Baccalaureate:

Rev. Calvin Butts

The Rev. Dr. Calvin O. Butts, III, pastor of The Abyssinian Baptist Church, New York City, and president of the SUNY College at Old Westbury, will be the keynote speaker at the Baccalaureate Service on Sunday, May 21, according to University President Judith Rodin.

The Baccalaureate will begin at 3 p.m. at Blanche P. Levy Park (College Green) preceded by a brass concert at 2:15 p.m.

Dr. Butts is known for his commitment both to the daily activities and services of his congregation and the pervasive impact of the church on community development initiatives, such as homelessness, senior citizen and youth empowerment, cultural awareness and ecumenical outreach.

He was among the founders of Abyssinian Development Corporation, a comprehensive community-based organization responsible for more than $100 million in housing and commercial development in Harlem. He also has been instrumental in the establishment of the Thurgood

(continued on page 2)

Lindback Awards 2000 . . .

. . . in the Non-Health Schools

Robert Inman

Max Mintz

Philip Nichols

Peter Stallybrass

. . . in the Health Schools

Arthur Asbury

Cabrina Campbell

Cindy Christian

Ann O’Sullivan

Lindback Reception:
April 27

All members of the University community are invited to a reception Thursday, April 27, from 4-6 p.m., when Provost Robert Barchi will present this year’s eight Lindback Awards and the two Provost’s Awards.

The party’s location is the Terrace Room in Logan Hall.

See page 8 for comments that convey what makes these ten faculty members “distinguished teachers.”

For a list of previous winners, from 1961 to 1999, see the Archives & Records Center’s website, www.archives.upenn.edu/men/awards/lindback.html.
Staff Increase Guidelines

Penn’s salary structure and the information technology (IT) broadband salary structure have been adjusted to reflect market competitiveness, effective April 1, 2000. All staff salaries must be at or above the minimum of their respective grades, effective April 1.

The following are guidelines for the July 1, 2000 merit salary increase program:

- Monthly, weekly, and hourly paid staff members (excluding bargaining units) are eligible for a merit increase if they are in a full-time or part-time regular status, are not student workers, and were employed by the University on or before February 29, 2000. Schools and Responsibility Centers may find it necessary to generate funds for staff salary increases through administrative restructuring, managing staff vacancies and other cost-saving initiatives. Success in these initiatives will enhance a School or Center’s flexibility in awarding competitive salary increases for high performance.

- Performance is the primary basis for all staff salary increases. The performance appraisal process should substantiate the level of merit increase awarded. Other factors, including budget constraints and internal equity, also need consideration in determining salary increases. Salary increases for performance which meets expectations may vary, but should generally range from 2.0 to 3.0 percent. Salary increases above 3.0 percent should be given for performance which exceeds established goals and expectations; where performance consistently exceeds established goals and expectations, salary increases may be awarded up to 6.0 percent. If performance does not meet expectations, no increase will be awarded.

- Salary decisions are among the most important decisions that we make. We believe this year’s salary guidelines will reward staff for their contributions to the overall accomplishment of the University’s mission while helping it remain a strong and financially viable institution.

Judith Rodin
President

Robert L. Barchi
Provost

John A. Fry
Executive Vice President

Death of Mr. Rausch

Mr. Carl Rausch, retired director of Housekeeping, died April 13 at the age of 77. He spent much of his life as a member of the Penn community—52 years. Even as a youngster, he lived on campus on the present site of the McNeil Building. Mr. Rausch began his service at Penn on February 16, 1948 as a janitor in Housekeeping and progressed to night supervisor, manager, and then Associate Director of Facility Services in 1986. Since his retirement in 1996, he continued to work a couple days a week. Throughout his years here, he worked in many of the buildings across campus.

Mr. Rausch is survived by his two daughters, Carol Hendrix and Celeste Testa; three granddaughters, Michele Main, Jennifer Wellman and Nicole Testa; and one great-grandson, Cameron Wellman.

In lieu of flowers, donations may be made to the University of Pennsylvania Cancer Center, 16 Penn Tower, 399 South 34th St., Philadelphia, PA 19104.

PPSA Brown Bag Series

Career Conversations: How They Got Here from There, an informal discussion series for professional staff.

