Chairs for SAS Faculty

As term's end approaches, Dean Hugo Sonnenschein gave a summary previously unannounced awards of named chairs to faculty in the School of Arts and Sciences.

The list includes five endowed chairs and two term chairs. (Both types of named professorships are funded by capital gifts. Endowed chairs are supported by income from the gift and thus continue in perpetuity; term chairs draw on a combination of income and capital until the fund is used up over a specific term.)

Endowed Chairs: In addition to the Zellerbach Family Professorship assumed by Dr. Mark Liberman of Phonetics, and Dr. Amos Smith as the William Warren Rhodes and Robert J. Thompson Professor of Chemistry, Dr. Liberman's chair is a new one in the series set up by the University Trustees as part of the Campaign, and Dr. Smith's was established in 1972, named for two DuPont associates—one of them, Mr. Rhodes, a member of Penn's Class of 1910.

In newer actions, three holders of term chairs were named to endowed chairs:
In English, Dr. Nina Auerbach leaves the Robert J. Thompson Chair in English and assumes the Howard E. and Judith P. Steinberg chair to become the first holder of the Richard and Laura Fisher Professorship of English. The new chair is a 25th reunion gift of Mr. Fisher, C'63, G'67, a former TA in the English department, and partner of Fisher Brothers, a New York real estate management firm.

In history, Dr. Lynn Hunt, who has held the Joe and Emily Lowe Foundation term chair in the humanities, takes the Annenberg Chair in History, the third of five chairs endowed for the department by Ambassador Annenberg, the alumnus and longtime trustee.

Term Chairs: Two new term chairholders are Dr. Beth Allen, who becomes the Milton C. Denbo Term Professor of Economics, and Dr. Lawrence Bernstein, who takes the Leonard Shapiro Term Chair in Music.

The Denbo chair is the 25th reunion gift of an alumna, Suzanne Denbo Jaffe, CW'65, and is named in honor of her late father. Ms. Jaffe was an art history major who is now a managing director for the New York brokerage firm of Angelo, Gideon & Co. and a member of the Trustees' Council of Penn Women.

The chair held by Dr. Bernstein is also a new one, established in 1990 by Leonard A. Shapiro of McLean, Va., a member of Wharton's Class of 1964 whose daughter, Alexandra, is a senior in The College. Mr. Shapiro is chairman of The New Life Group, a real estate development firm.

Baccalaureate and Ivy Speakers

An actor-alumnus is the senior class's choice for Ivy Day speaker (Saturday, May 18 at 4 p.m.) and the University's senior dean is to give the Baccalaureate address (Monday, May 20 at 4 p.m.). Both pre-Commencement events are in Irvine Auditorium.

The Baccalaureate Speaker, Dr. Claire Fagin, has been widely honored on the eve of her retirement as the Dean under whose leadership the School of Nursing instituted a doctoral program, began receiving federal research funds and nearly quadrupled in size.

Ivy Day speaker Alan Rachins, star of the TV show "L.A. Law" and a fellow of the American Film Institute, left the Wharton School during his junior year (1963) for a career on the stage and in screenwriting. He has appeared in the off-Broadway hit "The Trojan Women" and on TV's "Hill Street Blues" and "Quincy."

Honorary Degrees 1991

The University will confer seven honorary degrees at its 235th Commencement on Tuesday, May 21—with an eighth, for the noted pianist Rudolph Serkin, if he is able to attend.

After the academic procession down Locust Walk, ceremonies will begin on Franklin Field at 10 a.m. Some 5,000 undergraduate and graduate degrees will be conferred, along with the honorary degrees.

Stephen Jay Gould, the Alexander Agassiz Professor of Zoology at Harvard University, Dr. Gould has made significant contributions to biometrics, paleontology, evolutionary biology, and the history of science. He has received widespread acclaim for his Theory of Punctuated Equilibrium (1972) which opened a new way of analyzing fossil record of evolution.

Judith Jamison, artistic director of the Alvin Ailey American Dance Theatre. Ms. Jamison was a principal dancer with the company for 15 years, electrifying audiences throughout the world and inspiring some of Ailey's most enduring choreography, including "Revelations" and his seminal tribute to black women, "Cry."

Ted Koppel, newsman. This year's Commencement speaker is anchor for ABC News (continued on page 2)
About the New SAS Chairholders

Dr. Nina Auerbach, a Wisconsin alumna who took her Ph.D. at Columbia, taught at Hunter and the National University in L.A. before joining Penn in 1972. A winner of the Linbeck Award and a Guggenheim and other fellowships, she is the author of five books including a biography of Ellen Terry nominated for the Barnard Hewitt Award, and Woman and the Demon: The Life of A Victorian Myth, nominated for the National Book Critics Circle Award. Last year she was the Solomon Katz Distinguished Visiting Professor in Humanities at the University of Washington, Seattle.

Dr. Myra Jehlen, a City College alumna who took her Ph.D. at Berkeley, joined Penn in 1989 after a long career in SUNY Purchase and Rutgers, and as visiting lecturer or professor at Yale, California/Santa Cruz, the University of Paris and University of Washington. Major work includes Class and Character in Faulkner’s South and American Incarnations, on critical assumptions behind American literature and culture. She is also a winner of a Guggenheim, and of Wilson and other awards.

