



Inside: The 1985 Annual Report

## IN BRIEF

**Death of Dr. Davis:** Dr. Richard Davis, assistant professor of pharmacology, died following the recurrence of a stroke on October 25 at the age of 53. He joined the department of pharmacology at Penn in November 1960 as a research associate in pharmacology, and in July 1970 was named assistant professor of pharmacology. He received tenure in July 1973. Dr. Davis was recognized internationally for his high-precision localization of cholinesterases in mammalian tissues. Dr. Davis graduated cum laude from Kenyon College in 1954, and received his Ph.D. from Rice University. Before coming to Penn he spent a postdoctoral year in electron microscopy at Rockefeller University. He is survived by his mother, Mrs. Adaline Davis, a sister, Mrs. Linda Litzinger, and a brother Louis Davis.

**Publications Director:** Stephanye Williams, who has been manager of marketing communications in University Relations, has been named to the directorship vacated recently by Nicholas Nagurny. Ms. Williams, a former Philadelphia advertising executive, joined Penn in 1979 and has handled catalogs, bulletins, and external promotions such as the new series of video spots used on PBS this fall.

**Protect-a-Logo:** Penn symbols and logos can now be protected from unauthorized use by manufacturers, if registered by December 6. See page 3 for details.

**No Break:** The week of Thanksgiving there has usually been no issue of *Almanac*; however, there will be an issue next week containing the *Report of the Task Force on the Quality of Teaching* and the December pull-out calendar.

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# Almanac

Tuesday, November 19, 1985

Volume 32, Number 13

## LRSN: A 25th Anniversary Convocation

Penn's Laboratory for Research in the Structure of Matter will mark its 25th anniversary December 16 with a convocation where four senior figures in the field will receive honorary degrees.

The four recipients—each of whom will also give an address open to the Penn community that day or evening, are:

Dr. Edward E. David, Jr., of the Exxon Research Corporation, a member of the SAS Board of Overseers. Dr. Donald N. Langenberg, chancellor of the University of Illinois and member of the SEAS Board of Overseers.

Dr. Roland W. Schmitt, senior vice president for corporate research and development at the General Electric Company and chairman of the National Science Board.

### NIH New-Grant Restrictions

The full text of an NIH advisory, effectively deferring to the February cycle certain research proposals involving live vertebrates, appears on page 3 of this issue. Dr. James B. Wyngaarden, director of NIH, limits the interim policy to NIH competing grants—new, renewal, or supplemental—and says the policy will obtain "until modified or discontinued on the basis of the results of the review of the new Animal Welfare Assurance that is due on January 1, 1986." Also on page 3, Vice Provost for Research Barry Cooperman responds to Dr. Wyngaarden's letter and announces the membership of the Institutional Animal Care and Use Committee (IACUC) now required of all awardees under a revised NIH policy.

Dr. Frederick Seitz, president emeritus of Rockefeller University.

At the convocation Dr. J. Robert Schrieffer, the 1972 Nobel Laureate who was professor of physics here and a member of LRSN before joining Santa Barbara, will be the main speaker.

The anniversary celebration begins at 9:30 a.m. at LRSN, 3231 Walnut Street, with messages from the President and the Provost.

Events during the day:

10 a.m.: Dr. Langenberg, who followed founding director Dr. John N. Hobstetter as director of LRSN in the 'seventies, on *The Evolution of Materials Science at the University of Pennsylvania*.

11 a.m.: Dr. Seitz on *The Origins and Development of Materials Science in the United States*.

1:30 p.m.: Dr. David on *The New Age of Research: Superinstruments, Superinstitutions and Superscience*.

2:30 p.m.: Dr. David White, the current director of LRSN, on *Materials Science Research at the University of Pennsylvania*.

4 p.m.: Convocation with address by Dr. Schrieffer and the award of honorary degrees to Drs. David, Langenberg, Schmitt and Seitz. (Rainey Auditorium, the University Museum.)

5:30 p.m.: Reception (Faculty Club).

6:30 p.m.: Dinner followed by Dr. Schmitt's address on *The Future of Materials Science*.

Events are open to the University community. Reservations are needed for the reception and dinner: Dr. Louis Girifalco, Ext. 3448.