Penn leaders talk about their career choices and events that influenced their professional lives and perspectives on shaping a career at Penn.

April 26: Dr. Valerie Swain Cade-McCoulum, Vice Provost for University Life; Irene G-16, noon-1:30 p.m.

May 15: John Fry, Executive Vice President; Terrace Room, Logan Hall, 12:15 - 1:30 p.m.

June 14: Dr. Beverly Edwards, Executive Director, Learning and Education; Terrace Room, Logan Hall, noon-1:30 p.m.

This series is presented by the Penn Professional Staff Assembly.
Dear Penn Faculty and Staff,

We are pleased to announce the Year 2000 Models of Excellence award winners. The Models of Excellence program was introduced this year to support the values of the University; to provide models of outstanding accomplishment for emulation; and to offer an opportunity to honor, award, and celebrate outstanding achievements by staff members of the Penn community.

A committee of Penn leaders selected the award winners from among 145 staff members who were nominated for recognition by their peers, colleagues and managers. The award winners were selected for achievements above and beyond the expectations of their jobs, which embodied the excellence criteria for this program:

- Development and implementation of practices, procedures and policies that creatively support and further the University’s mission,
- Application of innovative and proactive leadership in challenging circumstances,
- Extraordinary service to key constituencies,
- Substantial cost-savings, and
- Establishment of relationships within and/or outside of the immediate organization which enable goals to be met that would be impossible otherwise.

Models Award Winners

1. For innovative and proactive leadership in developing academically-based community service courses that address core campus health issues: Kurt Conklin, Health Educator, Office of Health Education, Office of the Vice Provost for University Life.

2. For supportive practices, procedures, and policies contributing to creation of a first-rate electronics instruction laboratory: Siddharth M. Delivala, Manager, Instructional Laboratory, Electrical Engineering Department, School of Engineering and Applied Science.

3. For extraordinary service in the academic and personal support provided for students in the Benjamin Franklin and University Scholars Programs: Susan Z. Duggan, Coordinator, University Scholars; Cheryl Shipman, Administrative Assistant, Ben Franklin Scholars and General Honors; and Linda Wiedmann, Associate Director, Benjamin Franklin Scholars and General Honors.

4. For exemplary relationship building within and outside the immediate organization to create a mentoring/tutoring program for freshmen of the School of Engineering and Applied Science: Katherine Lowe-Becht, House Dean, Ware College House.

5. For proactive leadership and extraordinary service leading to great success and growth of the PennCares alumni community service program: Ellen Lieberman, Assistant Director, Global Alumni Network and Coordinator for Alumni Relations Computer Services; Jennifer Rizzi, Assistant Director, Classes and Reunions and Assistant Director, University of Pennsylvania Alumni Society; and Joel Nied, Volunteer Leader and Associate, Morgan, Lewis & Bockius.

6. For innovative and proactive leadership in developing an internationally renowned website for the University Museum of Archaeology and Anthropology: Susan Clappier, Information Technology Support Specialist; and Ray Rorke, Information Technology Support Specialist, University of Pennsylvania Museum of Archaeology and Anthropology.

Honorable Mentions

1. For substantial cost-effectiveness and extraordinary service in supporting the expansion of the Department of Chemistry: Lauren Oshana, Business Administrator, Department of Chemistry, School of Arts and Sciences.

2. For substantial creativity and cost-effectiveness in reorganizing business practices, the members of the MBA Admissions and Financial Aid Office: Robert Alg, Director; Sharon Brooks, Associate Director; Alex Brown, Associate Director; Renee Carreer, Administrative Assistant; Eric Chambers, Associate Director; Rochelle Crenshaw, Administrative Assistant; Charicha Ford, Administrative Assistant; Alfreda Goode, Operations Manager; Serita Lewis, Administrative Assistant; Rosemarie Martinelli, Associate Director; Mae Shores, Associate Director; Carol Tunstall, Associate Director; Joseph Tyler; Associate Director; and Bonny Wilson, Administrative Assistant.

In May, we will distribute a publication providing more information about the achievements that earned your colleagues this honor. Please take careful note of these achievements. Many can be replicated and we encourage you to consider their applicability in your area of work. At the very least, we hope that the creativity, proactive leadership, service, cost-savings and relationship building of these staff members will serve as models for your actions at Penn.