Dr. Lynn Hunt, another winner of Guggenheim, Wilson and other major awards, is an alumna of Carleton College who took her Ph.D. at Cornell. She began at Berkeley in 1974 and rose to full professor in 1986. Dr. Hunt won the Distinguished Teaching Award in 1977 and taking visiting posts in France and China before joining Penn in 1987. She publishes widely in several languages (e.g., her 1984 Politics, Culture, and Class in the French Revolution, in German, Italian and Japanese).

Dr. Mark Liberman, a Harvard alumna who took his Ph.D. at MIT, is noted for advanced software in linguistics (Namesay, TTS and Waves among them) as well as for his book, The Case against Babel: The Prehistory of Language. As a member of the A T & T’s Bell Labs since 1975, and head of its linguistics research since 1987, he has taught and supervised Ph.D. research and has been active in scholarly publishing and presentations in the U.S., Europe and Japan.

Dr. Amos Smith is a Bucknell alumnus with a Ph.D. from Rockefeller who has been at Penn since 1973. With wide-ranging research interests in bioorganic chemistry, organic photochemistry, and material science, he has won numerous major awards including the Camille and Henry Dreyfus Teacher-Scholar Award, the Guggenheim, the Arthur C. Cope Scholar Award, the Kistatsato Institute Medal, and awards of the American Chemical Society and American Institute of Chemists.

Dr. Beth Allen is a Cornell graduate who took her Ph.D. from Berkeley and joined Penn in 1978 after a Washington-based research and consulting career. A winner of NSF and NATO awards and of Bonn’s Heinrich Hertz Stiftung Fellowship, she is known for mathematical economics, microeconomic theory and the econometrics of information and uncertainty. Since joining Penn she has extended her teaching, research and consulting to Israel, France, Germany, Belgium, Norway and Portugal.

Dr. Lawrence Bernstein, an NYU alumnus, has been on the Caltech faculty who has been at Penn with visiting professorships at Rutgers, Princeton, Columbia and Chicago. The winner of Guggenheim and other awards—one of them the Alfred Einstein Prize of the American Musico-sociological Society, where he was later editor-in-chief—is a winner of high musical music who also served on the editorial board of Computers and the Humanities in the "sixties.

Honorary Degrees from page 1

“Nightline,” “Viewpoint,” and “The Koppel Report.” Cited by Time magazine as “the best interviewer on American TV,” he was a leading participant in Penn’s 250th Anniversary Celebration when he moderated a series of colspanned entitled “World Without Walls” which aired on PBS last June as a three-part series.

James B. Pritchard, distinguished Biblical archeologist who is emeritus professor of religious thought at Penn and curator emeritus of the Near Eastern Section of the University Museum. In addition to his important scholarly contributions, Dr. Pritchard has been committed to making Biblical archaeology scholarship accessible to the public.

Claude E. Shannon, mathematician and educator known in particular for his work in the field of communication. Dr. Shannon’s information theory profoundly changed scientific perspectives on human communication and facilitated the development of a new communication technology. The theory became a milestone in research and marked the transition from an industrial to an information society.

June Cope, CS ’75, editor of the New York Times Book Review. Mrs. Sinkler was elected to Phi Beta Kappa and received both the Henry Reed English Prize and the Penn Review Fiction Prize for a student at the University. She is a current member of the University Libraries Board of Overseers.

Charles S. Wolf (WG ‘54), chairman of the Board of York Container Company and trustee emeritus of the University. Mr. Wolf served as term trustee for 20 years and chaired the Veterinary School Board of Overseers for 25 years. He has been director and past president of the International Corrugated Case Association and the Fibre Box Association, and director of the Pennsylvania Manufacturers’ Association. In addition, he was chairman of Pennsylvanians for Effective Government in 1983-1984 and president of the Board of Trustees of York College of Pennsylvania from 1971-1978.

Rudolph Serkin, the renowned pianist and teacher, has been offered an honorary degree but his health may not permit him to travel from Vermont to accept. Mr. Serkin, now 88, made his New York debut in 1936 with the New York Philharmonic Symphony Society in Carnegie Hall at the invitation of Arturo Toscanini. A member of the American Academy of Arts and Sciences, he served on the National Council on the Arts, is president and artistic director of the Marlboro Festival and the School of Music.

A-1 ASSEMBLY

Slate for Elections May 1, 1991

To All A-1 Assembly Members

Senior Vice President Marna Whittington will discuss the Impact of Budget Cuts on A-1 Services at the annual spring election meeting of the A-1 Assembly, Wednesday, May 1, at 17 Logan Hall, noon-1:45 p.m. The election of officers and members-at-large will be held at the beginning of the meeting. A brief biographical statement on each nominee appears below.

— Linda Hyatt, Chair

Nominees for Chair-Elect:

Jane Combrinck-Graham, associate director, Risk Management, has been at Penn for 4 1/2 years. She began as the claims and loss prevention officer in the Office of Risk Management. She received her undergraduate degree at Penn.