## Council: 25-10 Vote in Favor of Divestment

The University Council voted 25-10, with five abstentions, in favor of divesting of stocks in companies that do business in South Africa.

Three trustees observed the hour's debate on November 13—Richard Brown, chairman of the Trustees Committee on University Responsibility; Robert Yarnall and David Auten.

The resolution, introduced by GAPSA, cites Council's 1981 resolution to divest. The full text will be published shortly; its central passage asks that the Trustees "immediately agree to divest . . . within one year of any stocks and bonds now held with companies that are actively doing business within the country of South Africa." It adds, "We also request that in addition to divestment, the University acknowledge its moral responsibility to support the development of humane systems of government and establish a Task Force of knowledgeable university members to develop a set of measures that University members can take to counter apartheid."

In debate, Chair-elect Dr. Roger Soloway took the view that divestment might be a one-shot effort weaker than staying in and using investments as leverage, and Past Chair Dr. Jacob Abel proposed actively organizing stockholder resolutions to focus publicity and pressure on companies to strengthen adherence to Sullivan principles—and to raise the goals of Sullivan. The current Chair, Dr. Anthony Tomazinis, objected to voting a fixed institutional morality.

Dr. Susan Wachter addressed the question as an economist, noting the "zero sum game" effect that if divestment cost little, it would achieve little impact. Dr. Henry Tuene's concern was that American divestment might be welcomed by the regime, since U.S. capital could be replaced with no-strings Far Eastern capital.

The question of refusing gifts as well as divesting drew strongest debate. A student urged refusing gifts to increase public-opinion pressure. Dr. Michael Cohen said that such a proposal, if made

by opponents of divestment, would be viewed as mischievous; later, after the GAPSA motion passed, he offered a new motion that nothing in the resolution should indicate a policy of rejection of gifts, but it was tabled. Dr. Fred Block's argument, supported by several others including guest/observer Patrick Hagopian of the Penn Anti-Apartheid Coalition, was that divestment could be viewed as an intentionally limited political message with no bearing on other relations (gifts, purchase of products, placement recruiting, etc.) with the same companies.

**Sexual Harassment:** Council adopted Dr. Michelle Fine's motion to have Steering create an ad hoc University Council Committee on Sexual Harassment (UCCOSH) to "review and recommend policies and procedures to resolve cases of Sexual Harassment, with particular attention paid to peer-to-peer harassment," and to report by February.

## From the President

### South Africa-Free Pension Plan Options

I am very pleased to announce the addition of the Calvert Social Investment Fund as an investment alternative for participants in the University's defined contribution retirement plans.

The Calvert Social Investment Fund avoids investing in weapons systems manufacturers, nuclear power and repressive regimes such as South Africa. Investments are screened for their social impact as well as for financial soundness. The Fund's social criteria include equal opportunity, environmental responsibility, occupational safety and health concerns and fair labor practices. Both a managed growth portfolio and a money market portfolio are offered.

The addition of Calvert makes it possible for participants to direct both their own and University contributions into South Africa-free investments beginning in February, 1986.

More detailed information about the Calvert Social Investment Fund and how faculty and staff may participate will be provided by the Human Resources/Benefits office during the next several weeks.

I am particularly gratified that Penn will be among the first universities in the country to offer its faculty and staff this kind of investment choice.

—Sheldon Hackney, President

## SENATE

### Interim Report of the Committee on the Economic Status of the Faculty

November 11, 1985

This interim report of the Senate Committee on the Economic Status of the Faculty has two purposes: 1) To report on our evaluation of last year's increases in salaries of continuing faculty, and 2) To recommend this year's increases. Two resolutions follow. The committee is also working on other matters, such as tuition benefits and flexible benefits and will report on them next spring.

Since in both areas the committee followed the guidelines of the 5-Year Plan for Faculty Salaries (approved by the Faculty Senate on April 10, 1984), it will be helpful to repeat its main points. In the first place, in view of a nearly 10% loss in the faculty's real income in the past years (1974-84), the annual salary increases need to be at least 2% higher than the cost of living increase. This minimum increase will be referred to as the "catch-up" goal. In the second place, noting that faculty salary increases have slipped behind increases in peer institutions by 4.4% during the last three years (1981-84), we also called for additional increases to cover that gap within 3 years. This goal will be referred to as the "match-up" goal.

