

Almanac

Tuesday, January 14, 1986

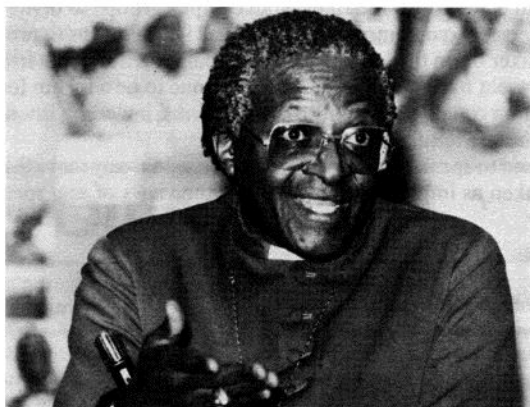
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Bishop Tutu: January 14

Desmond Tutu, Anglican Bishop of Johannesburg, will deliver the keynote address at the University's week-long Martin Luther King Commemoration January 13-18. Bishop Tutu, who won the 1984 Nobel Peace Prize for his non-violent opposition to apartheid in South Africa, is expected to speak on the struggle for racial equality in his native land when he appears at Irvine Auditorium, on Tuesday January 14, at 4 p.m.

In 1984, Bishop Tutu became South Africa's first black Anglican bishop. Before that he served for several years as that nation's first black General Secretary of the South African Council of Churches, during which time he represented 12 million Christians of all races. An outspoken proponent of economic pressure to bring reform of South Africa's policy of racial separation, Bishop Tutu is widely considered the leading figure of moderation in his country.



Football—Ed Zubrow: Within eight days of Jerry Berndt's decision to leave for Rice University in Houston, Penn tapped its 34-year-old defensive coach Ed Zubrow to take over as head football coach here. Mr. Zubrow, a 1973 alumnus of Haverford College, coached at Germantown Friends and Haverford School, then served as head coach at Penn Charter from 1978 until he joined Penn in 1981. As recruiting coordinator in the Berndt years, Mr. Zubrow has been "enormously successful in selecting scholar-athletes and persuading outstanding ones to choose Penn," said President Sheldon Hackney in announcing the appointment. "We owe Jerry Berndt much—not only for leading us to four Ivy championships, but also for recruiting a staff that included Ed Zubrow." Added DRIA Director Paul Rubin: "Ed understands the Ivy League and the special academic requirements of our student athletes; he is a gifted organizer who knows us well. In the end there were many outstanding candidates, but none knew as much about the formula for success here as Ed did." The new head coach, who accepted the job over the phone from New Orleans where he was attending national coaches' meetings, called it "a dream come true" to be part of the Penn program and then have the opportunity to carry it on.

President's Forum 1986-87: Colorlines

In the coming eighteen months, the President's Forum will devote itself to the issues of race and racism, under the overall title *Colorlines: The Enduring Significance of Race*. President Sheldon Hackney has urged all of the University's Schools and organizations to "join in reflection and discussion of these pressing problems within our own community, our nation, and throughout the world." As with the first three President's Forums, primary objectives of the 1986-87 Forum will be to promote intellectual exchange within the University; to facilitate research across disciplines in the humanities, social sciences, natural sciences, and the professional schools; and to engage the larger Penn community in consideration of a dilemma that affects all of us.

On the President's Committee of faculty, staff and students to organize and conduct the Forum are:

- Dr. Robert F. Engs, Associate Professor of History, *Chair*
- Dr. Howard Arnold, Associate Dean, Social Work
- Dr. Sandra Barnes, Associate Professor of Anthropology
- Dr. Renee Fox, Professor of Sociology
- Dr. Dell Hymes, Dean of Education
- Mr. Ralph Smith, Associate Professor of Law
- Dr. Eliot Stellar, University Professor of Psychology
- Dr. Paul J. Zingg, Assistant to the President
- Mr. David Fernandez, Undergraduate Representative
- Ms. Marquitta Harris, Black Student League Representative
- Ms. Emily Vail, Graduate Representative
- Graduate Student Robert Gregg of the history

(continued next page)

For the Trustees Stated Meeting at 2 p.m. Friday, January 17—when investment policy on companies operating in South Africa is on the agenda—there will be a microwave broadcast to Room 110 Annenberg School, which has a large-screen receiver and seats 190. Members of the University are welcome to view the proceedings in the new Annenberg facility.

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Insert: CRC's Penn Printout

From College Hall

On Freedom to Exchange Ideas

We have stated the following points on numerous occasions in the past. As the new term begins, we hope they will be kept in mind by the entire University community.

Hundreds of outside speakers are invited to the campus each year, sponsored by scores of different organizations of faculty, students and staff. We urge those who sponsor programs to consider carefully the likely reactions of the University community and the need to promote an environment of mutual respect. Sponsors, of course, have a right to follow their own judgments. We urge only that if a speaker whose views may be offensive to some portion of the campus community is to be invited, the sponsors think carefully about when and how to present such a controversial speaker so as to minimize the possibility that individuals or groups will feel offended and to maximize the opportunity for real discussion.

At the same time, we affirm the right of all campus groups to invite whomever they wish to the campus and underscore our commitment to take all feasible steps to protect that right, whatever our views on the speaker or on the judgments of particular inviters. The free exchange of ideas requires no less. This is a great university, and it must continue to be a forum for the expression of differing opinions. Education can come in many different forms, including listening to speeches by individuals whose opinions are antithetical to most listeners.

