

Almanac

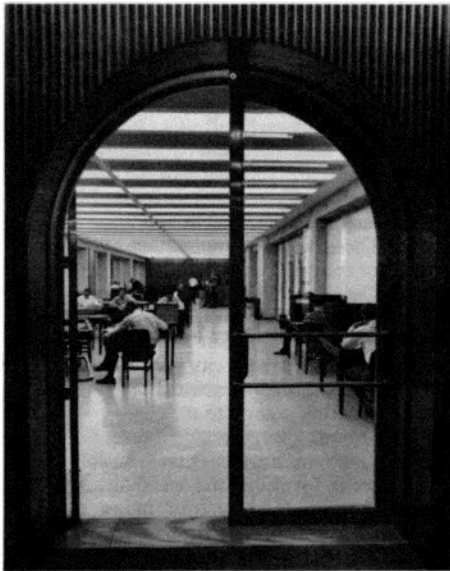
INSIDE

- SEC: Actions of November 4, p. 2
 - Plea to D.C.: Tax Shelters, p. 2
 - Speaking Out: Safety; Black Center, p.2
 - For Comment: Undergrad Ed Plan, p. 3
 - Study on Women Faculty, pp. 4-6
 - Trustees: Report on Minorities, p.6
 - Council: Safety, Smoking on Agenda, p. 7
 - Lippincott; Update; CrimeStats, p. 8
- Pullout: President's Report
on Spirals of Change**

Tuesday, November 10, 1987

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View of the Circulation Desk from the Peck Room in Lippincott Library.

Lippincott at 60:

To launch a week's celebration of their library's 60th anniversary, Lippincott staff will demonstrate the newest business information retrieval systems November 16-17 at the historic NYSE trading post now in the atrium of Steinberg-Dietrich. See events, back page.

No Pay in November?

Some 125 members of the University who have not responded to letters asking them to fill out an I-9 form will have their paychecks withheld this month. The next payday affecting weekly-paid staff and work-study students is November 13. Monthly-paid staff and any faculty involved will be unpaid November 30. Human Resources Vice President Barbara Butterfield reminds that anyone hired after November 6, 1986 and before June 30, 1987, whether U.S. citizen or not, and whether faculty, staff or student employee—must fill out the I-9 form, available at Records, Room 116 of the Franklin Building. "We will extend every opportunity we can to help the 125 people comply with the law but if they want to get paid for working the forms must be filled out," she said.

IN BRIEF

Benefits: As Congress threatens to withdraw tax shelters on payments for care of children and the elderly, President Hackney urges Senator John Heinz and others to keep them; see page 2.

Safety: A recent rally, and the upcoming Council meeting focus on safety near as well as on the campus; see p. 2, p. 7.

Smoking: Council's November 11 agenda includes first discussion of a new policy on smoking in nonresidential areas of campus; see page 7.

Three Searches: VPUL and Deans of Medicine and SAS

The President and Provost have announced the make-up of search committees for deans of Penn's two largest schools—Arts and Sciences, where Dr. Walter Wales has been acting dean since Dr. Michael Aiken moved up to Provost; and Medicine, where Dean Edward Stemmler temporarily holds both his old deanship and his newer title as executive vice president of the Medical Center.

In addition, they named the search committee for Vice Provost for University Life, the post filled on an acting basis by Dr. Kim Morrisson since Dr. James Bishop left for Ohio.

Within the next ten days all three committees will assemble and receive their formal charges.

For Dean of SAS

Dr. Andrew Postlewaite of economics chairs the committee, whose faculty members include Drs. Arjun Appadurai of anthropology; Houston Baker of English; Renata Holod of history of art; Victoria E. Kirkham of Romance languages; Ponzy Lu of chemistry, and John P. Sabini of psychology. Dean Marvin Lazerson of the Graduate School of Education also sits on this search.

The graduate student on the committee is Deborah Ann Bailey of folklore & folklife, and the undergraduate is Laurie Goldberg of the College.

For Dean of Medicine

Dr. Nicholas D. Gonatas of pathology & laboratory medicine chairs the committee, with faculty including Drs. Robert Austrian of research medicine, Marilyn Hess of pharmacology, Bennett L. Johnson of dermatology, Peter C. Nowell of pathology & laboratory medicine, Donald H. Silberberg of neurology, and Jerome F. Strauss of obstetrics & gynecology. Nursing School Dean Claire M. Fagin also serves.

An alumnus, Dr. Ed Viner, chief of medicine at Cooper Hospital, serves on this committee along with a resident, Steppe Mette; and students Bruce Cairns of the M.D. program and Susan Kraner of the Ph.D. program.

For University Life

Dr. Jacob Abel of mechanical engineering chairs the committee which has, from the faculty, Drs. Michelle M. Fine of education, Stephen Gale of regional science, Robert F. Lucid of English, Mary Naylor of nursing, and Herman Segal of dental medicine, along with Wharton Vice Dean Marion L. Oliver.

Graduate students Wayne Glasker of SAS and Randall L. Sell of Wharton, and undergraduates Michael Gold and Robert Tintner of the College complete the VPUL search committee.

SENATE

On 1988 Nominating Committee

Under the Faculty Senate Rules, formal notification to members may be accomplished by publication in Almanac in lieu of direct mail. The following is published under that rule:

TO: Members of the Faculty Senate
FROM: F. Gerard Adams, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is herewith given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 1987-88. The Nominating Committee nominates candidates for election to the Offices of the Senate (chair-elect and secretary-elect), to the at-large positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have indicated their willingness to serve, are:

Roger Allen (professor, Oriental studies)
Ellen Baer (assistant professor, nursing)

Richard Beeman (professor, history)
Adelaide Delluva (professor, biochemistry/vet.)
Gary Francione (associate professor, law)
Kenneth Goldstein (professor, folklore & folklife)
James O'Neill (professor, pediatric surgery)
Henry Teune (professor, political science)
Thomas Wood (professor, physics)

2. Pursuant to the Bylaws, you are herewith invited to submit additional nominations, which shall be accomplished via petitions containing at least 25 valid names and the signed approval of the candidate. All such petitions must be received no later than 14 days subsequent to the date of this notice. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. Should additional nominations be received, a mail ballot will be distributed to the Senate Membership.

The closing date for receipt of nominations by petition is *Tuesday, November 24, 1987*. Please forward any nominations by petition to the Faculty Senate Office, 15 College Hall/6303.

SENATE

From the Senate Office

The following statement is published in accordance with the Senate Rules adopted by mail ballot June 15, 1987.

Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair F. Gerard Adams or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Actions Taken by the Senate Executive Committee Wednesday, November 4, 1987

1. *Nominating Committee.* SEC elected one SEC member to serve on the Senate Nominating Committee (see full committee list at right).

2. *Faculty Senate Representative to Faculty Club Board.* One SEC member was nominated to act as liaison between the Senate and the Faculty Club Board and to serve as a member of the Faculty Club House Committee.

NOTE: *Assistant Professor Vacancy on SEC.* No nominations were received from assistant professors in response to the call published in *Almanac* October 13, 1987. SEC members were urged to actively seek participation of assistant professors to stand for election.

From the President

The following letter by President Sheldon Hackney was sent to Senator John Heinz and the following key members of the Finance Committee: John D. Rockefeller, IV, Daniel P. Moynihan, John C. Danforth, Bill Bradley, John C. Chafee, David F. Durenberger, Lloyd N. Bentsen, Robert Packwood and William V. Roth, Jr. A copy of the letter was sent to Congressmen Richard T. Schulze and William J. Coyne.

November 4, 1987

The Honorable John Heinz
United States Senate
SR-277 Russell Senate Office Building
Washington, D.C. 20510

Dear John:

I know that you are currently embroiled in difficult discussions about the scope of budget reconciliation for Fiscal Year 1988 and beyond, and that final decisions as to the mix of spending reductions and revenue increases have yet to be made. On behalf of the University of Pennsylvania and hundreds of other socially responsible employers throughout the nation, I want to point out one particularly troublesome revenue provision of the budget reconciliation bill, HR 3545, passed by the House last Thursday, in the hope that you and your Finance Committee colleagues will vigorously oppose it should it be brought to conference.

Section 10103 of HR 3545 would drastically limit the benefits available under employee cafeteria plans, benefits that at Penn accrue largely to those with substantial obligations to care for children and elderly dependents. The virtual elimination of the salary reduction option for cafeteria plans will mean that many of the 360 Penn employees—most of whom are women—who currently use the University's dependent care account will have to make alternative arrangements to care for their children and older family members. For many of these employees, the additional financial burden will mean reduced morale and productivity. For others, the burden may be so substantial as to necessitate that they leave their jobs to provide full-time care for their dependents.

When Congress established a favorable tax policy for dependent care arrangements, it did so to provide sufficient flexibility and leverage to assist those—mainly women—who needed to work, and who had substantial dependent care obligations, to enter the workforce. It should be clear that the brunt of dramatically reducing the cafeteria plan option will therefore fall principally on those—again mainly women—who were previously the primary caregivers for their children and elderly dependents. That would be poor social and economic policy indeed.

I hope you will agree that the severe restriction of the dependent care benefit is inimical to the national interest in providing appropriate arrangements for caring for children and elderly dependents, and in affording those who need to work the full opportunity to do so. I also hope that we can count on you to oppose the House provision restricting the cafeteria plan option should it appear before you in conference. Please let me know if I can provide you with any additional information on this important matter of social policy.

Sincerely,
Sheldon Hackney

Irwin Friend Memorial: The memorial service for Dr. Irwin Friend, Hopkinson Professor Emeritus of Finance and former Senate Chair, will be held Wednesday, November 11 at 3:30 p.m. in the Haft Lounge, Steinberg Hall-Dietrich Hall.

Speaking Out

Safety as a System

As chair of the Council Committee on Safety and Security I appeared at the UA-GAPSA safety rally on Tuesday for three reasons: to thank the students for organizing the protest on a topic that is of vital importance to faculty and staff as well; to thank *The Daily Pennsylvanian* for rapidly alerting the campus; and to bring into the open several suggestions our Committee has been discussing for several years:

(1) There has to be more of an *overall* plan for security.

(2) There needs to be *better reporting* of crime statistics both for the campus and for the area surrounding campus; we need to coordinate better with city police on this, and victims should be assisted by the University in making reports to the city.

(3) We must have *better relations* with people who live around Penn. The community expressed concern and asked us not to lease to "amusement arcades" in our border properties; but we have them. What is Penn doing to make a dialogue with the people who live here? Is it time to bring in the City's Crisis Intervention Unit to prevent future incidents?

(4) We need more *help from the city police*—and need the commitment of Commissioner Kevin Tucker to increase patrols around our area. These should not change according to the choice of each new commanding officer in the 18th District.

(5) We should have an *independent review* of the Public Safety Department, take a zero look at its aegis (maybe it should be under the Provost's Office?) and at the "system" as it relates to safety. Why should the campus always be reactive when we have a crime? We need to be proactive.

—Helen C. Davies, Chair,
Council Committee on Safety and Security

On Black Resource Center

President Hackney expresses a friendly concern that a Black Resource Center will "serve to further isolate black students" (*Almanac* September 22, p. 1).

The bear bug of a majority has its own problems. A place for black students can offer that community a chance to shape its own identity on campus and enter into a dignified relation with the Penn majority. "Cultural pluralism" seems more socially salutary and respectful than the "melting pot."

The President is right in agreeing to the Resource Center and need not suffer doubts about its contribution to University life.

—Harold Bershady, Associate Professor of
Sociology
—Fred Block, Professor of Sociology
—Samuel Klausner, Professor of Sociology
—Susan Watkins, Associate Professor of
Sociology

Undergraduate Education at Penn: Progress and Prospects

The University of Pennsylvania has a tradition of strong undergraduate programs, as befits an educational institution in which one-half of the students are undergraduates. Notable forward-looking steps supporting learning at this level have included the formation of a unified School of Arts and Sciences in the early 1970's, continued broadening of the traditional Engineering experience, significant reinforcement of the Nursing offerings during the second half of the 1970's, and major revision of the Wharton curriculum in the 1960's.

The document *Choosing Penn's Future*, issued four and one-half years ago (*Almanac* January 25, 1983), identified undergraduate education as one of three central areas for continuing campus-wide faculty and administrative concern: "Our policy is to make undergraduate education the responsibility of the entire University faculty . . . bringing to bear the full range of the University's academic talents." With the confirmation of a new Provost and the approach of a major fund-raising campaign, it now seems appropriate to assess our progress to date and consider how best to structure future efforts.

