

# Almanac

Tuesday, January 21, 1986

Published by the University of Pennsylvania

Volume 32, Number 19

## Trustees: 18 Months to Dismantle Apartheid Laws, Then . . .

At the Stated Meeting Friday, Penn's Trustees on a split vote adopted a timetable in which

- if the South African government has not made substantive progress in dismantling the legal structure of apartheid in 18 months, then

- Penn will ask its portfolio companies to withdraw from the country and

- if they do not, Penn is to begin divestment.

The recommendations made by the Committee on University Responsibility spell out reforms in South Africa's laws on the mobility, housing, employment and political participation of nonwhites (see page III of this issue). The deadline of June 1987 is to allow two full sessions of the South African legislature to meet.

Richard P. Brown, Jr., chair of the Responsibility committee, read out a summary of the full report, then read the "recommendations" section and the resolution word-for-word, primarily for the benefit of some 50 members of the University who were observing the proceedings by microwave telecast to the Annenberg School.

Besides dealing with the points of change in South Africa that, if not met, would trigger a divestment movement, the recommendations call for eliminating from the portfolio any

companies with a Sullivan Rating of III-A (Received Low Point Rating). Penn's previous cut-off had been III-B (Did Not Pass Basic Requirements). The University has divested of stock once, in 1983, of its 12,000 shares (\$813,000) of Dart and Kraft, an Illinois-based manufacturer, for failing to file Sullivan reports.

At a press conference after the meeting, Trustees Chairman Paul F. Miller, Jr., and President Sheldon Hackney described the vote as a "timetable for change. If there is no change, then we divest."

But some 200 Penn Anti-Apartheid demonstrators outside Wistar Auditorium saw the vote as a blow to the divestment drive, as did seven students who remained in the President's Office until nearly 11 p.m. and now face disciplinary action under the Guidelines on Open Expression. (See Sit-in, page 3.)

Two eminent black trustees—Dr. Constance Clayton and Judge A. Leon Higginbotham—spoke and voted against the resolution, both criticizing the use of the phrase "all or substantially all" in a passage which appears on page III of this issue. Dr. Clayton added that specifying stocks and equity holdings leaves a loophole for continued investment in bonds and other forms of securities. When Chairman Paul F. Miller Jr. asked if any trustees would like to identify themselves as voting "nay" or abstaining, the five "nays" were Dr. Clayton, Dr. Higginbotham, Paul S. Miller (an alumni trustee), Linda White Hall and Tom Lockard. John Neff and Leonard Lauder identified themselves as abstaining.

At the press conference following the vote, Mr. Miller said the \$92.6 million figure given for Penn investments in companies doing busi-

ness in South Africa does not include bonds, since "bondholders have no leverage to influence the companies." But, he added, he believes the trustees would accept the generic "securities" Dr. Clayton recommends. Asked why not a more specific time limit for companies to withdraw from South Africa if apartheid laws have not been dismantled in 18 months, he answered that size and complexity of an operation would influence how quickly it could withdraw.

(The text of the Report of the Committee on University Responsibility, with Recommendations, are on pages I-III of this issue. The Resolution is on page IV. On pages IV-VIII is a summary of responses to the nine questions the Committee on University Responsibility published in the fall.)

(In pages surrounding those eight—*Almanac* pages 4, 5 and 6—are the statements of Dr. Clayton and Dr. Higginbotham, which were furnished in writing; and excerpts of transcribed statements including those of Mrs. Jacqueline Wexler and Reginald Jones, who supported the motion as passed.)

### To Preserve Confidentiality

The Trustees' Committee on University Responsibility wishes to thank those individuals and organizations who responded to the series of questions pertaining to South Africa and the University's investment policy which the Committee posed to the University in November 1985. In view of the high level of interest in this matter, the Committee plans to make the responses available for review by the University community by placing them on reserve in Van Pelt Library. To afford individuals and groups an opportunity to preserve the confidentiality of their opinions, respondents who do not wish their responses to be made public should so advise Dr. Mary Ann Meyers, Secretary of the University, at 121 College Hall, on or before *February 3, 1986*, so that the responses in question may be deleted from the volume.

—Richard P. Brown, Jr.  
Chairman, Trustees' Committee  
on University Responsibility

## INSIDE

- United Way Final Results, p. 2
- Colorlines (Unscrambled), p. 2
- Sit-in in College Hall, p. 3
- Statements of Trustees, pp. 4-6
- Trustees' Other Reports, Actions, p. 6
- NACUBO Awards; Deaths, p. 7

**Supplement: University Responsibility Report: Recommendations, Resolution, and Summary of Responses to Nine Questions.**

### Animal Care Facilities

The Trustees voted Friday to advance \$5,666,000 in general University funds to four Schools whose animal care facilities in various buildings need renovations as determined by a review of facilities in conjunction with filing the annual assurance statement with the NIH. The Schools of Arts and Sciences (\$894,000), Dental Medicine (\$156,000), Medicine (\$1,769,000) and Veterinary Medicine (\$2,847,000) are to repay the loans in two to seven years. Other actions taken Friday are summarized on page 6 of this issue.

### Sexual Harassment Panel

The A-1 Assembly will meet Monday, January 27 to hear a guest panel discuss how the University community can help address the issues of sexual harassment on campus. The panel consists of Drs. John deCani, Michelle Fine, Philip Sagi, and Mark J. Stern—the Committee to Survey Harassment at the University. The meeting will be held at noon at Bodek Lounge, Houston Hall. All members of the administrative staff are invited to attend.