On May 8, an award ceremony and reception will be held in honor of the above award winners. The Models award winners will receive a symbol of appreciation and a $250 monetary gift. Individuals identified for Honorable Mention will receive a symbol of appreciation and a $250 monetary gift.

Please join us in congratulating your colleagues.

Judith Rodin Robert L. Barchi John A. Fry
President Provost Executive Vice President

Models of Excellence Selection Committee

Larry Gross, Professor of Communication, Annenberg School for Communication, Chair, Faculty Senate
Beth Hagovsky, Associate Director of Student Affairs, The Wharton School, Vice Chair Elect, Penn Professional Staff Assembly
John J. Heuer, Vice President, Human Resources
Rosemary McManus, Secretary of the University
Kendra Nicholson, Chair, Graduate and Professional Student Assembly
Amy Zimmerman, Executive Committee, Student Committee on Undergraduate Education
Harbir Singh, Edward H. Bowman Professor of Management, Chair, Management Department, The Wharton School
Tom Stump, Executive Director, Budget and Administration, School of Engineering and Applied Science
Ex Officio: Marilyn Kraut, Manager, Quality of Worklife Programs, Division of Human Resources

Morris Arboretum: Branching Out

Tea in the Park

The Morris Arboretum is sponsoring a garden tour and Traditional Japanese Tea Ceremony at the Japanese House in Fairmount Park on Sunday, May 21. The Japanese House and Garden features a 16th century-style garden planned by designer Sana Tansai. The house makes extensive use of natural materials which creates a serene harmony between the building and the surrounding garden. The tour of the house and garden will be followed by a traditional Tea Ceremony that emphasizes beauty, harmony, and simplicity. Following the Tea Ceremony demonstration, visitors will sample a bowl of green tea and seasonal Japanese sweets. Cost is $18 for Arboretum members and $20 for non-members. For information call (215) 247-5777.

Picnic at the Arboretum

The Solaris Grille will open a satellite café at the Morris Arboretum on April 30. The café will be open seasonally from April 30 through October 31—for lunch daily from 11:30 a.m.-2 p.m. and for supper on Wednesdays and Thursdays from June 21 through September 21 from 6-7:30 p.m. coinciding with the Arboretum’s summer evening hours from 4-8:30 p.m. A special “picnic basket supper” will also be available on those evenings. Solaris Executive Chef John Anderson was inspired by the late afternoon garden to create the romantic “picnic under the trees” theme for Wednesday and Thursday evenings. Mr. Anderson said, “Visitors can dine at tables under the tent near the Widener Visitor center or take a basket out into the garden.” For more information call (215) 247-5777.
The University Council Committee on International Programs met five
times during the 1999-2000 academic year and a sixth meeting is planned for
later this month. We addressed the following charges to the Committee:
— Examine the issue of an International Center
— Continue consideration of housing for short-term international guests
— Continue discussion of Study Abroad programs
The active membership of the Committee consisted of six faculty, a
representative of the administrative staff, two GAPSA representatives
and three undergraduate students. Dr. Joyce M. Randolph, Director of the Off-
ce of of International Programs (OIP), attended all the meetings as an ex-
officio member. We also met with the following invited guests: Dr. Peter
Conn, Deputy Provost; Mr. Larry Moneta, Associate Vice President for
Campus Services and Mr. Geoffrey Gee, Associate Director of OIP.