#### 1. Evaluation of last year's increases

In our April 1985 Report, we expressed our satisfaction that the aggregate increases proposed by the administration for 1985-86 would meet the "catch-up" minimum. The overall figures now available indicate that they did so for the continuing faculty as a whole. In order to ascertain how the increases were actually distributed, we then requested distribution figures by school and key percentiles from the administration.

We received overall figures, but *not* the necessary breakdowns we had requested. However, even the data that we received appeared to indicate that, especially for full professors, the increases were very unevenly distributed, with a significant proportion failing to reach the "catch-up" minimum.

We also sent a short questionnaire to deans and department chairs about aggregate increases suggested to, and requested and obtained by, their budgetary units. Full confidentiality was assured in all cases. We did get some answers, for which we are grateful. However, we are sad to have to report that a number of deans not only did not answer our questionnaire, but instructed their department chairs not to release the requested figures. This committee was elected to promote the economic interests of the faculty, and therefore it is disappointed to find out that deans and department chairs, in their position as administrators, have declined to help it promote these interests of their faculty.

As a result, our concern about the distribution of increases remains unanswered. We can only state that there is *no* evidence that the implementation of the "catch-up" policy has been carried out in such a way that all segments of the faculty did indeed recover a significant part of

their past losses in real income. Our concern expressed in the 1985 Report that "procedures be developed which insure that the stated policies be implemented in *all* schools," continues.

Resolution of this matter requires the cooperation of the administration. Hence, the appended Resolution No. 2.

#### 2. Recommended increases for next year

In the area of the "catch-up" goal, in view of the low cost of living increase projected for this year, we believe we may trust the administration to propose increases that will meet the *minimum* objectives of the 5-Year Plan.

However, insofar as the "match-up" is concerned, the situation has deteriorated from 1984 to 1985. On the basis of the latest available figures, our lag behind our peer institutions has increased that year from 4.4% to 4.8%. In order to "match-up" with their rate of salary increases over the four years 1981-1985, and bring the University back to a competitive position, we need now to have, during the next *two* years (having lost a year), an increase in continuing faculty salaries that would be 2.4% higher per year than the expected increases in the peer institutions.

While it is impossible to predict exactly what the peer institutions will do this year—in fact, our estimates last year turned out to be too low—the committee is assuming, on the basis of past performance, that the increase in peer institutions will be in the vicinity of 7.4%. In terms of the "match-up" objectives of the 5-Year Plan, this would translate into a total 9.8% increase for the continuing faculty at the University of Pennsylvania.

#### Resolutions

The Faculty Senate recommends that:

1. *The total increases in salaries for the continuing faculty for 1986-87 be at least 9.8%, so that the University might regain its proper place among its peer institutions.*

2. *Deans cooperate with the Senate Committee on the Economic Status of the Faculty in its attempts to monitor the implementation of salary increase policies.*

#### Senate Committee on the Economic Status of the Faculty

Jacob M. Abel (mechanical engineering), *ex officio*

Jean Alter (Romance languages),  
Chair

Diana H. Crane (sociology)

Ezra S. Krendel (statistics)

Anthony R. Tomazinis (city planning), *ex officio*

Paul A. Liebman (anatomy and ophthalmology)

Roger H. Walmsley (physics)

James E. Walter (finance)

Roger D. Soloway (medicine),  
*ex officio*



# Animal Research: NIH Advisory . . . University Responses

## Letter to Dr. Cooperman (11/15/85)

I am writing in follow up to your several recent conversations with Dr. Raub of my staff regarding funding for research with live vertebrate animals. As you know, in the light of the upcoming special review of the University of Pennsylvania's total program for the care and use of laboratory animals, the NIH finds it necessary to place temporary restraints on selected new commitments of funds. Specifically, effective November 1, 1985, I issued the following interim policy:

1. All NIH competing grants for research involving live vertebrate animals at the University of Pennsylvania will require the concurrence of the Deputy Director for Extramural Research and Training or his designee. This policy affects new grants (Type 1), competing renewals (Type 2), and competing supplements (Type 3).

