

Almanac

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IN BRIEF

FY 1985 Budget: President Sheldon Hackney's message on page 2 shows the general shape of the budget planned for FY 1985, and on page 3 are figures and charts showing the breakdown of projected income and expense.

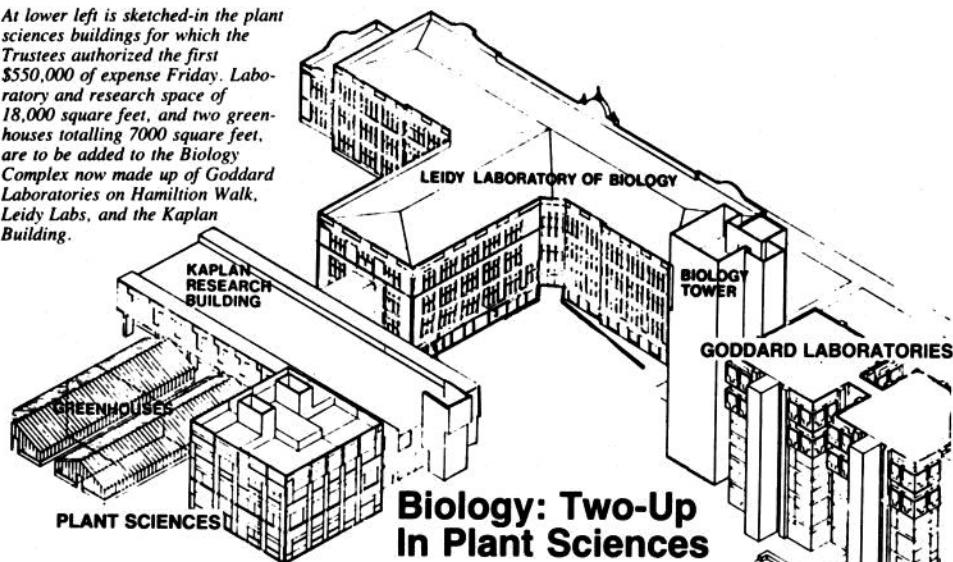
We're (in) No. 1: Increases in the University's investment fund value bring Penn to the first percentile, based on three-year performance figures cited by Trustees Chairman Paul F. Miller at Friday's stated meeting. Temporarily at the bottom in such calculations in the 'seventies, the University is now in the 15th percentile on a five-year basis and in the 33rd on a ten-year one. A nonalumnus heading the University's investments recovery, John B. Neff, had his status changed Thursday night as the Trustees awarded him an honorary M.A. Noted for colorful Trustees reports on the stock market and its behavior, Mr. Neff received a citation that said, "Intelligent, witty, decisive, and articulate, you are the ideal Penn alumnus. It's time, therefore, you became one."

South Africa: With the passage Friday of two new resolutions of the Trustees Committee on University Responsibility, a company that "knowingly sells goods to the South African police or military," or one that "engages in or plans to engage in a substantial new entry or expanded investment" can be reviewed for divestment. Chairman Richard Brown said the move is in line with the Rockefeller Report.

Rhodes Scholar: Stephanie Dangel's Rhodes Scholarship announced last week is Penn's third, not the second as reported in this space. After John Edgar Wideman of the Class of 1963 came Patrick M. Norton, an international relations major who graduated from the College *magna cum laude* in 1969. Mr. Norton entered U.S. governmental service after completing his work at Oxford in 1971.

McFood in Houston Hall: The short-term vendor chosen for Houston Hall for the spring term is McDonald's, which is expected to open February 1 without benefit of golden arches or other major renovations as the University continues to review bids for a long-term supplier in the space vacated by Hardee's. Soups and breakfasts are to be part of the menu.

At lower left is sketched-in the plant sciences buildings for which the Trustees authorized the first \$550,000 of expense Friday. Laboratory and research space of 18,000 square feet, and two greenhouses totalling 7000 square feet, are to be added to the Biology Complex now made up of Goddard Laboratories on Hamilton Walk, Leidy Labs, and the Kaplan Building.



Biology: Two-Up In Plant Sciences

Friday was Biology's good-news day as the Trustees announced at lunch a \$1 million gift to fund the directorship of a new Plant Sciences Institute, then followed it at the stated meeting by making public an earlier \$1 million grant toward a \$5.7 million facility to house the new program.

The Rohm and Haas Company gave the \$1 million that will help Penn attract a leading figure in plant biology to develop the Institute's training and research program, while the Seeley G. Mudd Foundation provided the million dollar grant toward the building.

President Sheldon Hackney called the Rohm and Haas gift "a landmark in size and significance" of corporate giving to basic research. While acknowledging numerous potential applications in chemistry, food-supply and other fields, a series of luncheon speakers from Paul Miller to Thomas Langfitt stressed the basic science thrust of the Penn program—including Rohm and Haas Group Vice President John P. Mulroney, who said his company consciously set out to support academic investigators without knowing "where they are going to wind up." In industry, Mr. Mulroney pointed out, success comes with having an advantage over the competition, "and in chemistry the new frontier is biotechnology. But industrial research is only as good as the basic science that underpins it."

"We could see whole new industries evolve from this work, comparable to chemistry's impact early in the century," said Vice Provost Barry Cooperman, "but it's very exciting basic research."

As Biology Chairman Stephen Roth went on to explain, the three main studies in the Institute will be plant development, photosynthesis, and plant disease—none of which has yet a sound biochemical basis for understanding.