Dennis Mahoney, manager, Human Resources/Benefits, has been at Penn for 6 years. He began as a benefits analyst/accountant in the Office of Human Resources and he has held several positions in this area prior to becoming manager. He received his undergraduate and graduate degrees from Penn.

Nominees for Secretary-Elect:

Theresa Massa, manager, Acquisitions, Dispositions and Temporary Housing, has been at Penn for 6 years. She began as a service assistant in Telecommunications and she has also held positions as administrative assistant in Hospitality Services, bar manager in the Penn Tower Hotel, and administrative assistant in the Department of Real Estate.

Barbara Murray, manager, Field Communications and Training, has been at Penn for 6 years. She began as manager of General Accounting within the Comptroller’s Office and was recently promoted to her current position within the same area.

Sarah Nunn, assistant manager, Human Resources/Information Management, has been at Penn for 7 years. She began as an administrative assistant in the Office of Compensation and has held positions as computer specialist and information specialist in Human Resources.

Nominees for Members-at-Large:

Deverie Bongard-Pierce, research specialist, Biology, has been at Penn for 3 years working as a research specialist in the Department of Biology. She is currently serving as an A-1 Assembly representative to University committees.

Laurie Cousart, manager, Telecommunications, has 10 years of service at Penn. She began as a receptionist in Wharton Duplicate and she has also held positions as secretary/administrative assistant in the Dental School and business administrator in the Wharton Finance Department.

Ancil George, head, Rosengarten Reserve Room, Van Pelt Library, has been at Penn for 21 years. He is an active member of the Committee For An Accessible University.

Joanne Graham, staff assistant, Research Administration, has been at Penn for 5 years. She began working at Penn on a special project in the School of Social Work/Navy Family Service and then moved to her current position in the Office of Research Administration.

Saul Katzman, director, Administrative Affairs, SAS, has been at Penn for 21 years. He began as the business administrator for Johnson Research Foundation and he was later business administrator for the Biology Department.

Robert Kuniewicz, laboratory supervisor, University, has been at the University of Pennsylvania in Biology, where he has been at Penn for 19 years as a laboratory supervisor. He also received his undergraduate and graduate degrees from Penn.

Isabel Sampson-Mapp, counselor, African American Resource Center, has been at Penn for 5 years. She began working at Penn on a special project in the School of Social Work/Navy Family Service.
At the request of University Council, the President has undertaken over the past year to formulate a new Racial Harassment Policy to replace the current policy (see Policies and Procedures or the Handbook for Faculty and Academic Administrators. Background on the issue and drafts of alternative policies which have figured in the discussion may be found in Almanac 1/12/88, 3/27/90, 10/2/90, 11/27/90, 12/11/90, and 3/19/91). Draft definitions of racial harassment were discussed at length at the March and April meetings of University Council. After considering the extensive debate in University Council, the wide-ranging comments at a well-attended Public Forum last December, and consultations with many groups and members of the University community, the President proposes to adopt the policy printed below. It includes in section IV (Resources) information on University support services and adjudication procedures. This material is identical to that included in the "Draft Alternative" policy published in Almanac on October 2, 1990. The proposal below will be on the agenda of University Council for discussion at the meeting on May 8, 1991. Members of the University community are asked to direct any additional comments regarding this proposal to the Office of the President, 100 College Hall, no later than May 10, 1991.

Proposed Racial Harassment Policy

April 30, 1991

I. Preamble: The Ideal of an Academic Community

The University of Pennsylvania is a community devoted to learning; it therefore provides the maximum latitude for the expression, examination and criticism of ideas. The intellectual freedom to which we aspire as a community requires that the University protect the rights of expression and of inquiry of each individual member of the University community, and that it also sustain an atmosphere that encourages the full participation of each of its members in the intellectual and academic life of the University.

In order to attain this goal, the University must be ready to protect the utterance of ideas, opinions, information and knowledge that may be deemed objectionable and insulting to some members of the University community. The best protection against abhorrent ideas is the unfettered operation of the academic community as a marketplace of ideas; in the long run, the truer and better ideas will prevail.

At the same time, the University must also preserve the ability of all members of the community to participate to the fullest extent possible in the life of the University. Therefore, the University does not tolerate abusive behavior by members of the University community. Such behavior is unacceptably disruptive of the University's function. Under circumstances the use of certain words or symbols may constitute abusive behavior. Words that are intended only to inflict pain and suffering are no more legitimate in our community than physical actions intended to inflict bodily harm. Such words can hurt as much as a physical assault. Therefore, abusive utterances or other conduct which cause direct injury to an identifiable individual, on the basis of his or her race, color, ethnicity, or national origin, should not be tolerated any more than violence itself.

II. Racial Harassment Policy

No member of the University community may engage in racial harassment, regardless of time or place. Racial harassment is a violation of University policy and may be the basis for disciplinary action. "Racial harassment" is defined as any verbal or symbolic behavior that:

1. is directed at an identifiable person or persons; and
2. insults, or demeans, or abuses a power relationship with, the person or persons to whom the behavior is directed, on the basis of his or her race, color, ethnicity, or national origin, such as (but not limited to) by the use of slurs, epithets, hate words, demeaning jokes, or derogatory stereotypes; and
3. is intended by the speaker or actor to inflict direct injury on the person or persons to whom the behavior is directed; or is sufficiently abusive or demeaning that a reasonable, disinterested observer would conclude that the behavior is so intended; or occurs in a context such that an intent to inflict direct injury may reasonably be inferred.