2. Noncompeting continuation applications (Type 5) may be awarded without special considerations.

3. Where it is necessary to defer a competing continuation grant (Type 2) that the awarding unit otherwise would have issued, the current budget period should be extended administratively for six months with new funds to maintain the continuity of ongoing research.

4. Analogous considerations will obtain for new R&D contracts and extensions of existing ones.

This interim policy will obtain until modified or discontinued on the basis of the results of the review of the new Animal Welfare Assurance that is due on January 1, 1986.

I am mindful of the fact that the University is strongly committed toward ensuring that its program for the care and use of laboratory animals is in full compliance with all applicable statutory, regulatory, and administrative requirements. I also am mindful that the interim policy described above may impose hardship on some individual scientist and the University administration overall. Therefore, it is our intent to give prompt attention to the University's new Assurance such that we can provide a substantive response before February 1, 1986. I cannot determine in advance of the review, of course, whether that response will mark the end of the process or simply signal passage into a second stage of interactions about the Assurance.

My staff and I are pleased at the cooperation we have received from you, Dean Stemmler, and President Hackney in dealing with aftermath of the problems in the Experimental Head Injury Laboratory. We look forward to continued effective working relationships in completing the review process for the new Assurance.

Sincerely yours,

James B. Wyngaarden, M.D., Director, National Institutes of Health

## To the University Community:

The University has been informed by the NIH that, pending receipt and approval of Penn's Animal Welfare Assurance statement, the NIH finds it necessary to place temporary restraints on selected new commitments of funds to the University involving the use of live vertebrate animals. Specifically, effective November 1, 1985:

1. Funding of all NIH competing grants for research involving live vertebrate animals at Penn will require the approval of the Deputy Director for Extramural Research or his designee. This policy applies to all grants involving the commitment of new funds to the University, including new grants, competing renewals, and competing supplements.

2. When it is necessary to defer a competing renewal grant that has a sufficiently high priority to otherwise have been awarded, the NIH will

extend the current budget period six months with new funding, in order to maintain the continuity of ongoing research.

3. Non-competing continuation applications will not be subject to these restraints and will be awarded without special consideration.

4. An analogous policy will apply for research and development contracts utilizing live vertebrate animals.

I expect that as many as 15 new and competing renewal grants to Penn may be affected by this interim NIH policy. NIH appreciates the hardship on individual scientists and on the University as a whole that their policy may impose. As a result they have agreed to give prompt attention to our Assurance statement, due December 31, 1985, so as to be able to provide a substantive response before February 1, 1986.

Penn will continue to work with the NIH to ensure that our programs for the care and use of laboratory animals are in full compliance with federal requirements. However, we must point out that we fail to understand the process by which the NIH has acted in imposing this interim policy, or the justification for imposing funding delays on projects that have received high scientific priorities, based on peer review, and for which no questions have been raised as to the appropriateness of animal care and use. Faculty and staff having questions regarding this interim policy should address them to their respective Deans.

—Barry S. Cooperman, Vice Provost for Research

Following is the membership of the Institutional Animal Care and Use Committee (IACUC) named by Vice Provost Barry Cooperman as provided in the NIH's revised *Policy on Humane Care and Use of Laboratory Animals* by *Awardee Institutions*. Its role is described informally in *Almanac* November 12 (page 7).

## Institutional Animal Care and Use Committee

Academic Year 1985-86

Chairman: Dr. David K. Detweiler, Head of Labs and Professor of Physiology (Veterinary Medicine)

Dr. Daniel Bogen, Assistant Professor of Bioengineering (SEAS)

Dr. John Cebra, Professor of Biology (SAS)

Ms. Elizabeth Fuller, Concerned Advocate

Dr. C. Randy Gallistel, Professor of Psychology (SAS)

Dr. Paul Lanken, Assistant Professor of Medicine (Medicine)

Dr. Richard Lonsdorf, Associate Professor of Psychiatry and Law (Medicine/Law)

Dr. Leonard Miller, Professor of Surgery (Medicine)

Ms. Elaine Newton, Community Member, Director of Public Relations, Pennsylvania Society for the Prevention of Cruelty to Animals

Dr. Brooke Roberts, Emeritus Professor of Surgery (Medicine)

Dr. Samuel Yankell, Research Professor (Dental Medicine)