Development of an International Center on Campus

The Committee continued to discuss the issue of outreach to interna-
tional students and scholars, a topic that was of interest to the Committee
for the past several years. The Committee feels strongly that there is in-
sufficient integration of our international visitors in life at Penn. Although
OIP does not run any of the housing for students from abroad, there is the
once-a-month “Talk and Taste” social events and a Thanksgiving host-
ing program, there are few other events on campus to make our interna-
tional visitors feel welcome. The Committee considered the possibility
of creating an International Center on campus. This issue was a major topic
of discussion at several meetings including a session with Dr. Peter Conn.
The International Center, a topic considered in past
years by the Committee, should be given a high priority by the Univer-
sity. The relative lack of integration of our international scholars and visi-
tors into the University community is in part due to a lack of an adequate
center for activities with an international focus. A number of our peer
institutions have such centers (e.g., Cornell and Stanford), as do many
other universities with a large international scholar presence (e.g., Uni-
versity of Pittsburgh, Georgetown University, Michigan State University,
Pennsylvania State University, University of Massachusetts at Amherst).
The Committee envisions that an International Center would not only
serve as a meeting place for cultural and social programs with an interna-
tional focus, but could also house interdisciplinary academic programs
with strong international components, as well as provide a home for in-
ternationally-oriented student organizations. The Committee suggests that
such a center could serve not only as a magnet for international scholars
and students, but could also provide an atmosphere to attract the rest of
the student body, faculty, and staff, creating a meeting place to increase
contacts between the international community and others on campus. In
addition to meeting rooms and offices, the Center should have a food
service component such as an International Cafe to provide an attractive
informal atmosphere. The Committee also suggests that plans for such an
International Center be coordinated with plans for a Graduate Student
Center. Since a large number of graduate students are from abroad, many
activities could be coordinated between the two centers. The International
Center should be housed in a building at a central site on campus, prefer-
ably on Locust Walk.

It was evident to the Committee that OIP is doing an outstanding job.
This office, the center for promotion and coordination of international
activities throughout the University, gives a very high level of service
even though hampered by inadequate facilities. Space limitations greatly
dampen the otherwise welcoming atmosphere in OIP. There is insuffi-
cient office space, an inadequate reception area, and there are no facili-
ties to host activities of internationally oriented student groups. The Com-
mittee strongly recommends that an expanded OIP be housed in the pro-
posed International Center. Although the Committee believes that the Uni-
versity administration appreciates the needs of OIP, we disagree with
plans that would move OIP away from the center of the campus. OIP not
only provides international scholars and students with administrative ser-
ices, but it also administers the Study Abroad program and thus pro-
vides academic services to the undergraduate student body. These func-
tions should be housed in a new International Center located centrally,
and not be moved to a distantly located building which would in practice
further marginalize all international programs on campus. Moreover, if an
International Center is to succeed it will need to be administered prop-
erly and OIP is the appropriate office for this task. The Committee is
confident that the expertise currently at OIP would be invaluable in creat-
ing a lively atmosphere in a new International Center.

Committee Recommendation

The University needs to develop a plan to provide moderately priced
short-term housing for international visitors. Housing at a cost affordable
to student, postdoctoral, and junior research level visitors needs to be
created. The number of units to be developed should be determined by
appropriate surveys and market research. One appropriate site for such
housing would be in the renovated Sheraton Hotel, in which single rooms
could be modified to contain a kitchenette.
Study Abroad Programs

The Committee discussed a number of issues concerning Study Abroad programs. The issue of charging full tuition to undergraduate Study Abroad participants had been discussed by the Committee in the previous academic year. This year, the Committee reaffirmed that such tuition charges are justifiable, but only if Study Abroad programs are constantly monitored to ensure that the programs meet Penn standards. The Committee suggests that the distribution formula for these tuition funds may have to be adjusted to allow OIP and the Schools (mainly SAS) to better monitor and assess the programs by on-site inspections by faculty and OIP staff, but also with much more input from individual departments.

The Committee was interested in the student evaluation of how Study Abroad programs were administered. OIP provided information to the Committee on how feedback from Study Abroad students is obtained. A new survey form is now being created and meetings with students are now being organized to better judge student satisfaction with the Study Abroad application and administration processes.

Committee Recommendations

Increased funds (supplied from the tuition collected from Study Abroad students) need to be provided to OIP and to the individual schools to allow increased monitoring of Study Abroad programs. A much more active review process with on-site evaluations by faculty and OIP staff should be instituted.

OIP should continue perfecting its methods of obtaining student feedback on the Study Abroad system.

We wish to thank Peter Conn, Larry Moneta and Geoffrey Gee for taking the time to meet with the Committee and provide us with valuable information and background. We greatly appreciate the valuable input from Joyce Randolph. Elva Power has served as a most effective and helpful secretary and we thank her for enabling the committee to function smoothly and for documenting our discussions so well.