III. Related Policies and Laws

In addition, in this University community the following behaviors are also deemed to cause direct injury and are therefore prohibited under other University policies on conduct, affirmative action, sexual harass-

(continued next page)
C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of racial harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to a department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school for proceedings in accordance with Part I.E.10 of the Handbook for Faculty and Academic Administrators (1989).

2. Complaints of racial harassment against a staff member may be brought by a student, staff member or faculty member to a supervisor of the one complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend upon the particulars of the complaint, normally the supervisor either conducts an investigation or requests that the Ombudsman or Office of Affirmative Action do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of individuals involved—to aid in determining an appropriate sanction.

3. Complaints by students of racial harassment may be made to the Director of the Office of Student Life, in accordance with the Student Grievance Procedure set out in Penn Policies and Procedures. Grievances associated with racial harassment in student employment may also fall within the director’s purview.

4. A complaint of racial harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System. If the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part-time, who believes she or he has been subjected to racial harassment by a faculty member or by any academic administrator may file a grievance under the Faculty Grievance Procedure, Handbook for Faculty and Academic Administrators (1989), Part II.E.15, provided the complaint constitutes a grievable matter in section 6 of the procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendation to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter previously has not been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to racial harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This Committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff.) The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Racial Harassment

1. A decentralized system of resources encourages resolution of complaints of racial harassment. Such a system is useful as well as a means of gathering sufficient information to render judgments about harassment generally. To that end, and with the consent of the complainant, those offices listed in Sections IV. A. and IV. B. of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the school or administrative unit with which the complainant and respondent are affiliated and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified.

Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the provost and senior vice president for further efforts to be taken on the issue of racial harassment.

2. Summary reports of formal charges of racial harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman’s Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of racial harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

E. Education and Prevention

The prevention of racial harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: a. available mediation and resolution resources; and b. sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of racial harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advising capacity to students will include training about referrals, resources, and methods for handling instances of racial harassment.

4. An overall educational program for students that addresses issues of peer racial harassment and also provides information, definition, support, and the identification of racial harassment resources has been developed by the Office of Student Life, the Office of Affirmative Action, and the Penn Women’s Center in conjunction with the Office of Residential Living, the Council of College House Directors, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate/professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel and assist in the mediation of racial harassment allegations. Information will explain how and where to contact University-wide and school specific resources and will be posted in conspicuous locations.

All members of the University should feel a responsibility to try and prevent racial harassment whenever they observe it. Community members should report racial harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will regularly survey departing students, faculty and staff to measure the existence and frequency of reports of racial harassment. Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University Administration will determine, in consultation with the University Council, whether there is need for further efforts to be taken on the issue of racial harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.
Academic Calendar 1991-1992

1991 Fall Term

August 29-30  Thurs./Fri. Move-in/registration
August 30  Friday Center for U of P Identification (CUPI) in
Palestra (through Sept. 5)
August 31  Saturday Move-in for freshmen; New Student Orientation begins
September 1  Sunday Opening Exercises; Student Convocation
September 2  Monday Labor Day
September 3  Tuesday Deans' Meetings; (College, Engineering, Nursing, Wharton)
September 4  Wednesday Placement Exams
September 5  Thursday First Day of Classes
September 20  Friday Add period ends
October 11  Friday Drop period ends
October 12-15  Sat./Tues. Fall Term break
October 25-26  Fri./Sat. Parents' Weekend
November 9  Saturday Thanksgiving recess begins at end of classes
November 27  Thursday Thanksgiving recess ends at 8 a.m.
December 2  Monday Christmas recess begins at close of classes
December 9  Monday Christmas recess ends at 8 a.m.
December 10-11  Tues./Wed. Reading Days
December 12-20  Thurs./Fri. Final Examinations
December 20  Friday Fall Term ends

1992 Spring Term

January 9-10  Thurs./Fri. Advance registration for undergraduate transfer students
January 13  Monday Spring Term classes begin (day evening); Advance registration
January 14  Tuesday Add period ends
January 24  Thursday Drop period ends
February 14  Friday Spring recess begins; Spring Term classes end
March 6  Friday Spring recess begins; Spring Term classes end
March 16  Monday Recess ends; Spring Term classes end
March 30/31  Mon./Sun. Advance registration, Spring Term classes begin
April 12  Monday Spring Term classes end
April 24  Thursday Spring Term classes end
April 27-29  Thurs./Sat. Reading days
April 30-May 6  Thurs./Fri. Final Examinations
May 12  Saturday Alumni Day
May 17  Sunday Baccalaureate
May 18  Monday Commencement

1992 Summer Sessions

May 18  Monday 12-week Evening Session classes begin
May 19  Tuesday First Session classes begin
June 26  Friday First Session classes end
June 29  Monday Second Session classes begin
July 4  Saturday Independence Day
August 7  Friday Second Session and 12-week Evening Session classes end

Religious and Other Holidays, 1991-92

These dates are provided for information only; they are not necessarily recognized in the Academic Calendar.