Ex-officio: Mr. Edward Parker, assistant director, Research Administration (Medicine)

Ex-officio: Ms. Ruth Clark, Assistant Director for Regulatory Affairs, Office of Sponsored Programs

Ex-officio: Dr. Stephen Schiffer, Director, Unit for Laboratory Medicine (Veterinary Medicine)

Ex-officio: Dr. Moshe Shalev, Director, Division of Laboratory Animal Medicine (Medicine)

## Licensing of the Penn Name, Logos, and Symbols

The University of Pennsylvania has a proprietary interest in its name and in the logos and symbols that have come to be associated with it. Often vendors seek University approval to license the University name, logos, or symbols for use on commercial products; other times vendors do so without University approval. To protect its reputation, the University has a strong interest in ensuring that its name is associated only with high quality merchandise of

appropriate character. For the purpose of monitoring licensing activities throughout the United States and the world, it has entered into an agreement with the International Collegiate Enterprises, Inc. ("ICE"), a company that is experienced in the licensing field and acts as licensing agent for many other universities. Because ICE will act as the University's exclusive licensing agent, anyone in the University community seeking to use the University name,

logos, or symbols for commercial purposes must do so through ICE. Individuals and departments of the University with questions or who wish to have a symbol or logo protected under this license agreement should forward a copy to the Office of the Vice President for Administration (737 Frankling Building/6294) no later than December 6, 1985.

—Mary Ann Meyers, Secretary of the University  
—Gary J. Posner, Vice President for Administration

## CONFERENCES

**20** *Values and the Economy*; part of the President's Forum on the Family; Keynote speaker Archbishop Weakland, chairman, Pastoral Writing Committee, speaks on *Moral Background and Content, U.S. Bishops' Pastoral Letter on Catholic Teaching and the U.S. Economy*; with responses by J. Brian Benestad, Lisa A. Richette; 8 p.m., 102 Chemistry Building, November 21; Policy Applications: *Goals of the U.S. Economy and the Strategies to Achieve Them*; Thomas Cronin, Edward Schwartz, Archbishop Rembert Weakland; 8 p.m., 17 Logan Hall.

### Workshops of the Conference

**21** *The Pauperization of Women*; 10 a.m.-noon, Bodek Lounge, Houston Hall.

*People of Faith . . . Called to Activism?*; 3-5 p.m., Bodek Lounge, Houston Hall.

**22** *Worker Owned Cooperatives*; noon-2 p.m., Bodek Lounge, Houston Hall (Christian Association, Hillel at Penn, Penn Political Union, Connaissance, Penn Extension, Penn Newman Center, Women's Center, Political Participation Center).

## TALKS

**19** *Turnover and Release of Arachidonic Acid in Thrombin-Stimulated Human Platelets and Macrophages*; David Purton, Thrombosis Research Institute, Temple University; 12:30 p.m., Physiology Library, Richards Building (Department of Physiology).

**20** *Preventing Acquaintance Rape: Female-Male Relationships*; 7-9 p.m., Room 100, Law School (Women's Center, Public Safety and Security, University Counseling Service, Office of Student Life, Residential Living, Student Health).

*The Symbolism of the Book in Art*; Maurice Shapiro, professor of art history, Tulane University; 5:30 p.m., 6th floor, Van Pelt Library (Friends of the Library).

*The Concept of the Universality of the Roman Empire from Augustus to Bossuet*; Emilio Gabba, professor of ancient history, University of Pavia, member of Institute for Advanced Study in Princeton; 5 p.m., Bishop White Room, Houston Hall (Classical Studies).

*The Quest for Melanoma-Specific T Cell Clones*; Jeanette Bencicelli, Dr. DuPont Guerri, Hematology-Oncology Section; 4 p.m., Conference Room, 7 Silverstein, HUP (Hematology-Oncology Section).

**21** *The Measurement of Male Adult Personality Development*; Dr. Michael T. Brown, counseling psychology and guidance, Ball State University; 3 p.m., Room D-9 Graduate School of Education (Psychology in Education, GSE).