—Eric S. Weinberg, Chair

1999-2000 Committee on International Programs

Faculty: Eric S. Weinberg (Chair), biology; Sandra Barnes, anthropology; Margaret Contoneo, nursing; Lance Donaldson-Evans, romance languages; Roberto Mariano, economics; Gregory L. Possell, anthropology; Sohrab Rabii, electrical engineering; Harold F. Schifftman, South Asia regional studies.

PPSA: Mary Ann Julian. Undergraduate students: David Morris (Wharton); Kirstin Vorwig (CAS); Katherine Wang (Nursing). Graduate Students: Victor Calanog (Wharton); Ju-Young Han (Education). Ex officio: Joyce Randolph, Director, OIP.


Contents

This report has seven substantive sections. These comment on the organizational background to the Committee’s work, the Bookstore’s merchandising of texts, beginning-of-term logistics, merchandising of non-text books, the Bookstore’s provision of miscellaneous other products and services, the Bookstore’s impact on local independent bookstores, and the viability of alternative channels for providing texts. A summary concludes. The Committee also spent some time this year on an ad hoc matter and that is reported and its actions and findings are reported in an Addendum.

1. Organizational background

The Bookstore is operated, in a facility owned by the University, by the College Division of Barnes & Noble under contract to the University. Within the University administration, Business Services oversees the execution of the contract and is responsible, more broadly, for overseeing Barnes & Noble’s performance. The University Council represents many constituencies in the University and has chosen to have a standing committee on the Bookstore. The relationship between the Bookstore Committee and Business Services is unclear. Business Services seems to take the view that the Committee is there to help Business Services and, indeed, seems to view this in a rather restrictive way. It was difficult, for example, to learn the details of contractual terms germane to the substance of this report; and, having provided the Committee chair a confidential review of terms specifically requested, Business Services offered only that these terms might be paraphrased and this only if the paraphrase were approved in advance. Two of the terms of interest concern the merchandising policies and the faculty discount policy Barnes & Noble in fact committed to. Business Services says there is a confidentiality clause in the contract, but this is clearly not an insurmountable obstacle. It would be useful to clarify what the underlying relationship is as a context for further work on these and any other matters that may seem important to Council.

2. The Bookstore’s merchandising of texts

There are ongoing problems concerning the timely provision of texts by the Bookstore. These are the fault of the Faculty and not of the Bookstore management. There is no hope of timely physical provision of texts unless the orders are received in a timely fashion, and many of the text orders simply do not reach the Bookstore soon enough. Exhortations to date do not seem to be solving this problem. The Committee wonders whether some sort of financial incentive to the Departments offering courses along the lines used by Wharton Reprographics for bulkpack submission—Reprographics passes on the peak-load costs it would otherwise incur in exchange for being able to avoid them—might be helpful, though it is not clear in this case where the money would come from. Alternatively, perhaps the exhortations should be passed on via Department chairs (who may have more influence over faculty behavior than the administrators who currently relay the requests).

3. Beginning-of-term logistics

The news on getting texts which are on the shelves into students’ hands is, in contrast, good. There had been significant problems in past years with long lines and delays at the check-out registers just before and during the first week of term. Extensive spot-checks in January suggest that the Bookstore now has this under control.

4. Merchandising of non-text books

The Bookstore’s merchandising of non-text books is a much more vexed problem. The Committee took as a given the amount of floor- and shelf-space allocated to this. The questions we focused on concerned the allocation of that space across broad subject categories, the selection of titles within the categories, the organization of the books within the categories, and the state of order of books on the shelves.

We investigated six categories in detail. These were European history, American history, sociology and political science, art and landscape architecture, and engineering. The set includes the largest categories and also some specialist ones. Volunteer investigators from the faculty and Van Pelt professional staff were asked to assess the selection (what was there, what was not) and the ease with which a customer would be able to locate a book which was in fact in stock.

An edited and consolidated version of the reports will be submitted as background to the Council chair. In general, the Committee and the investigators had the impression from publicity at the time of the announcement of the Barnes & Noble contract and at the time of the opening of the new store that the standard of merchandising would be that of a first-class academic bookstore. The reports indicate fairly consistent disappointment relative to this standard on four main dimensions.

The relative allocation of space to broad topic categories and the physical continguities of the spaces in question are sometimes problematic. The Bookstore management has indicated a desire to improve this and it has offered to share sales data (by space in category) in aid of a cooperative approach. This is promising but the task—remaining for next year—is substantial.

