**SAS Dean: Hugo Sonnenschein of Princeton**

The new Dean of the School of Arts and Sciences is Dr. Hugo Sonnenschein, a 48-year-old professor of economics from Princeton.

The appointment, effective July 1, was approved by the Trustees at the stated meeting June 18.

The new dean "is coming at an especially challenging time," President Sheldon Hackney said. "The strength and reputation of the University as a whole is inherently linked to the success of the School of Arts and Sciences. Over the past couple of years the School has built a great deal of momentum, so expectations are high and a sense of future directions is widely shared by the faculty. Dr. Sonnenschein is not only a top-flight economist and teacher but a perceptive academic leader who sees clearly what needs to be done and is enthusiastic about the opportunity to work with the faculty."

Added Provost Michael Aiken: "You will find Professor Sonnenschein a most personable and thoughtful individual, one with great vision and leadership abilities."

Dr. Sonnenschein, a 1961 graduate of Rochester, took his Ph.D. from Purdue in 1964, then taught at Minnesota, where he rose to full professor in four years. From 1970 to 1973 he taught at UMass at Amherst, then at Northwestern until he moved to Princeton in 1976. Has also been visiting professor at numerous institutions in the U.S. and abroad, including Stanford, Tel-Aviv, Hebrew, Marseille, Paris, Strasbourg and Colombia's University of the Andes.

Described by Penn Economics Chair Dr. Alan Auerbach as "one of the most influential economic theorists in the world," Dr. Sonnenschein has been head of the graduate group in economics at Princeton and a member of the Executive Committee of the Graduate School. Holder of Guggenheim, Ford Foundation and Social Science Research Council Fellowships among others, he is a Fellow of the Academy of Arts and Sciences slated to take office next year as president of the Econometrics Society.

Known for his work on the foundations of perfect competition, demand theory, monopolistic competition, and social choice, Dr. Sonnenschein rose to international attention for challenging the traditional economic assumption that when prices rise, demand will fall.

**Chairs for Five SAS Faculty**

Five longtime members of the School of Arts and Sciences have been appointed to named professorships old and new.

Dr. David Cass of economics will be the first to hold a new endowed chair, the Paul F. and E. (continued next page)
SAS Chairs continued from page 1

Warren Shafer Miller Professorship given by the recent Trustees Chairman, W '50, and his wife, CW '52. Dr. Ciss is director of the Center for Analytical Research in Economics and Social Sciences, a worldwide dissemination point for studies in economic theory.

Two endowed chair holders are in chemistry:

The Blanchard Professorship dating from 1907 will be held by Dr. Alan MacDiarmid; winner of numerous awards for innovation and pioneering in inorganic chemistry and principal investigator of the $9.4 million SAS-LRSM polymer research project established recently.

Dr. K.C. Nicolaou, who assumes the William Warren Warner Professorship founded in 1972, is noted for achievements in synthetic organic chemistry including the design and synthesis of bioactive molecules with potential value in medicine.

Dr. Frank F. Furstenberg Jr. of sociology, whose most recent work has challenged traditional assumptions about teenage mothers' dependency on welfare, will fill a new term chair, Max N. and Heidi Berry Professorship in Social Science. The donors are Aluma Heidi Lehrman Berry, CW '65, a writer known for her work on antiques, and his wife, who practices international trade law; the Berrys also have a daughter at Penn now.

Dr. E. Ward Plummer of physics will hold a William Smith Professorship, one of two new term chairs given by New York Attorney Martin E. Lipson, W '52, and initially announced as Lipson chairs but renamed by the donor in honor of Penn's first Provost. Dr. Plummer's work on how atoms arrange themselves on surfaces recently won him both the Humboldt Senior Scientist Award and the Davison-Germer Award of the American Physical Society.

Final Report of the Consultative Committee in the Search for a Dean of the Faculty of Arts and Sciences

The Consultative Committee in the Search for a Dean of the Faculty of Arts and Sciences was convened on November 10, 1987 by President Sheldon Hackney and Provost Michael Aiken. The Committee members were: Dr. Arjun Appadurai, Professor of Anthropology; Ms. Deborah Bailey, Graduate Student Representative; Dr. Houston Baker, Professor of English and Albert M. Greenfield Professor of Human Relations; Ms. Laurie Goldberg, Undergraduate Student Representative; Dr. Renata Holod, Associate Professor and Chairman of History of Art; Dr. Victoria E. Krikham, Associate Professor of Romance Languages and Academic Advisor for the Center for Italian Studies; Dr. Marvin Lazerson, Dean of Graduate School of Education; Dr. Fonzey Lyu, Professor of Chemistry; Dr. Andrew Postlewaite, Professor of Economics (Chairman); Dr. John Sabini, Professor of Psychology and Director of Graduate Studies. Dr. Mary Ann Meyers, Secretary of the University, served as administrative secretary.

The committee solicited nominations from faculty members and wrote to deans at other major universities as well as to foundation heads and well-placed friends of the University. Through advertisements placed in The New York Times the committee also sought candidates directly. Included among the highly qualified pool were 18 women and seven persons identified as ethnic minority candidates.

During the 1987-88 academic year, the committee held some 27 meetings. It interviewed Acting SAS Dean Walter Wales, the associate deans, the chairs of all departments in the School, and other members of the campus community, as well as the chair of the SAS Board of Overseers.

The committee considered a total of 101 candidates, 29 of whom were women. Of these, a number of candidates from both on campus and off campus were interviewed. The committee submitted to the president and the provost the names of six people considered likely candidates for the position. Professor Sonnenschein's name was among them, and he was subsequently named dean.