*The Attractive and Repulsive Forces Between Membranes*; Dr. Sidney Simon, department of physiology, Duke University Medical Center; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

**22** *The Natural and Unnatural Roles of Polyoma Virus Oncogene*; Dr. Tom Benjamin, depart-

## An Open Letter to the Penn Community

November 21, 1985 has been set as the American Cancer Society's Great American Smokeout, a day for all faculty, staff and students to recognize that stopping smoking is not only good for you, but it's good for the people around you, and makes the Penn environment all that more enjoyable. Don't smoke on November 21. It might just become your new habit.

—Gary J. Posner, Vice President for Administration  
—Anthony R. Tomazinis, Chair, Faculty Senate  
—Russell Muth, Spokesperson A-3 Assembly  
—Shirley Hill, Chair, A-1 Assembly  
—Michael Gordon, Chair, Undergraduate Assembly  
—James Whelan, Chair, GAPSA

## Penn's Participation in the Smokeout

### The Support Network

Penn, through its Wellness Program, has set up a support network to help smokers quit successfully on November 21. The following members of the faculty and staff who have stopped smoking through the University's *I Can Quit* programs will be available all day on Thursday, November 21 to speak with smokers and help them through those 24 hours. Those trying to quit should call:

Susanne Bradford, Annenberg School, Ext. 8016  
George Budd, Human Resources, Ext. 6018  
Charles Perry, Industrial Research, Ext. 5605  
Gary Posner, VP Administration, Ext. 6884  
Helena Clark, Law School, Ext. 7493  
Barbara Johnson, Staff Relations, Ext. 6093  
Suzanne Riley, Law School, Ext. 3203  
Eric van Merkensteijn, Wharton, Ext. 1170.

### The Reunion

On the evening of November 21, *I Can Quit* graduates are getting together for a reunion. Those smokers who quit for the day, successful quitters, those who are thinking about quitting or those who know someone who might quit smoking and would like to be of help, are invited to the Faculty Club at 5:30 p.m. to spend some time with other people who teach and work on this campus and were able to kick the habit. Michael Silverman, Philadelphia Health Plan's clinical and group psychologist who has guided hundreds of smokers to non-smoking lives, will also be present.

ment of pathology, Harvard Medical School; 11:30 a.m., 196 Med Labs Building (Microbiology Graduate Group).

**26** *DNA in Tight Places*; Charles Cantor, professor human genetics and development, Columbia University; noon, Room 404 Anatomy-Chemistry Building (Department of Biochemistry and Biophysics).

*Cytochemical Parathyroid Hormone Assay, Application of Techniques in Vivo*; Susan Silverton, department of physiology; 12:30 p.m., Physiology Library, Richards Building (Department of Physiology).

### Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the January pullout calendar is Monday, December 2. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association Building).

**Note:** The December pullout calendar originally scheduled for this week will appear in next week's *Almanac*, November 26.



### I Can Quit

Smokers who decide that they want to quit for more than just one day can sign up for the Wellness Program's next *I Can Quit* smoking cessation course. The next program begins on November 26. It is an eight session course designed to deal with the complex behavioral, physiological and psychological factors that confront the smoker who attempts to quit. The sessions are held at the Faculty Club from 5:30-6:30 p.m. and the cost is \$50. Penn expresses its commitment and support of smoking cessation by partially refunding the program cost of successful quitters. For further information or to register please call Franni Lundy, on Ext. 6093, or come to the reunion.

### Adopt-A-Smoker

There is an important role ex-smokers or never-smokers can play on Smokeout Day; they can Adopt-a-Smoker. This has been an extremely successful aspect of the Smokeout. They take it upon themselves to help a quitter-for-the-day on the path to smokelessness. They provide constant encouragement, fruit, low calorie nibbles. Adoption papers and a guide for the Adopt-A-Smoker are available from Franni Lundy.

### Visit the Smokeout Kickoff

Wednesday, November 20 from 4:30-5:30 p.m. and Thursday, November 21 from 8:30-9:30 a.m. in the lobby of the Franklin Building. Smokers will be able to throw away their cigarettes alongside other campus quitters and pick up survival kits, extra tips, adoption papers, buttons to let people know that they are going to quit smoking for the day and an extra bit of encouragement.

**Correction:** In last week's front page story on the Annenberg School the Hon. Leonore Annenberg's name was misspelled. We regret the error.—Ed.

## Almanac

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ALMANAC November 19, 1985