The selection of books within categories is the heart of the problem. The charitable interpretation of the reports is that the Barnes & Noble buyers and the individuals in the store with power to buy are not receiving the information required to stock the shelves as we understood they would be stocked. The problem does not appear to be the absence of specific titles so much as the absence of institutions to make routine the flow of this sort of information. We have several suggestions, though we want to emphasize in all cases that the responsibility for proper stocking clearly ultimately rests with Barnes & Noble. The University Library employs a staff of bibliographers whose job it is to monitor new offerings and alert the store to books the University should buy. It would be desirable to routinize contact between the bibliographers and those who do the Bookstore’s buying in the relevant categories. University faculty members are also often aware of new titles; and if it were easier to convey their ideas to the Bookstore staff, we believe more suggestions would flow. The Bookstore has a website, and it would be desirable (and apparently not difficult) to modify the website design to create a swift and reliable channel for such suggestions. Finally, we wonder whether it would
be possible to get the Library’s Franklin software to generate lists of new acquisitions by broad subject categories. Once generated, such lists could be made available at essentially zero marginal cost to all concerned bookstores and, for that matter, to interested parties in the broader University community. There seems to be a good will on all sides to explore these possibilities over the coming year.

The problems with subcategories are twofold. Sometimes the subcategories do not seem as helpful as they might be, and many books the Bookstore stocks do not fit into one specific category in any simple way. The latter at least would not be a problem with an electronic shelflist and a search engine, given the general facility members of the University community increasingly have in using these. These resources exist: the Bookstore staff use (very full) versions of them to answer questions. Access to some version of such resources, if the shelflist also gave shelf locations, would also make it easier to find books without consulting the Bookstore staff. Indeed, on-line access to such capabilities would help potential customers figure out whether a trip to the Bookstore would be useful. It is not current Barnes & Noble policy to make use of their terminals available to the customers, never mind to offer on-line access to the shelflist; and the local management seems to be powerless to change this. We have the impression that an official expression of interest from Barnes & Noble in having Barnes & Noble develop these capabilities might be helpful.

Finally, the books were also often observed to be out of order. This is a simpler problem and merely requires more frequent review and reshelving than happens at present. Again, management is amenable.

5. The Bookstore’s provision of miscellaneous other products and services

We did not devote systematic attention this year to the Bookstore’s provision of Miscellaneous other products and services but did look into photographic services. In the old store and in the beginning in the new one, there was an area in which photo services such as processing and the sale of film, cameras and accessories were offered. It usually seemed busy and the prices were superior to alternative local offerings. The area has disappeared and been replaced by a drop-off and pick-up film service staffed by staff with photographic knowledge. We have had discussions with the Bookstore management who have undertaken to report back as to why the level of service was cut back and to seek staff training from Kodak (the film processor) or other sources.

6. The Bookstore’s impact on local independent bookstores

The Committee did not spend time this year investigating the impact of the new Bookstore arrangements on the local independent bookstores. It seemed to us that the main threat to the old equilibrium would be radically changed Bookstore merchandising. We do not think such change within local independent bookstores may well be very sensitive to such changes with the Bookstore management who have undertaken to report back as to why the level of service was cut back and to seek staff training from Kodak (the film processor) or other sources.

The Committee considered the request, consulted with members of the faculty with relevant expertise and with the chair of the Committee on Open Expression, and concluded that it was not appropriate to pursue the recommendation. Complete background materials submitted by the community members who spoke with the Committee, minutes of the meetings in which they spoke, and the memorandum giving the Committee’s reasoning and detailed conclusions are on file in the Office of the Secretary.

7. Viability of alternative channels for providing texts

Questions have been raised as to whether University students should obtain their texts from-on line distributors instead of from physical bookstores, in particular from the University Bookstore. We did not have time to investigate this in detail but can offer several general observations. There is evidence to suggest that carrying the textbooks is profitable and offers revenue streams which are useful in cross-subsidizing less financially attractive uses of store space which are, nonetheless, good for the community (e.g. shelves with more specialized academic books). Barnes & Noble is a very large customer of the textbook publishers and presumably can exploit this to assure supply. Finally, the Bookstore can and does facilitate a broad second-hand market in texts (many of which have become very expensive in recent years) given that it sells textbooks on a regular basis. Providing textbooks from a bricks-and-mortar store is inevitably more expensive than providing them directly from warehouses, but there may be offsetting advantages. Again, this is a question which requires detailed study (assuming, of course, that the result does not already commit the University to one particular answer.)