Labor Day  Monday  Sept. 1
Rosh Hashanah  Monday  Sept. 8
Yom Kippur  Tuesday  Sept. 9
Columbus Day  Monday  Oct. 8
Veterans' Day  Monday  Nov. 11
Thanksgiving  Thursday  Nov. 28
Christmas  Saturday  Dec. 28
New Year's Day  Monday  Jan. 1
MLK Jr.'s Birthday  Monday  Jan. 20
Presidents' Day  Monday  Feb. 17
Passover  Saturday  Mar. 21
Flower Show  Sat./Sun.  Mar. 6-15
Good Friday  Friday  Apr.  1
Passover  Sat./Sun.  Apr. 17-26
Easter Sunday  Sunday  Apr.  19
Memorial Day  Monday  May 25
Independence Day  Thursday  July 4

Speaking Out

The following was sent also to The Daily Pennsylvanian by the Commission.

Violation of Confidentiality

The Faculty Grievance Commission was most disturbed to read the article in the April 23rd issue of The Daily Pennsylvanian that claimed to be a report of a matter pending before the commission. The article named a member of the faculty who was identified as appealing his tenure decision by "several professors in the department."

The article continued with the statement that "two professors who are not directly involved in the grievance said yesterday the commission has decided to hear (his) complaint."

According to the Handbook for Faculty and Academic Administrators:

"The work of the commission and its panels requires the highest level of sensitivity to the privacy of all concerned. Members of the commission, members of panels, grievants, respondents, colleagues, witnesses and all others concerned parties have the moral obligation to maintain confidentiality with respect to oral and documentary evidence presented and deliberations occurring during the process of grievances."

The commission has always interpreted this as meaning that the names of the grievants are protected by confidentiality by all concerned parties—which means the members of the grievant's department and school. It is essential to the grievance process that confidentiality be maintained and cases accepted by the commission not be presented in a public forum. Accordingly, any other story, true or untrue, purporting to report on the fact or processing of a grievance, is not sanctioned by the commission and is a violation of the letter and spirit of the grievance procedure.

--June Axinn, Past Chair
--Kenneth D. George, Chair
--Gerald Prince, Chair-Elect

AAUP on Confidentiality

We are disappointed and dismayed to read in The Daily Pennsylvanian of 23 and 24 April, 1991 statements attributed to faculty members related to a Grievance Procedure currently in process. The Faculty Grievance Procedure states (and may be read in its entirety on pages 55-61 of the Handbook for Faculty and Academic Administrators):

"The work of the commission and its panels requires the highest level of sensitivity to the privacy of all concerned. Members of the commission, members of panels, grievants, respondents, colleagues, witnesses and all others concerned parties have the moral obligation to maintain confidentiality with respect to oral and documentary evidence presented and deliberations occurring during the process of grievances."

The publication of articles such as that in the Daily Pennsylvanian that claimed to be a report of a matter pending before the commission must be considered a breach of confidentiality. Such violations are grounds for taking disciplinary action by the commission.

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--June Axinn, Past Chair
--Kenneth D. George, Chair
--Gerald Prince, Chair-Elect

Humane Use of Animals

In September, 1990, The AV, the journal of the American Anti-Vivisection Society, published the first in a series of articles whose specific purpose was to destroy the animal research credibility of Professor Adrian Morrison. Since then, a monthly attack has been made upon his research activities. Adrian is a professor in the School of Veterinary Medicine at the University of Pennsylvania. In October 1990 a small number of professors in the School of Medicine at the University of Pennsylvania circulated an open letter of support both for Dr. Morrison and for the humane use of animals in biomedical research. Upon circulation, this letter rapidly became an open letter from the Penn biomedical community, with signatures of hundreds of people who supported the letter. Support came from all levels of professors (including emeritus professors), students, administrators, technicians, faculty, and many others.

Attached* are approximately 350 signatures of members of the University of Pennsylvania biomedical community who speak out for the support of Dr. Morrison and just as important, support the humane use of animals in biomedical research.

This is the first time that so many members of a university biomedical community have spoken out against the tactics of the animal rights movement, and who have at the same time voiced support for the humane use of animals in biomedical research.

There is no way we can change the perceptions of fanatical movements, and we have no wish to spend time trying to sway them from their immutable positions. That is one reason we have circulated an open letter of support, and not a petition. They have a right to their opinions, even though we perceive these opinions as anti-intellectual and anti-health. We deem our actions as essential for the continuation and improvement of health care to all, including pets, wild life, farm animals, and humans. The fate for the health of humans in particular and all other animals, now and in the future, depends upon a culmination of the proper and humane use of animals in biomedical research. The thoughts expressed in this letter are my own, and not necessarily those who signed the open letter of support.

--Jay Lash, Professor of Anatomy
School of Medicine.

* See pages 6-7.-Ed.
We, the undersigned professors, researchers, and students at the University of Pennsylvania, take strong exception to the scurrilous attack made against our colleague Adrian Morrison in September 1990 issue of The AV magazine. John McArthy, Ph.D., wrote the article for the American Anti-Vivisection Society (Jenkintown, Pennsylvania). This contrived article purports to examine in an improper manner the merits of Adrian's research by doing an analysis of the citation value of his published works.