We do not intend to speak out on each of these occasions any more than in the past, but our silence should not be taken as implicit endorsement of the views of any speakers or of the goals of any sponsor.

Sheldon Hackney, President

Thomas Ehrlich, Provost

COUNCIL

Tighter Security Measures and Increased Vigilance

The Safety and Security Committee has been reviewing the security systems and practices currently in place on the campus of the University of Pennsylvania. While there does appear to have been a decline in major crime on campuses over the last five years, the recent tragic incident in Graduate Tower A has highlighted the need for tighter security measures and increased vigilance.

A basic weakness in the controlled access to residence and other buildings is the use of the current ID card. These cards can be lost or stolen and can be presented by individuals desiring to gain unauthorized entry. The tiny identification pictures and the fraction of a second that the card is flashed do not allow the ID checkers a safe and reliable approach to excluding intruders. What is needed is a computerized system linked to magnetic tape encoded ID cards which can be identified by an automated card reading system. The ID checkers would continue to check photos while the card is in the reader, but the automated system would scan its data base to ascertain whether the card is valid. Once an individual leaves the University of Pennsylvania, his card would be cancelled and could not be used in the system.

In addition, the cards would also be automatically logged in and out of the central computer so that in the event of a crime there would be a listing of those who had access to the building in question. Access to these buildings should be via a single lane turnstile so that unauthorized individuals cannot push their way through.

The key system that is currently in use in Graduate Towers A & B is of marginal utility as a security system and should be replaced and/or augmented by the system outlined above.

A major gap in current building security is presented by access to visitors. Visitors to the residences should be screened by building personnel by at least two methods. The individual receiving the visitor must talk directly with building security personnel and agree to receive the visitor. All visitors should be required to show identification and to sign in and out of the residence.

We urge the administration to begin to incorporate these measures into its security system as quickly as possible.

—Sheldon Jacobson, M.D., Chairman
Safety & Security Committee

(continued from page 1)

problems of school desegregation, elite institutions and affirmative action, racism in intercollegiate athletics and American sport, and race and university management.

The Forum will conclude in the spring of 1987 with a colloquium on *The Future of Multi-racial Societies*.

The President and Dr. Eng's Forum Committee are eager to incorporate in these preliminary plans initiatives from other campus groups. "Our goals remain the same as those of W.E.B. DuBois when he was at Penn nearly a hundred years ago," said Dr. Eng. "Through

knowledge and understanding about one another, we can learn to accept and respect one another—if our minds are open—as they should be in our environment."

In early April, the Forum will sponsor a colloquium in cooperation with the Graduate School of Education entitled *Gathered to Scatter: Purposes and Process in White-Defined Higher Education for Blacks—The Hampton Institute Model*. Scholars and interested parties from Virginia and around the Northeast will gather to discuss the intent and outcome of the education offered at the historically black colleges of this nation.

As opportunity provides, additional Spring Colloquia or lectures may be added.

Fall 1986

In the fall of 1986, the Forum will sponsor two major colloquia. The first, *Colorlines—Racism in America*, will look at problems of color, gender, class and language among U.S. minorities. The second *Colorlines—Race and Color Discrimination in the New World* will look at similar problems in other areas of the hemisphere.

In the spring of 1987, the Forum will also sponsor two major colloquia. The first *Colorlines: Comparative Ways of Defining Difference—Europe, Africa and Asia*, will attempt to put American racial problems in an international perspective, and also to recognize and seek understanding about problems of racial and ethnic difference that are peculiar to other societies.

The second, *Racism in the Academy*, will attempt to utilize insights and comparative perspective gathered from previous sessions. Its focus will be on such issues as racism and the department is serving as the Planning Committee coordinator.

Over the eighteen months of the Forum, the Committee will sponsor a series of colloquia to which the entire University community is invited. In addition, the Committee solicits ideas for activities and programs related to its themes from other interested groups on campus. Modest funding is available to bring speakers, to support seminars, and to publicize courses and related events. The Forum Committee invites suggestions which may be addressed to any of the Committee members or to Dr. Eng, c/o the Office of the President, 100 College Hall/6380.

Spring 1986

In the spring of 1986, the President's Forum will initiate its activities through co-sponsorship of the Martin Luther King, Jr. Day Commemoration at the University, to be highlighted by the address of Reverend Desmond Tutu.

In late February or early March, it will sponsor its first colloquium entitled *Defining Racism*, in which scholars from Penn and other institutions will discuss the origins, manifestations, and consequence of "Colorlines" in human history from interdisciplinary perspectives.

Almanac

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(215) 898-5274 or 5275.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

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Changes in Social Security, Withholding, and State Personal Income Taxes

Beginning January 1, 1986, all faculty and staff of the University will be subject to a change in the social security tax (FICA) which is collected through payroll withholding. The tax will increase from 7.05% to 7.15% and the taxable wage base will increase from \$39,600 to \$42,000. Therefore, the maximum social security tax to be withheld from employees in 1986 will increase from \$2,791.80 to \$3,003.00.