8. Summary

The new facility is in itself a tremendous improvement, but the ultimate quality of the Bookstore will depend upon objectives and execution. Good will seems to exist on all sides, but good will alone may not be enough. Our investigations took place well into the second academic year in the new facility. We felt we observed some real deficiencies and concluded that some structural changes in how certain specific tasks and activities are carried out are in order. It is very clear that ongoing diplomacy, operations-oriented interaction with the Bookstore management and staff, and general oversight are in order.

—Daniel Raff, Chair

Addendum

The Committee received a request from a member of the University community to restrict the availability of sexually explicit materials in the Bookstore. The Committee considered the request, consulted with members of the faculty with relevant expertise and with the chair of the Committee on Open Expression, and concluded that it was not appropriate to pursue the recommendation. Complete background materials submitted by the community members who spoke with the Committee, minutes of the meetings in which they spoke, and the memorandum giving the Committee’s reasoning and detailed conclusions are on file in the Office of the Secretary.

Upcoming Meetings This Spring

University Council
(www.upenn.edu/secretary/)
University Council; Wednesday, April 26, 4-6 p.m.; McClelland Hall, Quad; PENNCard required; registration: (215) 898-7005.

PPSA
(www.upenn.edu/ppsa/)
Board Meetings; Monday, May 1 and Monday, May 15; noon-1:30 p.m.; 214 Harnwell House.
Annual Elections Meeting: Tuesday, May 23, noon-1:30 p.m.; location to be announced. An e-mail will be sent by PPSA, listing the nominees for office, to those on the PPSA listserv. Contact: Adam Sherr, at e-mail ppsa@pobox.upenn.edu to get on listserv.

A-3 Assembly
(www.upenn.edu/a-3/)
Election Day: Tuesday, May 9; The time and location is yet undetermined. Voting will be by secret ballot and the results will be published in a future issue of Almanac. Contact: Debra Smiley Koita, (215) 898-7530.

Trustees
(www.upenn.edu/secretary/)
Budget and Finance and Executive Committees; Thursday, May 11; Inn At Penn; Budget and Finance meeting 2:15-3 p.m.; Executive Committee meeting 3:30-3:30 p.m. Contact: Judy Rogers, (215) 898-0412.
Spring Full Board Stated Meeting: Friday, June 16; Inn At Penn; 2-3 p.m. Contact: Judy Rogers, (215) 898-0412.

Faculty Club
(www.upenn.edu/faculty-club/)
Faculty Club Annual Elections; Thursday, May 11, 4 p.m.; Faculty Club, Inn at Penn. Contact: NataIlka Swavelly, (215) 898-4618.

Other Important Dates
Classes end April 28
Reading days May 1-3
Final Examinations May 4-12
Alumni Day May 20 (www.alumni.upenn.edu/)
Baccalaureate May 21 (www.upenn.edu/commencement/)
Commencement May 22 (www.upenn.edu/commencement/)
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 current report for April 3, 2000 through April 9, 2000. The University Police, through the end of April 9, 2000, 17 total thefts and 3 criminal mischiefs. Full reports on the web (www.upenn.edu/almanac/v46/n29/crimes.html).

Prior weeks' reports are also on-line.—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 April 3, 2000 and April 9, 2000. The University Police actively patrol 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 (215) 898-4482.

