



From Pew Charitable Trusts: \$325,000 toward the Collaborative School

The Pew Charitable Trusts have made a \$325,000 grant to the University to help start the new preK-8 school being developed with the public schools on the old Divinity School site near campus.

The yet-to-be-named school is scheduled to open in September 2001, accepting some 700 students from the surrounding neighborhood. As noted in reports released earlier (*Almanac* July 14 and October 27), the project involves a new model for collaboration developed by the Graduate School of Education, made possible by agreements with the School District and with the Philadelphia Federation of Teachers. These provide for a local governing board that will include school teachers, parents and Penn representatives.

The Pew grant will go primarily "...to plan how the school and its educational mission will be developed, and to assure that residents of the West Philadelphia neighborhood will be involved in this community-based education initiative for many years to come," an announcement from the Pew Charitable Trusts said.

"The Trusts have long supported community revitalization and school reform in Philadelphia," said Rebecca W. Rimel, Pew's president and CEO. "Our investment in West Philadelphia is one way to get citizens mobilized and engaged in creating solutions to community problems, and to improve the quality of public education."

The Pew Charitable Trusts believe improving education is essential to strengthening urban communities, the announcement added, and "the new West Philadelphia school will do just that."

The new educational opportunities represented by the School—and

by other initiatives announced in conjunction with it—are also expected to encourage more Penn faculty and staff to live in West Philadelphia and send their children to quality public schools. President Judith Rodin said in the announcement, "As we have worked with our neighbors on the revitalization of our community, we have seen the necessity for Penn to be deeply involved in the future of our schools." The school project is linked to innovative and comprehensive community services, extending well beyond normal school hours.

The Trusts and Penn hope that the school will be the focal point for services desired and needed by the neighborhood such as day care, adult education and recreational services that will benefit the entire West Philadelphia community, Dr. Rodin continued.

"The Trusts believe the nontraditional partnership of the School District, the Teachers Union, the University and the community will make the new school a prototype for community-based public schooling in Philadelphia and around the country," the announcement said, calling the input and involvement of the community "the most important element" in the planning of the new school. The Trusts support the idea that local experience is key to hopes of a re-energized and revitalized neighborhood in West Philadelphia, the statement continued. "The Pew Charitable Trusts have long been involved in the economic and educational development of Philadelphia and its neighborhoods. In the last 50 years, the Trusts have granted more than \$1.1 billion to projects in the Philadelphia region, most of that going toward cultural, health and educational services."

Chair in Gerontological Nursing: Dr. Mary Naylor

Dr. Mary Naylor, longtime Associate Dean and Director of Undergraduate Studies at Penn Nursing, has been named first holder of the Ralston House Endowed Term Chair in Gerontologic Nursing, effective July 1, Dean Norma Lang has announced.

Dr. Naylor is a Villanova alumna who took her Ph.D. at Penn in 1982. She joined the faculty and the dean's office in 1986 after serving as professor and chair of nursing at Thomas Jefferson University. She was also on the staff of the U.S. Senate Special Commission on Aging, 1985-86. At Penn, she has been a Senior Fellow and member of the Executive Committee of the Leonard Davis Institute of Health Economics, and in 1992-93 she also served as Legislative Health Policy Fellow for Senator Harris Wofford.

"For more than ten years, Dr. Naylor has led our undergraduate school with vision, creativity, energy, and commitment," Dean Lang said as Dr. Naylor left the deanship in December. "Her strong belief that preparing nursing leaders begins at the baccalaureate level, and her passion for undergraduate education, have earned our program national recognition for excellence and innovation."

During her tenure, the School of Nursing developed and implemented the course of study which integrates specialization in nurs-

ing with a strong liberal arts curriculum; adopted an expanded focus on community-based nursing, health promotion and disease prevention; and took the lead in a University-wide initiative to make research experience a significant component of undergraduate education. The School also began to prepare its students to practice in a multicultural world by establishing study-abroad opportunities specifically linked to nursing. In current programs in England, Israel, and Mexico, Penn Nursing students can now become immersed in another culture and explore health care in other national and cultural contexts.

Dr. Naylor is also known as the architect of innovative joint degree and minor area of study programs with the Wharton School (Health Care Management), SEAS (Nursing Informatics), the Annenberg School (Health Communications), SAS (Nutrition), and Law (BSN/JD submatriculation program).

In her new role as Ralston House Professor, Dr. Naylor will provide leadership in current and future projects which link the School of Nursing and the Ralston House in promoting the need for improved quality and access to care for the elderly of Philadelphia.

Throughout her career, Dr. Naylor has studied issues affecting the elderly, particularly

cardiac care. Her research has demonstrated how nursing interventions, particularly transitional care (discharge planning and home follow-up by advanced practice nurses), directed at this vulnerable population have a positive effect on achieving quality and lowering health care costs. Currently Dr. Naylor is the principal investigator in a four-year, NINR study, "Home follow-up of elderly patients with heart failure," which is testing this model of advanced practice nursing care on patients with heart failure.

Dr. Naylor also serves as faculty director of the School's newest community-based nursing practice, LIFE (Living Independently for Elders) Program (*Almanac* October 20, 1998).

Dr. Kathy McCauley, an associate professor of nursing who has been serving as interim associate dean during Dr. Naylor's sabbatical, will continue to serve in this capacity until a new Associate Dean is appointed following an internal search that is chaired by Dr. Joyce Thompson, professor of nursing.

IN THIS ISSUE

- 2 **Steele Prize for Dr. Kadison**
Deaths: Dr. Herold, Dr. Florence Lief
SEC: Agenda for January 20
A-3 Assembly: RAP Sessions
- 3 **Council: Action on TV Surveillance Policy, Consultation, and Charitable Giving**
- 4 **Full Text on CCTV Monitoring/Recording**
- 6 **More MLK Events; Opportunities**
- 7 **CrimeStats; Update; Financial Planning Seminars**
- 8 **Talk About Teaching: Dr. Farrell on Speaking Across The University**



Mary Naylor

HONORS

Steele Prize: Dr. Kadison

The American Mathematical Society's 1999 Steele Prize for Lifetime Achievement has been awarded to Dr. Richard Kadison, the Kuemmerle Professor of Mathematics in SAS, for "his many years of contributions to the theory of operator algebras, through his research, through his teaching, his books, and through his leadership."

Dr. Kadison, who is a member of the National Academy of Sciences and a foreign member of the Royal Danish and the Norwegian Academies of Sciences, is one of the founders and leading exponents of the theory of operator algebras, a subject that provides the mathematical framework for the basic structure



Dr. Kadison

of Quantum Mechanics. The field was initiated in 1930 by John von Neumann, the inventor of Game Theory and a leader in the development of computers.