"Penn has a history of strength in plant sciences," he added, "and it has priceless interactions within and between biology, medicine and engineering. Most important, the fundamental problems are going to yield to the interdisciplinary approach."

The new thrust in plant sciences caps a five-year commitment the Trustees made in 1978 to revitalize the biological sciences here, President Hackney said. The \$6 million renovation of Leidy Labs was one step, and another has been the strengthening of faculty. Pledging to add seven positions as well as continue to fill vacancies, the University has since 1978 named 15 new and replacement members in biology: Full professors John Cebra and Stephen Roth; Associate Professor Eric Weinberg; and Assistant Professors Andrew Binns, Ronald Burton, Brenda Casper, Arthur Dunham, Gregory Guild, Cecilia Lo, Peter Petras, Allen Place, Scott Poethig, Richard Schultz, Kelly Tatchell, and Rocky Tuan.

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The University Budget: Outline for Fiscal Year 1985

We have just completed the preliminary outline of the Fiscal Year 1985 budget, and we now wish to review our conclusions with the University community. In setting this outline budget, my colleagues and I followed planning priorities stated in "Choosing Penn's Future" and worked closely with the Deans and the Academic Planning & Budget Committee.

In "Choosing Penn's Future," I emphasized that "we will succeed best by being careful in husbanding our resources in order that we may boldly invest in our own future." The 1985 budget imposes stringent fiscal restraints in some areas. As previously reported, for example, we have established a 2% guideline on controllable central administrative costs. The administrative review board, chaired by Helen O'Bannon, has been carefully evaluating administrative budgets and proposing ways to achieve the 2% target.

The budget also provides for a number of exciting new academic initiatives. Several will be funded largely with external support. They include the new Plant Science Institute and the Joseph H. Lauder Institute for Management and International Studies.

Of particular importance, the University has made two major commitments of unrestricted funds in support of graduate education. The first is a 45% increase in University fellowships for 1985 as compared to 1984. The second is a new program that will support one-half of a graduate research assistant's tuition cost when an externally-funded grant or contract provides the other half. Both Ph.D. students and faculty research will benefit substantially.

No less essential, the special requirements of the Library will also be met to the maximum extent possible through additional University support from unrestricted funds. At the same time, the Library is among our highest development priorities for major foundation support. These are all prime examples of vital investments in the academic future of the University.

"Choosing Penn's Future" also defines a set of axioms that together form a context for planning and decision making. The first axiom is that "the quality of the faculty determines the worth of the University." We will continue to take every possible step to enhance that quality. We are committed to providing real growth in faculty salaries, and we will again achieve that goal in 1985 as we have each year since 1981. We project a 5% increase for 1985 in the total pool available for continuing faculty and staff salaries, and an additional reserve to meet special faculty needs.

The second axiom is the "the University must operate within a balanced budget that promotes the financial well being of the institution as a whole." For 1985, as in each of the past years, I will present a balanced budget to the Trustees for their approval.

The third axiom is that "the University's special character is reflected in the diversity of interests and people it attracts to its community." For 1985, we concluded that we will maintain and enhance the quality and diversity of our student body only if we hold cost increases for students substantially below those of the past few years. We will achieve that goal. Under current projections, the average cost for tuition, room, and board for undergraduates will increase 7.6%—including increases of 8% in tuition, 6% in board, and 7% in room rates. We expect graduate tuition to increase at the same rate as undergraduate tuition, though some professional schools will adopt different rates, as in the past.

"Choosing Penn's Future" stated that the University must not only adhere to those axioms but also meet three special challenges: undergraduate education, research excellence, and student financial assistance. Our focused attention to each is reflected in the outline budget for 1985.

Two major initiatives planned during the past year illustrate that attention. The first is the Penn Plan to help ensure that admitted students, together with their families and the University, can meet the costs of a Penn education. New expenditures will be required to put the Penn Plan in operation, and these have been included in our 1985 budget projections. We are convinced that they will be more than repaid by maintaining the quality, scale, and diversity of our student body. Concurrently, we retain our commitment to need-blind admissions, and the

1985 budget will include the funds needed to make that commitment.

Computing is the other major initiative; it will require significant expenditures next year and in the foreseeable future. For all the reasons detailed in the excellent report of the Academic Computing Committee, we are convinced that these expenditures are essential.

Fortunately, our development efforts have succeeded in gaining external support to renovate the University Museum and other key facilities. Some required renovation, however, has not attracted external support, and we cannot delay in making the necessary investments in deferred maintenance. The Quad Dormitory complex is a prime example, as is Franklin Field. We have taken account of these needs as well in developing the budget for 1985.

In preparing the budget, we have been faced with a number of troublesome problems. Encouraging improvements in research funding have not been matched by comparable increases in indirect cost recoveries. Those recoveries are essential to fund the on-going research base of the University. Further, we cannot confidently project an increase in the Commonwealth appropriation—except for the School of Veterinary Medicine—though major efforts will be made to gain the increases we are seeking. Another matter of concern is that although we are spending more on deferred maintenance than in prior years, the institution as a whole is still short-changing the future in this area. Finally, we have made significant efforts to control the rising cost of employee benefits, but that cost is still growing quite rapidly.

