right. We do not mean "right" in the sense that we ever again receive a holiday bonus. We do mean "right" in the sense that the Administration in the future not be permitted to harm any other community member, financially or otherwise; we do mean "right" in the sense that the Administration be required to be honest and straightforward in all its future dealings with us.

—John E. Hanlon
—Jonathan C. Hill
—Robert Dougherty
—Robert Homayard
—Eleanor Cuddy
The Faculty Club Staff
Negotiations Committee

Response

In regard to the article by the Faculty Club employees on the issue of Christmas bonuses, the Faculty Club union submitted their position on the Christmas bonus to the National Labor Relations Board (NLRB) for resolution. The NLRB has investigated and has found no merit in the allegations by the Faculty Club employees.

The University and the Faculty Club union continue to bargain on issues and the University hopes for a speedy settlement.

—Jack Heuer, Acting Manager, Labor Relations

To the Support and Technical Staff

In January the Committee on Committees issued a general call for nominations to the many Council and Independent committees that study various University issues and recommend new policies and procedures. Often the work of these committees significantly affects the staff as well as faculty, students and administration.

The A-3 Assembly, established in 1971 as a communications link for support staff and technical staff who work in scattered units of the University, is eager to forward the names of A-3s who are willing to serve in 1988-89.

Although some committees deal primarily with faculty/student issues and are not open to staff, the A-3 Assembly does regularly have representatives on the committees listed below.

Committee service is a two-way street: it takes some time to attend meetings and to consult with your fellow staff members on their ideas or on options the committee is considering. At the same time, this service introduces you to a broader view of the University and the diverse faculty, staff and students who influence decision-making.

We urge all A-3 staff to read the brief descriptions of the committees listed here, envisioning what role you or someone you know might play in carrying out the group's work. Then send us the names—by April 22.

—Gloria Duca and Russell Muth
Spokespersons, A-3 Assembly

DEATHS

Howard T. Hovde, a faculty member at Whar- ton for 23 years, died December 8, 1987; he was 88. After earning his undergraduate degree in economics and his doctorate in psychology from Penn, Dr. Hovde began teaching. In addition to the various teaching positions at Penn, which lasted from 1921 to 1946, Dr. Hovde also served on the faculty at Kent State, Drexel, Harvard, American University and Northern Illinois University. During and after World War II, Dr. Hovde was a consultant for the U.S. Departments of War, State and Commerce.

Surviving are his son, Nelson Newbury Hovde, a sister Helen Hovde, three grandchildren and a great-granddaughter.

John W. Light, a library worker at the University since 1965, died suddenly on March 26 at the age of 46. Mr. Light came to the University as a library assistant in the Penniman library and moved up to Bibliographic Assistant at Van Pelt in 1968 where he remained until his death. Mr. Light is survived by his mother June Light, his brother Pat and two sons, Jussie and Fritz.

George T. Starkey, a mail carrier at the University, died March 11 at the age of 61. Mr. Starkey joined the Penn Mail Service in February of 1972, where he remained until his retirement in November of last year. He is survived by his mother, Margaret Clifford Starkey, two daughters Nancy Schrandt and Maryann Litty, two sons, George and William Starkey and six grandchildren.

委员会和工作

Communications 具有管理大学通讯和公共关系活动的职责。

Community Relations 提供建议，参与大学与周围社区的关系。

Facilities 负责监督大学物理设施及其所有相关服务的规划和运行。

Open Expression 具有在问题和争议方面进行公开表达的权限。

Personnel Benefits 负责处理所有大学员工的福利计划。它有针对保险、税收和法律方面的专门知识。

Recreation and Intercollegiate Athletics 管理大学内、外的各种体育项目，并为大学的不列颠运动队提供指导。它考虑并根据情况对政策进行变化。

Safety and Security 负责改善校园的安全和安全。

委员会和联系方式

委员会通讯

委员会名称: 121 College Hall/6382。

候选人

职位或头衔

校园地址

委员会

候选人

职位或头衔

校园地址

委员会

候选人

职位或头衔

校园地址

委员会

候选人

职位或头衔

校园地址

典范于斯
Laura Dean Dancers and Musicians come to the Zellerbach Theatre of the Annenberg Center as part of the Dance Celebration Series on April 11 at 8 p.m. On the program is a premiere work called Equator. Impact, a collaboration between composer-musician Steve Reich and Laura Dean, is danced to Steve Reich's Sextet. Magnetic, the third selection, was choreographed by Laura Dean, with music and costumes by her as well. Tickets are $17 for orchestra seats and $15 for balcony. For more information, call Ext. 8-6791.

Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crimes in the two busiest sectors on campus where two or more incidents were reported between March 28, 1988 and April 3, 1988.

**TOTAL CRIME: Crimes Against Persons - 1, Burglaries - 3, Thefts - 17, Thefts of Auto - 0, Attempted Thefts of Auto - 0**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location/Time Reported</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-30-88</td>
<td>3:30 AM</td>
<td>Male hit in face/money taken.</td>
</tr>
<tr>
<td>03-30-88</td>
<td>9:36 PM</td>
<td>Wallet taken from secured locker.</td>
</tr>
<tr>
<td>04-01-88</td>
<td>1:00 AM</td>
<td>Unsecured bike taken from rear of building.</td>
</tr>
<tr>
<td>04-01-88</td>
<td>2:30 AM</td>
<td>Stereo taken from auto.</td>
</tr>
<tr>
<td>04-01-88</td>
<td>2:30 AM</td>
<td>Fraternity banner taken from house.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>8:30 PM</td>
<td>Wallet lost between residence and gym.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>8:30 PM</td>
<td>Wallet taken from Gimbels Gym.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>8:30 PM</td>
<td>Swastikah taken from secured room.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>8:30 PM</td>
<td>See entry above under crimes against persons.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>9:14 AM</td>
<td>Wallet taken from secured room.</td>
</tr>
<tr>
<td>04-02-88</td>
<td>9:14 AM</td>
<td>Purse Snatch taken from secured locker.</td>
</tr>
</tbody>
</table>

Safety Tip: Get to know the people who live around you and allow them to know you. Don't become a loner because the criminal element preys on loners. You can accomplish this by greeting others and being as friendly as possible. People are more likely to look out for those who they know and like.

**18th Police District**

Schuykill River to 49th St., Market St. to Schuylkill/Woodland Ave.

Reported crimes against persons from 12:01 a.m. 3-21-88 to 11:59 p.m. 3-27-88

**Total: Crimes Against Persons - 9, Robbery/simulated weapon - 1, Aggravated Assault/unknown - 1, Purse snatch - 1, Aggravated Assault/knife - 1, Aggravated Assault/bottle - 1, Robbery/strongarm - 3, Arrests - 2**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location/Time Reported</th>
<th>Offense/weapon</th>
<th>Arrest</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-22-88</td>
<td>236 S. 48th St., 1:00 AM</td>
<td>Aggravated Assault/knife</td>
<td>Yes</td>
</tr>
<tr>
<td>3-22-88</td>
<td>229 S. 48th St., 1:00 AM</td>
<td>Aggravated Assault/unknown</td>
<td>No</td>
</tr>
<tr>
<td>3-22-88</td>
<td>290 S. 48th St., 1:00 AM</td>
<td>Robbery/strongarm</td>
<td>No</td>
</tr>
<tr>
<td>3-22-88</td>
<td>340 S. 48th St., 2:10 PM</td>
<td>Aggravated Assault/bottle</td>
<td>Yes</td>
</tr>
<tr>
<td>3-22-88</td>
<td>4201 Walnut St., 3:00 AM</td>
<td>Robbery/other</td>
<td>No</td>
</tr>
<tr>
<td>3-22-88</td>
<td>4911 Chestnut St., 11:23 AM</td>
<td>Purse Snatch</td>
<td>No</td>
</tr>
</tbody>
</table>

 Update
 APRIL AT PENN

**FITNESS/LEARNING**

**HUP**

9 Advanced Trauma Life Support Course: two-day course offered to physicians in order to provide knowledge and skills necessary for the identification and immediate management of patients with multiple injuries. Information: Susan Butler, 662-7320 (Penn-­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­&nb