### New University Record for United Way: \$210,456

The University faculty and staff contributed almost \$20,000 more to this year's United Way/Donor Option campaign than the previous one. Medicine leads the way with \$61,129—an increase of \$11,500 over last year. Six departments reached 100 percent participation: Alumni Relations, Corporate and Foundation Relations, Human Resources, LRSM, Planned Giving and President's Office. Seven other departments achieved over 75 percent participation: Research Administration, 90 percent; Provost's Office, 85 percent; Insurance, 83 percent; Facilities Management, 81 percent; Intercollegiate Athletics, Museum, and Radiation Safety each hit 80 percent. The average gift rose from \$73 last year to \$87.93. Penn lead the Delaware Valley educational institutions as a Pacesetter in the campaign and the campaign coordinators are proud to record the fifth consecutive increase in dollars contributed. During the past five years, members of the University community have given \$781,000 to the United Way/Donor Option Campaigns. Penn's 1985 goal was \$215,000, Coordinator Stuart H. Carroll said. "On the basis of past years' experience with late contributions, I think we can expect to fill the gap and be able to say that we met the goal as well as setting a record."

### United Way/Donor Option Campaign 1985-86

Final Report, January 6, 1986

School/Department	Number Solicited	Percentage Contributing	Contributions
Annenberg Center	26	15%	\$ 210
Annenberg School	55	58	2,758
Arts & Sciences	981	18	25,528
Dental Medicine	294	11	2,550
Engineering	219	33	10,174
Fine Arts	78	19	2,230
Graduate Education	70	40	1,409
Intercollegiate Athletics	90	80	1,626
Law	72	23	1,072
Libraries	265	34	6,524
Medicine	1,912	21	61,129
Morris Arboretum	29	32	1,164
Museum	109	80	2,716
Nursing	91	43	3,030
President	57	100	5,806
Provost	164	72	11,347
Social Work	46	63	2,834
Veterinary Medicine	546	5	2,985
Wharton	509	34	24,224
VP for Administration	491	55	11,074
VP for Fac. Management	570	45	3,427
VP for Dev.&Univ. Relations	184	60	7,045
VP for Finance	171	32	3,679
VP for University Life	274	28	4,887
Senior Vice President	111	43	5,471
Other			5,557
<b>TOTALS</b>	<b>7,414</b>	<b>31%</b>	<b>\$ 210,456</b>

### Reprint of 'Colorlines'

Sections of this article were pasted-up in the wrong order last week, so it is reprinted here correctly.

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. Marquita Harris, Black Student League Representative
- Ms. Emily Vail, Graduate Representative

Graduate Student Robert Gregg of the history 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. Engs, 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.

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 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. Engs' 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. Engs. "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.

ALMANAC January 21, 1986

# Sit-In in the President's Office: 'Divest Now'

Around 11 a.m., while President Sheldon Hackney was attending trustees' committee meetings, 40 to 50 students entered his College Hall office with placards and a flyer (see box). The group was orderly, and procedures called for in Penn's Guidelines on Open Expression went into effect immediately: Members of the student life staff left their offices and the chair of the Open Expression Committee, Dr. Sohrab Rabb, left a grant proposal in his PC to begin monitoring the demonstration. Dr. Rabb, Dr. Charlotte Jacobsen and Dr. Fran Walker of Student Life, and Barbara Stevens of the President's staff remained inside the President's Office; half a dozen security personnel took stations in the outer office—mostly screening press and random observers. Meanwhile, Marion Friedman of the Open Expression Committee stationed herself at Wistar, where police were also on duty at the entrance.

Pen-and-pencil press were admitted to the President's Office, photographers and electronic press not, as the demonstrators talked among themselves, read, studied, and listened to speeches of Malcolm X on a cassette player. Leaders of several minority organizations, who referred to themselves as "the collective leadership of this demonstration," told press they planned to stay in the room until the start of a rally outside College Hall, set for 1:45 p.m.

About 1:20 p.m., Vice Provost James Bishop arrived and made a formal announcement concerning the Guidelines, which he distributed to the group. Reading out passages that prohibit demonstration in private offices, he said he was not there to squash demonstration, but urged the students to move their protest to the corridor or other location where it is allowed. "I am not citing you now," he said. "I am going to leave for a few minutes and when I come back anyone who is still here will be cited."

Leaders went into a huddle and emerged with a statement that the collective leadership

had decided to keep to their original timetable, and were not leaving until time for the 1:45 demonstration; but anyone choosing to remain in the President's Office would do so as an individual.

At 1:40 p.m. a young woman read the group's statement aloud, and one of the leaders said "Now we leave as we came in—quietly." Seven stayed behind, taking places around the heavy round oak table in one end of the President's Office. "What is your plan now?" a reporter asked. "Our plan is for Penn to divest."

\*\*\*

Formally cited with violation by Dr. Bishop during the afternoon, the five men and two women students were in the office when Dr. Hackney returned from the Stated Meeting and the press conference that followed it.

At 10:35 p.m., press were invited back into the office—this time including cameras—for a

## Statement of the Sit-In

We, the black students of the University of Pennsylvania, understand that the Trustees' decision not to fully divest from companies operating in South Africa expresses a lack of respect and concern for black people. This institution has invested in racial hatred, abuse, and murder against black South Africans through its economic support of apartheid. We realize that this discriminating practice is consistent with the low proportion of black students, faculty and administrators here at the University of Pennsylvania. The character of this institution is thus being challenged in terms of evident institutionalized racist practices. Partial divestment is still racism. The economic debate is irrelevant; for investment in discrimination, to whatever degree, is corrupt and immoral. We, the black community, demand total divestment on these grounds.

press conference which President Hackney opened by saying "This group of students has been sitting in my office all afternoon because they disagree with the Trustees position [on divestment]. We have been talking long and hard . . . Our differences are about power to bring about change, and power of the Trustees' action to change things . . . They may have to suffer disciplinary action and they are aware of that."