At the same time, there is encouraging news on several fronts. Careful investment and limitations on spending over the past year permit spendable endowment income to increase 10.9% in 1985 while we continue our policy of reducing the percentage of the endowment available for spending each year; for 1985 that share will be 6.2%, leaving an increasing portion of endowment earnings for reinvestment. Gift receipts to date indicate that the current fiscal year will be a record one. We have increased our expenditures for development in recent years and those expenditures are showing encouraging results. Further, direct grant and contract support has improved considerably in comparison to the last two years when there was almost no growth, though that support still does not keep pace with increases in the University budget generally. Finally, continuing efforts in the area of energy conservation show direct benefits that allow us to project a 3% energy saving factor for 1985.

Many steps that all of us would like to take in 1985 will not be possible because of financial constraints. Those constraints will also impose significant pressures on all of us. Time and again in preparing the budget, we have put priority attention on the academic mission of the University—research and teaching. One result is that our outstanding staff will be required to do more with less. We are convinced that with the long-standing commitment and cooperation of the staff, Penn can achieve that necessary objective.

The 1985 budget will not be presented in final form to the Trustees until later in the spring. In the interim, my colleagues and I look forward to discussing the budget and its implications with interested parties on the campus and to hearing suggestions for making the best use of our limited resources. As in past years, a series of open meetings on the budget will be held with various groups over the next few weeks.



From the Economic Status Committee

The salary increase projected for continuing faculty that appears in the current budget plans of the Administration is being studied by the Senate Committee on the Economic Status of the Faculty. The Committee is developing a five-year plan for the University's compensation of faculty members, and will present its proposal to the faculty and the Administration in the near future.

—Robert Summers for the Committee

Budgeting for Fiscal Year 1985

Some 5000 separate budgets within the schools and centers are summarized in "the budget" of the University of Pennsylvania.

At a press conference Monday, President Sheldon Hackney released preliminary figures on the *unrestricted* budget projected for FY 1985, along with comparative figures for the current year and a message (left) on the major priorities underlying the allocations. As Provost Thomas Ehrlich Director of Budget Analysis Glen Stine joined him for questions-and-answers, some details were added:

- The 45% increase for graduate fellowships brings the total up from \$1.8 million to \$2.5 million; but, said Provost Ehrlich, "the bad news is we have more to go; this is not yet enough."
- The increase for the Libraries will bring them up from about \$13 million (with unrestricted funds providing \$10.7 million of that) to about \$14 million with unrestricted funds providing almost all of the increase, according to Mr. Stine.

The tuition-pool increase at Penn seems in line with other Ivies' informal projections, the President said. And the 5% salary-pool rise is expected to provide real-dollar increases for the fourth year in a row since inflation is anticipated at 4%. Penn faculty salaries are outranked in the Ivies only by Harvard and Yale in the latest reports, Dr. Hackney also told the Trustees Friday.

In the list of escalators and assumptions the budget office provided for deans and center heads, the University projected investment income increasing at 10.9% based on good performance and plowback of earnings under the spending rule, and modest increases in indirect cost recoveries on grants. On the expense side, current expense had an escalator of only 6.5%.

An open meeting on the budget will be held this Thursday at 4:30 (place to be announced in the D.P.) and a meeting for departmental chairs is scheduled for Monday, the President said.

Note: Among the abbreviations in the pie charts below, *Aux. Ent.* stands for auxilliary enterprises (Book Store, et al); *O&M* for operations and maintenance, and *Spec. Subv.* for Special Subventions—the pool from which salary reserve, graduate fellowship funding, etc. are drawn.

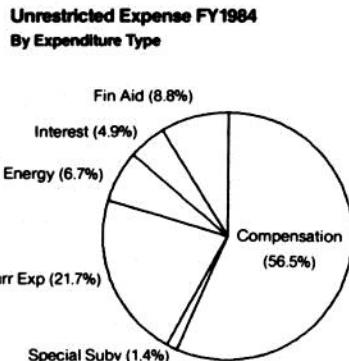
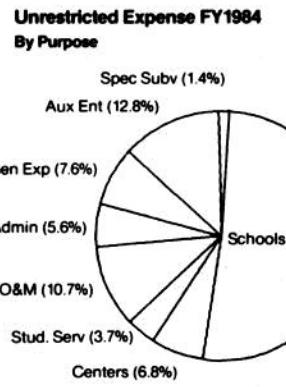
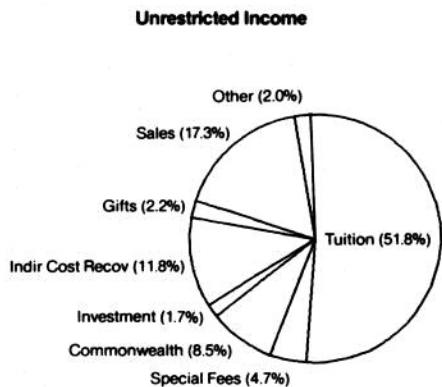
Preliminary Unrestricted Outline Budget for FY 1985

(in thousands of dollars)