A citation index analysis is not an adequate way to evaluate the significance of a scientist's research. Certainly the peer review committees of NSF and NIH, which award millions of dollars in research grants, do not use such an imprecise and inadequate method. Many of the most frequently cited papers are concerned with matters of methodology and techniques, and hence have little or no bearing on the quality of the research. A valid analysis would be the citation value obtained from investigators in the same research field and members of peer review panels who judge the value of an investigator's research. In fact, Dr. Morrison was one of the few recipients of the prestigious MERIT research awards from the National Institutes of Health.

We, the undersigned, are or have been all engaged in human, clinical, or basic research, and support Dr. Morrison and all others who perform, in a humane and ethical manner, animal research so beneficial and necessary not only to the health of peoples in all societies, but to the health of animals. We do not see this out of self-interest, but because of our intense and dedicated interest in the basic knowledge leading to better health and medical treatment for all, including those who unjustly accuse us of improper activities.

The signatures below represent a wide spectrum of biomedical research at the University of Pennsylvania and support the use of animals in biomedical research.

James W. Lash, Professor and Vice Chairman of Anatomy
Elliot Stellar, Professor/Chairman of Anatomy
Joseph W. Sanger, Professor of Anatomy
Alan C. Rosenswit, Professor of Anatomy
James M. Sprague, Professor Emeritus of Anatomy
Samuel C. Peretz, Graduate student, Neuroscience
Daniel Safer, Research Assistant Professor of Anatomy
Jonathan A. Raper, Associate Professor of Anatomy
Larry A. Palmer, Professor of Anatomy
Susannah Chang, Research Assistant Professor of Anatomy
David Rabie, Postdoctoral Fellow
Paul A. Liebman, Professor of Anatomy
Nancy Niteg, Research Assistant Professor of Anatomy
Wendy Algoe, Research Specialist, Anatomy
Dwight Stambanian, Assistant Professor of Ophthalmology
Norman Carter, Laboratory Assistant
Robert Palzmans, Laboratory Coordinator, Anatomy
Hansell Stedman, Research Associate
H. Lee Sweeney, Assistant Professor of Physiology
Basil Petrov, Postdoctoral Fellow
John H. Parkes, Research Associate, Anatomy
Gabriel de la Haba, Associate Professor of Anatomy

Howard Holzer, Professor of Anatomy
Sybil W. Holzer, Research Associate, Anatomy
Mandel Louis Costa, Graduate Student
Clifford Martin, Medical student
Phyllis Durham, Research Assistant
Mei-hua Lu, Graduate student
John Choi, MD/PhD candidate
Ada S. Vanin, Researcher (China)
Alan Lattes, Professor of Ophthalmology
Patricia A. Grimes, Associate Professor of Ophthalmology
Alice McGinnis, Research Specialist
Beggie Koebner, Research Specialist
Edwin J. Andrews, Dean, School of Veterinary Medicine
James W. Fiebig, Professor of Cardiology
David H. Knight, Professor of Cardiology, (Vet)
Kenneth Fischbein, Associate Professor of Neurology
Stephen M. Baysor, Professor of Physiology
Robert J. Eckroade, Associate Professor of Poultry Science
Linda H. Keller, Research Assistant Professor
Natala Glazer, Research Technician
Lee D. Peaches, Professor of Biology
Lewis G. Tilney, Professor of Biology
Lawrence C. Rome, Assistant Professor of Biology
Claire Franceschi, Assistant Professor of Biology
John T. McGrath, Professor Emeritus of Vet Medicine
Pathology
Michael E. Selez, Professor of Neurology
Richard O. Davies, Professor of Physiology, (Vet)
Carl Ritter, Associate Professor of Pharmacology, (Vet)
Michael I. Kolff, Assistant Professor of Pathology
Steven J. Fluharty, Assistant Professor
Bernard H. Shapiro, Professor
Michael L. Atkinson, Assistant Professor
Narayan G. Avadhani, Professor
Leon Weiss, Professor and Chair of Animal Biology
G. A. Schad, Professor
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Peter J. Hand, Professor of Anatomy
Richard R. Misulis, Professor of Animal Biology
Ralph L. Brustner, Professor of Animal Biology
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E. Neil Moore, Professor
Philip Scott, Assistant Professor
Jay P. Farrell, Professor
Thomas Neilan, Associate Professor
James B. Lark, Associate Professor
Julius Melbin, Professor
Samuel K. Chacko, Professor
Robert A. Dingee, Director, Unit for Experimental Psychobiology
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John Weisel, Associate Professor of Anatomy
Vivianne T. Nachmias, Professor of Anatomy
Frank A. Pepe, Professor of Anatomy
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Joan C. Hendrick, Associate Professor
Lesley King, Lecturer in Medicine
Robert J. Wasbata, Assistant Professor of Medicine
Karen L. Overall, Lecturer
Karen Wilcox, Graduate Student
Robert Ghassemian, Research Associate
Willis K. Silvers, Professor of Human Genetics
David L. Gasster, Assistant Professor of Human Genetics
Robert L. Nussbaum, Associate Professor of Human Genetics
Rebecca A. Taub, Assistant Professor of Human Genetics
Richard Smithman, Professor of Human Genetics
Tom Kadesch, Associate Professor of Human Genetics
Roger H. Kennedy, Associate Professor of Human Genetics