Dr. Hackney turned the session over to Vincent Phaahla of Johannesburg, South Africa, a Penn graduate student. "We are tired of petitions and letters," said Mr. Phaahla. "This morning we walked into the President's Office. We were threatened with authority, but (all) stayed until 1:45. Some decided to remain after 1:45. We were told we would be cited. We were cited about the same time we learned of the Trustees' action."

"It has not been enjoyable," he said of the afternoon's vigil. "Unless we leave, we will be expelled. So we made the decision to stay in the University and bring the struggle to the University."

But, as part of bringing the sit-in to a close, the President agreed to arrange for the students to meet with the Trustees Committee on University Responsibility, and speak to a full board session (either at a regular or special meeting). Of the seven students who sat in, only one besides Mr. Phaahla—Wilson Goode, a senior who is the son of Philadelphia's mayor—identified themselves to the press.

Monday, the Penn Anti-Apartheid Coalition met and announced three decisions: "We do not accept the Trustees resolution. We call for an immediate meeting with the Committee on University Responsibility. And there must be no disciplinary action against the seven who stayed as individuals; they should not be penalized as it is the Trustees action that is responsible."

## New Phone Books: Yellow Pages to be Revised

The new faculty and staff telephone directory was delivered across campus just before the holiday break. The yellow pages were produced by a new process that reduced typesetting costs and will produce the directory up to two months sooner next year. Regretfully, the conversion to the new process resulted in a number of inaccuracies and omissions in the departmental section.

As a result, the Telecommunications Department is writing to those individuals across the campus who coordinate directory input to submit corrections and updates which will be published as soon as possible. We apologize to members of the University community who may have been inconvenienced.

—Steven D. Murray, Director of Business Services



Cover illustration by Louis M. Difelice



## Statement of Constance E. Clayton

After reading initial drafts of its report, I asked the Committee on University Responsibility to consider the following statement:

Permit me to join and to endorse strongly the sentiments expressed by the honorable A. Leon Higginbotham, Jr., in his separate statement to the Report of the Committee on University Responsibility. The Committee's Report reflects a sensitive and substantially accurate diagnosis of the challenge posed to the University by the inhumanity of apartheid in South Africa. Unfortunately, that same report falters and offers an inadequate response to that challenge.

The moral imperative of opposing apartheid and the urgency of the need to seize dwindling opportunities for meaningful reform demand more than a mere agreement for yet another Committee to revisit the issue eighteen months from now.

The Committee Report captures the essence of my concern when it states that "the time for meaningful change is now." I urge the Trustees to decide *now* that when the eighteen-month grace period expires, unless apartheid has loosened its strangle-hold on the nation of South Africa and its people, this University will move expeditiously to sever its economic ties with that nation.

I have since had the opportunity to review the final report brought to the Trustees today. My views remain unchanged. I will vote against a proposed resolution in its present form. Please permit me to explain why.

*First*, the proposed resolution speaks expressly in terms of "stock," "shares," and "equity investment." Thus even if the Trustees were to adopt this resolution today, the University could continue and even expand its economic stake in companies doing business in South Africa through the use of bonds, debentures and other investment vehicles. Because I have raised this matter before and because the language has not been changed to the more generic term "securities," I must assume that this loophole has been intentionally created and intentionally maintained.

*Second*, the proposed resolution purports to promise complete divestment of the University's holdings in companies doing business in South Africa if the government of South Africa fails to make "substantive progress" in dismantling apartheid, however, the proposed resolution fails to define what constitutes a "reasonable period of time" after which the University will sell its holdings in companies failing to withdraw from South Africa. Consequently, what could have been a good faith attempt to provide a necessary grace period has become yet another opportunity for delay.

*Third*, the triggering mechanism for sanctions which is contained in the Committee Report to which the proposed resolution refers does not specifically require the South African government to take *all* of the steps the Committee itself describes as essential to "substantive progress."

*Fourth*, the proposed resolution allows and then proceeds to undermine a limited immediate divestment effort by failing to extend that effort to companies receiving a low point rating of III-A on the Sullivan Principles. Nothing in the Committee Report provides any basis for delaying immediate divestment from those companies that have failed to measure up fully to the Sullivan Principles.

*Fifth*, the proposed resolution fails to ensure a meaningful "freeze" since even if the Trustees were to adopt this resolution today, the University could continue to purchase securities in many companies doing business in South Africa including those identified as having received a low point rating of III-A on the Sullivan Principles.

Even in the absence of any other considerations, the problems I have described would compel the conclusion that this proposed resolution is fatally flawed and provides for sanctions that are, at best, illusory.

But I *am* moved by another consideration. As a life-long educator, I am concerned about what we teach our young people. Teaching is not limited to the classroom. We teach by the messages we send and the roles we model. This proposed resolution sends an unhealthy and counterproductive message to our young people. If we adopt this proposed resolution, we will act as poor role models for our young people. Regardless of what is intended, when we take timid, tepid, and illusory action on a moral issue of this magnitude, we send messages and model roles that elevate cynicism, lack of resolve, and complacency in the face of moral outrage to the level of acceptable, desirable and even preferred conduct.

I fear that in failing to seize the moral moment now before us, we condemn ourselves and more importantly, these young people to the ranks of those whom Nobel Laureate Bishop Desmond Tutu describes as wanting change so long as things remain the same. When the issue is apartheid, things should not, and indeed must not, remain the same.

I will vote for change and for the future, and for our young people who are struggling on this campus, in this city, across the country, around the world, and in the streets and townships and prisons of South Africa. I will vote against the resolution.