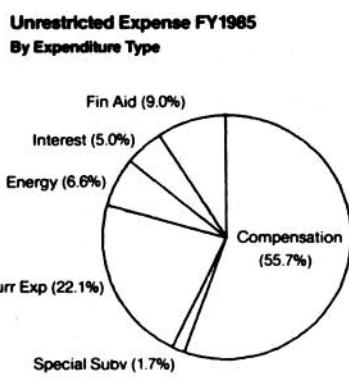
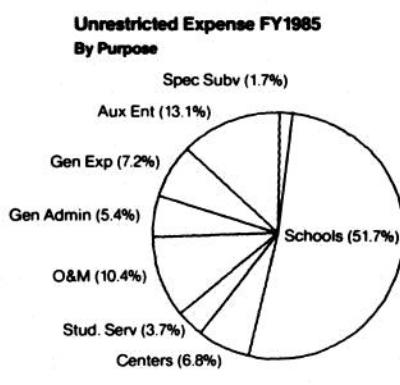
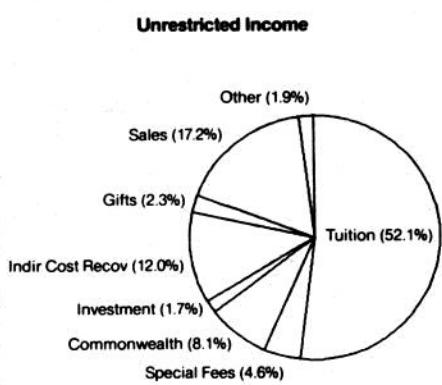
	FY1984 Budget	FY1985 Budget
Revenues		
Tuition & Financial Aid		
Undergraduate	\$68,681	\$75,083
Less Undergraduate Aid	(16,992)	(17,340)
Net	51,689	57,743
Graduate, Professional, Other	75,127	78,851
Less Financial Aid	(7,579)	(9,333)
Net	67,548	69,518
Total Net Tuition	119,237	127,261
Special Fees	13,081	13,735
Commonwealth Appropriations	23,503	24,024
Investment Income	4,771	5,083
Gifts	6,213	6,774
Indirect Cost Recoveries		
Sponsored Programs	27,460	29,743
Other	5,364	5,756
Total	32,824	35,499
Sales & Services	48,016	50,753
Other	5,627	5,636
Total Net Unrestricted Revenues	253,272	268,765
Expenditures		
Salary Budgets	123,603	129,114
Employee Benefits	33,379	35,362
Total Compensation	156,982	164,476
Current Expenses & Equipment	60,327	65,186
Special Items		
Energy	18,633	19,378
Interest, Insurance, etc.	13,480	14,725
Total	32,113	34,103
Special Subvention	3,850	5,000
Total Unrestricted Expenditures	253,272	268,765

Source: Office of Budget Analysis 1/23/84

Budgeted FY1984



Budgeted FY1985



COUNCIL

Council's January 18 meeting was cancelled due to heavy snowstorms, and its agenda is expected to be moved wholesale to the February 8 meeting. A major item of discussion—changes in judiciary procedure—is based on the 100-page report of the Keene Commission, summarized in Almanac December 6, 1983, and available in full for examination at Van Pelt Library. To structure Council's discussion, the Steering Committee named a three-member subcommittee—Senate's Dr. Jacob Abel, GAPSA's Bette Kauffman and UA's Ed Szczepkowski—who created a comparative report of the existing and various alternatives. In the grid they developed, page references are to the Keene Report.

Judicial Procedures: A Framework for Discussion

Issues	Existing System	Administration's Proposal	Presidential Commission's Proposal and Response	Undergraduate Assembly Position
1. What should be the range (in degree of formality) in mechanisms for resolving complaints?	Judicial model (Court, panel of peers, etc.); protects individual respondent in the face of serious consequences.	Respondent may choose decanal resolution: Dean may hear and decide case if both complainant and respondent involved are students in his/her school. Recognizes "collegial bond" among members of the community. (p. 11)	Judicial model is sound in principle; should be available to those who need/desire its protections. (p. 10) Supports decanal as an option, with qualification that Dean may decline respondent's request if she/he concludes that informal resolution would be inappropriate. (p. 15,16)	Supports decanal as an option of the respondent. Requests clarification of appropriate Dean: of the School, or Undergraduate Dean?
2. Who should preside over hearings?	A student from the same level of education as respondent is appointed nonvoting Presiding Officer by the Judicial Administrator (appointed by the Secretary of the University). Has resulted in JA being called upon to attempt to salvage situation; student POs lack experience and training to conduct trial-type hearings.	The Judicial Administrator should preside at hearings, advise hearing board of procedural consequences of its actions, and of inconsistencies between demands of fairness and its actions, etc. (p. 1, 2)	Create a panel of students and faculty who have experience and/or training that qualifies them to act as Presiding Officer. May be drawn from any school; upper level law students an important source. (p. 11) Does not support Judicial Administrator as Presiding Officer because JA may not have professional qualifications. (p. 16)	Supports a "knowledgeable" Presiding Officer with the qualification that PO should not be present when the hearing board arrives at its judgment. Requests training process whereby undergraduates can become qualified to serve as POs.
3. What should be the composition of the hearing board?	Each case is heard by a 5-member panel, appointed by the Judicial Administrator from a pool consisting of 15 undergrads and 10 grads who are chosen randomly.	Each case shall be heard by a 3-member panel consisting of 1 undergrad, 1 grad/prof, and 1 faculty or administrator; chosen by JA from a randomly selected pool of 10 undergrads, 10 grad/prof, 3 faculty, 3 administrators. (p. 3)	No change proposed. Inclusion of faculty and administrators is a reasonable suggestion, but student-jury concept should not be abandoned; greater need is for a qualified Presiding Officer. (p. 16)	No change in composition of panel or pool, given a qualified Presiding Officer.