The award, given January 14 in San Antonio, is one of three annual prizes the Society makes. Another is for Mathematical Exposition and the third, for Seminal Contribution to Research, was shared last year by Penn's Dr. Herbert Wilf.

Two in Chemistry

Dr. Ralph F. Hirschmann, the Makineni Professor of Bioorganic Chemistry, is the recipient of the American Chemical Society's Arthur C. Cope Award, considered the most distinguished organic chemistry award given in this country, according to Penn Chemistry Chair Dr. Hai-Lung Dai. It is the latest in a string of awards for his work on the synthesis of molecules with specific biological and medicinal functions.

Dr. Alan MacDiarmid received the ACS's award in Chemistry of Materials, "another milestone recognizing Alan's great discovery of conducting polymers on his way to even greater glory."

Lowell Prize to Dr. Wallace

Dr. David Wallace, Judith Rodin Professor of English, received the 29th annual James Russell Lowell Prize of the Modern Language Association last month in San Francisco—and one of the two other finalists was an SAS colleague, Dr. Joan DeJean, Trustee Professor of Romance Languages.

Dr. Wallace's *Chaucerian Polity: Absolutist Lineages and Associational Forms in England and Italy* (Stanford Press), was called "magisterial" by the prize committee, who said it "...transforms the once-familiar meaning of 'Chaucer and the Italians'.... Suddenly, many moments in the *Canterbury Tales* take on new, eerie, political meanings, and suddenly our whole sense of 'Chaucer' has changed...."

In her "spirited and erudite" *Ancients against Moderns: Culture Wars and the Making of a Fin de Siècle* (Chicago), Dr. DeJean demonstrates that "...today's culture wars reenact the battle of the books (*Querelle des Ancients et des Modernes*) of the French seventeenth century," giving periodization new life.

Death of Dr. Nemir: At presstime *Almanac* learned of the death of Dr. Paul Nemir, emeritus professor of surgery. Arrangements are in progress for a service, probably Thursday, at St. Alban's Church in Newtown Square. Details of his career will be published next week.

Deaths

Dr. Richard Herold, Dental School

Dr. Richard C. Herold, emeritus professor of histology and embryology at the School of Dental Medicine, died January 8 at the age of 71, after a lengthy illness.

Dr. Herold received his B.S. and M.S. degrees in biology from Penn State, and received his Ph.D. from Penn in 1961 under the late Professor Hans Borei, of biology. As a member of the University's Institute for Cooperative Research he worked on Project Big Ben from 1956 to 1961, when he joined the Dental School's Department of Histology and Embryology. Known especially for his research on the ultrastructure and developmental biology of teeth in

various species, including man, Dr. Herold was an Honorary Research Fellow at University College, London, 1983-84, and was a founder and trustee of the Swans Island Marine Station at Minturn, Maine. His professional memberships included Sigma Xi, American Society of Zoologists, the Royal Microscopical Society and the Royal Horticultural Society.

In 1993 Dr. Herold retired to live in Swans Island, Maine, and in London. He is survived by a sister, Dolores Pearson, three nieces and a nephew. Memorial contributions may be made to The Swan's Island Library (attn: Maili Bailey, Swan's Island, Maine 04685).

Dr. Florence Lief, Noted Virologist

Dr. Florence Suskind Lief, a leading virologist who was on the faculty for almost 40 years, died on January 10 at the age of 87.

A specialist in influenza and other viruses, Dr. Lief did much of her early research at Children's Hospital and later moved to the Veterinary School where she became internationally known for her development of a vaccine to prevent kennel cough in dogs, in the form of a nasal spray which she patented in 1975.

Dr. Lief was a 1931 alumna of Barnard College who took her M.S. in science from New York University in 1933. After working as a bacteriologist in New York, she set her career aside in 1940 to devote herself to her family. In 1951, after the death of her physician husband Frederick P. Lief, she returned to science, taking up doctoral studies at Penn.

On receiving her Ph.D. in 1955 she joined the PennMed faculty, initially as a microbiologist in epidemiology and public health. She was consultant to the World Health Organization from 1961 to 1978, and published more than 50 scientific papers as she moved through the ranks to become professor of microbiology in 1975. Two

years later she became professor of virology, and she was named professor emeritus in 1981.

Throughout her long affiliation with Penn, Dr. Lief was part of an extended Penn family. Her brother-in-law, Dr. Harold Lief, headed the Penn-based Marriage Council of Philadelphia and her sister, Marcella S. Beresin, was director of audience development at the Annenberg Center from 1974-84.

The next generation includes her son, Dr. Bruce A. Lief, C'62, who did his internship at CHOP; a grandson, Dr. Frederick L. Ruberg, M'98; a nephew, Dr. Eugene Z. Beresin, who took his M.D./Ph.D. in 1977; and two sons-in-law—Dr. Robert Greenstein, who directed outpatient psychology at HUP in 1987-95, and Dr. Robert Ruberg, a resident and fellow in plastic surgery at HUP in 1967-75.

She is survived by her son, her twin daughters Cynthia L. Ruberg and Ericka L. Greenstein, her sister and a brother; eight grandchildren and two stepgrandchildren.

Memorial contributions may be made to American Heart Association, 625 W. Ridge Pike, Building A, Suite 100, Conshohocken, Pa. 19428.

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda

Senate Executive Committee Meeting Wednesday, January 20, 1999

1. Approval of minutes of December 2, 1998
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Selection of Senate Committee on Committees from among continuing SEC members
5. Other new business
6. Adjournment by 5:30 p.m.

A-3 ASSEMBLY Retirement

To all members of the A-3 Community*:

In two lunchtime sessions this week the A-3 Assembly Executive Board presents:

What's the RAP?

Al Johnson, Assistant Manager/Benefits
Tuesday, January 19 noon-1 p.m. Law School, Rm 100
Thursday, January 21 1-2 p.m. Meyerson Hall, Rm B1

Please join us at one of the meetings to understand the Retirement Allowance Plan, the pension plan for all A-3 staff members. Our special guest speaker, Al Johnson, assistant manager for Benefits, will give a presentation and answer questions regarding the plan, including the formula and retiree benefits.

Questions? Please contact Donna Arthur by phone at (215) 898-7493 or e-mail darthur@law.upenn.edu.

* And former A-3 staff now in A-1 classifications.

Council January 13

Actions on CCTV Monitoring, Consultation, and Charitable Giving

With a quorum present last Wednesday, the University Council voted on three topics including two—a policy on video monitoring and a *Handbook* entry on consultation—that had been under discussion for a year or more. The third topic, charitable giving, resurfaced this fall on Council’s agenda after having last been resolved through in a referendum in 1991.