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D. Schwartzman, Professor of Dermatology, (Vet)
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David D. Duclos, Resident in Dermatology, (Vet)
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F. Arthur McMorrin, Associate Professor, Wistar
Clayton A. Buck, Professor, Wistar
Nigel Fraser, Professor, Wistar
Dorothy Jameson, Professor
Leo M. Hurvich, Professor Emeritus of Psychology
Paul Glimecher, Research Associate
Jennifer M. Groh, Graduate Student
Terrence R. Stanford, Postdoctoral fellow
Lauren H. Corney, Postdoctoral fellow
Peter Whybrow, Professor and Chairman of Psychiatry
Shea S. Steinberg, Professor of Psychology

Betsy Dayrell-Hart, Lecturer, (Vet)
Suzan Fitzmaurice, Resident, (Vet)
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William Momer, Professor of Dermatology
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Martin Pring, Associate Professor of Physiology
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Patricia K. Sereich, Lecturer, Animal Reproduction (Vet)

Charles C. Love, Doctoral candidate, Animal Reproduction (Vet)
Robert M. Kenney, Professor of Animal Reproduction (Vet)
Lawrence R. Som, Professor (Vet)
Roselyn J. Eisenberg, Professor (Vet)
Leonard J. Bello, Professor (Vet)
William C. Lawrence, Professor (Vet)
W. T. Weber, Professor (Vet)
Benjamin Wolf, Professor (Vet)
Dieter M. Shiffer, Assistant Professor (Vet)
Wesley C. Wilcox, Professor (Vet)
James C. Homer, Professor of Pediatrics
Kerst J. Linack, Assistant Professor of Pediatrics
Bernard Clark, Assistant Professor of Pediatrics
Mark F. Brown, Surgical Research Fellow, Surgery
Andr Hebra, Surgical Research Fellow, Pediatrics
Kathleen M. McGeehan, Research Assistant
A. J. Ross, III, Assistant Professor of Surgery
Henry T. Lai, Assistant Professor of Surgery
Roland G. Kallen, Professor of Biochemistry
Zuhang Sheng, Ph.D. Candidate
Mary Gellen, Renal Fellow

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Perry Molinoff, Professor and Chair of Pharmacology
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Michael J. Goldschmidt, Professor of Pathology (Vet)
Alan M. Raskin, Professor and Chairman of Pathobiology (Vet)
John H. Wolfe, Assistant Professor (Vet)
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Robert Rescorla, Professor of Psychology
Frank Norman, Professor of Psychology
Charles Riva, Professor of Ophthalmology
Benso Pankin, Research Associate Professor of Ophthalmology
Ross D. Shonas, Research Associate
Mark Mendel, Graduate Student, Bioengineering
Juan Grahnal, Associate Professor of continued next page
Volunteers for Diabetes Treatment Study

HUP is looking for research volunteers with diabetic retinopathy for a six-month study to determine whether a new drug treatment will help improve the "leakiness" of small blood vessels. These blood vessel abnormalities are believed to contribute to the clinical problems diabetics develop in eyes, skin, and kidneys. Diet and insulin alone do not predictably prevent these problems from developing. HUP researchers hope that this new drug treatment, combined with insulin injections, will help those who already have these small blood vessel abnormalities from developing other clinical problems.

Those selected to participate in the study will receive expert medical care of their diabetes as well as eye evaluations at no cost during the six months. Eligible participants must be between 21 and 55, have background retinopathy, and treat their diabetes with diet and daily insulin injections. In addition, volunteers must not have hypertension, any other major diabetic complication, or have had any previous laser treatment of the retina.

For further information on how to volunteer for HUP's Diabetes Adjunct Treatment Study, call Deborah Crump, study coordinator, at 662-2569.

University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors of campus where two or more incidents were reported between April 22, 1991 and April 26, 1991.

Totals: Crimes Against Persons-0, Thefts-33, Burglaries-2, Thefts of Autos-0, Attempt Theft of Autos-0