Since this policy was enunciated, considerable progress has been made in improving the undergraduate educational experience:

- An *Undergraduate Education Fund* of \$10 million has been created and used to support a wide variety of school-initiated enhancements. (See *Almanac* April 21, 1987, for a detailed summary.)
- The faculty of the School of Arts and Sciences has instituted a new set of distributional requirements, strengthened its curriculum development process, increased the participation of senior faculty in freshman seminars and undergraduate courses generally, and begun a training program for teaching assistants.
- The faculty of the School of Engineering and Applied Science has introduced new courses in technology for all students, developed focused dual-degree programs, and strengthened its programs in oral and written communications.
- The faculty of the School of Nursing has developed opportunities for students to participate in faculty research, enhanced learning experiences in communications, increased involvement of senior faculty in undergraduate courses, and promoted the integration of computer technology in Nursing courses.
- The faculty of the Wharton School has expanded its teaching of communication skills to include both writing requirements and oral communications, has incorporated the teaching of ethics into the curriculum, has expanded and personalized the advising system, and has expanded its dual-degree programs.
- All of the Schools giving undergraduate degrees have successfully completed the development of five-year plans which outline major commitments to undergraduate education in the years ahead.
- The Faculty Council on Undergraduate Education, which brought together faculty and undergraduate deans from both the professional Schools and the liberal arts, prompted "purposeful experimentation" and creative thinking about the undergraduate experience at Penn. (See *Almanac* July 14, 1987, for a detailed summary of the Council's recent work.)

While considerable progress has been made in focusing faculty and administrative attention on undergraduate education, it is clear from the experience of the past few years that success in this effort requires the continued and effective engagement of the Deans and faculties of all the Schools, particularly those giving undergraduate degrees. This becomes even more crucial as we turn from questions of general direction to the more concrete tasks of detailed planning, funding, and implementation.

Discussion of issues relating to undergraduate education has occurred in the past several years not only in the faculties of the four undergraduate Schools, but also in a faculty standing committee, the Faculty Council on Undergraduate Education. Instead of relying on a single standing faculty committee to discuss perspectives on undergraduate education, we shall appoint a number of cross-School committees to consider and recommend policy about various issues affecting undergraduate education. The efforts of these committees, together with School curriculum committees and the faculties of the four Schools giving undergraduate degrees, will both extend and intensify faculty

involvement in undergraduate education. The coordination of these faculty efforts will occur in a new Provost's Council on Undergraduate Education. This Council, chaired by the Provost, will be composed of the Deans of the four Schools that give undergraduate degrees, their undergraduate associate deans or vice deans, the Vice-Provost for University Life, and others who have responsibilities for undergraduate education. As in recent years, the Council of Undergraduate Deans, as a subcommittee of the Provost's Council and now chaired by the Provost, will meet on a more frequent basis to coordinate activities affecting undergraduate education. Thus, the new Provost's Council on Undergraduate Education and the Council of Undergraduate Deans, in cooperation with various faculty advisory committees as outlined above, will be the primary vehicles for examining possible improvements in undergraduate education. Of course, final decisions concerning curricula rest with the several curriculum committees and faculties of each School.

We believe that the new Provost's Council on Undergraduate Education can effectively promote an improved undergraduate experience at Penn. Many elements of such an experience have already been identified and now need careful and widespread consideration by the School faculties, departments, and Deans who bear the responsibility for their implementation. Among the established themes that may guide these discussions are the following:

- The continuing recognition of the linkages of liberal arts and professional disciplines as the hallmark of Penn's "comparative advantage" as an undergraduate institution.
- The centrality of research in the content of what our faculty teach and in the experience of students as they master an undergraduate major.
- The importance of proficiency in self-expression, both written and spoken, throughout and beyond the college career.
- The importance of the Freshman Year in integrating students into Penn's intellectual and social communities.
- The renovation of the Quadrangle to improve the living conditions of our undergraduates and to provide facilities supporting an informal curriculum with increased faculty-student interaction.

Other critical questions remain to be addressed:

- Should each undergraduate program include a "capstone" experience, perhaps a research or integrative writing project, to overcome a tendency toward fragmentation and over-specialization in certain programs?
- Is it possible and/or desirable for every undergraduate to have the opportunity to pursue an individual research experience as part of his or her program?
- Is it possible and/or desirable to establish comparable educational requirements in the liberal arts for all undergraduates?
- How can we ensure adequate distribution of computer resources to both students and faculty?
- What more should be done to improve the teaching abilities of teaching assistants and faculty members?
- What further changes should be made to enhance the informal curriculum of lectures, advising, discussions, and other non-classroom activities that shape the intellectual life on campus, both inside and outside of the residential system?
- How can we ensure that our advising resources not only help students move coherently from stage to stage of the undergraduate experience but also reflect Penn's unique vision of that experience? Moreover, should we attempt to increase faculty involvement in the advising process?

We have come far and yet have far to go. Ours is an ambitious agenda—to ensure that all aspects of our undergraduate programs are the most challenging and outstanding in the nation. We need the strengthened participation of the Deans and faculties of the School of Arts and Sciences, the School of Engineering and Applied Science, the School of Nursing, and the Wharton School. This effort will also require the help and support of the Deans, faculties, and staff of the other eight Schools. We shall also need effective liaison with student groups such as the Student Committee on Undergraduate Education. Progress will come about only if there is a consensus based on widespread consultation. We pledge ourselves to that task and invite and urge your participation.

—Sheldon Hackney

—Michael Aiken

Representation of Women on the Faculty University of Pennsylvania 1979 and 1986

Comprehensive and detailed data on the numbers of men and women in the standing faculty were developed earlier this year by the Office of the Deputy Provost. This has permitted us to analyze the progress made in representation of women on the faculty since the last analysis, by rank, school and gender, was published in 1979.

The data for 1979 are from the University's Affirmative Action Plan as reported for November 1, 1979. The information for October 31, 1986 was summarized by Deputy Provost Richard Clelland and Assistant to the Deputy Provost Patricia Wilson in *Almanac* May 5, 1987; Dick Clelland kindly provided supplementary data by rank. Our summary tables comparing 1979 with 1986 are presented in the Appendix at the end of this report. We have also compiled information for 1981 on women faculty in the departments of SAS¹ using a University computer printout of women faculty and for the departments of the Wharton School from the *Faculty Guide: Vita, Publications and Research, 1980-83*. In order to ensure that data are comparable, we have excluded from our totals members of the Standing Faculty-Clinician Educators as well as those faculty with tenure of title. Our analyses therefore focus on tenured and tenure-accruing faculty.

Our information on proportion of Ph.D.s awarded to women is from the *Survey of Earned Doctorates* published annually by the National Research Council, supplemented by data on disciplines within Arts and Sciences from Acting Dean Walter Wales. We have made the assumption that the population of Assistant Professors in a given year should, in general, reflect Ph.D.s awarded in the previous 6 years; therefore, women Assistant Professors in 1979 would be largely drawn from the pool of doctorates awarded in 1972-78 and Assistant Professors in 1986 would derive primarily from individuals receiving doctorates in 1979-1985. Figure 1 summarizes information on proportion of doctorates awarded to women for these two time periods.