—Dr. Andrew Postelwaite, Chairman

DEATHS

Ruth Hugo, long-time business administrator at the University, died July 1 at the age of 59 after a long illness. Mrs. Hugo came to Penn in 1944 as a secretary in the English department, left in the early fifties, and returned to the University in 1966 as a member of the Provost's Office. She was twice elected by her colleagues to head the Association of Business Administrators. A memorial service is being planned for the fall. She is survived by her husband, Ronald; children, Joseph Hugo, Jean Gibson and Virginia Knowles, and a brother, Harold Stowasser.

Jim Weinfield, a library employee since 1983, died in early June at the age of 26. He graduated from Penn in 1983 with a B.A. in Math, and worked as a typist in the Circulation Input Section at Van Pelt. Contributions are being made in his memory to purchase books for the Fine Arts Library. Call Roy Heinz (Ext. 8-4824) to contribute.

Speaking Out

Expand Van Pelt

Professor Alan Levy and his colleagues are to be congratulated on the detailed yet highly flexible Campus Master Plan that they have prepared for the University of Pennsylvania (Almanac May 17). A fairly close reading of the Master Plan description suggests that it reflects a careful review of many of the Five-Year Plans of our schools and University institutions. Thus, the Master Plan specifically mentions the need for an expansion of the Law School Library which is independent from the central University Library System, but it does not make reference to the pressing need for an expansion of available space for books at Van Pelt, the essential core of our library holdings. This situation follows from the fact that the current Five-Year Plan of our central library system, a plan which incidentally will conclude in 1989, does not address in a particularly compelling way the issue of expansion of shelving. The current plan, drafted under the direction of Richard DeGennaro, addressed the immediately pressing need to facilitate electronic information storage and retrieval in our library system. This major project, eminently timely and absolutely vital to the future development of our library, has been ably carried forward under the direction of Acting Director Joan Gottwals.

As the time frame of our central Library System's Five-Year Plan rapidly draws to closure, it is of the utmost importance that a new plan be drafted, one that will carry to completion the electronic information storage and retrieval program and one that will address the pressing need to expand the shelving and holding capacity within our central Library System. The new Five-Year Plan for our libraries should address both the issue of expanding the capacity of Van Pelt, and also maintain the close proximity of our central library's close-knit satellite units. To date, the issue of increasing shelving space in Van Pelt has been addressed by off-site storage of seldom used materials and on-site mechanical compact shelving for relatively seldom utilized materials. The use of compact shelving systems in the main library raises several issues which should be thoroughly explored. These include: the statics of the immense weight loads generated by compact shelving, the question of installation and maintenance costs, the rate of physical depreciation of the attendant machinery, and also the more philosophical question of functional appropriateness of such a system in an open stack library system. At best, movable compact shelving serves to delay a more major decision. (The movable compact shelving currently installed in Van Pelt cost approximately $250,000 and holds approximately 100,000 volumes. The central collection shelved in Van Pelt is growing at the rate of approximately 40,000 volumes per year.) The possibilities of expanding Van Pelt by physical extension upwards, downwards, or outwards are highly limited. The new Campus Master Plan suggests a viable alternative that deserves consideration.

The area along the northeastern side of 38th Street between the Locust Street Bridge and Walnut Street, which is currently occupied by a range of stores and the University Book Store, is described in the Master Plan as an area for future redevelopment. A library built on this site could be designed to...
incorporate shops at the ground level either on a limited-term basis or perhaps even on a long-term basis. A library on this location would be in close physical proximity to the Wharton School complex and the social science departments housed in the McNeil Building. It would also be in a good location to serve the needs of psychology and graduate education. If such a library were built, some of the holdings now located in Van Pelt could be distributed to this new satellite center. Also, the Lippincott Library holdings and facilities could be moved there, where they could be seen in association with the Wharton School for which they are such an important resource. Placement of a new satellite library in the location here suggested would be highly accessible and user-friendly to the faculty and students whose study and research is located within the same precinct. A library located in the Locust Walk-38th Street area would not greatly attenuate the present relationship between our central library and its satellite collections. The compactness of our library system is a unique and precious asset to this University. Whatever plans are made for our library facilities, the new Campus Master Plan provides an arena in which discussion should begin on planning our library facilities for the 21st century.

—Malcolm Campbell, SAS Associate Dean for the Humanities and Professor of Art History

Response from Library Chief

Professor Malcolm Campbell's thoughtful letter about the lack of provision for adequate library growth space in the Campus Master Plan, and the Master Plan itself, deserve more attention than a library director-elect can give them before his arrival. Certainly Professor Campbell's main point is indisputable: considerable library growth space will be required in the next ten years. Van Pelt is nearly full, as are a number of other campus library facilities; compact shelving provides deferral, not solution of the space issue, and the theft of user space for collections would be very unwise. To compound the matter, Penn's library collections have been growing at a lower rate than many academic programs and rankings require, and should increase in volume to some extent. Electronic information has so far shown itself to be supplemental to rather than supplantive of knowledge and information in traditional formats, and thus promises no solution to the library space issue in the foreseeable future.

The inescapable conclusion, as Professor Campbell suggests, is more library space—and quite a bit of it—in the near future. And Penn will need both more primary space—for active collections—and secondary space for lesser used collections. The Penn libraries, working with faculty colleagues, will also continue to do what they can to alleviate the situation, from careful selection to microfilming to careful and judicious pruning.

So let's be sure new library space gets into the Master Plan, fast, and how much will have to await the library planning studies of the next year—and Professor Campbell's suggestions are welcome (as will be those of other members of the campus community), and will be seriously considered.