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/22/91</td>
<td>11:17 PM</td>
<td>Houston Hall</td>
<td>Secured bike taken from rack</td>
</tr>
<tr>
<td>4/23/91</td>
<td>1:44 PM</td>
<td>Houston Hall</td>
<td>Wallet taken from purse</td>
</tr>
<tr>
<td>4/23/91</td>
<td>5:50 PM</td>
<td>Furness Building</td>
<td>Cash and items taken from unattended coat</td>
</tr>
<tr>
<td>4/24/91</td>
<td>10:29 PM</td>
<td>Furness Building</td>
<td>Lost wallet found minus cash</td>
</tr>
<tr>
<td>3/22/91</td>
<td>3:53 PM</td>
<td>200 block 33rd</td>
<td>Tire taken from bike</td>
</tr>
<tr>
<td>4/23/91</td>
<td>9:17 PM</td>
<td>Rittenhouse Lab</td>
<td>Bike taken</td>
</tr>
<tr>
<td>4/25/91</td>
<td>5:05 PM</td>
<td>Franklin Field</td>
<td>Jacket taken</td>
</tr>
<tr>
<td>4/25/91</td>
<td>12:49 PM</td>
<td>Rittenhouse Lab</td>
<td>Purse taken from room</td>
</tr>
<tr>
<td>3/24/91</td>
<td>3:40 PM</td>
<td>Locust to Walnut</td>
<td>Various items taken from room</td>
</tr>
<tr>
<td>4/22/91</td>
<td>4:13 PM</td>
<td>Meyerson Hall</td>
<td>Stereo receiver, CD player and watch taken</td>
</tr>
<tr>
<td>4/27/91</td>
<td>12:41 PM</td>
<td>Phi Kappa Sigma</td>
<td>Jacket taken from coat room</td>
</tr>
<tr>
<td>3/24/91</td>
<td>11:14 PM</td>
<td>Leidy Labs</td>
<td>Secured bike taken from rack</td>
</tr>
<tr>
<td>4/24/91</td>
<td>5:47 PM</td>
<td>Johnson Pavilion</td>
<td>Secured bike taken from rack</td>
</tr>
<tr>
<td>3/26/91</td>
<td>10:40 PM</td>
<td>Morgan Dorm</td>
<td>Tuxedo taken from mailroom</td>
</tr>
<tr>
<td>4/24/91</td>
<td>5:43 PM</td>
<td>Baldwin Dorm</td>
<td>CDS and trash taken from unsecured room</td>
</tr>
<tr>
<td>4/27/91</td>
<td>7:43 PM</td>
<td>University Quad</td>
<td>Wallet and contents taken</td>
</tr>
</tbody>
</table>

Safety Tip: Protect your property—Engrave it and keep a record of serial numbers... Don't leave a wallet, purse, books or other portable items on desks or in plain view... Register your bike free with the University Police, and use a cryptonite lock to secure it.

18th District Crimes Against Persons Report

Schuylkill River to 49th Street, Market Street to Woodland Avenue
12:01 AM April 15, 1991 to 11:59 PM April 21, 1991

Totals: Incidents-12, Arrests-0

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Offense/Weapon</th>
<th>Arrest</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/15/91</td>
<td>3:40 PM</td>
<td>4712 Windsor</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/17/91</td>
<td>7:55 PM</td>
<td>100 S. Farragut</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/18/91</td>
<td>12:00 AM</td>
<td>4300 Walnut</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/19/91</td>
<td>9:41 PM</td>
<td>241 S. 48</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/18/91</td>
<td>10:40 AM</td>
<td>44 19 Ludlow</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/16/91</td>
<td>10:50 PM</td>
<td>4000 Spruce</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/19/91</td>
<td>8:50 PM</td>
<td>4314 Locust</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/20/91</td>
<td>12:12 AM</td>
<td>1 S. Farragut</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/21/91</td>
<td>3:55 AM</td>
<td>4500 Sansom</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/21/91</td>
<td>4:05 PM</td>
<td>4000 Delaney</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/21/91</td>
<td>10:06 PM</td>
<td>4800 Regent</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>4/21/91</td>
<td>10:35 PM</td>
<td>4300 Osage</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
</tbody>
</table>

Update

MAY AT PENN

FITNESS AND LEARNING

1 Free Blood Pressure Screening: the Hypertension Clinic of HUP will provide screenings from 11 a.m.-1 p.m. in the Silverstein Lobby; Also May 15, May 8 and 22, screenings will be outside the cafeteria on the 2nd floor of the Founders' Building. Information: Virginia Ford, 662-2690 (Department of Internal Medicine).

TALKS

2 Structural and Functional Analysis of the Fc Receptor III: Zeta NK Complex; Paul J. Anderson, assistant professor of medicine, division of tumor immunology, Dana Faber Cancer Center, Boston; 4 p.m., Wistar Auditorium (Wistar Institute).

Deadlines: The deadline for the Summer at Penn pullout calendar is May 14. The deadline for the weekly updates is Tuesday, prior to the week of publication.

Childhood Immunization Month

The 21st Century League will kick off an immunization campaign for children throughout the city on the weekend of May 4, 5, and 6, from 1 p.m. to 5 p.m. During the weekend, city and federal health centers will be open and selected hospitals throughout the city will provide free vaccines. It is estimated that approximately 40%, or more than 50,000 children from birth to age six have not been fully immunized, and are at serious risk for diseases such as measles, rubella, mumps, polio and whooping cough.

The campaign, under the direction of co-chairs Lucy Hackney, founder and president of Pennsylvania Partnerships for Children and Bettina Hoerlin, vice president of Health Care Management Alternatives, seek volunteers to staff immunization sites both during the kick-off weekend and the rest of the month of May. For further information, call Judy Cohen at 568-0399.

Museum Shop Sale

The University Museum Shop offers a 10% discount just in time for Mother's Day and graduation. The sale is open to all Penn faculty, staff and students April 30 to May 5. A valid Penn ID is required. Museum members receive a 20% discount. The Shop is open Tuesday-Saturday 10 a.m.-4:15 p.m., Sunday noon-5 p.m. and is closed Monday.

Almanac

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