## Statement of A. Leon Higginbotham, Jr.

First, I want to note my deep appreciation for the conscientious and thoughtful manner in which the Committee has studied this matter. Under the superb leadership of Paul Miller as Chairman of the Board of Trustees and Richard P. Brown, Jr., as Chairman of the University Responsibility Committee, the Committee has given much thought to this complex problem and it has attempted to evaluate all of the viable options. In some ways it is disquieting to write this dissent because I know that all of the members of the Committee have pursued with exceptional diligence the formidable task assigned us. Of course I agree with the majority's report insofar as it describes the venalness of apartheid, South Africa's persistent violation of the human rights of nonwhites, and the reasons why it is appropriate that the University should consider divestment of its ownership of securities in companies which are doing business in South Africa—even when those companies are in full compliance with the Sullivan Principles.

In many ways the majority report is a positive step forward for Ivy League universities. However, I must dissent to, or abstain from, the majority's report since, as was evident in our many discussions, we do not agree on what "substantive progress" is necessary towards dismantling the legal structure of apartheid as a condition for not divesting securities. In my view, *all* of the steps noted in pages 14 and 15 must be taken. From the majority's view far less could be done by the South African government and it would nevertheless be "substantive progress" and thereby preclude compulsory divestment. On Tuesday, January 14, 1986, thousands of students, faculty and administrators, cheered Bishop Tutu as he presented his lecture at the University of Pennsylvania. The response to his lecture was exhilarating and overwhelming; he was compared to Ghandi and Martin Luther King. Now, three days later, we are *not* willing to say that we will divest stock if eighteen months from now Bishop Tutu and twenty-three million other

ALMANAC January 21, 1986

black South Africans still cannot vote in their native land. Our vote today suggests that we do not comprehend the significance of Bishop Tutu's frequent statement that what they seek is not a slight loosening of the chains of apartheid but rather, the complete elimination of those shackles.

In the period of years that we have been considering what the University's investment policy should be toward companies doing business in South Africa, the status of blacks in South Africa has not changed.

I was chair of the Committee on University Responsibility in 1980 when I came to the reluctant conclusion that the University should not divest, but should at least insist that any companies in which it holds stock should follow the Sullivan Principles in South Africa. At that time, I had hoped that over time there would be a change in the hearts of the leaders of South Africa, so that there would be progress and what we could call real substantive change. Yet, today—more than 5 years after that decision—we must squarely face the facts. And the facts are that today, as we again continue this debate, blacks in South Africa remain in the same position as they did in 1980. Astoundingly, little has changed.

In 1980, not one black could vote in national elections in South Africa; today, not one black can vote in national elections in South Africa. In 1980, the pass laws were in effect, making it a crime for blacks to be in urban areas for more than 72 hours without a permit, and making it a criminal offense for blacks to go anywhere without carrying their pass-books with them at all times; today, these laws still dominate the daily lives of blacks in South Africa.

In 1980, the Group Areas Act, which divides the urban areas into separate geographical areas where whites, blacks, Indians and colored are forced to live separately was in effect; today, as we talk, the Group Areas Act still relegates blacks to segregated townships, set at a distance from the white urban areas. Today, in 1986, many of those townships are occupied by the South African military with caspirs and other military vehicles carrying soldiers in full combat gear, patrolling the streets and maintaining a constant presence.

In 1980, the Reservation of Separate Amenities Act, which provides for the reservation of separate but unequal facilities for different races, and prohibits the courts from declaring invalid segregated (and for blacks generally inferior) buses, trains, restaurants, libraries, and other facilities was in effect. Today, this separate and unequal policy remains the law of the land in South Africa. Today, as we discuss these issues, millions of South African blacks are consigned and confined to so-

called tribal homelands, deprived of their South African nationality and citizenship, made foreigners in the country of their birth. Not one of these laws has changed.

What changes *have* been made in South Africa since 1980? The only changes have been a smoothing of the rhetoric and a heightening of the hostility. What has been the substantive change? Have blacks been given the right to vote, the core fundamental right of any democratic system? Have the pass laws and other laws giving effect to the policy of influx control been changed? Have the laws that force black migrant workers to live away from their families eleven months of the year, confined to the dreary existence of single sex hostels been changed? Has the Population Registration Act, which requires each and every member of the population to be classified as a member of one of four racial groups, a label which then determines where that person can live, where that person can go to school, what kind of education is received, where that person can work, and whether that person is able to travel freely in the country of his or her birth—has that Act been repealed? Tragically, for the 23 million blacks in South Africa, the answer to each of these questions—which we cannot ignore—is “No”.

I put it to you, what substantive changes have been made in South Africa? Yes, the laws forbidding interracial sex and marriage have been repealed. Certainly this is not the type of substantive change that we seek; certainly this, without *substantially* more, does not touch the essence, the core of rights without which no country can claim the label “democracy.”

I believe that after years of evaluating and re-evaluating, years of waiting and allowing the South African government still more time to make significant changes, I believe the time has come for us to state our policy in clear and unambiguous language: that unless specific, real, substantial change is made in the laws of apartheid within 18 months, that we will *act*—not re-evaluate—but *act* to divest the University's holdings in companies doing business in South Africa.

Dr. Martin Luther King once said:

We often find that on some positions, cowardice asks the question, “is it safe?” Expediency asks the question, “is it politic?” Vanity asks the question, “is it popular?” But conscience must ask the question, “is it right?” And there comes a time when one must take a stand that is neither safe, nor politic, nor popular. But one must take it because it is right.

Certainly, after years of patient tolerance with South Africa's meaningless rhetoric, it is right to make specific plans for divestiture if fundamental change does not occur within the next eighteen months.

---

## Other Views at the Meeting

*Following are excerpts from the additional speeches made at the Stated Meeting.*

**Tom Lockard:** I probably won't be nearly as eloquent . . . [but], Because of the subjective language and the subjective judgments opened up by the resolution, I feel it is important for me to go on the record with my opposition to the resolution.