—Paul H. Mosher, Vice Provost and Director of Libraries-Delegate

On Women Faculty

As the campus reflects on the 1987-88 academic year, several positive steps forward can be identified. Residential security has been strengthened, and the Department of Public Safety and Philadelphia Police more vigorously patrol the troubled 3900 block of Walnut Street and the 40th Street area. The administration has agreed that incoming freshmen should receive safety awareness training during New Student Week. In the ZBT and Alpha Chi Rho cases the University strongly punished misconduct by fraternity brothers that had victimized and degraded women. The administration has committed itself to establish a Black Resource Center (as the Black community urged), and has enunciated a clear commitment to preserve the Penn Children's Center (as GAPSA urged).

However, when it comes to giving tenure to young women faculty, and creating the kind of environment that would make women faculty with tenure want to stay at Penn, the University is taking one step forward and two steps backward. Traditionally the privilege of tenure was reserved for white men. It was the exclusive preserve of the "good ole boys," who long maintained a monopoly against racial minorities and women. Even today, in 1988, the Old Guard still attempts to turn back the clock, excluding women and minorities, and erect a sign that reads "Tenure For White Men Only." This traditional culture of conservative white male privilege presents a formidable obstacle to efforts to make the ranks of the faculty more diverse, pluralistic and qualified.

In the Law School, Drew Cornell was denied tenure. In the Finance Department, in Wharton, Rosemary Tango was denied tenure and has brought a sex discrimination suit against the Department. In the German Department, in SAS, Anna Kuhn was denied tenure and has brought a sex discrimination case. In the English Department, in SAS, Vicky Mahaffy was denied tenure.

One of the worst offenders is the infamous Graduate School of Education. In spring 1987 Linda Brodkey was denied tenure and appealed the decision. The review dragged on for nearly a year. This April she was offered a tenure position at the University of Texas, and left Penn before the completion of a protracted review process. The Brodkey case is particularly disgraceful when one recalls the denial of tenure to Bambi Schleifen, and her subsequent lawsuit, two years ago. In a school where so many of the students are women, only 2 of the 18 tenure faculty are women. Moreover, in a field where there are many black doctors and minority women, the Graduate School of Education does not have a single black female person with tenure.

Nor is the issue simply the denial of tenure to women faculty. Even for women with tenure, the environment at Penn can be discouraging. In the Department of American Civilization, Janice Radway is contemplating leaving to take an attractive offer at Duke University. Her departure would be devastating to that department, the students who have her as a member of their dissertation committee. But for years now American Civilization has been the victim of a policy of indifference and "benign neglect" on the part of SAS. In part, it is frustration over this lack of support that threatens to drive away people like Jan Radway.

Likewise, for over a year SAS has allowed the Women's Studies Program to languish without a permanent director. This lack of support has discouraged and angered women faculty connected with the program. The arrival of a new dean, Hugo Sonnenstein, gives SAS the opportunity for a fresh start. But it remains to be seen whether Sonnenstein will be any more supportive of the humanities and Women's Studies than were his predecessors.

We cannot afford to continue losing people of the caliber of Vicky Mahaffy, Linda Brodkey and Drucilla Cornell (though sadly they are gone). But before we lose a Janice Radway, Drew Faust, Carol Smith-Rosenberg or Michelle Fine we will stand and fight. No one could wish a return to the mood of militancy, and the tactics of confrontation, that characterized the anti-apartheid movement on this campus in 1986. But after the Brodkey fiasco, with the risk of losing Janice Radway, that is precisely where we are headed. As every good fire marshals knows, when we ignore a smoldering ember we do so to our peril.

—Wayne Glasker
Graduate Student of American Civilization
Former Chair of GAPSA

Response From Provost

In response to Wayne Glasker’s letter, I am pleased to make the following remarks. My statistics show that the internal rate at which women have been tenured during the last seven years is approximately the same as that at which men have been tenured. In both cases, among those reaching the tenure review, the rate is roughly 80 percent. One can always cite particular cases of persons turned down for tenure in which the decision is a close one and where some individuals have felt that the decision should have gone the other way. Without responding to all of the cases cited by Mr. Glasker, let me mention that of the three persons he mentions in his last paragraph as "gone," two have not gone, as of this date, and one has been tenured. Also Mr. Glasker might wish to take into account in his next letter a list of women faculty whom we have hired this year, for example, two of our first three Trustee Professors are women.

—Michael Aiken, Provost

Response From GSE Dean

In response to Wayne Glasker’s letter, I am pleased to note that, in the last two years, four of the six new appointments to the standing faculty at the Graduate School of Education have been women and two of these four are minority women. One professor has been tenured, a woman, and of the two promotions to full professor, one is a woman.

—Marvin Lazerstein, Dean, GSE
The Freudian popularizers of the Age of Aquarius and The New Age cults have conveniently blurred that distinction so that the goal of modern life has become good living, tension free self-actualization in harmony with one’s deepest self and the cosmos, rather than the good life in the moral sense. Guilt is the enemy of therapeutic nirvana.

I have always been fascinated by the sense of guilt apparently felt frequently by combat veterans. They are tormented by the feeling of somehow having survived at the expense of their friends who did not. The random action of the battlefield spared them and not their comrades, and they are able to see no moral basis for the drastically different fates.

This is an example of an inappropriate sense of guilt rather than authentic guilt, but it is also moving testimony to the often unspoken allegiance we should feel for each other. It is the essence of both our humanity and our spiritual natures. It is the thing that makes the human community possible.