4. What should be the role of advisors and/or legal counsel?	The Judicial Inquiry Officer investigates complaints and presents cases to the hearing panel. Respondent may have advisor who may not address panel except to deliver a 15-minute summary and a 10-minute response to JIO's recommendation of a sanction.	Respondents and complainants may be represented by an advisor. Attorneys may serve as advisors <i>only</i> when criminal charges are pending against a respondent, in which cases attorneys may be present and consulted by respondents during the hearing but may not address panel. Does not specify whether non-attorney advisors may address panel. (p. 9)	Since University's case is presented by a qualified advocate (the JIO), respondent cannot be denied similar representation; a qualified PO should ease the problem of attorneys dominating a panel of laypersons. It would be appropriate to limit attorney-advisors to members of the University community; when respondent is subject of criminal charges, outside counsel should be permitted to attend and advise respondent and respondent's University representative. (p. 13) Advisors must be permitted to address panel. Attorney members of the University community must be permitted to be advisors. (p. 17)	Prefers the Commission's version. Requests clarification of what constitutes a member of the University community.
5. How should more serious complaints be dealt with?	No special procedure.	If Judicial Inquiry Officer believes that an offense may involve criminal felony charges, shall notify Judicial Administrator and Vice Provost for University Life; VPUL appoints a Special Hearing Officer from a list prepared by Chairs of the Faculty Senate, UA and GAPSA; the Special Hearing Officer decides the case and recommends sanctions. (p. 12)	No special procedure, except regarding legal counsel as discussed above. Does not agree that the more elaborate procedures with the protections they offer should be abandoned in the face of more serious charges and potentially severe sanctions. (p. 17)	Hearing panel should be composed of 2 faculty and 3 students, 2 undergrads and 1 grad/prof when respondent is an undergrad and vice versa when respondent is a graduate or professional student (i.e., majority of student members of panel should be same educational level as respondent.)
6. How should appeals be dealt with?	Steering Committee of the University Council selects 2 grad/prof and 2 undergrad students who have served on University Court, and designates 1 Presiding Officer at each educational level. Judicial Administrator chooses a 3-member panel from this group, with majority and PO from the same educational level as respondent.	The VPUL or his/her delegate shall be the Appellate Officer and decide appeals from hearing panels and from special hearing officers. (p. 14)	No change proposed. Prefers review of appeals by a panel but recommends inclusion of faculty (with students) on the panel and that all members should have experience and training qualifying them to pass upon issues of fair procedure. (p. 17)	Supports existing system for less serious cases and a similar process, though not necessarily with an all-student panel, for more serious cases.
7. How open should the process be?	Identity of respondent, all files and testimony are confidential; only Judicial Inquiry Officer, Judicial Administrator and General Counsel have access. Hearings must be open upon request of the respondent.	Identity of individuals involved in cases, all files and testimony are confidential. The JIO and JA shall make public reports annually and extraordinary reports as needed, to include numbers and general descriptions of cases, outcomes and range of sanctions imposed. (p. 15) Respondent's request for an open hearing may be denied if the complainant objects and if it appears that fairness and privacy interests would be compromised. (p. 6)	Dean of the respondent's School should be notified and have access to records. Hearing may be closed in spite of respondent's request if JA, with the concurrence of the VPUL, find that complainant's interests in privacy would be jeopardized or if complainant objects. (p. 14)	No position reported.

SPEAKING OUT

Opinion on 'Opinion'

We can learn more about our institution from Judge Lois Forer's opinion (*Almanac* 12/20/83) than from a stack of reports of Senate committees. In her analysis of the hearing given to ATO by the Fraternity/Sorority Advisory Board and the subsequent decision to withdraw recognition, the Judge holds up an unflattering and, unfortunately, accurate mirror to the University. Her opinion contains forty-eight "findings of fact" as well as scathing commentary on both the procedural and intellectual quality of the hearing. She found that "The proceeding before the Fraternity/Sorority Board did not comport with even the most minimal standards of fairness" and that "Defendant University's own employees, members of the Board and defendant Koval admit engaging in procedures that violate the most basic, minimal and elementary standards of fairness."

Since the Senate Executive Committee has elevated the administrative handling of the ATO affair to the status of a confrontation issue with the administration, faculty members who wish to do their own thinking on this subject should read Forer's opinion as well as the other documents in the Dec. 13 and Dec. 20 *Almanacs*. The Dec. 20 issue also contains a column by Senate Chair June Axinn, entitled "Toward a Civilized Learning Environment," in which Axinn tells us about the measures which she and SEC have been taking "to improve the moral climate" and to create "an atmosphere conducive to learning." Their principal contribution has been to appoint a "Committee to Review the Administrative Actions Pertaining to the ATO Incident." The report of the Review Committee (*Almanac*

12/13/83) takes the administration to task for following the established procedures (as specified in the Charter of the University Student Judicial System) in its prosecution of individual ATO members, rather than set up an *ad hoc* faculty panel which the Review Committee thinks would have been a more formidable tribunal. Curiously, the tenor of all the Review Committee's criticisms is that the administration tilted too much in the direction of ATO; their report makes no reference to the proceeding against the fraternity collectively, which Judge Forer has characterized as totally unfair to ATO.