Video Monitoring and Recording

In 1997-98, Council referred to two committees a draft policy eventually to be titled “Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes,” asking both the Council Committee on Safety and Security and the University Committee on Open Expression to examine issues involving the uses of video recordings made in public spaces. The policy document that came to Wednesday’s agenda had been largely signed off by both committees, except for the make-up of a CCTV (Closed Circuit TV) Monitoring Panel and the related issue of what kind of majority would be required to approve the release of such tapes (other than by subpoena). The Safety & Security Committee argued for a five-member panel, and the Open Expression Committee for a seven-member body in order to include student and staff representation. COE also asked that more than a simple majority be required for release of the tapes. (See the statements of the respective chairs, Dr. Sean Kennedy and Dr. Dennis Culhane, [on page 6 of this issue.](#))

Dr. Culhane also noted that the COE will separately submit to the President some “interpretative footnotes” to the Guidelines on Open Expression, which as presently cast would not permit release of videotapes; these suggest that a distinction can be made for materials made at posted public locations, but not by mobile monitoring devices.

After extended debate, Council voted to add a student and a staff member to the Monitoring Panel and to require a majority plus one of the membership (as distinct from a majority plus one of filled positions, or of members present) for release of tapes.

The proposed policy, with the two amendments incorporated, is [on pages 4-5 of this issue](#), and is followed by appendices that give examples and answer typical questions about the policy.

Consultation

As chair of the special committee appointed by President Judith Rodin to draft a policy codifying the consultation process, Law School Professor Howard Lesnick again summarized the key points addressed by his committee (*Almanac* April 14 and June 16), in preparation for voting on the document published in *Almanac* December 8. The latter is the Senate Executive Committee’s recast of the provisions of the Lesnick Committee’s report in a form for inclusion in the *Handbook for Faculty and Academic Administrators*.

In response to query, Professor Lesnick said the SEC document did not differ substantially from the Committee’s, and the proposed *Handbook* change was adopted unanimously.

Charitable Giving

Distributing a history of the workplace campaign at Penn, Dr. Phoebe Leboy of the Dental School presented the resolution below, intro-

ducing as speakers for the motion Law School Senior Fellow David Rudovsky and College of Arts and Sciences Administrative Affairs Director Kristin Davidson.

Whereas the University community recognizes the continuing importance of workplace-based charitable giving campaigns; and

Whereas members of the University community voted, in a campus-wide referendum during the spring of 1991, in support of a combined campaign in which several groups of agencies, including the United Way, would solicit, receive and distribute employee gifts; and

Whereas campus-wide contributions during the 1991-1994 period with Penn’s Way campaigns averaged over \$386,000/year; and

Whereas disbanding the volunteer coordinating committees in the fall 1995 campaign was associated with a decrease to \$304,000/year; and

Whereas the most recent campaigns of 1996 and 1997, which abandoned both volunteer coordinating groups and the combined campaign, have averaged only \$227,000/year; therefore,

Be it resolved that by the summer of 1999, the University of Pennsylvania returns to compliance with the 1991 referendum by:

- 1) granting alternative federated charities a status equal to that of United Way in a combined campaign;
- 2) making it as easy for donors to contribute to alternative funds as to United Way by providing one set of materials and one pledge card;
- 3) re-instituting a volunteer structure to support the campaign; and
- 4) encouraging people in leadership positions at the University to take prominent roles in supporting Penn’s Way.

A substitution motion, below, was presented by GSE Dean Susan Fuhrman with Executive Vice President John Fry speaking for it:

Whereas the primary purpose of a work place campaign for charitable giving is as an employee benefit designed to allow employees to make contributions to the charities of their choice through payroll deduction; and

Whereas any charitable campaign should include the widest range of charitable organizations for employees to select for their charitable giving; and

Whereas employees have the right to expect that such giving maximizes the amount of funds that go directly to such charities of choice while minimizing administrative expense; and

Whereas characteristics of successful campaigns include that they are “user friendly” minimizing forms and maximizing clarity as well as employing a colleague based volunteer structure that includes individuals from across the institution; therefore,

Be it resolved that

1) the University ask those organizations interested in managing Penn’s campaign to develop a unitary form for giving which keeps administrative complexity and cost to the minimum;

2) University Council request the President’s Advisory Group to develop a system to enlist volunteers from each school and administrative unit to reinstitute Penn’s volunteer structure to support such a campaign, and to assure that the requirements for ease of use, maximizing giving, and minimizing administrative costs are met.

As debate went forward, Council’s moderator, Dr. Will Harris, isolated the issue at conflict by establishing with Dr. Leboy and Mr. Fry that (a) the “whereases” of the opposing motions were substantially in agreement; that (b) Dr. Leboy’s resolutions #3 and #4 were acceptable to Mr. Fry; and that (c) Dr. Leboy’s resolution #2 was accepted in spirit by Mr. Fry—leaving their separate views as expressed in each resolution #1 as the focal point for discussion.

This issue was recast by Dr. Harris as whether or not to place Penn’s campaign processing in the hands of a “disinterested” manager of campaigns that has no agencies of its own. (Penn’s side-by-side model, used for the past two years, allows faculty and staff to give through United Way or through the Center for Responsible Funding [CRF], which conducts the campus campaign for umbrella groups such as Women’s Way, Bread and Roses, and the Black United Fund, and the national United Negro College Fund).

Mr. Rudovsky argued for the all-CRF model used by the City of Philadelphia for its workplace campaign, saying that on that model Penn could have expected to have risen from its 1991 high of \$410,000 to about \$700,000 by now, instead of declining to less than \$200,000 in 1997. Ms. Davidson, speaking as a board member of the Boys and Girls Clubs of America, a United Way agency, supported the Leboy motion as stimulating charitable giving overall.

Mr. Fry spoke to problems of overhead cost, citing lower fees by United Way than by CRF. Figures and projections, as well as theories to account for Penn’s declining record of charitable giving, were debated extensively.

In the final voting, the substitute motion failed, leading to a vote on Dr. Leboy’s resolution, which passed 27-2.

Afterword by Mr. Fry

The following statement was received too late to allow for the normal right-of-reply process but space has been offered to Dr. Leboy, et al, for response in a future issue.—Ed.

To the Editor:

With regard to my comments made at the January 13th University Council meeting, I wanted to clarify one point. If an organization other than the United Way were the sole manager of the University’s workplace charitable campaign, this would place an additional tax on the amount of money many agencies would ultimately receive.