While women have somewhat increased their share of the standing faculty for most schools in the University, this progress has been slow. Indeed, the female share of the standing faculty has declined substantially in two schools, the Dental School and the School of Social Work, and slightly in Wharton. Of particular concern is the limited increase in the proportion of women on the tenure track but currently untenured. This group, essentially equivalent to the Assistant Professors, should be a measure of proportion of women among the recently hired junior faculty. The percentage of Ph.D. degrees awarded to women in 1972-78 averaged 22% and in the period 1979-1985 had risen to 32%. However, the number of untenured women at Penn increased by only 7 from 1979 to 1986 with the percentage going from 22.2% to 23.3% of the total untenured faculty.

Since a significant proportion of the faculty in some schools has professional doctorates rather than Ph.D.s, it seemed prudent to examine the representation of women within individual schools. A more detailed discussion of our three largest schools demonstrates how slow progress has been in a period when women are an increasing share of Ph.D. recipients.

While the School of Arts and Sciences shows progress in the female share of tenured faculty, there has been virtually no change in the female share of nontenured faculty (Figure 2) in the face of increasing female share of Ph.D.s awarded in the sciences, the social sciences and the humanities. The modest increases in female faculty are unconvincing as indicators of progress when the pool of women Ph.D.s has expanded. Based on data for individual departments, available for 1981 and 1986

(but not for 1979), the small increases in numbers of women that have occurred is extremely uneven within the school. For example, Classics lost 3 women faculty and Oriental Studies lost 2 women faculty since 1981. In 1986 both departments had no women on their faculty even though women represent a substantial share of the qualified pool; women have earned 29% of the total Ph.D.s awarded nationally in Classics and approximately 40% of the Oriental Studies Ph.D.s awarded by our Oriental Studies department in recent years. The German and Music Departments each lost female faculty and also became all male

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Figure 1
Percent Ph.D.s Awarded to Women
1972-78 vs. 1979-85

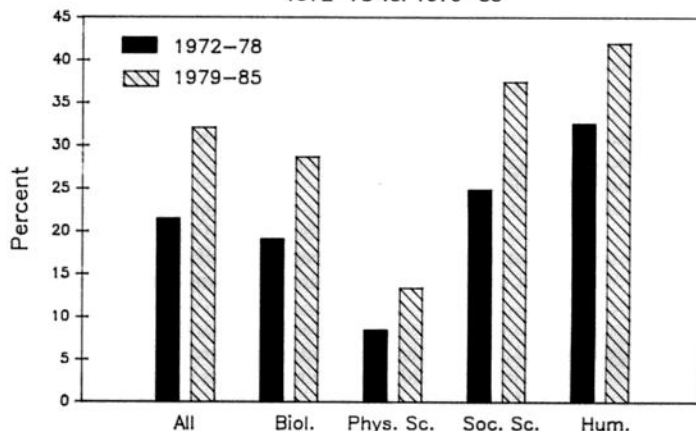
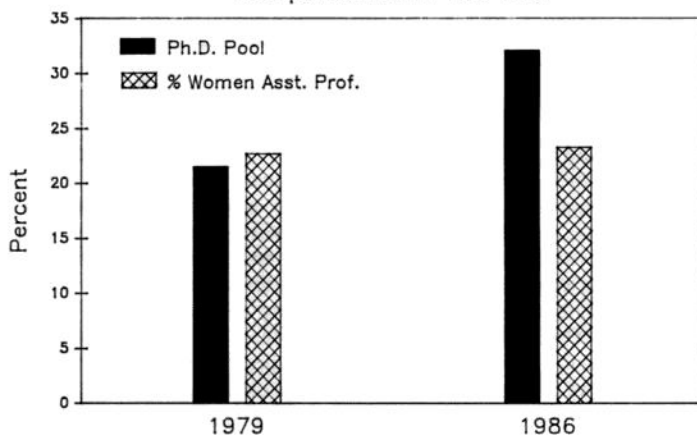


Figure 2
Women Assistant Professors in SAS
Comparison with Ph.D. Pool



¹ Summary of these data not published here.

departments at a time when women have been earning 50% of the Ph.D.s in German and over 25% in Music. [Music has 8 assistant or associate professors and German has 2.] Economics lost 1 female assistant professor and by 1986 had no women among its 14 assistant professors although women earn 13% of the Ph.D.s in this field.

Table I enumerates the faculty census for each department in SAS as of October 1986. In 4 of the 11 large departments (over 20 members), women represented 5% of the faculty or less. In 6 of the 22 smaller departments, there were no women at all.

In the Medical School, although the number of tenured men increased from 205 to 228, the number of tenured women stayed constant at 18. The number of untenured women rose by 17; however this increase was exclusively in the clinical departments. In the basic science departments the total number of women faculty remained at 17 while the number of women assistant professors dropped from 7 to 5; thus the proportion of women among the basic science assistant professors decreased from 25.9% in 1979 to 13.2% in 1986. This decrease is particularly shocking in view of the fact that the percentage of Ph.D.s in the life sciences awarded to women has been over 20% for the past 10 years.

The total faculty in the Wharton School grew by 35 (from 137 to 172) but the female faculty grew by only 1 (from 11 to 12) so that the proportion of women fell from 8% to 7%. The number of untenured faculty increased from 43 to 66, but the number of nontenured women declined from 7 to 4. Women are only 6% of the untenured Wharton faculty even though they have earned over 16% of the doctorates in business and management and 13% of the doctorates in economics awarded in the 1980s. Based on individual department data for 1981 and 1986 (Table II), the only department in the entire Wharton School to increase the female faculty share (apart from the departments of Health Care Systems and Public Policy and Management which did not exist in 1981) is Decision Sciences which went from 14 faculty and no women to 16 faculty including one woman. Six departments showed a decline in the percentage of women and three a decline in the absolute number of women. Three had no women in 1986. Only Legal Studies and the two new departments had a proportion of women greater than 7%.

Another way to evaluate our success in recruiting women is to compare ourselves to similar institutions. Although our peer institutions can hardly be held up as paragons of success, they should provide a base beyond which we should not fall. We did not have access to faculty data at other universities; however, the National Science Foundation published, in 1986, a report on full-time scientists (not just faculty) by field at universities which are major employers of scientists. Penn (with 1543 full-time scientists and engineers employed) ranked eighth among the ten largest employers. A comparison of the percent women employees in these ten institutions is presented in Table III. Penn fell behind the average for our peers in every single scientific specialty.