**Jacqueline Wexler:** I have served on this committee through all of its deliberations for many years. With my treasured and respected friend, Judge Higginbotham, I participated in earlier discussions, and like him made the judgment that the best thing that time was to invest ourselves in an idealistic kind of pragmatic solution, namely, to go with the Sullivan Principles . . . If I understand Leon clearly, he is behind the part of the resolution that still applies the leverage of American business to continue to up the ante, to join ranks with economic pressures within South Africa . . .

*ALMANAC January 21, 1986*

that he believes an eighteen month window, to allow two sessions of the legislature in South Africa, is a good and prudent and gutsy judgment, which may be a more important kind of real leverage than the symbolic washing of our hands of “Divest Now.” At least as I read you, Leon, you have not divested from that. The problem that we wrestled with yesterday was how much was this weasling intentionally or unintentionally on the part of the Trustees about a trigger mechanism, and how much was it a prudent, honest, straightforward statement about what we were demanding. In total consensus, the group yesterday, and again today, has stayed with the change in language which made those verbs action verbs and not hypothetical verbs. They say the trustees, the committee will—there is no fudging. The only difference of opinion as I hear you, is on “all or substantially all.” I make my vote with the committee action because I trust my colleagues in this room as I trust few people I have ever

worked with before. I believe this process has shown these trustees to be men and women of their word, and that they are not fudging. I believe that as I believe few other things. I have sat in other groups on this issue, who have decided to divest, whom I think were not doing it with as much integrity and guts and precision as our colleagues are today. I stake my conscience as an educator, I stake my conscience as a person, that we mean what we say and we mean “all or substantially all” and not “tinkering all.”

**Reginald Jones:** As we were observing Martin Luther King's untimely and tragic death, it caused me to reflect somewhat on this issue of timing, because the students very vocally are saying divest now, not look at this issue some eighteen months hence. And it caused me to remember that we fought a major and perhaps the bloodiest war in all history over the issue of human rights. That war ended in the 1860's,

*(continued on page 6)*



(continued from page 5)

and one hundred years passed before we had the first meaningful civil rights legislation with enforcement mechanisms in this nation. A hundred years passed before we got that. And even today, to my great personal disappointment, we have an environment, here at Penn, that is not conducive to a growing and healthy black presence, something to which we should all be addressing ourselves. And let me remind you that here in this nation we were dealing with a minority, a minority of some 19% of our population. When you look at South Africa, we are looking at a majority, we are looking at something over 70% of the population. I have been in South Africa 3 times in the last 3 1/2 years. I have had the privilege of meeting with

President Botha, with Chief Buthelezi, with many black leaders, and I have met with many government people, both those in the party and those in opposition, and I have met with white business leaders there also. I want to say that the most effective foes of apartheid are the members of the business community in South Africa itself. They have found that they can't develop their businesses, they can't have a healthy nation, they can't have a prosperous economy so long as apartheid continues. I think in asking for 18 months versus our own dilatory approach here in the United States, we're not being unreasonable. The change that we're asking for in these points that are in the memorandum are truly massive changes. I've been led to believe by white businessmen in

South Africa and by some black businessmen in South Africa that the opportunities are good for a change in the "pass laws" and the "influx control" laws in this session of the parliament. If we get that kind of movement started, I think that what we should be doing is not washing our hands of this affair by a symbolic act but rather by continuing to work with the business community in South Africa . . . to force change, the termination of apartheid, which is a truly repugnant system. I will vote for this particular resolution, recognizing that 18 months is a very, very short time.

## Trustees: Reports and Actions on Other Topics

The Trustees raced through the early portion of their agenda Friday to allow time for discussion and vote on the report of the University Responsibility Committee. Among the items taken up:

**Reports:** Senior Vice President Helen O'Bannon said the projected surplus figures based on the first six months of FY 86 are a modest \$303,000 for the University, \$7.2 million for HUP, and \$4.3 million for the clinical practices. Trustee Margaret Mainwaring reported on Student Activities Committee reviews in three areas: academic advising; the chaplaincy and interrelated campus ministries; and safety and security. For Academic Policy, Dr. Carl Kaysen reported enthusiastically on talks with SAS Dean Michael Aiken on undergraduate/graduate/continuing education and research. The Investment Board's John Neff attributed a tripling of AIF Shares in six years to "an ability to sample a complete range of investment opportunity." Development Committee Chairman Reginald Jones predicted a third consecutive record-breaking year with \$39,862,482 subscribed by January 10. Samuel Ballam reported on HUP's search for a new executive director.

**Actions:** Chairman Paul Miller introduced resolutions of appreciation for three trustees nearing the end of their terms: Samuel H. Greenawalt, Jr., who has chaired the Athletic Advisory Board and member of Alumni Affairs, External Affairs, Student Life, and Resources Committees and member of the Investment Board; Linda White Hall, a young alumni trustee who served on Resources, Student Life, and Budget and Finance; and William D. Patterson, former president of the General Alumni Society who served on a "prodigious number" of committees including the Hospital Board and Recreation/Intercollegiate Athletics.

The Provost singled out four tenure-significant appointments/promotions as the 24-page list was approved: The appointment of Dr. Ruth McCorkle as professor of nursing; the promotions of Dr. John L. Bassani to associate professor, mechanical engineering and Dr. Leon Axel to associate professor, radiology/Med.; and Dr. Ian MacMillan's appointment as pro-

fessor of management and his designation as George W. Taylor Professor of Entrepreneurial Management at Wharton.

A Master of Science in Oral Biology was approved for the Dental School, with the Academic Policy Committee's endorsement.

Additions were made to the Boards of Overseers of SAS, Nursing, and Veterinary Medicine; the Board of Managers of the Wistar Institute; and the Boards of the University Press and the Hospital.