For example, there are over 5,000 agencies for which United Way provides a service. If an individual selected one of the United Way agencies, as over 70% of the University community do, this agency would ultimately be charged an administrative fee by both the “manager” of the campaign and United Way.

This is additionally why the proposal was presented for having both organizations, the Center for Responsible Funding, as well as United Way, administer next year’s campaign. As mentioned, both organizations would have been instructed to develop one pledge book and card. This book would include all of their available agencies and ease the process of giving for the donor and thus increase the amount pledged.

—John A. Fry, Executive Vice President

The following policy was proposed by the University Council Committee on Safety and Security at the Council meeting of January 13, 1999, and was adopted by Council with two amendments shown in italics below.

Closed Circuit Television Monitoring and Recording of Public Areas for Safety and Security Purposes

I. Purpose

The purpose of this policy is to regulate the use of closed circuit television (CCTV) cameras to monitor and record public areas for the purposes of safety and security.

II. Scope

This policy applies to all personnel, schools and centers of the University in the use of CCTV monitoring and recording. Legitimate uses of this technology are covered by University policies governing research with human subjects and are, therefore, excluded from this policy.

III. General Principles

A. The Division of Public Safety is committed to enhancing the quality of life of the campus community by integrating the best practices of public and private policing with state-of-the-art technology. A critical component of a comprehensive security plan using state-of-the-art technology is closed circuit television (CCTV).

B. The purpose of CCTV monitoring of public areas by security personnel is to defer crime and to assist the Penn police in protecting the safety and property of the University community. Any diversion of security technologies and personnel for other purposes (e.g., CCTV monitoring of political or religious activities, or employee and/or student evaluations) would undermine the acceptability of these resources for critical safety goals and is therefore prohibited by this policy.

C. Video monitoring for security purposes will be conducted in a professional, ethical and legal manner. Personnel involved in video monitoring will be appropriately trained and continuously supervised in the responsible use of this technology. Violations of the Code of Procedures for video monitoring referenced in this policy will result in disciplinary action consistent with the rules and regulations governing employees of the University.

D. Information obtained through video monitoring will be used exclusively for security and law enforcement purposes. Information obtained through video monitoring will only be released when authorized by the Vice President of Public Safety according to the procedures established in this policy.

E. Video monitoring of public areas for security purposes will be conducted in a manner consistent with all existing University policies, including the Non-Discrimination Policy, the Sexual Harassment Policy, Open Expression Guidelines and other relevant policies. The Code of Practice for video monitoring prohibits monitoring based on the characteristics and classifications contained in the Non-Discrimination Policy (e.g., race, gender, sexual orientation, national origin, disability, etc.)

F. Video monitoring of public areas for security purposes at the University is limited to uses that do not violate the reasonable expectation of privacy as defined by law.

G. To maintain an informed University community, the Division of Public Safety will periodically disseminate written materials describing the purpose and location of CCTV monitoring and the guidelines for its use. The location of outdoor CCTV cameras monitored by the Division of Public Safety will be published in the *Almanac*.

H. Information obtained in violation of this policy may not be used in a disciplinary proceeding against a member of the University faculty, staff or student body.

I. All existing uses of video monitoring and recording will be brought into compliance with this policy within 12 months of the approval of this policy.

IV. Responsibilities

A. The Division of Public Safety is the department authorized to oversee and coordinate the use of CCTV monitoring for safety and security purposes at the University. All University areas using CCTV monitoring are responsible for implementing this policy in their respective operations. Public Safety has primary responsibility for disseminating the policy and assisting other units in implementing the policy and procedures.

B. The Vice President of Public Safety has the responsibility to authorize all CCTV monitoring for safety and security purposes at the University. All new installations will follow the Division of Public Safety operating principles. All existing CCTV monitoring systems will be evaluated for compliance with this policy.

C. The Division of Public Safety will monitor new developments in the relevant law and in security industry practices to ensure that CCTV monitoring at the University is consistent with the highest standards and protections.

D. A CCTV Monitoring Panel will be established to assure that the Division of Public Safety adheres to established policy and procedure in the use of CCTV and to review camera locations and request for release of tapes.

1. The CCTV Monitoring Panel will consist of [five] *seven* members who will serve for a term of one year.

The chairperson of the Safety and Security Committee or his/her designee will serve as chair

Two faculty members appointed by the Chair of the Faculty Senate
One member appointed by the President

One student member

One staff member

The University Compliance Officer

An individual may appeal an adverse decision by the CCTV Monitoring Panel through existing University appeal mechanisms such as the Committee on Open Expression or the University Ombudsman.

2. The CCTV Monitoring Panel will review camera locations to insure the perimeter of view of fixed location cameras conforms to this policy.

The proposed location of permanent CCTV cameras will be provided to the CCTV Monitoring Committee for review and published in the *Almanac* before installation. A list of all University owned or controlled camera locations will be published semi-annually in *Almanac* and made available by the Division of Public Safety to anyone requesting the list.

The locations of temporary cameras to be used for special events will be reviewed by the CCTV Monitoring Committee for approval and published in *Almanac* before the event if possible.

(*Note: "Temporary cameras" does not include mobile video equipment or hidden surveillance cameras used for criminal investigations.*)

Included with the list of CCTV camera locations will be a general description of the technology employed and the capabilities of the cameras.

Students and staff entering certain sensitive locations on campus may have an increased concern for privacy and confidentiality. In order to prevent a possible chilling effect on the use of service at these locations, concerned persons may petition the CCTV Monitoring Committee to forgo the installation of a proposed camera or for the removal of an existing camera. The CCTV Monitoring Committee will determine the appropriateness of an installation weighing the concerns of the person(s) making the requests and the safety and security of the entire community.

In recognizing students may also have an enhanced expectation of privacy in the hallways and lounges of residence facilities, CCTV monitoring for safety and security purposes will not be used in residential hallways and lounges unless the Vice President of Public Safety determines the specific safety/security risk exists.

The CCTV Monitoring Panel will review complaints regarding camera locations and determine whether the CCTV Monitoring policy is being followed. The panel should weigh whether the potential increment in community security outweighs any likely infringement of individual privacy.

3. The CCTV Monitoring Panel, with the Vice President of Public Safety, will review all requests received by the Division of Public Safety to release recordings obtained through CCTV monitoring. No releases of CCTV recordings will occur without authorization by the Vice President and the CCTV Monitoring Panel. Excluded from review by the CCTV Monitoring Panel are releases of tapes directly related to a criminal investigation, arrest or subpoena. The CCTV Monitoring Panel may also approve release of CCTV tapes only for legitimate purposes, such as to protect the University and its members from lawsuits or harm. [Three] *Five* affirmative votes are necessary to approve the

release of tapes. Any release of tapes will be recorded on a written log.