The value of one withholding allowance for Federal withholding tax will increase from \$1,040.00 to \$1,080.00 on an annual basis. For weekly-paid employees, the value of one withholding allowance increases from \$20.00 to \$20.77 on a weekly basis. For monthly-paid employees, the value of one withholding allowance increases from \$86.67 to \$90.00 on a monthly basis.

The Pennsylvania State Personal Income Tax will decrease from 2.35% to 2.2%.

Therefore, for calendar year 1986, individuals should see a small reduction in the amount of Federal withholding tax withheld each pay period, a small increase in the social security tax (FICA), and a decrease in the State tax, which, in most cases, will result in a slightly larger (take-home) pay.

Any questions relating to these changes should be directed, preferably in writing to Val Gossman, director of payroll, Room 327, Franklin Building/6284 at Ext. 1443.

—Alfred F. Beers, Comptroller

Weekly Pay on Fridays

The increased usage of direct deposit for payroll checks has caused the University to reexamine its weekly payroll cycle. With the standard University work-week starting on Monday and ending on Sunday, there is, at present, only one day processing time before direct deposit information must reach the bank clearinghouse. This one day does not allow for sufficient processing control. Adding one day to the cycle, resulting in a Friday payday, will help significantly with the processing schedule and will permit University weekly paid personnel to be paid on a schedule that remains more favorable than current industry standard practice. The first Friday payday will be January 17, 1986.

If you have questions, please contact Val Gossman, director of payroll, at Ext. 1443.

—Alfred F. Beers, Comptroller

Speaking Out

Death of a Student

The violent and untimely death of Meera Ananthakrishnan, a 24-year-old graduate student in physics, is a loss felt by every member of the University community. This tragedy has evoked widespread response of sorrow and sympathy. In addition to such universal responses each culture has evolved its own distinctive mode by which the surviving members of the family mourn their dead.

I, along with several colleagues at the University and the local Indian community, attempted to provide some help and support especially in terms of meeting the proper residential and dietary needs of the relatives of the deceased student on their arrival at the campus. Our experience with the response of the University's administration offices was very disappointing.

On the morning of Tuesday, December 3, 1985, immediately after learning about the tragic event, I spent several hours on the telephone to establish contact with several administrative officers of the University. In most cases even after repeated attempts I was unable to reach the top person(s) listed in the University Directory. Furthermore, there was a singularly uniform response from the receivers of my call that the person involved was at a meeting. In each case I had left my name and/or telephone number to be given to the relatives on their arrival. I am not sure this information reached them. When I eventually met the two relatives on Thursday afternoon, I saw two exhausted and bewildered individuals being shuttled between different offices. At the time of my seeing them, Reverend Stanley Johnson was the only major official of the University to have met them. Under the situation they were facing, it must have been particularly shocking to read that the University felt that the campus security was "splendid." This event has prompted me to speak out and raise the following points:

1. Is this type of response particularly characteristic of all contemporary Institutions of higher learning or is it the price of the largeness of the Institution? Has the center of gravity shifted so far away from the scholars (the teacher and the taught) that their own reactions to such unforeseen tragedies can only be orchestrated in a less than

spontaneous manner and in a framework set by a large and geographically dispersed administrative bureaucracy? Probably some of us recall that when another visiting Asian scholar was killed in the campus area some 25 years ago, the outrage and shock with which the University community responded.

2. The main reason for me to write this letter is to invite comments from my colleagues as to what our role should be in impressing on the Administration that security on the campus is not what they claim it is. Secondly, as to how we can ensure that our views are heard and concrete steps are taken to implement them. I am also calling upon the faculty to express their views on an appropriate memorial for someone who was attracted to the University of Pennsylvania by its faculty and researchers.

—M. Raja Iyengar
Professor of Biochemistry, Vet.

Death and the Community

We at the Department of Public Safety would like to take this opportunity to express our gratitude and appreciation to the entire University community for the cooperation rendered to our office and the Philadelphia Police Department while investigating the tragic death of Meera Ananthakrishnan. The University community rallied to offer support and assistance without which would have made the responsibilities of Public Safety personnel much more difficult.

There are several individuals who lent Public Safety considerable aid that we must acknowledge specifically. Our many tasks were mitigated because these individuals came forward to facilitate the needs and concerns of Ms. Ananthakrishnan's family as well as the campus community. Reverend Stanley Johnson, University Chaplain; Dr. Anu Rao, Director Faculty Staff Assistance Program; Dr. L.G. Vasanthi, Department of Radiation Therapy, Science Center; Dr. S.K. Pidara, Dental School; Dr. David Balamuth, Physics; Ms. Ann Kuhlman, International Programs; Dr. Carol Kontos and the Residential Life staff; and Ms. Connie Goodman, VPUL Office, are among those who devoted themselves to the needs of others.

Their efforts not only helped comfort family and friends, but also proved to be invaluable to Public Safety's Investigative Supervisor, Michael Carroll, who was charged with accommodating the family's needs while at the same time coordinating investigative responsibilities with the Philadelphia Police Department.

These individuals as well as others demonstrated, in this painful and unfortunate event, that Penn is a community in the true sense.

—John P. Logan, Director
Department of Public Safety

Ride Board Safety

In light of the recent campus focus on safety, I thought this a good time to raise a related issue.