Coopers & Lybrand were appointed auditors for FY 1986, on the motion of Audit Committee Chairman Charles Dickey. Ten resolutions of the Budget and Finance Committee, introduced en masse by John Eckman, were passed as a group:

1. **Wharton Executive Education Center:** Amending a June 21 resolution, the new intention shows cost breakdowns and sources of funding identified for the development at 38th and Spruce Streets including the Computer Resource Center, and the resolution authorizes \$18,570,000 for the WEEC and Computer Resource Center.

2. **Lauder Institute and Fischer Real Estate Center:** To house the two units, at a site on the west side of 37th Street south of Locust Walk, \$3 million was authorized, with funds to come from gifts.

3. **Clinical Sciences Research Building:** To house the Howard Hughes Medical Institute and provide facilities for brain research, cancer research and other key medical areas, an amendment to a June 21 resolution authorizes the second phase toward construction to cost \$2,783,000.

4. **3401 Walnut Street:** Phase II of the \$20 million development was approved, with authorization of a pooled income fund to own the building in partnership with University City Associates; the partnership is to borrow remaining funds necessary, and lease the land from the University.

5. **Stouffer Plaza, Phase II:** \$440,000 was authorized for completion of waterproofing the area at Stouffer Triangle, subject to leaks since its construction in 1972.

6. **Quad Renovations, Phase VII:** An amendment to a June 21 resolution authorizes \$16,677,500 for rehabilitation of the next eight houses (Thomas Penn, McIlhenny, Warwick, Ward, Chestnut, Cleeman, Ashurst and Magee) during the summers of 1986, 1987 and 1988.

7. **Blockley Hall:** For expansion of the School of Medicine's programs in medical electronic imaging, \$400,000 was authorized for renovations on the fourth floor of Blockley.

8. **Animal Care Facilities:** To correct deficiencies in several areas, \$5,666,000 was authorized from central resources, to be repaid by the Schools in two to seven years depending on the size of the loan. The initial estimate is that Medicine's share will be \$1,769,000; Arts and Sciences \$894,000; Dental Medicine's \$156,000; and Veterinary Medicine's \$2,847,000.

9. **Management of Gifts:** Policy XIII of the *Policies and Procedures for Managing the Proceeds of the Program for the Eighties Fund Drive* was rescinded at the request of the administration. The new action's intention reads:

The administration will no longer impose a 5-percent charge on gift receipts because the costs of the Program for the Eighties Fund Drive will have been fully amortized. The administration will invest new gifts in endowment quarterly instead of annually. The gifts will be invested in the Temporary Investment Fund (TIF) until the time of quarterly investment in the Associated Investment Funds. Gifts for construction or renovation will continue to be invested in the TIF until certified and spent on an approved project. Gifts received, the purpose of which have not been determined by the donors, will be invested in the TIF until a purpose has been approved. The administration intends to build its unrestricted endowment and will designate unrestricted gifts to specific purposes only in rare circumstances. Those designations will be reported to the Trustees.

10. **Authorization on Real Estate:** To meet an interpretation of the Pennsylvania Corporation Not-For-Profit Code, the resolution specifies authorization to lease real property of the University.

# NACUBO Awards: Deadline February 11

Any Penn office, department or organization that saved the University money in 1985—especially if it did it in a unique way—could win an award from NACUBO in the competition now open.

The National Association of College and University Business Officers (NACUBO), of which Penn is a member, sponsors an annual Cost Reduction Incentive Awards program in conjunction with the United States Steel Foundation.

Last year Penn made its first coordinated effort to collect entries—and won three awards in the national finals. Approximately thirty ideas were submitted to a University committee for screening. Six made the final cut to reach the national competition. Of the three awards won, one was among the eight top monetary awards (\$2500 to the Department of Physical Plant) and two were honorable mentions (to the Office of Human Resources and the Department of Public Safety).

Ideas implemented in 1985 should not duplicate the previous year's winners. To solicit entries Vice President for Administration Gary Posner has sent a memo with the Idea Submission Forms to deans, directors, department chairs and administrative officers. The national

panel of judges uses the following criteria in evaluating proposals:

- the potential for applicability and continued use of the technique at other institutions;
- the originality and uniqueness of the idea as it is applied to higher education;
- the amount of cost reduction without loss of program effectiveness;
- the amount of involvement by faculty, staff, and students.

The deadline for departments and offices to submit their one-page idea summaries is *Tuesday, February 11, 1986*. Judy Zamost of the Office of the Vice President for Administration is again heading the campus effort. A volunteer committee of graduates of the University's management development program, the Penn Perspective, will screen the University's submissions before they reach a panel of executive officers for final selection.

## Penn Winners in 1985

### Nuclear Roof Survey—Physical Plant

The University of Pennsylvania uses a nuclear scan device to detect the presence and concentration of moisture within a roofing system. The results are mapped on a layout of the roof to illustrate the locations and security of moisture penetrations. Evaluations can then be made as to

the scope of repairs. Using the survey with three buildings saved the University more than \$125,000 over more time-consuming and labor-intensive methods used the previous year. (Award of \$2500 was accepted by Art Gravina, director, physical plant, at NACUBO ceremonies held in Boston last July.)

### Perforated Six-Tab File Folders—Human Resources

One office at the University of Pennsylvania has designed and used a six-tab file folder for filing employment applications. A regular manila folder has a life of two uses, but the six-tab folder has the tabs perforated for neat and easy disposal as the folder is put to a new use. This extends the life of the folder threefold and results in fewer orders having to be placed. *Savings for the department are \$114 a year*, but use of the folders may be consolidated for all offices where the files are purged or rotated regularly, which would greatly increase the savings.