Our analysis indicates that the University has made very limited progress in achieving its Affirmative Action goals with respect to women faculty during the past seven years, and that in some cases it has retrogressed. The problem areas include all three of our biggest schools, as well as many of the smaller schools. Some of the problem areas reflect the difficulties that women have historically experienced in promotion to tenure and are obviously still experiencing in some disciplines at Penn. However, the most distressing finding is the minimal increase in the proportion of women among our untenured faculty given the significant increase in the hiring pool. It seems apparent that most hiring units, while following the formalities of our Affirmative Action guidelines, are not, in fact, successful in achieving their intent . . . that is increasing the proportion of women on the faculty.

We do not presume to guess at the reasons for our poor record in recent years. However, it is clear that the President and the Provost, the Provost Staff Conference, the Deans, department chairs personnel and search committees must identify the decision makers and correct the procedures that have severely reduced the opportunity for women to be appointed and promoted in our faculty during the past seven years.

Regina Austin, Associate Professor of Law
Jean Crockett, Professor of Finance
Phoebe S. Leboy, Professor of Biochemistry
Janice Madden, Associate Professor of Regional Science

Table I: SAS Faculty, 1986

Department	Women 1986				Total 1986				% Women
	Full	Assoc	Asst	Total	Full	Assoc	Asst	Total	
Humanities									
Am Civ.	1	1	1	3	3	4	2	9	33.3%
Art History	0	2	2	4	4	6	3	13	30.8%
Classical Stud.	0	0	0	0	5	4	3	12	0.0%
English	4	5	6	15	21	5	14	40	37.5%
Folklore	0	0	1	1	6	0	2	8	12.5%
General Honors	0	1	0	1	0	1	0	1	100.0%
German	0	0	0	0	4	1	1	6	0.0%
History	3	1	2	6	18	7	5	30	20.0%
Linguistics	1	1	0	2	5	3	2	10	20.0%
Music	0	0	0	0	6	5	3	14	0.0%
Oriental Stud.	0	0	0	0	11	6	6	23	0.0%
Philosophy	0	0	0	0	4	3	2	9	0.0%
Relig. Stud.	0	1	0	1	2	4	0	6	16.7%
Romance Lang.	1	2	3	6	11	3	3	17	35.3%
Slavic Lang.	1	0	0	1	2	3	0	5	20.0%
South Asia	1	0	0	1	4	1	0	5	20.0%
Total	12	14	15	41	106	56	46	208	19.7%
Natural Sciences									
Physical Sciences									
Astronomy	0	0	0	0	2	1	0	3	0.0%
Chemistry	1	0	1	2	17	4	4	25	8.0%
Geology	0	0	0	0	2	2	2	6	0.0%
Mathematics	0	0	1	1	19	2	8	29	3.4%
Physics	1	0	1	2	30	6	8	44	4.5%
Total	2	0	3	5	70	15	22	107	3.2%
Life Sciences									
Biology	0	2	2	4	15	10	8	33	12.1%
Psychology	3	0	1	4	19	3	6	28	14.3%
Total	3	2	3	8	34	13	14	61	13.2%
Social Sciences									
Anthro.	1	0	2	3	10	7	4	21	14.3%
Economics	2	0	0	2	24	1	14	39	5.1%
Hist. Soc. Sci.	1	1	1	3	5	3	1	9	33.3%
Political Sci.	1	1	1	3	9	2	8	19	15.8%
Regional Sci.	0	1	1	2	5	3	1	9	22.2%
Sociology	3	1	2	6	13	7	4	24	25.0%
Total	8	4	7	19	66	23	32	121	15.7%

Appendices next page

Table II: Wharton School Faculty, 1981 and 1986

Department	Number of Women		Total Faculty		Proportion of Women	
	1981	1986	1981	1986	1981	1986
Accounting	2	0	16	18	12.5%	0.0%
Decision Sci.	0	1	14	16	0.0%	6.3%
Finance	2	2	36	36	5.6%	5.6%
Health Care	-	1	-	3	-	33.3%
Insurance	0	0	8	8	0.0%	0.0%
Legal Studies	3	2	9	10	33.3%	20.0%
P. P. & M.	-	2	-	7	-	28.6%
Management	2	2	30	32	6.7%	6.3%
Marketing	1	1	16	17	6.3%	5.9%
Soc. Sys. Sci.	0	0	6	7	0.0%	0.0%
Statistics	2	1	14	15	14.3%	6.7%
Total	12	12	149	169	8.1%	7.1%

Table III: Full-Time Scientists Employed at Private Universities, Jan. 1985

Scientists and Engineers at 10 Largest Universities

Women as percent of total

Rank	Institution	All Fields	Life Sci.	Physical Sci.	Social Sci.	Math/Computer	Psychology
1	Harvard	22%	23%	6%	14%	17%	24%
2	Hopkins	17%	26%	6%	29%	21%	20%
3	Cornell	20%	22%	7%	24%	17%	41%
4	MIT	15%	36%	8%	24%	8%	47%
5	Columbia	27%	33%	8%	24%	3%	37%
6	Yale	26%	32%	6%	9%	15%	35%
7	Washington U.	22%	25%	7%	9%	16%	16%
*8	Penn	18%	22%	6%	14%	11%	19%
9	U. So. Calif.	19%	23%	11%	30%	4%	11%
10	Duke	18%	19%	9%	15%	10%	18%
	Average of 10 largest univ.	20%	25%	7%	19%	13%	31%

Source: Academic Science/Engineering: Summary Table 5-15; NSF, 1986.