When I entered Syracuse University as a freshman, a friend of mine had been missing for a year. She was last seen before she accepted a ride posted on a University ride board. Her body was found late that fall. Syracuse has since established a ride service that requires current University I.D.s in a computerized ride matching service.

Needless to say, I was shocked to see Penn still functioning with a potentially dangerous "ride board system" in effect. I hope the University will consider a system such as that at Syracuse before circumstances force it.

—Anne Cramer,
Assistant Buyer, Purchasing

Response on Ride Boards

Currently, Houston Hall has contracted with College Marketing International to install a fully-computerized ride board. With this installation, we hope to minimize security/safety problems of those obtaining rides through the system.

I have been in touch with CMI and at the moment they are investigating whether or not a student/staff data base could be installed. Until this ride board and its components are installed, we will be posting notices advising those seeking rides to be extremely careful.

Thank you for your concern. I will be monitoring the installation closely, and will be advising the campus of the final result.

—Thomas J. Hauber, Associate
Director of Student Life

Speaking Out

On University Responsibility

We the undersigned, have prepared the following response to the Trustee's nine questions concerning divestment (*Almanac*, November 5, 1985).

1. We cannot see how the University's educational mission in any way frees it from the constraints of fundamental human morality. On the contrary, such a mission imposes an additional moral burden. As academics we exert considerable influence on the world around us. We help form opinions in the business community in government, and—via the media—in the general public. Our moral and immoral acts are thus amplified and propagated through society at large.

2. We are an organized group of educated people. Although as individuals we have little influence, when we speak as an institution, society listens.

And we need not fear that taking an institutional position will inhibit freedom of speech within the University. The University has already taken an institutional stand by holding stock in companies which invest in South Africa. Yet we feel quite free to disagree with the University publicly and vigorously.

3. South Africa is the only developed country in the Western Alliance whose government maintains power by an explicit

policy of brutality, suppression, torture, and a particularly abhorrent form of racism. It keeps the vast majority of its population in grinding Third World poverty: they are not deemed worthy to share their own country's abundant wealth, simply because of the color of their skin.

This situation is not necessarily permanent, however; South Africa is currently undergoing explosive political and social change. It is now exquisitely sensitive to external economic pressure. But if economic sanctions can ever work to effect peaceful change, they must be applied now, in the context of a growing worldwide movement to isolate South Africa economically.

On the other hand, if we maintain our South African investments, we will be directly supporting the status quo in South Africa. This would be inescapably immoral, and would hurt the University in many ways. Continued investment in South Africa would damage Penn's image within the world academic community, particularly if other Ivy League schools divest (and Columbia University already has). Some European institutions have gone so far as to cut academic ties with South Africa, prohibiting South African participation in scientific conferences. How will we appear to our European colleagues if we fail to divest? How will it affect our recruitment efforts?

4. While it is relevant that the University's Guidelines for Investment acknowledge the legitimacy of moral criteria in making investment decisions, we are not primarily concerned with the morality of publicly held companies, but rather, with the morality of the University of Pennsylvania. We hold that it is immoral to maintain investments in companies with holdings in South Africa, regardless of the amount of these holdings. If a company's South African operations are minimal, it should be that much easier to get that company to pull out of South Africa. If the world is to put economic pressure on South Africa, it is vital to keep the momentum going; and the symbolic effect of divestment will be lost if we rationalize and quibble about "percentage immorality." Besides, what could we possibly put on the other side of the scale to "balance" out the brutality and murder that is now going on in the name of apartheid?

5. Divestment is an absolute minimal requirement if the University is to oppose apartheid. There are many additional actions we can take, but if we were to maintain our South African investment, these actions would be ineffectual. We would have no credibility among the black South African majority; but rather we would become isolated from those political forces which seek

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From the President Countering Apartheid

At the December meeting of the Steering Committee of University Council, I was asked to report to the campus those South Africa-related activities in which the University was currently engaged, apart from the policy of selective divestment based on the Sullivan Principles, as well as those suggestions that have been put forward during the discussions of the fall of ways in which the University and individuals within the University might contribute to the cause of human equality and dignity in South Africa.

Taken together, these activities and proposals reflect the abhorrence with which the Penn community views apartheid and the moral urgency of the deteriorating situation in South Africa. As a private citizen, I have expressed my own view in Congressional testimony and correspondence with government officials that the United States should act with clarity and strength to make the government of South Africa realize that it must dismantle the system of apartheid and begin the process of building a multiracial democratic nation. The hope for peaceful change, slender at best, may not be present much longer. Institutionally, the University of Pennsylvania has been alert to the situation in South Africa in a number of ways.

Penn has been one of a small group of universities exploring the possibility of joint educational efforts for black South Africans with the five South African Universities that are committed to multi-racial, democratic future. This exploration is coordinated by David Hamburg, President of the Carnegie Corporation.

Most recently, the University became the first University to offer its faculty and staff the option of investing individual retirement funds in a socially-conscious pension fund that is free of South Africa related investments. To date, no one has selected this option, though the enlistment period has two more weeks to run.

Penn has been a subscriber to the Investor Responsibility Research Center, Incorporated (IRRC) since its beginnings in 1977. This Wash-

ington-based group is a not-for-profit organization that gathers basic information on investor responsibility issues and reviews and researches various proxy issues. A Board of Directors establishes the research priorities of the Center and among its standing groups is one that focuses on South African issues.