4. Any member of the CCTV Monitoring Panel may audit the Division of Public Safety's CCTV monitoring operations, including videotape storage, at any time without prior notice.

5. The Chair of the Safety and Security Committee will report to the Safety and Security Committee at least four (4) times per year describing all requests for camera locations and release of tapes and disposition of those requests.

6. The CCTV Monitoring Panel will review this policy annually and recommend revisions if needed.

V. Procedures

1. All operators and supervisors involved in video monitoring of public areas will perform their duties in accordance with the Code of Practice consistent with this policy developed by the Division of Public Safety.

2. Division of Public Safety Management will assure that responsible and proper camera monitoring practices by control operators is continuous.

3. The Division of Public Safety will post signage at appropriate locations. Signage will state,

"THIS PUBLIC AREA MONITORED BY SECURITY CAMERAS FOR PERSONAL SAFETY AND PROPERTY PROTECTION".

4. The Division of Public Safety will limit camera positions and views of residential housing. Any view given to the housing will be no greater than what is available with unaided vision. Furthermore the view of a residential housing facility must not violate the standard of "reasonable expectation of privacy".

5. The Division of Public Safety Central Monitoring Center and other central security monitoring centers will be configured to prevent camera operators tampering with or duplicating recorded information.

6. Recorded videotapes will be stored for a period not to exceed 30 days and will then be erased, unless retained as part of a criminal investigation or court proceedings (criminal or civil), or other bona fide use as approved by the Vice President of Public Safety and the CCTV Monitoring Panel.

7. Video tapes will be stored in a secure location with access by authorized personnel only.

8. Camera control operators will conduct video observation of areas only in plain view of others situated in the public area viewable to the public.

9. Camera control operators will be trained in the technical, legal and ethical parameters of appropriate camera use.

a. Camera control operators will receive a copy of this policy and provide written acknowledgment that they have read and understood its contents.

b. Camera control operators will receive training in cultural awareness.

10. Camera control operators will not monitor individuals based on characteristics of race, gender, ethnicity, sexual orientation, disability, or other classifications protected by the University's Non-Discrimination Policy. Camera control operators will monitor based on suspicious behavior, not individual characteristics.

11. Camera control operators will not spot and continuously view people becoming intimate in public areas.

12. Camera control operators will not view private rooms or areas through windows.

13. Mobile video equipment may be used in criminal investigations. Mobile video equipment will only be used in non-criminal investigations in specific instances creating significant risk to public safety, security, and property as authorized in writing by the President to the Division of Public Safety and the Open Expression Committee.

Portable hidden cameras with recording equipment will only be used for criminal investigation by the University Police Detective Unit with the approval of the Vice President of Public Safety.

Examples of Video Monitoring and Recording of Public Areas

Legitimate safety and security purposes include, but are not limited to, the following:

Protection of buildings and property

Building perimeter, entrances and exits, lobbies and corridors, receiving docks, special storage areas, laboratories, cashier locations, etc.

Monitoring of access control systems

Monitor and record restricted access transactions at entrances to buildings and other areas

Verification of security alarms

Intrusion alarms, exit door controls, hold-up alarms, etc.

Video patrol of public areas

Transit stops, parking lots, public (enclosed and unenclosed) streets, shopping areas, vehicle intersections, etc.

Criminal investigation

Robbery, burglary, and theft surveillance

Protection of pedestrians

Monitor pedestrian and vehicle traffic and vehicles in traffic areas at intersections

Appendix I. Background Paper for Distribution with Draft Policy

Introduction

The Division of Public Safety is committed to enhancing the quality of life of the campus community by integrating the best practices of public and private policing with state-of-the-art technology. A critical component of a comprehensive security plan utilizing state-of-the-art technology is closed-circuit-television (CCTV). Although the constitutionality of video monitoring of public areas is well-established, there may nonetheless be concerns within the University community regarding the implications of video monitoring for privacy and civil rights. To consider these issues and develop policy regarding the appropriate use of video monitoring at the University, the Closed Circuit Television Monitoring Policy Committee was formed. The Committee includes faculty, staff and student members of the University community.

At present (September 1997), there are over 280 video cameras in use on campus for the purpose of security monitoring. Many of these cameras have been in use for years. Despite the prevalence of video monitoring on campus, there are no consistent policies or procedures guiding the use of this equipment. Given the ethical, legal and other important issues implicated in the use of video monitoring, the CCTV Monitoring Policy Committee recommends the University adopt the following written policy to guide the use of video monitoring within the University community.

Background of Video Monitoring

Video monitoring of public areas is widely used by law enforcement and private security organizations in the United States. Extensive video monitoring is currently used by city police departments in New York and Baltimore and on university campuses such as the University of Maryland at College Park. Much of the existing CCTV monitoring at the University of Pennsylvania takes place in parking lots, on loading docks and at HUP.

Critics of video monitoring have raised two constitutional issues: 1) the Fourth Amendment guarantee against unreasonable searches and seizures, and 2) the right of personal privacy, a generic term encompassing various rights recognized to be inherent in the concept of ordered liberty under the Fourteenth Amendment. The clearly established constitutionality of video monitoring of public areas rests on the concepts of "public area" and "reasonable expectation of privacy", as defined extensively in case law. Generally, public areas are those areas open for public use, including unenclosed areas (public streets, sidewalks and parks) and enclosed areas (building lobbies, corridors and elevators). To qualify as a constitutionally protected "reasonable expectation of privacy", the individual must have an actual expectation of privacy and that expectation must be one which society recognizes as reasonable.

The courts have consistently found that an individual does not have a reasonable expectation of privacy when he or she is in a public place. Behavior and activity exhibited in a public area is obviously available for observation by others. Police monitoring of activities conducted in plain view in a public place, therefore does not violate the Fourth Amendment guarantee against unreasonable search and seizure, regardless of whether the monitoring occurs with the natural eye or the assistance of a CCTV camera. Similarly, there is no violation of personal privacy rights under the Fourteenth Amendment when an individual's public behavior is monitored by a video camera.

Appendix 2. Common Questions and Answers

1) *Will there be security cameras in the public bathrooms on campus?*

No. Despite the name "public restroom" or "public bathroom", these are spaces in which one has a reasonable expectation of privacy. The proposed policy prohibits video monitoring and recording of private areas or areas where one has a reasonable expectation of privacy, as defined by law. The policy would, however, permit monitoring the hallway outside a public restroom, although there are currently no plans to use cameras in this manner.