Extreme conditions bring out the best and the worst in us, but they also frequently reveal deep truths. Primo Levi, the Italian scientist and writer who took his own life last spring, powerfully demonstrates this phenomenon in his book, Survival in Auschwitz, which he wrote immediately following the end of World War II, the last eleven months of which he spent as a prisoner in that Nazi chamber of horrors. His last book, just published, also deals with his experiences in “The Lager,” and reveals that he spent much of his life obsessed with the task of wringing some meaning out of that horrific experience and his own lingering sense of guilt, even though he was the victim.

In Survival in Auschwitz, through language that is clinical and sparse, Levi noted that a distinction was made in the camp between those who were strong enough to survive and those who were too weak or were doomed to extermination for some other reason. There were terms for each category; he called them the drowned and the saved. Levi wrote:

This division is much less evident in ordinary life; for there it rarely happens that a man loses himself. A man is normally not alone, and in his rise or fall is tied to the destinies of his neighbors; so that it is exceptional for anyone to acquire unlimited power, or to fall by a succession of defeats into utter ruin. Moreover, everyone is normally in possession of such spiritual, physical and even financial resources that the probabilities of a shipwreck, of total inadequacy in the face of life, are relatively small. And one must take into account a definite cushioning effect exercised both by the law, and by the moral sense which constitutes a self-imposed law; for a country is considered the more civilized the more the wisdom and efficiency of its laws hinder a weak man from becoming too weak or a powerful one, too powerful. But in the Lager things are different.

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Two Messages for the Class of 1988

by Sheldon Hackney

Packing for the Guilt Trip Ahead

Having conquered another of the Everests that life keeps putting in your path, you see opening before you a world of multiple, if not infinite, possibilities. Your university, having outfitted you for the competitive climb ahead, is urging you to go forth and achieve great things. Your society dangles the rewards of fame and fortune before your eager eyes. A sense of great adventure is in the air.

Sadly, then, I must remind you in the midst of this euphoria that one day, much sooner than you imagine, you will be middle aged. I could tell you not to worry, because arriving at middle age is not the end of the world, but you wouldn’t believe me, so I’ll skip that. Nevertheless, I invite you now, at the outset of your great expedition, to pause and think about what you may want to remember when you reach the stately age of perhaps, 40. It may influence the way you spend the intervening years. In particular, I want you to bear in mind the limits of individualism and the onerous burden of guilt.

Unless you do, you will wake up, suddenly or gradually, at the age of 38 or 42 or 47 and wonder if you have spent the previous two or three decades wisely. I assume that you will have achieved by that time some measure of success in your career and that you will feel good about that. At the same time, as you awake to find that your mid-life crisis is underway, you may realize that you have been doing a lot of taking and that it might be time to give some back.

My only advice to you is not to wait. Start now. Balance your life between getting and giving just as you should between the material and the spiritual and between the public and the personal. If you are not careful, you will look back wistfully and wish that you had invested more of yourself in family and friends and community—what might be called the spiritual aspect or the interior topography of your life.

I base my predictions upon a lifetime of observation and upon a belief that we are all God’s children and we are therefore responsible for each other. We draw our meaning from the intricate texture of mutual obligations that bind us together in communities of various kinds. In the long run, our lives are given meaning by community and family. Isolated individuals lead hollow lives, whatever the outward trappings. You must therefore love your family and nurture your community wherever you are and whatever you are doing.

As an avid reader of biographies, I can assure you that there has seldom been a death-bed scene in which the dying person looks around at the loved ones gathered there and says, “I wish I had spent more time at the office.” Think about that.

I would even recommend what might be called a “no regrets” philosophy of life. You should live so that at the ultimate moment, or at any time along the way, you will have nothing to regret. If this sounds like a guilt-based philosophy, so be it.

Guilt is a powerful emotion; used in moderation, it is a force for the good. It causes us to recognize our sins of omission and commission, and it should move us to act on that recognition.

Philip Rieff reminds us in his book, The Triumph of the Therapeutic, that there is nothing in analytic theory that attempts to obliterate guilt, though there is a central purpose of distinguishing “guilt on the one hand and a sense of guilt on the other, between responsibility for an offense committed and fantasies about offenses intended or merely imagined . . . .”

The Freudian popularizers of the Age of Aquarius and The New Age cults have conveniently blurred that distinction so that the goal of modern life has become good living, tension free self-actualization in harmony with one’s deepest self and the cosmos, rather than the good life in the moral sense. Guilt is the enemy of therapeutic nirvana.

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ALMANAC July 12, 1988
Surely, among the questions that must always be with us as we live our individual lives is whether the society of which we are a part is a just one; does it provide ample opportunity for human fulfillment to all of its members, or is it divided like the concentration camps of the Holocaust into the drowned and the saved? How should we conduct ourselves so that, whatever the material rewards we may earn, we will have no regrets because we have lived a life of honor that is enriched by giving to others.

In The Prince of Tides, the novel by Pat Conroy, the protagonist, who is a high school football coach, is teaching an unpleasant nerd how to play the game so as to earn the respect of his peers and gain his own self-respect as well. He describes to his pupil what football coaches

admire in players. It is a metaphor for life in these United States. Conroy writes:

Coaches were simple creatures, I told Bernard, who wanted all their boys to behave like rabid animals on the field and perfect gentlemen in the school hallways. On the field, coaches prized the willed aura of fearlessness; off the field they rewarded the quiet virtue of courtesy. Coaches wanted you to hurt the man carrying the football, but help carry him from the field, then write him a get-well letter in the hospital with all the grammar correct.