Penn is a member of the Research Consortium on South Africa, a group founded in May, 1984, that currently has nearly 30 participating colleges and universities. Its purpose is to develop information on conditions in South Africa that would be useful to the participating institutions as they develop their policies and to provide a vehicle for information sharing. Its research agenda for 1985-86 includes a major report commissioned from the Investor Responsibility Research Center on the impact on social and political change of U.S. companies withdrawing from South Africa. It has in addition requested IRRC to examine the feasibility of developing a data base on sales by U.S. companies to the South African government and in addition in December, 1984, urged the American Chamber of Commerce in South Africa to oppose vigorously the apartheid policies of the South African government.

Penn has participated in the South African Education Program (SAEP) administered by the Institute of International Education (IIE) since its inception in 1980. The program brings students from South Africa to the United States for undergraduate and graduate study. Since 1980, 300 students have participated and all who have completed their studies have returned to South Africa. Derek Bok is Chair of the SAEP and the South African counterpart organization, the Educational Opportunities Council, is chaired by Bishop Tutu. As a participating institution, Penn guarantees one financial aid award to an admissible SAEP-IIE undergraduate student. The University also tries to make available funding for graduate and professional students who are identified for participation in the program.

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Speaking Out

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change. To maintain investments in South Africa is not a neutral stance anymore. It is active de-facto support for the South African political and economic system.

6. No one is asking the University to refuse gifts, so long as there is no political quid pro quo. There is no worldwide movement to refuse gifts from companies invested in South Africa, and in isolation such a move would be politically ineffectual, although the situation may change.

7. Such a move might very well put pressure on a large corporation. As more universities divest, divestment becomes more respectable. Some mutual funds, such as Dreyfus, have discovered that divestment improves their public image and makes their offerings more marketable. The market does tend to follow trends, and if the large union pension funds should start divesting, the market for some companies' shares may shrink.

In addition, if universities divest of their holdings in a company for moral reasons, the company's public image will decline. Threats of organized boycotts against such a company will then be more compelling. Many such companies will find it cheaper simply to pull out of South Africa. In general, we feel that multi-national corporations are more likely to respond to economic pressure than moral arguments.

8. Although the short-term economic effects of divestment would hurt the black majority temporarily, much as any strike or boycott, the short and long term political effects would help them dramatically. The vast majority of black South Africans are solidly in favor of divestment, disinvestment, embargos and other economic sanctions, according to independent newspaper polls. Most of the black leadership is likewise calling for sanctions. By responding to this call, we enfranchise these people; we empower them. We give them a peaceful but powerful weapon to use against the evil of apartheid. If economic sanctions are maintained until the black majority requests their removal, then Botha will eventually be forced to negotiate with the black leadership.

9. We question the judgment of the management of corporations still invested in South Africa. Several major banks with large South African loan portfolios have already been hurt. Some multi-nationals have traditionally been slow to recognize political reality. General Motors, for example, remained heavily invested in Nazi Germany right up until Hitler nationalized their factories. And nationalization is not the only danger.

Given the political instabilities of South Africa, it may become difficult for such corporations to repatriate profits. Also, there is

the negative effect on public relations, and the potential threat of consumer boycotts. And if large union pension funds divest, it may become more difficult for corporations with South African holdings to raise needed capital. In short, continued investment in such corporations carries financial—as well as moral—risks.

And as for the possibility of "financial burdens," let us turn the question around: if companies invested in South Africa do poorly due to consumer boycotts, and the University's holdings depreciate as a result, would the Trustees be prepared to make up the difference? Prudent investors will take a long hard look at the "risk/reward" ratio before they commit themselves politically, financially, and morally.

—Daniel J. Conrad, graduate student,
Microbiology Graduate Group

—Fred Frankel, professor,
microbiology, (Med.)

—Sol H. Goodgal, professor, microbiology

—Mary Monck, graduate student,
Microbiology Graduate Group

—Neal Nathanson, professor and chair,
microbiology (Med.)

—Laura D. Pastore, secretary to chair,
Department of Microbiology

—Susan R. Weiss, assistant professor,
microbiology

SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline 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.

Penn has provided financial assistance to other South African students who have come to the University independent of the operations of SAEP-IIIE. Two black South African students are now enrolled in graduate programs at Penn and receive financial assistance from the University.

University representatives, including the president, have participated in several meetings to discuss issues related to South Africa. These include a meeting on April 3, 1985, convened by the Reverend Leon Sullivan, which drew together 30 college and university presidents and their representatives to hear Reverend Sullivan's views of the situation in South Africa and to discuss how institutions of higher education might use their influence to effect change. It was at this meeting that the Reverend Sullivan indicated that, although he felt the Sullivan Principles were having a positive effect and were one useful thrust among others to bring about peaceful change in South Africa, if apartheid was not abolished within a certain period of time he would reevaluate the situation and make new recommendations. At the meeting of the Council of Ivy League Presidents on June 19, 1985, the presidents met with the Reverend Jesse Jackson to discuss methods to eliminate the system of apartheid, efforts to assist black South African students studying in the United States, federal legislation concerning American economic activities in South Africa, and the pros and cons of selective and complete divestiture. On June 25, 1985, the presidents of the institutions participating in the Research Consortium of South Africa met to discuss current federal legislative efforts to impose governmental sanctions on South Africa, appropriate policies of institutions of higher education with respect to their investments in companies that do business in South Africa, and educational initiatives that might help black South Africa, including student and faculty exchanges. One outgrowth of this meeting was the consensus that the presidents should, as individuals, cosign a letter urging the Senate majority and minority leaders to enact legislation imposing economic sanctions on South Africa. I signed this letter along with the presidents of 19 other colleges and universities. We called upon

Congress to provide a more powerful demonstration of our national disapproval of apartheid through imposing economic sanctions on South Africa.