2) *Can my supervisor use a camera to monitor my work performance?*

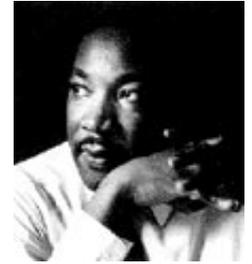
No. This policy prohibits the use of security cameras or recordings of University employees to monitor or evaluate their job performance. Although this practice is legal and used by many private employers, the sole purpose of the present policy is to enhance safety and security at the University. Supervisors on campus will have to use other methods to evaluate and monitor employees. Only in the case of legitimate criminal investigation of a suspected crime (e.g., computer theft), approved in advance by the Vice President of Public Safety, can video surveillance of an employee be used.

3) *Will I get busted if a camera catches me carrying a can of beer on Locust Walk?*

No. If you are an under-age drinker, you may be stopped by a police officer or University administrator or even a member of DART (Drug and Alcohol Resources Team, a group of student peer health educators) but it won't be because the security camera spotted you. Alcohol use is a serious issue at Penn and on college campuses across the nation but video surveillance is not useful in addressing this problem. Under the proposed policy, videotapes of students drinking alcohol will not be kept by the Division of Public Safety nor released to any other University officials for the purpose of sanctions, disciplinary procedures or "getting busted" by the school or police. On a purely practical level, a video or still photograph of a student drinking from a Coors can does not prove the student was drinking because it cannot establish what was inside the can. Video monitoring will be strictly limited to approved safety and security uses as specified in the written policy.

(continued next page)

More MLK Events in January and Beyond*



Appendix 2 continued

4) Who wrote this draft policy?

The proposed policy has been developed over many months through numerous discussions involving faculty, staff and students. In March 1997, Thomas Seamon, Vice President of Public Safety, convened a committee of University members representing each of these groups to consider the ethical, social, legal and practical implications of CCTV use for safety and security purposes at Penn. Based on this group's discussions, a draft policy was prepared to submit to the larger University community for consideration and debate.

5) *I am taping the behavior of fraternity brothers upon awakening on Sunday mornings for a research project for my Psych 101 class. Do I have to get this approved by the Division of Public Safety?*

No. But you had better confer with your professor about University policies governing research with human subjects. There are ethical issues inherent in any research using human subjects.

Appendix 3. Two Statements Given January 13

In the debate that led up to Council's vote to add a student and staff member to the CCTV Monitoring Policy, and to require five votes to release videotapes other than on subpoena (indicated by italics in the document on pp. 4-5), two committee chairs presented these positions:

Safety and Security

The proposed Policy on video monitoring includes a CCTV Monitoring Panel, made up of five members, charged with reviewing camera locations, complaints, and requests for release of tapes. Two of the five members are designated (Chair of Safety and Security Committee and University Compliance Officer); two are appointed by the Chair of the Faculty Senate; and one is appointed by the President. Among the reasons for this arrangement are the following:

First, it is important to remember that the panel is intended to ensure that the established Video Monitoring Policy is carried out. The Panel neither makes nor modifies policy.

The Panel should be small, so that it can respond on short notice.

It is not intended to be a body of members charged with representing specific constituencies—that would create a large and unwieldy committee. Rather, each member is charged with acting in the best interests of the entire University community.

The Panel, in turn, reports all findings to the Safety and Security Committee, which does have broad representation.

The Video Monitoring Policy seeks to ensure due regard for individual rights through a number of other mechanisms:

1. The policy requires that video monitoring conform to all University Policies—specifically emphasizing conformance to the Non-Discrimination Policy, Sexual Harrassment Policy, and Open Expression Guidelines.

2. Camera locations will be publicized, and new ones reported prior to installation.

3. Any individual who feels that rights have been infringed may first file a complaint with the Video Monitoring Panel, and then may appeal through existing University mechanisms.

4. The Video Monitoring Panel will report all requests for new camera locations or for release of tapes to the Safety and Security Committee at least four times per year. The much larger Safety and Security Committee, broadly constituted to represent many University constituencies, will thus remain aware of situations that may jeopardize individual or community rights.

The Safety and Security Committee recognizes the importance of protecting individual rights, as we seek to enhance the security of our University. The Committee has come up with a policy that effectively promotes that concept, while still recognizing the very practical issues and obstacles in making such a policy workable in our complex environment.

I hope these observations are helpful in understanding the rationale behind this policy.

— Sean Kennedy, Chair, Council Committee on Safety and Security (12/23/98)

Open Expression

The Open Expression Committee has reviewed several versions of the CCTV Guidelines of the Safety and Security Committee, and has made numerous recommendations regarding their content. Nearly all of those recommendations have been adopted or incorporated into the pending draft, with the exception of two provisions:

(1) The Open Expression Committee recommends expanding the membership of the CCTV oversight panel to include student and staff representation. At present, only faculty and University administration are represented. The OE committee felt strongly that students (as the resident community), and staff (as the bulk of the employees) should be directly involved in official policy-making as it relates to CCTV monitoring.

(2) The Open Expression Committee recommends that any approval of the proposed CCTV monitoring panel to release videotapes must have the assent of more than a simple majority (a one vote margin would not be sufficient for approval to release). The reason is to create a stricter standard for dissemination of videotapes in such cases (typically non-criminal matters, as in criminal matters the tapes may constitute evidence).

Submitted on behalf of the Open Expression Committee,

— Dennis Culhane, Chair, Committee on Open Expression (12/21/98)

21 *Martin Luther King, Jr.'s Impact on Gay, Japanese-American AIDS Activists*; activist Kiyoshi Kuromiya will talk about his personal experiences with Martin Luther King, Jr. and their impact on his life; following the talk, several students leaders will make brief presentations before a Q & A session; 7:30 p.m.; 2nd floor, 3820 Locust Walk, The Veranda (Lesbian Gay Bisexual Center (LGBC)).

22 *Screening of Eyes on the Prize—Episode 1: "Awakenings" & Episode 2: "Fighting Back"*; 8-10 p.m.; Stouffer College House, Lounge Section C; PENNCard required. *Screening of Episodes 3—6 will be on January 29 and February 5* (Stouffer College House).

25 *Workshop on Addressing Religious Intolerance for High Schoolers*; clergymen from various religions will provide a brief introduction on their respective faiths. The high school guests will engage in small group discussions; 10 a.m.-noon; room 240B, Law School (Muslim Educational & Cultural Association (MECA)).

26 *Making Our Workplace Better for Ourselves—Making a Difference for Our Children*; Rev. William Gipson, University Chaplain; remarks followed by panel discussion, performances by two student a capella choirs; noon-1:30 p.m.; room 112, Nursing Education Bldg.; (School of Nursing).