In whatever you choose to do, I hope you knock 'em dead, but don't forget the helping hand and the get-well cards.

Each Other's Harvest, Each Other's Business

So, it has come to this: the moment that entering freshman of 1984—today's glorious class of '88—thought could never come; that many in the graduate programs feared would never come—and which those responsible for paying the bills couldn't wait to arrive.

It is the occasion on which presidents like to sum up in a sentence—you should be so lucky—what each of you ought to have learned during your years at university, as well as what you will need to know "from this moment on."

Because, if you have been truly well educated, you will be aware in the years ahead how much there remains to learn. During your college experience, you may, very occasionally, have been secretly ashamed of feeling how little you seemed to know—not recognizing that that is actually the true beginning of wisdom.

Because, of course, truth is a holy grail; the search for truth is never completed, all conclusions are approximations, all answers must be tentative. The inquiring mind, which is the product of education, is a skeptical mind, one that probes for new levels of meaning, ever alive to the possibility of error. Just when you feel most certain you are right, you should probably consider pausing to entertain the suspicion that you might be wrong.

Dealing with a world in flux, constantly in the process of becoming, and equipped with only imperfect knowledge, does call for a touch of humility. What we can aspire to is intellectual honesty, a fundamental value that serves as a guide along the narrow trail between the hubris on the one side and indifference on the other.

To live in the real world, a high tolerance for ambiguity is a necessity. This idea may not be altogether comfortable at a time when you would like to hold fast to certainties as you engage in the next stage of your intellectual development. But this is another insight that results from education. To the scientific, philosophical mind of Francis Bacon in the sixteenth century, it appeared that:

If we begin with certainties, we shall end in doubt; but if we begin with doubts, and are patient with them, we shall end in certainties.

Nowadays, we are a little less convinced about certainties. But that's progress.

I mentioned the "real world;" and, in comparison with what lies ahead, life at the University may well appear somewhat "unreal." In a sense, the University does provide something of a haven from all the many problems "out there." First and foremost, it is an environment in which you have the luxury to experiment—with ideas, with activities, with lifestyles, with values; to "try on" personae, while becoming increasingly comfortable with your own personal identity.

You have emerged from this testing period of your life with some insight about who you are, the sort of person you want to be. This will serve you in good stead as you move on from this to other communities. From now on, your actions will impinge on other people, as theirs will affect you in more far-reaching ways than heretofore. Only by allowing regard for others to become a directing principle can this be a positive, a route to mutual understanding. In the words of the poet, Owendolyn Brooks: "We are each other's harvest, we are each other's business."

In very many respects, society is not so very different from the academic community you are leaving: in each, it is possible to exist only through an infinite number of accommodations among the desires of competing groups and individuals, motivated by self-interest. The balance achievable through compromise is, as you may ultimately recognize, not a necessary evil but a sacred duty for the survival of society and the human race.

My hope is that Penn has equipped you to function intellectually, morally, and practically in a world of ambiguity as well as one of rapid change. I hope that you will continue to equip yourselves with a maturing sense of balance: a balance between preserving the old and exploring the new, between accepting and questioning authority; a balance between mind and feeling, the material and the spiritual; between group loyalties and more universal concerns; a balance between those opinions and values you cherish and a tolerance for a diversity of views—if for no other reason than as a test for your opinions and values.

Many of the lessons that you will take with you from your years at Penn have to do with events and opportunities that have occurred beyond the classroom, among a range of experiences which, for want of a better description, we denominate, rather quaintly, as "student life." Freedom of speech is only one such issue that has been hotly debated on campus. Such debate—the exchange of impassioned positions—is a proper activity at a university and a valuable learning experience.

In recent years, increasing numbers of Penn students, including some of our hopeful candidates today, have been having an effect on the community through their extra-curricular activism. Society expects a university such as ours to improve the quality of life for all people, a task primarily accomplished through education and research, and the leadership our graduates provide in every field. In addition, I wish to commend those of you who have worked to make a difference through your involvement with the life of our City during your time—or indeed during the lack of it—in school. Almost 1500 University students, and many members of the faculty and staff, are currently helping in some way to build a better community, and the number of undergraduates engaged in such civic education has more than doubled over the last four years.

Certainly, there are plenty of problems out there waiting to be tackled, if not solved. I am confident that today's graduates are not going to ignore them, that you will continue to plow back into society some dividend from the advantages that have been invested in you.

Yesterday, graduating seniors received an eloquent exhortation at Baccalaureate from Congressmen Gray. In his speech, he quoted Robert Kennedy—a remark dating from 1966—the year that most of the Class of '88 were born:

Let no one be discouraged by the belief there is nothing one man or woman can do against the enormous array of the world's ills—against misery and ignorance, injustice and violence.

Few will have the greatness to bend history itself. But each of us can work to change a small portion of events, and in the total of all of those acts will be written the history of our generation.

Your generation has now come of age. As you go out into the world, you must assume some part of the responsibility—and the challenge—of writing the history of your generation. As graduates of the University of Pennsylvania, you will do just that. I have every confidence in your success—as leaders—as good human beings—and as citizens of an interdependent world.
From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, Almanac selects 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 December 18, 1987 through June 2, 1988, 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.