Different people become indignant about different things. Axinn and others are evidently indignant because the alleged rapists are alleged to have been insufficiently punished for their alleged rape. (Her charge to the Review Committee even included "to evaluate the adequacy and appropriateness of the sanctions applied to the accused individuals" in the absence of any reliable knowledge of what had happened at ATO or of what sanctions had actually been imposed.) As far as I am concerned, the instances of unfair procedure, indifference to facts, and shoddy logic (committed by people who are on the University payroll and are in positions of responsibility) cited by Forer trouble me at least as much as does the behavior of uncivilized people (male or female) at a fraternity party. The alleged rapists are not acting on behalf of anyone except themselves, whereas the acts cited by Forer are committed by persons who supposedly represent the University and the values, if any, to which we collectively subscribe. I would have expected the faculty leadership to be

the strongest advocates of fair procedure and a judicious attitude toward the facts. The concerns of the Senate Executive Committee appear, however, to be directed elsewhere.

It is easy, and unfair, to blame the administration for everything that annoys one about the ATO affair. After reading the report of the Review Committee, the response of the President and Provost, and the response of the Spritzer panel (which advised the administration to use the procedures established by the Charter of the Judicial System), I am convinced that the Review Committee's criticisms of the handling of the proceedings against the students are unwarranted. The abuses cited by Forer occurred in the proceedings against the fraternity and were mostly committed by University administrators. These people live in a political environment. If a small fraction of the faculty publicly criticize them and the rest remain silent, then they will try to please the critics. For a number of years the Faculty Senate has been dominated by a group whose principal concerns are the alleged unfair treatment and sexual harassment of women in academia. This group successfully represents itself to the administration as the voice of the faculty, and the administration goes to great lengths to give them evidence of its good faith. I believe that the faculty leadership created the political climate and the pressures (see finding of fact #20) which led to the administrative abuses cited by Forer. The administration will never succeed in satisfying this group, but in attempting to do so may lose the respect of the rest of the faculty.

—Michael Cohen, Professor of Physics

SPEAKING OUT welcomes the contributions of readers. *Almanac's* normal Tuesday deadlines for unsolicited material is extended to **THURSDAY** noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.

The Record, 1887



The First Hundred . . .

THE PENNSYLVANIAN begins its career under the most favorable auspices, and we feel justified in predicting for it long life and prosperity.

So said the first issue of what is now *The Daily Pennsylvanian*, sold to the campus at 8 cents a copy on December 15, 1885. The auspices was an amicable one: The editors of the 11-year-old *University Magazine* published by the Philomathean Society had folded their own journal and joined in planning the broader undergraduate paper. Among them was John Durham, a black student who went on to become U.S. Minister to Haiti. By 1894, *The Pennsylvanian* had gone on to become *Daily*.

The popular sport of *D.P.*-baiting apparently started soon after the paper, for the 1887 *Record* recorded its compliments:

... the *Pennsylvanian* passed a most prosperous year. Perhaps no greater praise can be bestowed upon it than to mention the fact that it was highly spoken of by all the Alumni and friends of the University, and by all the students except a certain faction in [the Class of] 88.

Saturday night, as the 100th Board of Managers took office, the *D.P.* could announce a new auspices—its own, as an independent corpora-

tion. Over the summer, incoming Executive Editor Gwendolyn Freyd, as head of the 200-member staff, will work out details of the transition, under an agreement signed Friday between the 99th Board's Peter Canellos and President Sheldon Hackney. The paper, which according to Mr. Canellos projects income-and-expense of \$1 million a year by the end of the decade, will gradually phase into full self-support, taking up its own space costs and the \$17,000 the University now provides to ensure free distribution.

'Rape Culture'

In anticipation of the student-scheduled screening of *Deep Throat* (PUC Movies) in February, the Office of Student Life is presenting *Rape Culture* as the first film in the semester's Serious Films Series. *Rape Culture*, which has been described as a consciousness-raiser because it puts rape in a social context, will be screened twice, at noon and at 2 p.m. on January 31, in the Art Gallery in Houston Hall. There will be discussions immediately following each screening, with Gola Tatum of Women Organized Against Rape (WOAR) facilitating. Patrick Haganian described the film as "one of a number of events" scheduled to deal with issues raised by the projected screening of a pornographic film.

'Image Ethics'

In the same vein, the public session of the Annenberg School of Communications' 3-day conference on *Image Ethics* will take up a 'porn documentary' and the ethics of showing it on public media. The nine-member panel of experts from journalism and law will consider the question at a program beginning at 7 p.m. on January 27 in the University Hilton Hotel ballroom. The moderator for the forum is Provost Thomas Ehrlich. Panel members include President Sheldon Hackney; Paul Bender, professor of law at Penn; Carol Tracy, director of Penn's Women's Center, and Larry Gross, professor of communications at the Annenberg School. At the conference, invited scholars of visual communication will examine the ethics of the images created by photographers.

Form W-2 Wage and Tax Statement	Employee's Social Security Number 23-1352685	OMB No. 1545-0200 Form W-2 Wage and Tax Statement												
THE TRUSTEES OF THE UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA 19104														
<table border="1"> <tr> <td>1. Total compensation</td> <td>2. Federal income tax withheld</td> <td>3. State wages, tips, etc. withheld</td> <td>4. Social Security withheld</td> </tr> <tr> <td>5. Excess insurance premium</td> <td>6. State income tax withheld</td> <td>7. Local income tax withheld</td> <td>8. FICA tax withheld</td> </tr> <tr> <td>9. Total compensation</td> <td>10. State wages, tips, etc. withheld</td> <td>11. Local income tax withheld</td> <td>12. FICA tax withheld</td> </tr> </table>			1. Total compensation	2. Federal income tax withheld	3. State wages, tips, etc. withheld	4. Social Security withheld	5. Excess insurance premium	6. State income tax withheld	7. Local income tax withheld	8. FICA tax withheld	9. Total compensation	10. State wages, tips, etc. withheld	11. Local income tax withheld	12. FICA tax withheld
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<p>Wage and Tax Statement 1983</p> <p>Copy 1 For State, City, or Local Tax Department Employee's and Employer's copy provided</p>														

About the W-2 Form for 1983

At this time of the year, we believe that the following explanation pertaining to amounts and other data reflected on your Form W-2, which you recently received from the University, will be helpful to you as you prepare your Federal and State Income Tax Returns for calendar year 1983.