27 *Why We Can't Wait: Our Voices, Our Choices, Our Power to Create Change*; discussion group on women's roles in creating social change and the impact of Dr. King's message on women today; brown bag lunch; noon-1 p.m.; Penn Women's Center (Penn Women's Center).

Racial Legacies & Learning; teleconference on what colleges and communities can do to facilitate racial understanding; 1-3 p.m.; Greenfield Intercultural Center (Greenfield Intercultural Center; African American Resource Center).

29 *Jazz for King*; cabaret with Glenn Bryan's jazz group, *Signature*, and poetry by Jamarah A. Levertte, Nina Harris, and Tanji Gilliam; 6 p.m.; DuBois College House (African American Resource Center; DuBois College House; Penn Women's Center).

Screening of Eyes on the Prize—Episode 3: "Ain't Scared of Your Jails" & Episode 4: "No Easy Walk"; 8-10 p.m.; Stouffer College House, Lounge Section C; PENNCard required (Stouffer College House).

*For a list of Martin Luther King commemorative programs see www.upenn.edu/VPGE/mlk.html.

Classifieds

THERAPY
Shari D. Sobel, Ph.D. Psychotherapy (215) 747-0460.

VACATION
Pocono Chalet, 3 BDR/1B, Near Jack Frost/BB. Firewood incl. \$400/weekend, (215) 898-9928.

Note: To place classifieds call:
(215) 898-5274.

OPPORTUNITIES

All open positions at Penn for qualified applicants in office support, research, computing, professional, and financial areas, among others, are posted on the Human Resources web site at www.hr.upenn.edu. Penn's Job Application Center, at 3550 Market Street, Suite 110, is open 8 a.m.-6 p.m. weekdays.

Four Brubeck Pieces and More

Murray Louis and Nikolais Dance are at the Annenberg Center January 28, 29 and 30. The combined company, under the artistic direction of Murray Louis, maintains an active repertory of works by the two world famous choreographers. (The scene at right is from the *Brubeck* number on the current program.)

Murray Louis and Nikolais Dance are part of the Dance Celebration/Next Move Festival presented by the University of Pennsylvania and Dance Affiliates. For tickets and information about the 1998-99 season, call the Annenberg Center Box Office at (215) 898-3900.



Photo by T. Caravaglia

Financial Planning Seminars

American Express Financial Advisors will be on campus again to offer a financial planning services seminar entitled "Investment Strategies and Tax Planning."

This seminar will be offered at the Faculty Club (check front desk for exact room location) on February 2, 3 and 4 in two sessions each day as follows:

- February 2: 9:30 a.m.-11 a.m. and 2 p.m.-3:30 p.m.
- February 3: noon-1:30 p.m. and 4:30 p.m.-6 p.m.
- February 4: 9:30 a.m.-11 a.m. and 2 p.m.-3:30 p.m.

In an effort to accommodate individuals who find it difficult to get away during the day, we have added a lunch time and after work session that will offer you more convenience in attending. We continue to support financial education and hope that you will find these seminars of value too as you look toward planning your future.

To register please e-mail william.b.carter@aejp.com or call (800) 220-2190, ext. 303.

— Division of Human Resources

**The University of Pennsylvania Police Department
Community Crime Report**

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for *January 4, 1999 through January 10, 1999*. Also reported were **Crimes Against Property: 22 total thefts & attempts (including 4 burglaries & attempts, 1 theft of autos & attempts, 7 thefts from autos, 4 thefts of bicycles & parts, 2 incidents of criminal mischief & vandalism, and 1 incident of forgery & fraud.** Full reports on the Web (www.upenn.edu/almanac/v45/n17/crimes.html).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of *January 4, 1999* and *January 10, 1999*. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—1			
01/08/99	6:46 PM	3400 blk Walnut	Complainant robbed by unknown suspect
38th to 41st/Market to Baltimore: Robberies (& attempts)—2			
01/08/99	6:44 PM	4000 blk Chestnut	Complainant robbed by unknown suspect
01/10/99	5:57 PM	3801 Chestnut St.	Complainant struck in back of head/wallet taken
41st to 43rd/Market to Baltimore: Robberies (& attempts)—1			
01/08/99	6:38 PM	43rd & Baltimore	Complainant robbed by unknown suspect
30th to 34th/Market to University: Robberies (& attempts)—2			
01/07/99	6:51 AM	34th & Walnut	Complainant robbed/arrest
01/08/99	6:35 PM	3000 blk Market	Complainant robbed by unknown suspect
Outside 30th—43rd/Market—Baltimore: Robberies (& attempts)—1			
01/08/99	6:41 PM	4100 Woodland	Complainant robbed by unknown suspect

18th District Crimes Against Persons

8 Incidents and 2 Arrests (including 3 aggravated assaults and 5 robberies) were reported between *January 4, 1999* and *January 10, 1999* by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

01/05/99	11:15 PM	917 46th St.	Robbery
01/05/99	10:09 PM	3000 Market St.	Robbery
01/07/99	3:20 PM	4510 Walnut St.	Aggravated Assault/arrest
01/07/99	10:40 AM	5100 Pine St.	Robbery
01/07/99	6:50 AM	3300 Walnut St.	Robbery/arrest
01/08/99	8:43 PM	801 49th St.	Aggravated Assault
01/08/99	6:05 AM	4600 Chestnut	Aggravated Assault
01/09/99	2:00 PM	500 47th St.	Robbery

Update

JANUARY AT PENN

CHANGE

Bob Perleman: Poetry Reading; at the Writers House will be on *January 26* instead of *January 25*.

EXHIBIT

21 *Imagining the World Through Naive Painting: Popular Art from Ibero-America;* works from Central/South American cultures represented in greater Philadelphia; opening reception 5:30-8 p.m.; part of "Go West!"; Esther Klein Gallery. *Through February 27.*

FITNESS/LEARNING

26 *Orientation to Animal Research: An IACUC Mandatory Training Session;* 1:30 p.m.; Class of 1962 Auditorium, John Morgan Bldg.; info: 898-9948.

MEETING

20 *WXPN Policy Board;* 3 p.m.; room 204, College Hall; info: 898-0628.

TALKS

20 *A Conversation with Shabana Azmi: Indian Film, Politics and Society;* Shabana Azmi, film actress; 11 a.m.-12:30 p.m.; South Asia seminar, classroom 2, University Museum (South Asia Regional Studies).

Forming the Human Gene Catalog; James Fickett, SmithKline Beecham; 5 p.m.; Austrian Aud., 1st floor, Clinical Research Bldg. (Penn Bioinformatics Forum).

21 *Gallery Talk and Exhibition Tour: The Work of L.N. Cottingham 1787-1847;* Janet Myles, curator, De Montfort University; 4 p.m.; Arthur Ross Gallery.