### Recorder and Transcriber for Police Records—Public Safety

University of Pennsylvania police have a dictaphone recorder with a dedicated telephone line attached to it that allows them to record incident reports on tape. The reports are then transcribed by office personnel for the officer's perusal and signature. The recorder can insert and eject cassette tapes from a self-contained storage bank according to predetermined settings. A special telephone number connects the machine to a phone call for recording. This allows timely and accurate reporting of incidents and allows the officers to return to work immediately. *The savings are over \$3,700 a year in labor costs.*

## DEATHS

**Darryl P. Andrews**, a custodian in Physical Plant, suffered a heart attack in his sleep on December 22 and died at the age of 28. He was employed as a custodian in the athletic department from November 1978 until his death. Mr. Andrews is survived by his parents, Mr. and Mrs. Walter Grazier; two sisters, Marcyta and Margaret; two brothers, Walter Jr. and James; his maternal grandmother, Mrs. Elizabeth Wade and his paternal grandmother and great-grandmother.

**Dr. John Hancock Arnett**, a former associate professor of medicine at the Graduate School of Medicine, died on October 29 at the age of 96. Dr. Arnett received his M.D. from the University in 1916. He began his career at Penn in 1921 as a student's physician and in 1925 was appointed medical examiner in physical education. In 1932 he was named assistant professor of medicine, and in 1934 appointed associate professor of medicine at the Graduate School of Medicine. He remained in that capacity until his retirement in 1955. Dr. Arnett wrote numerous articles, principally about lung and cardiovascular ailments. He is survived by his son, Edward M. Arnett; a daughter, Alice Andrews; and four grandsons.

**Laura V. Carter**, a former pastry cook in Dining Services, died on December 20 at the age of 82. She was employed by Dining Services in 1952 until her retirement in December 1970. Mrs. Carter is survived by her daughter, Mrs. Pearl Easton.

**Margaret M. Dunn**, a former custodian in Physical Plant, died on October 2 at the age of 84. She started working at the University in September, 1947 and remained here until her retirement in July 1967. Mrs. Dunn is survived by her son, Joseph T. Dunn, Jr.

**Alice Harris**, a custodian in the physical plant department, died on December 26 at the age of 69. She came to the University in March 1947 and

remained with the department until she went on long-term disability in March, 1979; she retired in 1984. Ms. Harris is survived by her brother, Mr. Andrew Harris.

**Dr. Heinz Herman Karl Moenkemeyer**, emeritus professor of German, died on December 7, in his native Germany, at the age of 71. Dr. Moenkemeyer received his M.A. in Germanics in 1949, and his Ph.D. in 1952 from Penn. He came to the University in 1947 as assistant instructor, became an instructor, and held that position until 1955. After teaching at Wilson College for a few years, he returned to Penn, and in 1957 he was named assistant professor of German. In 1962 he was promoted to associate professor, and in 1969, professor. He taught undergraduate language courses in German literature and German drama, and courses for honors majors. In addition to the many graduate courses he taught, he served on the Committee on Literature for the General Honors Program, Committee on Fulbright Scholarships, and Chairman of the Departmental Committee for ordering books in the field of Germanics. Dr. Moenkemeyer retired in March 1984 and was named professor emeritus of German. He is survived by his wife, Helga Moenkemeyer.

**F. Hayden Morgan**, an employee at the University from 1953 to 1964, died October 31 at the age of 62. Mr. Morgan came to the University as assistant manager in the project research and grants department, and rose to the position of director. He was also an instructor in the geography and industry department, and a part-time instructor of statistics. Mr. Morgan is survived by his wife, Janise Henning Morgan.

**Ann M. Gasparro Nordgran**, a former custodian in Physical Plant, died on January 4 at the age of 66. She came to the University in 1972, and

worked for the University Museum; she retired in February 1985. She is survived by her husband, Mr. Gustave Nordgran; a daughter, Mary Ann Gall; sons Robert, James and Patrick; and three grandchildren.

**Delphine Okie Richardson**, who came to the University in 1921, died on November 29 at the age of 82. She was employed as a librarian at Penn for more than half a century, working initially in the old main library, then located in Furness, and continuing on to Van Pelt, which opened in 1962. Mrs. Richardson was head of the reserve book department from 1941 to 1949, and interlibrary loan librarian from 1949 to 1972, obtaining material from around the country for the University's scholars. She retired in July, 1972. She is survived by her niece, Mrs. Priscilla Olden Okie Alexander.

## Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224  
(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.

EDITOR	Karen C. Gaines
ASSISTANT EDITOR	Marguerite F. Miller
EDITORIAL ASSISTANT	Mary Corbett
STUDENT ASSISTANTS	Catherine E. Clark, Mary A. Downes, Leah C. Gardiner, Michael S. Markowitz, John J. Neumann, Leonard S. Perlman
ALMANAC ADVISORY BOARD Chair	Arnold Thackray; Linda Brodkey, Lucienne Frappier-Mazur, Henry Hiz, Alfred Rieber, Roger D. Soloway, Anthony R. Tomazinis, Michael Zuckerman, for the Faculty Senate; ... William G. Owen for the Administration; ... Carol Carr for the Librarians Assembly; ... John Hayden for the Administrative Assembly; ... Joseph Kane for the A-3 Assembly.



## CONFERENCES

**24** *Oral History and Political Participation on the Left*; the movie *Seeing Red* followed by discussion with speakers Ron Grele, director of the Oral History Project, Columbia University; Ann Banks, editor of *First Person America*; Sam Shraeger, professor of folklore; Paul Buele. 3:30 p.m., Room 109, Annenberg Center. Information: Ext. 1999 (Political Participation Center).

## FILMS

Films shown at International House, 3701 Chestnut St. Admission \$3, \$2.50, students, and senior citizens.