Appendix A

Standing Faculty, By School, 1979 and 1986
[Clinician-Educators omitted from total]

School	1979			1986		
	Women Faculty	Total Faculty	% Women	Women Faculty	Total Faculty	% Women
Annenberg	0	8	0.0%	2	11	18.2%
CAS	54	476	11.3%	73	497	14.7%
Dental	12	85	14.1%	4	52	7.7%
Clin	11	63	17.5%	3	32	9.4%
Basic	1	22	4.5%	1	20	5.0%
[C-E]				[1]	[5]	20.0%
Engineer	3	84	3.6%	4	99	4.0%
Education	5	29	17.2%	7	24	29.2%
Fine Arts	4	35	11.4%	5	33	15.2%
Law	2	27	7.4%	5	28	17.9%
Medicine	41	395	10.4%	58	445	13.0%
Clin	24	272	8.8%	41	318	12.9%
Basic	17	123	13.8%	17	127	13.4%
[C-E]				[58]	[284]	20.4%
Nursing	30	31	96.8%	34	34	100.0%
[C-E]				[12]	[12]	
Soc. Work	10	21	47.6%	5	14	35.7%
Vet.	11	98	11.2%	13	100	13.0%
Clin.	6	55	10.9%	9	58	15.5%
Basic	5	43	11.6%	4	42	9.5%
[C-E]				[6]	[10]	60.0%
Wharton	11	137	8.0%	12	172	7.0%
Total	183	1426	12.8%	222	1509	14.7%

Appendix B

Tenured Faculty, By School, 1979 and 1986

School	1979			1986		
	Women	Total	% Women	Women	Total	% Women
Annenberg	0	7	0.0%	1	10	10.0%
CAS	27	357	7.6%	45	382	11.8%
Dental	3	46	6.5%	1	43	2.3%
Clin	2	29	6.9%	0	24	0.0%
Basic	1	17	5.9%	1	19	5.3%
Engineer	1	71	1.4%	2	77	2.6%
Education	2	21	9.5%	2	18	11.1%
Fine Arts	3	22	13.6%	5	28	17.9%
Law	1	22	4.5%	2	18	11.1%
Medicine	18	223	8.1%	18	246	7.3%
Clin	8	127	6.3%	6	157	3.8%
Basic	10	96	10.4%	12	89	13.5%
Nursing	11	12	91.7%	17	17	100.0%
Soc. Work	4	14	28.6%	3	12	25.0%
Vet.	5	69	7.2%	7	76	9.2%
Clin.	2	40	5.0%	3	39	7.7%
Basic	3	29	10.3%	4	38	10.5%
Wharton	4	94	4.3%	8	106	7.5%
Total	79	958	8.2%	111	1033	10.7%

Appendix C

Untenured Faculty (Tenure Track), By School, 1979 and 1986

School	1979			1986		
	Women	Total	% Women	Women	Total	% Women
Annenberg	0	1	0.0%	1	1	100.0%
CAS	27	119	22.7%	28	115	24.3%
Dental	9	39	23.1%	3	9	33.3%
Clin	9	34	26.5%	3	8	37.5%
Basic	0	5	0.0%	0	1	0.0%
Engineer	2	13	15.4%	2	22	9.1%
Education	3	8	37.5%	5	6	83.3%
Fine Arts	1	13	7.7%	0	5	0.0%
Law	1	5	20.0%	3	10	30.0%
Medicine	23	172	13.4%	40	199	20.1%
Clin	16	145	11.0%	35	161	21.7%
Basic	7	27	25.9%	5	38	13.2%
Nursing	19	19	100.0%	17	17	100.0%
Soc. Work	6	7	85.7%	2	2	100.0%
Vet.	6	29	20.7%	6	24	25.0%
Clin.	4	15	26.7%	6	20	30.0%
Basic	2	14	14.3%	0	4	0.0%
Wharton	7	43	16.3%	4	66	6.1%
Total	104	468	22.2%	111	476	23.3%

A Progress Report on Minorities

Given at the Stated Meeting October 29, 1987

The Committee heard reports on the University's efforts to increase the numbers of minority faculty and students.

1. Lee Stetson, the Dean of Admissions, discussed minority applications and admission at the undergraduate level.

- **Minority Applications**—The numbers are increasing for each target group. Nine years ago Penn received fewer than a thousand minority applications, but last year had almost 3000.

- **Minority Admissions**—The numbers here are also very encouraging, with the admission rate for each target group as high or higher than the rate for the total applicant pool.

- **Minority Matriculation**—554 students (22% of the freshman class) are from minority groups. We have the largest number of blacks and Orientals Penn ever had in the freshman class.

- **Rising visibility** of Penn has aided our efforts to attract minority students and to get students to matriculate here rather than at peer institutions. Faculty, alumni and, especially, students have played and will continue to play a major role in this effort.

2. Valerie Cade, the Assistant Provost, reported on minority applications and admissions at the graduate level:

- The number of minority applications has increased slightly; in particular, the number of applications from blacks and Asians rose.

- The number of minority students who matriculate for graduate work at Penn is holding steady, although there was a significant increase in the number of blacks admitted.

- The University of Pennsylvania, like its peer institutions, faces a number of challenges on this front. Nationally, the number of minority students graduating from 4-year programs is decreasing, the attrition rate for minority students in undergraduate and graduate programs is high, and the competition for the finest students is now very intense. However, the administration is taking active steps to improve Penn's competitive position, including enhanced central recruitment efforts.

3. Richard Clelland, Deputy Provost, reported on black faculty members at the University.

- The number of black faculty has been increasing slowly but steadily, with the major increase in the category of untenured professors. The University wants to see these faculty members make progress toward tenure.

- Most of the schools within the University have increased the number of black standing faculty; in no school has that number decreased. The Annenberg School has hired its first black professor and there are two new black professors in the School of Education.

4. Marion Oliver, Vice Dean and Director, Wharton Undergraduate Division, and former Associate Provost, discussed the University's efforts to increase minority presence at the graduate, postgraduate and faculty levels.

- There has been significant decline nationally in the number of minority Ph.D. candidates and recipients.

- The University has taken several important steps to increase minority presence. Penn has established successful pre-doctoral and post-doctoral programs that attract outstanding young minority students to Penn to finish their dissertations or to do post-doctoral work. These programs are also intended to lead to the hiring of some of the minority scholars as full-time faculty.

- We have expanded our efforts to bring minority scholars to the University as visiting professors.

- Penn is also putting special emphasis on minority recruitment in selected departments in the School of Arts and Sciences and the Wharton School where our efforts are most likely to be fruitful, creating a critical mass of minority faculty and graduate students to support each other and attract additional minority scholars.

The Committee received and discussed at length these reports and noted and applauded progress and confirmed the need to work constantly at this task throughout the University.

—Robert Yarnall, Jr., Chairman
Trustees Committee on University Responsibility

Proposed Resolutions on Security

October 28, 1987

Background

Last spring, following the rape of a student in the Quad and a sit-in at the president's office, the University hired a consultant to look at security. Subsequently, the University has hired contract guards to patrol the residences, and has arranged for bars to be placed on windows in the Quad.

However, while these and other measures address important aspects of residential security, they do not in any way address the remaining issue of security on the rest of the campus or the issue of off-campus security. The recent stabbing of three University students at 40th and Walnut Streets underscores the importance and urgency of now turning our attention to the issue of off-campus security.