1. Advance EIC Payment—this amount reflects the Earned Income Credit previously refunded to you if you qualified, completed, submitted Form W-5, Earned Income Credit Advance Payment Certificate, during 1983.

2. Federal Income Tax Withheld—the amount of Federal income tax withheld during calendar year 1983.

3. Wages, Tips, Other Compensation—the total amount of Federal taxable compensation paid to you during calendar year 1983 through the University Payroll System, including the premium value of your Group Life Insurance amounts in excess of \$50,000 but excluding your tax sheltered annuity contributions (i.e., TIAA/CREF).

4. FICA Tax Withheld—the total amount of FICA (Social Security) tax withheld during calendar year 1983.

5. FICA Wages—the total amount of compensation paid to you during calendar year 1983 which was subject to FICA (Social Security) tax, including all of your tax sheltered annuity contributions.

6. Excess Insurance Premium—Group Life Insurance amounts in excess of \$50,000 which are paid for by the employer are considered taxable income. If the value of your Group Life Insurance amount is in excess of \$50,000, a premium value, based upon Internal Revenue Service (IRS) tables, on the amount of insurance above \$50,000, is calculated and reflected in Box 16. This amount is already included in Box 10, wages, tips, other compensation.

Recently, the University received notice that the IRS had issued final regulations to revise the rates used to determine the cost of employer-provided group term life insurance that must be included in one's current taxable income. These revised rates, which are retroactive to January 1, 1983, reflect a decrease in the cost per \$1,000 of insurance coverage over \$50,000 for all employees over 30 years of age were utilized to calculate your excess insurance premium.

7. State Income Tax—the total amount of Pennsylvania State Income Tax withheld during calendar year 1983. If you are qualified, and if you submitted the "Employee Statement of Non-Residence in Pennsylvania" form to claim exemption from Pennsylvania State Income Tax, no amount will be reflected here.

8. State Wages, Tips, etc.—the total amount of compensation paid to you during calendar year 1983 which was subject to Pennsylvania State Income Tax, including all of your tax sheltered annuity contributions.

9. Name of State—the state you have identified as your permanent residence for tax purposes.

10. Local Income Tax—the total amount of Philadelphia City Wage Tax withheld during calendar year 1983.

11. Local Wages, Tips, etc.—the total amount of compensation paid to you during calendar year of 1983 which was subject to Philadelphia City Wage Tax, including all of your tax sheltered annuity contributions.

Please review the form carefully to insure that your name is spelled correctly and that it contains your correct Social Security number. If any information appears incorrect, if you have not received the Form W-2, or if you have further questions regarding its contents after reading this article, please call the Payroll Accounting Section at Ext. 1666/1667 or write to James Curran, Payroll Accounting Section (W-2), Room 309, Franklin Building/16, 3451 Walnut Street, Philadelphia, PA 19104.

The University has received approval from the Department of Health and Human Services, Social Security Administration (S.S.A.), to transmit this data (Form W-2) by magnetic tape rather than by individual forms as in the past. We believe that this process will facilitate the accurate and timely posting of your wage and tax information by the Social Security Administration.

You should also have received, via the U.S. Postal Service, your Federal and State (Pennsylvania) Income Tax Forms and related instructions for filing. Federal tax forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, Pennsylvania, and most U.S. Post Offices and banks. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, Pennsylvania, and may also be obtained by writing the Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pennsylvania 17129. The Payroll Accounting Section which is located in Room 309 Franklin Building/16 has a limited supply of the more common Federal and State forms which are available on a first come-first served basis.

—Paul Gazzero, Jr.
Vice President for Finance

Research Foundation: March 16

Proposals to the University Research Foundation will be due March 16, 1984. Special consideration will be given to younger faculty members and to proposals within those disciplines that have little access to external funding sources. A limited number of awards, typically under \$5,000, will be funded during this cycle. Appropriate proposals might include:

- seed money for initiation of new research;
- limited equipment requests directly related to research needs (not including word processors or computer terminals);
- improved research opportunities for minorities and women;
- travel for research purposes only;
- publication preparation costs.

Proposals should take the form of mini-grant applications, three to five pages in length. The cover page of the proposal must include:

1. Name, Department, School
2. Title of proposal
3. Amount requested
4. 100-word abstract of the need
5. 100-word description of the significance of the project for the educated non-specialist
6. Amount of current research support
7. Other pending proposals for the same project
8. List of research support received during the past three years.

The budget should be detailed on the next page and should list and justify the specific items requested and, if possible, assign a priority to each item. The proposal itself should describe briefly the research and the specific needs which the proposed grant will cover.

An original and eleven copies of the proposal should be submitted to the Chairman of the Research Foundation, Dr. Eliot Stellar, 243 Anat-Chem, G3 (Ext. 5778). Late proposals will be held for the next award cycle.