Philadelphia Seminar on Christian Origins: Asiarchs and Provincial High-Priesthoods: Breaking into the Vicious Circle; Steve Friesen, University of Missouri-Columbia; 7-9 p.m.; 2nd floor lounge, Logan Hall (Religious Studies; Classics).

25 *Tensin, a Focal Adhesion Protein at the Crossroads of a Signal Transduction and Actin Organization;* Denis Wirtz, Johns Hopkins University; 2 p.m.; Physiology Conference Room, Richards Building (Pennsylvania Muscle Institute).

TBA; Hildegund Ertl, Wistar Institute; 4-5 p.m.; Austrian Auditorium, 1st floor, Clinical Research Bldg. (Institute for Human Gene Therapy).

Deadline: The deadline for the Update At Penn is a week before the date of publication. The deadline for the March At Penn is *February 9*.



Almanac

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Speaking Across The University *by Joseph Farrell*

In every discipline and at every level of instruction, speaking is central to the business of teaching and learning. Many courses are defined in terms of speech-acts, either as “lecture courses” or “discussion courses.” The teaching reputations of many faculty members depend largely on their speaking ability. For students, too, effective speaking is an important measure of academic success. From freshman seminars to senior capstone courses, the curriculum demands that students express their ideas, whether in open discussion or in formal presentation, through cogent and persuasive speech. And it is obvious that whatever our students may do after college, they will do it better if they possess effective speaking skills.

The other side of speaking is listening. Without effective listening, there can be no effective speaking, no communication; and without communication, no learning. And, no matter how much speaking a student may do in any given class, he or she will obviously spend much more time as a listener. All of us want to help our students become better speakers and better listeners. But in most courses both of these goals, especially the latter, remain implicit, so much so that students may not clearly understand the value that we place on them.

The question thus arises: what are we doing to help our students acquire these skills?

Providing Opportunities, Creating Expectations

On one level, we are doing a lot. The push to create more seminar-size classes throughout the curriculum has been popular with students. In such classes, students have the opportunity to speak their mind, and are in fact expected to do so. When it comes to formal assignments, many courses, in addition to substantial research and writing requirements, call on students to present their research orally. Such expectations are built into hundreds of courses in all four undergraduate colleges. Another very common approach is to assign an individual or a group of students to investigate a topic of interest that goes beyond readings required of the entire class, and to present the results orally, without producing any written text for separate evaluation. Some courses and instructors provide excellent support for these efforts by running prep sessions for individual students or for groups. The burden of providing this support can be substantial, however, and our efforts at the moment are by no means well coordinated or uniformly distributed throughout the curriculum. As a result, students can often find themselves unprepared on the day of their presentations, with the equivalent of a rough draft at best, no real survival skills suited to the occasion, and perhaps a low-grade panic attack into the bargain. Most of us would agree that these are unlikely ingredients for a successful learning experience.

The Students Have Got It Right

Recognizing that opportunities and expectations have outstripped the support that we are currently providing, the leaders of SCUE petitioned the faculty for a new program that would enhance existing efforts to teach speaking skills and expand them wherever possible. The result is a pilot program called Speaking Across The University, or SATU for short. With support from Dr. Richard Beeman, Undergraduate Dean of SAS, and Dr. Peter Conn, Professor of English and Faculty Director of the Writing Center, as well as from the Office of the Provost and the Annenberg School for Communication, SATU borrows both its name and some of its organizational structure and pedagogical values from WATU, one of the most visible components of Penn’s extremely successful Writing Program. Two years ago in this column Al Filreis wrote about the effort to create a “culture of writing” in the University, an effort that has already produced impressive results. SATU adds an important new dimension to

this effort, aiming to create what Kathleen Hall Jamieson has called “a culture of rhetoric” at Penn—a culture characterized by clarity of expression, readiness in response, and vigorous, open exchange, in writing and in speech.

Now in its second year, the SATU pilot project has already put in place the basic elements of a successful speaking program and developed a cogent plan for the future. SATU’s first mission is to provide flexible support that extends to all schools at the University. This semester, such support is being provided through a new Speaking Center. Located in 413-414 Bennett Hall, the Center will open its doors on February 1. Among the services it will provide are:

- Regular appointment hours every weekday outside normal class time (4-7 p.m. Monday through Friday)
- Supervision by a professional administrative staff
- Experienced undergraduate peer advisors trained in all aspects of developing and delivering oral presentations
- Individual or group consultations
- Full audio-visual recording and playback equipment to facilitate self-critique

Plans to expand these services are already in place, and depend on efforts to increase the number of qualified peer advisors. To this end the pilot program created a new course. Offered this semester as Classical Studies 135, “The Art of Persuasive Speaking,” the course is being taught by Dr. Jeremy McInerney, who is a tenured member of the SAS faculty, a specialist in Ancient History, and a popular lecturer with an extensive background in forensics and debate. Admission to the course is by consent of the instructor, and successful applicants were selected on the basis of demonstrable aptitude for speaking and advising. Because a major purpose of the course is to train future SATU peer advisors, substantial attention is given to drilling students in the specific techniques that they will use to help others improve their speaking, including frequent sessions for preparation, peer review, and performance. Members of this course will work under the tutelage of experienced SATU advisors to serve students in other courses who seek support from the Speaking Center. Ultimately, the eighteen students in ClSt 135 will be certified as speaking advisors and will join the staff of the Speaking Center. These new recruits will enable the Center to extend its hours later this term (just in time for final presentations!) and to affiliate a number of official SATU courses next fall.

What Comes Next?

The SATU program is still new, and my purpose here has been mainly to announce its existence and present its basic rationale. But the possibility already exists for faculty to take advantage of the support that SATU offers in their efforts to teach effective oral communication. Some specific techniques will be taken up in a later column, and it is certainly possible for members of the faculty to contribute their ideas on other ways to support speaking instruction. I will also just mention a point that may be more appropriate for full discussion in a different venue, namely, the important ways in which SATU can strengthen extracurricular student speech. For now, SATU invites both your response and your participation in our efforts to teach students these essential skills and, beyond that, to foster the new culture of rhetoric—a culture of informed, incisive public discussion, both in and out of the classroom—that is even now coming to life at Penn.

This is the fourth essay in the 1998-99 Talk About Teaching series, now in its fifth year as a joint project of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching. Dr. Farrell is Professor of Classical Studies and was chair of the Provost’s ad hoc committee to evaluate the SATU pilot project. For more information on Speaking Across The University and the Speaking Center, please contact Dr. Deborah Rossen-Knill, Director of SATU (drossen@dept.english.upenn.edu).