The 1986 President's Forum, *Colorlines: The Enduring Significance of Race*, will focus on South Africa as part of the international dimension of the Forum.

The Provost and I have recognized the many individuals and organizations on the Penn campus who are dedicated to assisting the black majority in South Africa. We are impressed by their commitment and convinced that they can make a significant difference because they care so much about the cause that engages them. We support these organizations and individuals and urge others who care deeply about apartheid to make personal contributions to help those who are subject to its oppression. We have recognized, in particular, the efforts of the Council for Black Education and Research which is led by a former member of our faculty, professor Ezekiel Mphahlele and the Christian Association's South Africa Black Education Fund.

The following list of suggestions for alternative or additional means of opposing apartheid the use of the University's economic resources stem from the University Council's debate on divestment, responses to the questions concerning University policy toward apartheid developed by the Trustees' Committee on University Responsibility, the Undergraduate Assembly forum on divestment, letters and editorials that have appeared in the campus press, and other sources of campus opinion.

- To act in concert with other universities in introducing shareholder resolutions in corporations which do business in South Africa aimed at countering apartheid.

- To develop an improved version of the Sullivan Principles and to encourage corporations with interests in South Africa to adopt them.

- To use the funds that would otherwise represent the cost of divestment to educate black South Africans at Penn, providing them with the

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training they will need to assume leadership in South Africa as apartheid ends.

- To develop special classes taught by University faculty on the question of apartheid and to place greater curricular emphasis on the study of southern Africa.

- To establish faculty and student exchange programs between Penn and universities in South Africa.

- To sponsor a series of debates on the campus to which representatives of South Africa's government would be invited to participate.

- To provide legal assistance for victims of apartheid by supporting Law School faculty and students.

- To provide financial support for educational organizations in South Africa that seek to train blacks and/or combat apartheid.

- To extend the University's role in combating apartheid through educational means by calling upon expertise in the University in this respect; for example, the Law School could be called upon to offer ideas in the legal arena, the Wharton School to offer ideas in the business area, and other disciplines to present proposals in their own areas of expertise each of which would seek to (1) put pressure on South Africa to undertake peaceful change, (2) to prepare the black population for major roles and eventual control of the government, and (3) to improve the education and advancement of the black population.

- To provide training opportunities for black South Africans through the University's professional schools, either at Penn or by sending faculty to work with institutions in South Africa.

- To band together in a like-minded coalition with other universities that are interested in molding companies with significant operations in South Africa into instruments for change.

- To undertake systematic studies of South Africa and to hold conferences and to publish research on the topic in order to keep the deficiencies of that government and its policies in the public eye.

- To encourage students and faculty members to form teams to work with corporations in suggesting effective ways to take steps which provide pressure for change in South Africa.

- To establish a task force of University members to develop a set of measures that the University and its members can take to counter apartheid.

- To establish an on-going educational forum on South Africa.

- To develop more extensively various consortia of universities, companies, and institutional investors organized for the purpose of fostering efforts by U.S. firms doing business in South Africa to improve the educational opportunities and the health and economic conditions of non-whites in South Africa and to improve the effectiveness of the Sullivan Principles.

- To establish a University task force to study how Penn can engage its teaching, research and public service resources to further the educational opportunities of non-white South Africans both in the United States and in the Republic of South Africa and to establish programs of exchange intended to help develop the human talent and resources of South Africa's non-white population.

- To consider ways of improving the University's exercise of its shareholding voting rights for the purpose of promoting good corporate citizenship by companies in which the University has invested.

In closing this summary, I acknowledge that no one can be certain how much any specific actions can accomplish to bring about positive change in South Africa. There is undoubtedly more that we can do as individuals and as an institution. Our discussions through the fall have underscored the fact that, however much we may differ on appropriate institutional policy or the most effective individual actions, we are united in our desire to see apartheid end. We should remember that common commitment.

Sheldon Hackney

COUNCIL

Synopsis of Minutes: December 11

The Council heard a resolution from the International Programs Committee calling upon the administration to review safety and security measures in University residences and to undertake steps to enhance significantly support programs for graduate and professional students, especially international students. President Hackney, as presiding officer, accepted the resolution, indicating that much that was requested in the resolution was already being done. In an ensuing discussion, arising from the murder of Meera Ananthakrishnan, a number of concerns regarding safety on campus were expressed.

The Council bylaws were amended to change the name of the Academic Review Committee to "Academic Review Committee for Centers and Institutes" in order to reflect more accurately the actual work of the committee. The charge to the Personnel Benefits Committee was modified as a result of recent understandings that one of the administrative staff members is named by the Administrative Assembly and that a faculty member from the Senate Committee on the Economic Status of the Faculty serves on the committee to provide linkage between the two bodies.