**23** *The Revolt of Job*, 7:30 p.m.

**24** *De Peliculas: Archives of Latin American Conflict*, 7:30 p.m.

## FITNESS/LEARNING

### Career Planning and Placement

**28** *Industrial R and D Career Paths*; Robert DeMarninis, associate director of chemistry, Smith Kline & French, and Martin McKenzie, research chemist, Marshall Labs, Dupont; 4:30-6 p.m., HSP Room, 2nd floor, Houston Hall (Career Planning and Placement).

### Computing Resource Center

**21** *Atari User Group Meeting*, 6 p.m., 235 Houston Hall. Information: Ext. 1144.

**22** *IBM and Compatibles User Group Meeting*, noon, 230 Houston Hall. Information: 623-4141.

*Kaypro User Group Meeting*, 3 p.m., 230 Houston Hall. Information: 222-3006.

*MacIntosh User Group Meeting*, 6 p.m., B1 Vance Hall. Information: 387-6440 or 222-3776.

**27** *DEC Rainbow User Group Meeting*, noon, 305 Houston Hall. Information: Ext. 8509.

## MUSIC

**23** UNICEF Benefit Concert; Penn Jazz Ensemble, Gospel Choir, Quaker Notes, Without a Net. Also, a film showing the impact of UNICEF, the United Nations Children's Fund, on people's lives in Third World countries; 7:30-9 p.m. and 9:30-11 p.m., Auditorium, 2nd floor, Houston Hall. Tickets \$4, available 10 a.m.-4 p.m., Room 115 Houston Hall. Information: Ext. 4831.



## Houston Hall History

In 1893 the University Trustees decided to provide a facility for the social and recreational use of students in the tradition begun 80 years earlier at Oxford and Cambridge. When Trustee (later Provost) Charles C. Harrison was asked to assume fund-raising responsibilities for building it, his first step was to announce a contest for its design, open to juniors, seniors and graduates of the School of Architecture. The winning design, selected by a panel of Philadelphia and New York architects, was the collaborative effort of two students, William C. Hays and M. B. Medary, Jr., who not only shared a prize of \$1,000 but were named assistant architects for the project. Provost Harrison was so enthusiastic about the design that he drove his sleigh to Chestnut Hill one snowy night in 1894 to present the drawings to Trustee Henry Howard Houston and his wife, Sallie S. Houston.

The Houstons were strong supporters of extra-curricular opportunities on the University campus and shared Dr. Harrison's enthusiasm for the architects' plan. They responded by donating \$50,000 each toward the building's construction in memory of their son Henry Howard Houston, Jr., Class of 1878.

Houston Hall opened on January 2, 1896, and was an immediate success. In its early years it was used daily by an average of 1,200 students, or half the all-male student body of that time.\* With the new opportunity for student interaction, many new social, political, religious and recreational activities were added to campus life.

By 1939 the heavy use of the building required its enlargement. Again the Houston family assisted: This time the children of the original donors—Sallie Houston Henry, Gertrude Houston Woodward and Samuel Frederic Houston (Class of 1887)—added the two wings.

## TALKS

**21** *Detection, Expression and Amplification of c-Ki-ras Genes in Human Tumors*; Manuel Peruchio, S.U.N.Y. Stony Brook; 4 p.m., Auditorium, Wistar Institute (Wistar Institute).

*Vitamin C Requirements in Premature Infants*; Ilan Arad, department of physiology; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Group, Department of Anesthesiology).

**22** *Research on Divorce in Families*; George Leon, senior research associate, Families of Divorce Project; 1-2 p.m., Seminar Room, Marriage Council, 4025 Chestnut St. (Marriage Council of Philadelphia).

**23** *Post-Traumatic Stress Disorder in Cambodian Refugees*; James Boehnlein, M.D. and Yang Sam, Southeast Asian MAA Coalition; 4-5:30 p.m., 5th floor lounge, Ware College House (Robert Wood Johnson Foundation Clinic Scholars Program, Departments of Anthropology, Psychiatry).

**28** *Very Low Density Lipoproteins Promote Lipid Accumulation in Macrophages*; Sandra Bates, department of physiology; Physiology Library, Richards Building (Respiratory Physiology Group, Department of Anesthesiology).



Today Houston Hall is a place where students, faculty, staff, alumni and guests gather for social, recreational, educational and cultural activities. The original concept of Penn's student union as an undergraduate "men's club" has given way to a student union for all—male and female, graduate and professional as well as undergraduate. The 1981 addition of a shopping mall and food court featuring 23 stores and services added yet another dimension to "America's First Student Union." On average, more than 10,000 people from all parts of the University use the building on a daily basis.

\*Only a handful of women attended Penn in the late 1900s, all in graduate programs; a School of Pedagogy increased their numbers early in the twentieth century, but it was not until the founding of the College for Women in 1933 that women were systematically enrolled as undergraduates. Their activities were centered in Bennett Hall until the Harnwell Administration, when Houston Hall became fully coed. Bennett Union Alumnae will participate in the Houston Hall 90th Anniversary Celebration and will hold a special reception in May.—Ed.

*Magnetic X-Ray Scattering from Multi-Layers*; Dennis B. McWhan, senior scientist, AT&T, Bell Laboratories; 4 p.m., LRSM Auditorium (Department of Materials Science and Engineering Seminar Series).

*Poetry Reading by Mark Halliday*, contributor to the *New Republic*, *Georgia Review*; 4 p.m., Philomathean Rooms, 4th floor, College Hall (The Philomathean Society).

## Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the March pullout calendar is Monday February 10. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association Building).

## New Lesbian/Gay Association

A University of Pennsylvania Lesbian/Gay Staff and Faculty Association has been formed. All interested University employees are welcome to attend monthly luncheon meetings. The next gathering will be at noon on Friday, January 24. For location or more information, contact Larry Gross at Ext. 5620, Elizabeth Kerwin at Ext. 8888, or Bob Schoenberg at Ext. 5044.