**Annenberg School Appointment**
- Dr. Oscar H. Gandy, Jr. as Associate Professor of Communications.

**School of Arts and Sciences Appointments**
- Dr. Charles Bernheimer as Professor of Romance Languages.
- Dr. Thomas M. Callaghan as Associate Professor of Political Science.
- Dr. Joan E. DeJean as the Trustee Professor of French in Romance Languages.
- Dr. Adele Diamond as Assistant Professor of Psychology.
- Dr. Fumio Hayashi as Professor of Economics.
- Dr. Philip Nelson as Assistant Professor of Physics.
- Dr. Jose Miguel Oviedo as Trustee Professor of Spanish in Romance Languages.
- Christine Poggi as Assistant Professor of History of Art.
- Dr. Eileen Adair Reeves as Assistant Professor of Romance Languages.
- Dr. Thomas M. Saufley as Assistant Professor of History.
- Dr. Julius L. Shaneson as Professor of Mathematics.
- Dr. R. Jay Wallace as Assistant Professor of Philosophy.

**Promotions**
- Dr. Elijah Anderson to Professor of Sociology.
- Dr. Sandra T. Barnes to Professor of Anthropology.
- Dr. Fred L. Block to Professor of Sociology.
- Dr. Brenda B. Casper to Associate Professor of Psychology.
- Dr. Robert J. Hollebeek to Professor of Physics.
- Dr. Jeffrey Kalberg to Associate Professor of Music.
- Dr. Marsha L. Lestar to Associate Professor of Chemistry.
- Dr. Janice F. Madden to Professor of Regional Science.
- Dr. Vicki Mahaffey to Associate Professor of English.
- Dr. Michael W. Meister to Professor of History.
- Dr. Ewa Morawska to Associate Professor of Sociology.
- Dr. S. Philip Morgan to Associate Professor of Sociology.
- Dr. Jack H. Nagel to Professor of Political Science.
- Dr. Susan Naquin to Professor of History.
- Dr. Stellan S. Oslund to Associate Professor of Physics.
- Dr. Peter S. Petritis to Associate Professor of Biology.
- Dr. John W. Roberts to Associate Professor of Folklore and Folklife.
- Dr. Andre Scrodot to Associate Professor of Mathematics.

**School of Dental Medicine Appointment**
- Dr. Elliott Hersh as Assistant Professor of Pharmacology in Oral Surgery and Pharmacology.

**Chair Designation**
- Dr. Morton Amsterdam as the Norman Vine Professor of Restorative Dentistry.

**Promotion**
- Dr. Joseph Ghafari to Associate Professor Orthodontics.
- Dr. Edwin S. Rosenberg to Professor of Periodontics.

**Conversion to Tenure**
- Dr. Paul Deucheyne, Associate Professor of Bionengineering, is converted to tenure.

**Graduate School of Fine Arts Appointments**
- Dr. Marco Frascari as Associate Professor of Architecture.

**School of Medicine Appointments**
- Dr. Scott W. Atlas as Assistant Professor of Radiology.
- Dr. Margaret Anne Baker as Assistant Professor of Radiation Biology in Radiation Oncology.
- Dr. Elliot S. Barnathan as Assistant Professor of Medicine.
- Dr. Mark K. Batshaw as Professor of Pediatrics.
- Dr. Michael B. Blotner as Assistant Professor of Obstetrics and Gynecology.
- Dr. Nancy J. Bunin as Assistant Professor of Pediatrics.
- Dr. Wei Chang as Assistant Professor of Radiologic Physics in Radiology.
- Dr. Silvia Corvera as Assistant Professor of Pathology and Laboratory Medicine.
- Dr. Howard J. Eisen as Assistant Professor of Medicine.
- Dr. Sheldon I. Feinstein as Assistant Professor of Obstetrics Genetics.
- Dr. Joel W. Goldstein as Assistant Professor of Radiology.
- Dr. R.J. Kleyman as Assistant Professor of Pathology and Laboratory Medicine.
- Dr. Mark A. Morgan as Assistant Professor of Obstetrics and Gynecology.
- Dr. David B. Nash as Assistant Professor of Medicine.
- Dr. Paul A. Offit as Assistant Professor of Pediatrics.
- Dr. James H. Rubenstein as Assistant Professor of Radiation Oncology.
- Dr. Dwight L. Jaggard as Professor of Pediatrics.
- Dr. Paul A. Offit as Asso- ciate Professor of Pediatrics.
- Dr. Leslie E. Silberman as Associate Professor of Pathology and Laboratory Medicine.
- Dr. Andrew Vine Professor of Restorative Dentistry.
- Dr. Thomas A. Mickler as Assistant Professor of Orthopaedic Surgery.
- Dr. John L. Williams as Assistant Professor of Research in Orthopaedic Surgery.