Update

JANUARY ON CAMPUS

FILMS

Exploratory Cinema

25 *Chronicle of a Summer*, Jean Rouch and Edgar Morin, France, 1961.

Screenings will be held in the Studio Theatre, Annenberg Center, and will begin at 7:15 and 9:30 p.m. Admission is \$3, \$2 for students.

ON STAGE

26 *Urban and Soda*, a satirical look at big city life, the 96th annual Mask and Wig Club musical show at the Clubhouse, 310 South Quince Street, Thursdays through Saturdays through March 3. Performances at 8:30 p.m. Call 923-4229 for ticket information.

29 Vinie Burrows' one woman show, *Walk Together Children*, "the sum and substance of the American Black experience . . .", 3 p.m., Studio Theatre, Annenberg Center. Tickets free with ID; must be picked up at Box Office prior to day of show (English and Afro-American Studies).

TALKS

24 *Metabolic Alterations in Red Cell Enzymes in the New Born*; Dr. Susan Travis, Cardeza Institute, Thomas Jefferson University; 12:30 p.m., Physiology Library, Richards Building (Respiratory Group of the Department of Physiology; Department of Anesthesiology).

25 *What Can We Do About School Quality Conditions?*; Dr. Daniel Lortie, professor of sociology, University of Chicago; 7:30 p.m., 351 Steinberg Hall-Dietrich Hall (Council for Educational Leadership, GSE).

26 *The Political Elite of Revolutionary Iran*; Dr. Eric Hooglund, The Research Institute of the American/Arab Anti-Discrimination Committee, Washington, D.C.; 11:30 a.m., 843 Williams Hall (Iranian Studies Seminar, Middle East Center).

Role of Differential Cell Membrane—Drug Interactions in Cancer Therapy; John Yuhas, department of radiation therapy, HUP; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

27 *Image Ethics—the right to public use of one's picture*: public forum to consider whether a film about pornography, *Not a Love Story*, should be shown on public television; 7:11 p.m., Ballroom, University Hilton (Image Ethics Conference, Annenberg School of Communications).

30 *Some New Applications of Langmuir-Blodgett Films*; Dr. George Gaines, Corporate Research and Development, General Electric Company, Schenectady, N.Y.; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

The German Connection: A Chapter in the History of French Sociology; Professor Wolf Lepenies, School of Social Science, The Institute for Advanced Study, Princeton University; 4 p.m., Seminar Room 107, Smith Hall (Department of History and Sociology of Science).

31 *Oxygen is Lethal to Sperm*; Dr. Bayard Storey, Ob-Gyn and Physiology Departments; 12:30 p.m., Physiology Library, Richards Building (Respiratory Group of the Department of Physiology, Department of Anesthesiology).

The Rituals of Taoism; Dr. John Lagerwey, Project Tao-tsang, Paris; 4 p.m., Classroom 2, University Museum (Departments of Oriental Studies and Religious Studies).

Feminism in the 80's; Gloria Steinem, Ms. magazine editor; 8 p.m., Irvine Auditorium (Connaissance).

Additions, changes and cancellations for the weekly On Campus Update must be received by noon Tuesday prior to the Tuesday of publication. The deadline for the March pullout calendar is noon, February 14. Address: 3601 Locust Walk/C8 (second floor of the CA).

DEATHS

Dr. Dorothea Gilbert, emeritus assistant professor of social work, died January 16 in Chapel Hill, North Carolina, at the age of 78. She received her M.S.W. from Penn in 1937, then worked for private social agencies for twenty years before returning to Penn as a lecturer in 1958. She became an assistant professor in 1962 and took her D.S.W. here the following year. She retired in 1970; there are no immediate survivors.

John H. Keyes, formerly the business manager at the University, died on December 19 at the age of 82. Mr. Keyes was first employed here in 1927 as an assistant superintendent in Physical Plant. He became an engineer in 1936, superintendent of Maintenance in 1944, and assistant executive engineering in 1949. He was appointed director of Physical Plant in 1961 and became business manager of the University in 1963, retiring in 1972. He is survived by his wife, Esther.

Jonell Mayers, a technician at the University from 1944, died on December 4 at the age of 70. She started as a lab assistant in the Harrison Department of Surgical Research, where she also held positions as a technician and histology technician. In 1964 she became a technician in Dermatology and also in Veterinary Medicine and Animal Biology, and then moved to Orthopaedic Surgery in 1967. Mrs. Mayers was out on long term disability from 1975 until she retired in 1980. She is survived by her son, Daniel E. Mayers.

Evelyn Taylor, a food service worker in Dining Services from 1961, died on December 18 at the age of 65. She retired December 1, 1983. She is survived by a son, Bernard Taylor.

Vito Salatino, a police officer at the University, died on December 24 at the age of 58. He was hired in 1967 as a night watchman by Physical Plant, and from 1970 until his death he was a police officer in the Public Safety Office. He is survived by his wife, Anne.

Almanac
3601 Locust Walk/C8
Philadelphia, Pa. 19104
(215) 898-5274 or 5275.

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ALMANAC, January 24, 1984



Richmond Hoxie and Alice Nagel, two of the Drama Guild's six actors who portray more than 50 characters acting out the dramas of generations of American families played around the dining room table, perform in The Dining Room at the Annenberg Center through January 29. Ticket information: 546-0776.