CRIMES AGAINST PERSONS AND SOCIETY

04/03/00 5:26 PM 3700 Spruce St. Unwanted calls received
04/04/00 1:32 PM 3400 Spruce St. Male threatened by employees
04/04/00 4:16 PM 3819 Chestnut St. Male punched during dispute
04/06/00 4:49 AM 4100 blk Locust Suspicious male in area/wanted on warrant
04/07/00 7:25 AM 3400 Spruce St. Unauthorized male in building
04/06/00 8:40 PM 3426 Sansom St. Fake traveler check received
04/06/00 9:00 PM 3408 Sansom St. Fake traveler check received
04/07/00 9:15 PM 3420 Sansom St. Fake traveler check received
04/07/00 2:16 AM 3714 Locust Walk Unauthorized male in building
04/07/00 6:23 PM 3420 Sansom St. Male attempting to use fraudulent $100 bill
04/08/00 3:38 AM 4035 Chestnut St. Unwanted calls received
04/08/00 3:30 PM 4101 Spruce St. Unwanted calls received

18th District Report

8 incidents and 0 arrests (including 7 robberies, and 1 aggravated assault) were reported between April 3, 2000 and April 9, 2000 by the 18th District covering the Schuylkill River to 49th Street and Market Street to Woolard Avenue.

04/03/00 9:25 PM 4935 Spruce St. Robbery
04/04/00 11:35 PM 4400 Locust Robbery
04/04/00 11:50 PM 419 41st St. Robbery
04/05/00 10:40 AM 4808 Kingsessing Robbery
04/06/00 6:32 AM 29 51st St. Aggravated Assault
04/06/00 7:10 AM 4500 Baltimore Robbery
04/06/00 9:21 PM 4500 Spruce St. Robbery
04/08/00 11:47 AM 4500 Chestnut Robbery

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For the Administration, Ken Wildes, For the Staff, Alumni, Friends, Faculty Senate, Martin Press (Chair), Helen C. Davies, Peter Freyd, Richard A. Koup, William J. Reilly, Virginia Ford, Michele Taylor;  Debra Smiley Koita, A- tion,3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106

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In the Non-Health Schools

Robert Inman

Miller-Sherrard Professor of Finance:

Dr. Inman was awarded the Anvil Prize for Outstanding Teaching as well as Wharton’s Outstanding Teacher Award five times and the Excellence in Teaching Award MBA Division four times. Students were particularly vocal on the Urban Fiscal Policy course he helped design, citing that it masterfully combined academic theory with political and economic realities. Students commented not only on his breadth of knowledge but on his ability to convey information. His ability to teach across a variety of disciplines. Described as an engaging and captivating lecturer and storyteller, his courses always have a waiting list. He challenges students to think for themselves and pushes their analytical abilities to the limit. Students wrote: “I learned how to interact with physically and sexually abused children; I was given the opportunity to at-tend homicide meetings, DHS meetings, and the abuse center. Dr. Christian has been a fulfilling mentor for me. I did about rocks.” Students were especially grateful for his generosity and caring, his honesty and integrity and his willingness to serve as advisor and mentor. A faculty member commented: “Omar will continue to persuade bright and motivated undergraduates that the discipline of geology will lead them to a vocation of challenge and fulfillment. He is a quiet, unobtrusive, and essentially perfect part of our future,”

The Provost’s Awards

MaryAnn Lafferty-Della Valle Adjunct Associate Professor of Nursing: Dr. Lafferty joined the faculty in 1974 after receiving a M.D. from the University of Virginia. She received Nursing’s Teaching Award in 1988. Her importance to the undergraduates is noted in numerous letters. A professor writes: “Dr. Lafferty is arguably part of the foundation of our entire undergraduate program— it would not exist in its present state without her vision and ‘hands-on’ approach to curriculum and teaching in the classroom and the laboratory.” She has also been an enthusiastic and dedicated instructor in the Pre-freshman program. Her courses consistently rate in the top tier. A senior nursing student remarks: “In the classroom and laboratory, Dr. Lafferty creates a non-threatening learning environment where students are encouraged both to work independently and to learn together. She challenges her students and is always prepared to provide extra resources. She is a warm, enthusiastic, and dedicated professor; never has another professor at this University taken such a personal interest in my success.” She is the quintessential distinguished teacher.

Gomaa Omar Research Assistant Professor of Geology: Dr. Omar received his Ph.D. from Penn and has been a lecturer in the Geology Department since 1993. His SCUE rating in Geology 201 and Geology 317 are the highest of any instructor in the College. He possesses one of the most remarkable courses in the College. He has been described as a “globe-trotting, exciting, clear, passionate and dedicated.” Even a parent of one of his students took the time to write saying: “It was Max’s concern and caring for