Further, the record of performance in the area of security over the last three years gives much cause for concern. In the past three years a graduate student has been murdered in her dormitory room at Graduate Towers, a student has been raped in the subway-surface station at 36th and Sansom Streets, a student has been raped in the Quad, and now three students have been stabbed at 40th and Walnut Streets, along with numerous other incidents. This suggests a record of failure and inadequacy with respect to security, and undermines confidence in the current policies on security and those responsible for them.

For these reasons the Undergraduate Assembly Steering Committee and the GAPSAs Executive Committee ask the University Council to resolve:

Resolved

1. We recommend to the president that additional public safety officers be hired.
 2. We recommend that effective spring 1988 officers of the Department of Public Safety patrol a larger area, adjacent to the campus, bounded by Chestnut Street (on the north) from 32nd to 42nd Street and bounded by 42nd Street (on the West) from Chestnut Street to Chester and Woodland Avenues, particularly from 5 p.m. to 6 a.m. during the autumn and winter, and from 7 p.m. to 6 a.m. during the late spring and summer.

3. We recommend that the Department of Public Safety be given the budget, resources and person power necessary to accomplish this objective.

4. We recommend that the Escort Service immediately be instructed to begin operations at 5 p.m. (due to the fact it gets darker earlier in the fall), and that the route of the Penn Bus be revised to connect with distant parking lots used by faculty members and University employees. Further, a committee should immediately be charged to develop ways to improve the Escort Service, and review and revise the route of Penn Bus.

5. We recommend that the Office of Victim and Security Support Services and the Department of Public Safety, in conjunction with the Offices of Residential Living, Student Life, and Off-Campus Living, be charged with providing more educational and safety awareness programs, and the Office of Victim and Security Support Services be given the resources necessary to implement this objective.

6. We request an independent review of the procedures, responsibilities and effectiveness of the Department of Public Safety, and request that an appropriate committee be charged to select a consultant by no later than December 11, 1987.

7. Pending completion of an independent review, and because of the great sensitivity of the issue of security and how it is handled, at this time, we urge that the Department of Public Safety no longer report to the vice president but report instead to the provost.

FOR COMMENT

Draft Policy On Smoking In Non-Residential Buildings

Introduction

On May 8, 1974, University Council passed a Resolution on Smoking which has served as the University's smoking policy ever since. Recently in response to an increasing concern by the University community about the effects of tobacco smoke on the health or comfort of nonsmokers, the Senior Vice President, at the request of the Council of Deans, convened an ad hoc task force to study the issue and recommend a direction for the University to take. The task force, which was comprised of faculty and staff members, smokers and non-smokers, met throughout much of the summer to develop the following smoking policy. This policy is presented in draft for comment.

Policy

It is the policy of the University of Pennsylvania that smoking is not permitted in non-residential University buildings except in designated areas. There must be at least one designated area per building for reasons of fire safety as well as to accommodate the needs of smokers.

Designated Areas

It is the responsibility of Deans, Vice Presidents, and Resource Center Directors, or their designees, to designate Smoking Permitted areas and to ensure that adequate numbers of locations are assigned and equipped to accommodate the needs of smokers, taking into account the needs of persons with disabilities.* It is also their responsibility to assure that appropriate signs are posted in their buildings.**

Classrooms: Consistent with a policy of no smoking except in designated areas, smoking is not permitted in classrooms.

Work Areas: Faculty and staff in fully enclosed private offices may designate their offices smoking or nonsmoking areas.

In deciding whether to designate work spaces shared by two or more persons, as well as cubicles, as Smoking Permitted areas, an effort shall be made to accommodate individual preferences to the degree prudently possible. When requested, supervisors shall make a reasonable attempt to separate persons who smoke from those who do not. When such an accommodation is not possible, the preferences of the non-smoker shall prevail.

Department heads may establish stricter guidelines for work areas with the approval of the appropriate Dean, Vice President, or Resource Center

Director, provided there is at least one Smoking Permitted area in every building.

Common Areas: Sections of lounges, lobbies and eating locations may be designated as Smoking Permitted areas. Where duplicate facilities exist, one of those spaces may be a permitted area in its entirety.

Restrooms: One or more restrooms may be designated Smoking Permitted provided there are adequate numbers of smoke-free restrooms in the building. There must be at least one Smoking Permitted area per building that is not a restroom.

Other Areas: Except for laboratories and other areas where smoking is prohibited by regulation/code, any other space which is controlled by a school or administrative unit may be designated Smoking Permitted provided that the area is enclosed by floor to ceiling walls/partitions.

Enforcement

This policy relies on the thoughtfulness and consideration of smokers and non-smokers as well as their cooperation in adhering to the specific arrangements in their work areas and in other University buildings. It is the responsibility of the University of Pennsylvania community to observe this policy and to direct those who are smoking to Smoking Permitted areas.

Concerns regarding the implementation of this policy should be referred to the immediate supervisor for resolution. If the matter cannot be resolved, it should be referred to the appropriate Dean, Vice President or Resource Center Director.

Task Force on Smoking

Chuck Bronk, Assistant Director, Facilities Mgmt./SAS
Susan Doll, Space Auditor, Facilities Planning
Maureen P. Finnegan, Executive Secretary, Wharton
Matthew D. Finucane, Director, Environmental Health & Safety
Charles J. Jenkins, Building Administrator, Van Pelt Library
Jim Miller, Safety Manager, Physical Plant
Kathleen Rick, Specialist, Office of Staff & Labor Relations/Med.
Marianne Roncoli, Assistant Professor, School of Nursing
Virginia J. Scherfel, Executive Assistant, VP Facilities Management
Francesca Seidita, Director, Computer Solutions, UMIS
Michele Simpson, Admin. Assistant, Intercollegiate Athletics
Maris A. Thompkins, Office Admin. Assistant, Human Resources
Francine Walker, Director, Student Activities & Student Life Facilities
Susan Cott Watkins, Associate Professor, Sociology
Judith Zamosi, Chair, Assistant to Senior Vice President

* For the purposes of this policy, the term disabilities refers to personal, physical impairments or conditions that limit individual mobility and any personal medical conditions that would be aggravated by the smoking of others.

** standardized signs will be available through Physical Plant.

Lippincott's 60th Anniversary

Wharton's late Dean Emory R. Johnson had the idea, and Joseph Wharton's daughter Joanna Lippincott put up the first \$25,000. A Miss Dorothy Bemis of the Second Federal Reserve District Bank Library provided the professional expertise and led the march up four flights of stairs at Logan Hall to install the first 7000 volumes.