The Council discussed a resolution originating in GAPSA and endorsed by other concerned groups calling for an additional staff member in the Women's Center with responsibilities in the control of sexual harassment. Consideration and possible implementation of the resolution were referred to the Council ad hoc Committee on Sexual Harassment now being formed with recognition that the committee would have the benefit of the Council discussion.

In discussion of the means to enhance the intellectual life of the campus, various approaches were suggested. Professor Robert Davies specifically recommended that the Profile of Faculty Research Interests be made widely available to students so that they may talk to those professors whose work excites them. He also briefly reviewed the report of the Second Task Force on the Quality of Teaching (*Almanac*, November 26, 1985).

A resolution from GAPSA asking for a one-day educational forum on South Africa and apartheid was adopted.

—Robert G. Lornedale,
Secretary of the Council

Resolution adopted by The University Council Committee on International Programs, introduced by Dr. Henry Hiz and accepted by President Hackney without vote at the December 11 Council meeting.

Recent tragic events raise concerns about the special needs and vulnerabilities of Penn's international students, many of whom are graduate and professional students. The University Council Committee on International Programs urges the University administration (1) to review immediately safety and security measures in University residences, particularly in graduate residences during University holidays; and (2) to undertake steps to enhance significantly support programs for graduate and professional students, especially international students. Two possibilities to consider are (a) developing a peer support program by pairing new international students with American students; and (b) strengthening the host family program in cooperation with the International House of Philadelphia. In addition, we suggest a review of the staffing level in graduate residences, including the possible implementation of a faculty master system.

The University Council Honorary Degrees Committee passed the following resolution on 16 October 1985:

The Honorary Degrees Committee will continue its work during the spring. I would like to urge the schools planning convocations for the earlier part of the following academic year to submit their candidates for honorary degrees early enough for the committee to review the choices before final approval.

Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 15 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the Book Store and Libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. We encourage faculty and staff who have not previously participated to volunteer so that we can have an appropriate blend of new ideas and experience.

Before submitting your name you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in *Almanac* (see October 22 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in April. In order that we may meet this deadline, we ask you to make your nominations by January 31.

The 1986 Committee on Committees

Gloria Duca (development)
Joan I. Gotwals (libraries), *Chair*
Marilyn E. Hess (pharmacology)
John F. Lubin (management)
Joan E. Lynaugh (nursing)
David Pacey (Dent '87)
David Shaman (Col '87)
Paul Shaman (statistics)
Roger D. Soloway (chair-elect, Faculty Senate), *ex officio*
Brian J. Spooner (anthropology)
Arthur F. Whereat (medicine)

Committees and Their Work

Book Store considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Communications has cognizance over the University's communications and public relations activities.

Community Relations advises on the relationship of the University to the surrounding community.

***Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

***Faculty Grants and Awards** recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

***Honorary Degrees** does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

***International Programs** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative under

takings with foreign universities.

Library is advisory to the director of libraries on policies, development and operations.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security considers and assesses the means to improve safety and security on the campus.

Student Affairs has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 College Hall/6382.

Committee _____
Candidate _____
Title or Position _____
Campus Address _____

Committee _____
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Title or Position _____
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SPECIAL EVENTS

19 *A Celebration of Tu B'Shvat*, the Jewish "New Year of the Trees," the Morris Arboretum's fifth annual celebration includes a take-home seed planting project, a short film and exhibit on the holiday, and a guided tour focusing on trees in the collection which occur in Israel. *Through January 26*. Call 242-3399 for reservations. Admission: \$2 adults, .50 children.

TALKS

15 *The Religious Reaction to Greek Natural Sciences: The Case of the Early Ash'arites*; George Saliba, professor of Arabic and Islamic sciences, department of Middle Eastern languages and cultures, Columbia University, and history of science program, Princeton; noon, Gates Room, Van Pelt Library (Middle East Center and the History and Sociology of Science Program).

Medicine in Islam; George Saliba, professor of Arabic and Islamic sciences, Columbia University; 3 p.m., Medical Alumni Hall, Maloney Building, HUP (Middle East Center).

Catecholamine Synthesis and Release During Hypotension: Effect of Tyrosine; Lydia A. Conlay, assistant professor of anesthesia, Harvard Medical School, Massachusetts General Hospital; 4 p.m., Dripps Library of Anesthesia, 5th floor Dulles, HUP (Department of Anesthesia; Dripps Library of Anesthesia).

Eosinophilic Differentiation of Human Leukemia Cells; Steven Fischkoff, assistant professor of medicine; 4 p.m., 7 Silverstein Conference Room, HUP (Hematology-Oncology Section).

16 *Ultrasonic Characterization of Tissue*; Robert C. Waag, departments of electrical engineering and radiology, University of Rochester; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering).

The Effects of Nutrients on Circulation, Respiration, and Pain; Lydia A. Conlay, assistant professor of anesthesia, Harvard Medical School, Massachusetts General Hospital; 3 p.m., Dripps Library of Anesthesia, 5th floor Dulles, HUP (Department of Anesthesia; Dripps Library of Anesthesia).