**Promotions**
- Dr. William W. Beck, Jr. to Professor of Obstetrics and Gynecology.
- Dr. Vinod K. Bhutani to Associate Professor of Pediatrics at Pennsylvania Hospital.
- Dr. John S. Brooks to Professor of Pathology and Laboratory Medicine at HUP.
- Dr. Alfred E. Buxton to Associate Professor of Medicine at HUP.
- Dr. Lawrence R. Coia to Associate Professor of Radiation Oncology at the American Oncologic Hospital.
- Dr. Robert R. Clancy to Associate Professor of Neurology at HUP.
- Dr. John M. Hirshfeld, Jr. to Professor of Medicine at HUP.
- Dr. Renato V. Iozzo to Associate Professor of Pathology and Laboratory Medicine.
- Dr. C. Martin Harris to Assistant Professor of Medicine.
- Dr. Thomas P. Haverty as Assistant Professor of Medicine.
- Dr. Paul Deucheyne, Associate Professor of Medicine.
- Dr. Robert I. Grossman to Professor of Radiology at HUP.
- Dr. Robert J. Grossman to Professor of Radiology at HUP.
- Dr. Teresa M. Penning to Associate Professor of Pathology and Laboratory Medicine.
- Dr. Patricia A. Grimes to Associate Professor of Radiologic Science in Radiology.
- Dr. Thomas P. Haverty as Assistant Professor of Medicine.
- Dr. Robert I. Grossman to Professor of Radiology at HUP.
- Dr. John W. Hirshfeld, Jr. to Professor of Medicine at HUP.
- Dr. Matthew J. Ryan to Associate Professor of Pathology and Laboratory Medicine.
- Dr. Charles Bernheimer as Professor of Pediatrics at Children's Hospital of Philadelphia.
- Dr. Margaret Anne Baker as Assistant Professor of Pediatrics at CHOP.
- Dr. Daniel B. Blotner as Assistant Professor of Pediatrics.
- Dr. Morton Amsterdam as the Norman Vine Professor of Restorative Dentistry.
- Dr. R.J. Kleyman as Assistant Professor of Pathology and Laboratory Medicine.
- Dr. Carolyn J. Kelly as Assistant Professor of Medicine.
- Dr. Andrew M. Keenan as Assistant Professor of Radiology.
- Dr. Thomas A. Mickler as Assistant Professor of Pathology.
- Dr. Mark A. Morgan as Assistant Professor of Medicine.
- Dr. Paul A. Offit as Assistant Professor of Medicine.
- Dr. Robert R. Clancy to Associate Professor of Pathology.
- Dr. Michael W. Meister to Professor of Pathology.
- Dr. Lawrence R. Coia to Associate Professor of Radiation Oncology at the American Oncologic Hospital.
- Dr. Robert R. Clancy to Associate Professor of Neurology at HUP.
- Dr. V. J. Pelz to Associate Professor of Radiology at HUP.
- Dr. Thomas P. Haverty as Assistant Professor of Medicine.
- Dr. Robert I. Grossman to Professor of Radiology at HUP.
- Dr. John W. Hirshfeld, Jr. to Professor of Medicine at HUP.
- Dr. Renato V. Iozzo to Associate Professor of Pathology and Laboratory Medicine.
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- Dr. Thomas A. Mickler as Assistant Professor of Pathology.
- Dr. Mark A. Morgan as Assistant Professor of Medicine.
- Dr. Paul A. Offit as Assistant Professor of Medicine.
- Dr. Robert R. Clancy to Associate Professor of Pathology.
- Dr. Michael W. Meister to Professor of Pathology.
**Parking: Base Rates for 1988-89**

Parking rates go up this year in two of the three main tiers adopted last year, with some shifts in categorization that will affect the specific rates of other lots.

The rates were set by Transportation and Parking after consultation with the Council Committee on Facilities. The three-tier structure was adopted last year with differential rates based on location.

There is no increase in the base rate of $300 at Remote lots (and one garage, 32nd and Walnut), some of which are served by shuttles to the campus core.

Convenience lots (the most central ones) go up 15%, to a base rate of $498, while Commuter lots (less central) increase 5%, to a base of $342. Meanwhile, parking garages other than 32nd and Walnut (Remote) and the Penn Tower Hotel (higher-priced) have been adjusted to the Convenience rate. The Parking Office said it will attempt to provide Commuter or Remote spaces for those who wish to give up Convenience space for economic reasons.

The Penn Tower Hotel parking, considered primarily for patient parking, takes a 9% increase for permit parking, to $759.

For information on specific lots, or variables according to vehicle, contact Transportation and Parking, Rm. 447 at 3401 Walnut.

**Why People Like Working at Penn**

Why do people enjoy working at Penn? This question was asked of Penn employees at the 1988 Summer Fair, held on June 8, 1988. Although there were many different types of responses, most fell in natural groupings.

Of the over 700 responses to the informal survey, nearly 34.7% of responses focused on the people and the atmosphere at Penn. Employees of Penn like having the opportunity to work in both a professional and an academic environment which encompasses a vast array of different cultures, religions and backgrounds. Employees felt their colleagues are like a family and that Penn is a "home away from home." Being comfortable with your surroundings and the people you work with was cited as very important, if not the most important, aspect of any job.

Benefits were indicated as a very important part of an employment package by 108 employees. The benefits package at Penn is looked upon very highly by its employees. Not only do they deem it important to have the basic health, dental and retirement benefits, but also of need are benefits covering family members. One important part of the benefit's package for many employees is the tuition reimbursement. Eighty one employees noted that being able to work and continue their education allows them to broaden their knowledge and also to enhance their career goals and future job opportunities. Another benefit that Penn employees enjoy is the amount of vacation time they receive. The attitude towards the week off between Christmas and New Year's was highly positive. Also highlighted were the shorter summer hours and the flexible hours that some positions enjoy.

Use of University facilities and special events that are continuously taking place at Penn were recognized by people. Being able to utilize such facilities as Van Pelt, the track, pool and gyms were recognized as being an important part of the benefits package. Other perks mentioned were discounts on tickets at Annenberg and athletic events, use of the Faculty Club, and the opportunity to attend special lectures.

Finally, employees expressed their appreciation of the beauty of the campus location of the University. Penn was cited very convenient for many people walking, or using SEPTA to get to work. Penn people liked being located near Center City so they could get errands done at lunch hours. Other comments that were made includes ones such as feeling perennially young because of working among or with younger people many of whom are students; softball teams that many departments get together; direct deposit; dining facilities; the mortgage plan and the high salaries that some University employees enjoy.