17 *Adaptive Beamforming by the Energy Conservation Property of Fourier Transformation*; Jenho Tsao, senior scientist, Interspec Inc.; noon, Room 216, Moore School of Electrical Engineering (Valley Forge Research Center Seminar Series).

22 *Mechanisms of Icosanoid Precursor Fatty Acid Uptake & Release*; Michael Laposata, assistant professor of pathology laboratory medicine; 4 p.m., 7 Silverstein Conference Room, HUP (Hematology-Oncology).

23 *Preliminary Observations on Early Sino-Iranian Cultural Contacts*; Victor Mair, associate professor of Chinese literature; 4 p.m., 8th floor lounge, Williams Hall (Iranian Studies Seminar).

Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication.

A Week's Events In Memory of Dr. Martin Luther King, Jr.

January 14 *Opening Program with keynote speaker Bishop Desmond M. Tutu on the Condition of South Africa and the Struggle for Change*; 4 p.m., Irvine Auditorium.

January 15 *Anti-Apartheid Rally*; 4 p.m., College Green (Penn Anti-Apartheid Coalition and Black Graduate and Professional Students Association).

Teach-In on The Principles of Non-Violent Revolution with guest speaker Dr. Vincent Harding, author of *There is a River*; 7:30 p.m., Multipurpose Room, DuBois College House (Black Student League; MLK Program Coordinating Committee).

January 16 *Panel Discussion on Apartheid and Divestment as a Black Issue* with panelists Sonja Sanchez, poet, scholar; Jerry Herman, American Friends Service Committee and Vincent Phaahla, Penn African Students Association; 7 p.m., Multipurpose Room, DuBois College House (Black Graduate and Professional Students Association).

January 17 *Seminar on the Significance of Afro-American Music and the Liberation Struggle* with guest speaker William Brown, internationally acclaimed tenor and musicologist; 7:30

p.m., Multipurpose Room, DuBois College House (Afro-American Studies Program, W.E.B. DuBois College House Program).

January 18 *All-day Film Festival and Discussion on Cross Cultural Perspectives on the History of Non-Violent Protest* featuring the films *Ghandi* and *From Montgomery to Memphis*; noon-8 p.m., Greenfield Intercultural Center (Penn African Students Association, Undergraduate Assembly, United Minorities Council).

January 19 *The First Annual Martin Luther King, Jr. Commemorative Concert* with guest artist, tenor William Brown; 3 p.m., Harrison Auditorium, University Museum. Call Ext. 6244 or 2670 for ticket information (Department of Music).

January 20 *Lecture/Discussion on the Writings and Speeches of Martin Luther King, Jr.* with guest speaker Augusta Clark, Esq., Councilwoman-at-Large; 7 p.m., Bodek Lounge, Houston Hall (Office of Student Life).

All of the above programs are open to the general public. With the exception of the Concert, all programs are free.



Houston Hall's 90th anniversary logo, the prize-winning design of GSFA student Jonah Lin, will turn up in print and on flags in Houston Hall throughout the year. The big party January 23 is open to all members of the University.

Houston Hall at 90

This week Houston Hall launches a year-long birthday celebration for itself as the first student union built in the United States.

Arboretum's Annual Photo Contest

The Morris Arboretum's Annual Photography Contest will accept entries in the following four categories:

- A. Outstanding Trees of the Morris Arboretum,
- B. Morris Arboretum Scenes and Vistas,
- C. Seasons at the Morris Arboretum, and
- D. Morris Arboretum Fauna.

First place winner in each category will receive \$25 towards spring course fees or towards plants from the spring Plant Festival to be held in mid-May. There is no fee for entering the contest; photographs must be submitted before January 28. Entry forms are available at the Hillcrest Avenue Entrance Pavilion or call 242-3399. An exhibition

Houston Hall 90th Anniversary Events

Spring 1986

Thursday, January 16: Trustees luncheon; sociology professor Digby Baltzell speaks and a plaque for the Houston family is dedicated.

Friday, January 17: For Founder's Day, a Victorian Dinner for organized alumni classes features a mini-exhibition.

Thursday, January 23: The 90th Birthday Party, with exhibits and entertainment (Houston Hall Night). Student music and improvisational groups will perform at 7:30 and 9 p.m. at the Houston Hall Auditorium in a concert to benefit UNICEF, organized by Students for Africa. Lynne Ullman, daughter of actress Liv Ullman, has recently been to Ethiopia and will speak at the concert.

May 1-19: Exhibition on the history of Houston Hall (photos/memorabilia). Reception/opening highlights Bennett Union Alumnae, and alumni open house/reception is held Saturday, May 17.

Fall 1986 (Tentative)

- Penn Women of Distinction Project
- Publication of History of Houston Hall
- Photo Display (outside Bodek)
- Homecoming Open House and Exhibition

of the award-winning photographs will open February 15 at the Hillcrest Avenue Entrance Pavilion.

Clinical Study to Prevent Shingles

A Clinical study is being conducted jointly by CHOP and HUP to evaluate a chickenpox vaccine for the prevention of shingles. Shingles is a disease that usually affects people over 40 years of age and can cause a severe rash, pain for months and, in rare instances, encephalitis. Faculty and staff of Penn, HUP, CHOP or Wistar who are over 60 years old and have had chickenpox are eligible to be screened for the study. Participants will be paid. For more information, call Rosemary at HUP, 662-6917.