Some of the comments made by Penn employees include:

- Where else can I sit down on a park bench with Ben Franklin?
- Love the great (and little-known) children's books collection in Van Pelt. Great for a working mom to grab on a lunch hour! And good books for grown-ups, too!
- I meet my dad for lunch because we both work here. There is such a thing as a free lunch!
- I like running on the track at Franklin Field at lunchtime, looking up at the stands and imagining the crowds cheering as I take the lead in front of Mary Decker.
- Being able to get the name of a vendor for 1,000 live crickets in January from a buyer in Purchasing for a neighbor's pet iguana!
- Collection of Virginia Woolf biographies in Van Pelt.

---Barbara Butterfield, VP for Human Resources
### Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part II crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between May 23 and July 3, 1988.

### Total Crime: Crimes Against Persons—3, Burglaries—17, Thefts—6, Thefts of Auto—4

#### Attempted Thefts of Auto—3

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>05-26-88</td>
<td>1:55 PM</td>
<td>3940 Block Spruce</td>
<td>Arrest/male robbed of money at gun point</td>
</tr>
<tr>
<td>06-08-88</td>
<td>9:31 AM</td>
<td>3700 block Walnut</td>
<td>Arrest/purse taken from female by force</td>
</tr>
<tr>
<td>06-25-88</td>
<td>10:20 PM</td>
<td>Locust Foot Bridge</td>
<td>Arrest/females took purse by force</td>
</tr>
</tbody>
</table>

#### 34th St. to 36th St., Civic Center Blvd. to Hamilton Walk

- **05-23-88**: 1:07 PM, Richards Bldg. - Secured bicycle taken from rack.
- **05-23-88**: 4:09 PM, Medical School - Wallet taken from unattended backpack.
- **06-10-88**: 4:54 PM, Medical School - Unattended backpack taken from under desk.
- **06-13-88**: 11:18 AM, Medical School - Balance scale taken from unattended office.
- **06-14-88**: 1:42 PM, Johnson Pavilion - Unattended backpack taken from library.
- **06-16-88**: 7:05 PM, Johnson Pavilion - Unattended wallet taken from library.
- **06-16-88**: 9:00 PM, Hamilton Walk - Bike taken from outside library.
- **06-19-88**: 8:39 PM, Richards Bldg. - Balance scale taken from unattended office. Wallet taken from office taken by force.
- **06-22-88**: 10:14 AM, Nursing Ed Bldg. - Unattended wallet taken from purse.
- **06-22-88**: 10:36 PM, Johnson Pavilion - Unattended bag taken from library table.
- **06-23-88**: 12:50 PM, Johnson Pavilion - Unattended backpack taken from carrel.
- **06-25-88**: 1:52 PM, Johnson Pavilion - Unattended backpack taken from carrel.

#### 34th St. to 36th St., Locust Walk to Walnut

- **05-23-88**: 11:36 AM, Van Pet Library - Items taken from locked auto.
- **05-29-88**: 4:08 PM, Johnson Pavilion - Unattended wallet taken from carrel.
- **06-10-88**: 11:53 AM, Medical School - Balcony taken from unattended office.
- **06-16-88**: 2:56 PM, Medical School - Unattended wallet taken from room.
- **06-16-88**: 6:42 PM, Medical School - Unattended wallet taken from room.
- **06-25-88**: 3:11 PM, Medical School - Unattended backpack taken from carrel.
- **07-01-88**: 7:38 PM, Johnson Pavilion - Unattended backpack taken from unattended backpack.

#### 32nd St. to 33rd St., South St. to Walnut St.

- **05-23-88**: 3:07 PM, Law School - Lot #5 - Auto taken from lot.
- **06-01-88**: 4:27 PM, Lot #5 - Lot #6 - Auto taken from lot.
- **06-10-88**: 4:54 PM, Johnson Pavilion - Personal property taken from library.
- **06-18-88**: 6:03 PM, Rittenhouse Lab - Unattended wallet taken from purse.
- **06-22-88**: 7:37 PM, Franklin Field - Personal items taken via rear window.
- **06-24-88**: 2:21 PM, Hutchinson Gym - Unattended door on planters.
- **06-28-88**: 9:19 AM, Hutchinson Gym - Unattended plants taken.
- **07-05-88**: 7:38 AM, White Training House - Items taken from office taken.

#### 35th St. to 33rd St., Baltimore Ave. to Spruce St.

- **05-23-88**: 11:11 AM, Veterinary School - Unattended wallet taken from room.
- **06-06-88**: 10:48 AM, Veterinary School - Personal items taken from rear window.
- **06-20-88**: 10:43 AM, Veterinary School - AM-FM radio taken from room.
- **06-24-88**: 2:39 PM, Veterinary School - Unattended radio taken from desk.
- **06-29-88**: 2:21 PM, Veterinary School - Unattended radio taken from desk.
- **07-08-88**: 12:31 PM, Delta Kappa Eps - Unattended radio taken from desk.

#### 36th St. to 35th St., Walnut to Market St.

- **05-23-88**: 3:50 AM, Law School - Arrest/male apprehended while stealing bikes.
- **06-27-88**: 9:11 AM, Franklin Annex - Unattended radio taken from room.
- **06-06-88**: 10:08 AM, Law School - Unattended money taken from unattended wallet.
- **06-06-88**: 10:15 AM, Law School - Unattended radio taken from room.
- **06-16-88**: 10:42 AM, Franklin Field - Unattended radio taken from room.
- **06-18-88**: 5:57 AM, Law School - Unattended radio taken from room.
- **06-26-88**: 2:52 PM, Law School - Unattended radio taken from room.

### 18th Police District

Crimes Against Persons between May 23 and June 26: 58 occurrences and 18 arrests.