Thus was born Lippincott Library, opened 60 years ago in a room that may have been the operating theatre when Medicine had Logan (the balconied room, 410, now houses Publications and News Bureau). In 1952 the library moved (with the School) to Dietrich where it had the entire fourth floor—but outgrew that as well.

Today the west wing of the main library houses Lippincott's 200,000 volumes, 2500 serial titles and 1300 periodical titles (plus 8000 domestic and international corporate annual reports)—supplemented by electronic outreach to numerous other systems. Its 1927 staff of four professionals and two clerk-typists has grown to 8 full-time professionals, 12 full-time support staff and 4 part-time staff.

In celebration of their 60th anniversary, Lippincott Head Librarian Michael Halperin and the staff invite all members of the University to these special events:

- Demonstrations of the latest business information technologies, all day (10 a.m.-4 p.m.) in two locations: November 16 and 17 at the NYSE trading post, atrium of Steinberg Hall-Dietrich Hall; and November 18 at the Sun Lounge in Vance Hall.

- Lecture, *Analyzing Foreign Company Financial Statements: Issues and Answers* by Dr. Vinod Bavishi, director of the Center for International Financial Analysis and Research. 11 a.m. Friday, November 20 at Rare Books, Van Pelt Library.

Update

NOVEMBER AT PENN

CONFERENCES

12 Informed Consent: A Panel Discussion; Diane Lauver, Overview and Informed Consent in Women's Health Care; Maria Rocktashel, Informed Consent in the Neonatal Intensive Care Unit; Ann Bertrand-Clark, Informed Consent with Children in Psychiatric Care; Beth Johnston, Informed Consent in Oncology; 4-7 p.m., Room 112, Nursing Education Building (Bioethics Committee, School of Nursing).

EXHIBITS

Transformations: Louis I. Kahn's Library Projects; sketches, drawings and photographs of models for the libraries at Washington University in St. Louis, Phillips Exeter Academy in New Hampshire, and the Graduate Theological Union in Berkeley; Kroiz Gallery, Furness Building; Monday-Friday, 10 a.m.-4 p.m. Through December 15.

TALKS

12 Demographic Impact of AIDS in Africa; Etienne van de Walle, Demographic Population Studies Center and department of sociology; 4:30-6 p.m., Auditorium, Colonial Penn Center (Office of the Vice Provost for Research and the Leonard Davis Institute).

The Great U-Turn: Economic Restructuring and its Social Consequences; Barry Bluestone, professor, political economy, University of Massachusetts; 4:30 p.m., Room 17, Logan Hall (Urban Studies Program).

Deadlines

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the December pullout is *Tuesday, November 10*. Send to *Almanac*, 3601 Locust Walk/6224 (2nd floor of the Christian Association).

Smokeout: November 19

The Great American Smokeout is held each year on the Thursday before Thanksgiving. This year's date is Thursday, November 19. The event, now 11 years old, is a day for all faculty, staff and students to recognize that stopping smoking is good for you, the people around you and the entire University environment. Penn, through its Wellness Program, supports the Smokeout in a variety of informative and enjoyable ways.

Adopt-a-Smoker

If you are an ex-smoker or even if you have never smoked, there is an important role that you can play on Smokeout Day. You can *Adopt-a-Smoker*. This has been an extremely successful aspect of the Smokeout. You can take it upon yourself to help a quitter-for-the-day on the path of smokelessness. You can provide constant encouragement, fruit, low-calorie nibbles and a shoulder to cry on. Adoption papers and a guide for the *Adopt-a-Smoker* are available from Carolyn Jones, Human Resources/Training and Organization Development, I214 Blockley Hall, Ext. 8-3400 or the reception desk in Room 516 of the Franklin Building.

Visit the Smokeout Kickoff

Wednesday, November 18 from 3:30-5:30 and Thursday, November 19 from 8:30-10:30 in the lobby of the Franklin Building.

Smokers will be able to throw away their cigarettes alongside other campus quitters and win a chance for a special Smokeout surprise. You will be able to pick up survival kits, extra tips, adoption papers, buttons, balloons and an extra bit of encouragement.

A Few Quit Tips from the American Cancer Society

- Hide all ashtrays, matches, etc.
- Lay in a supply of sugarless gum, carrot sticks, etc.
- Drink lots of liquids, but pass up coffee & alcohol.
- When the urge to smoke hits, take a deep breath, hold for 10 seconds, & release it slowly.
- Exercise to relieve the tension.
- Try the "buddy system," and ask a friend to quit too.

Good will and good spirits are the foundation of the Great American Smokeout. All are welcome to join in the festivities.

—Carolyn Jones, Wellness Coordinator

Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between **November 2 and November 8, 1987**.

Total Crime: Crimes Against Persons—1, Burglaries—8, Thefts—16, Thefts of Auto—0, Attempted Thefts of Auto—3

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Crimes Against Persons:			
11-03-87	5:45 PM	3400 Block Spruce	Arrest/male tried to rob employee of money bag.
South St. to Walnut St., 32nd St. to 33rd St.			
11-02-87	9:15 PM	Hutchinson Gym	Wallet and contents taken from locker.
11-03-87	2:39 PM	Hutchinson Gym	Personal property taken from locker.
11-04-87	5:32 PM	Hutchinson Gym	Money taken from student's locker.
11-06-87	6:28 PM	Hutchinson Gym	Man's watch & cash taken.
11-06-87	6:58 PM	Lot #5	Cassette tapes taken from auto.
11-07-87	9:12 PM	Lot #5	Steering column damaged on vehicle.
11-07-87	9:12 PM	Lot #5	Arrest/2 males attempting to break in cars.
Spruce St. to Locust Walk, 34th St. to 36th St.			
11-05-87	9:48 AM	Logan Hall	Purse/contents taken from unattended office.
11-06-87	4:24 PM	College Hall	Cash taken from desk drawer.
11-07-87	11:19 AM	Houston Hall	Male attempted to take money from cash register.
Locust Walk to Walnut St., 34th St. to 36th St.			
11-03-87	3:37 PM	Van Pelt Library	Bike taken from bike rack.
11-05-87	11:48 AM	Meyerson Hall	Knapsack & contents taken from chair.
11-05-87	5:59 PM	Meyerson Hall	Personal items taken from unattended room.
Spruce St. to Locust Walk, 36th St. to 37th St.			
11-04-87	3:18 PM	200 Block 37th St.	TV taken from unlocked vehicle.
11-07-87	6:38 PM	Psi Upsilon	Gucci watch stolen from unsecured room.
Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.			
11-04-87	11:36 AM	Medical School	Items taken from unlocked room.

Safety Tip: Most people feel secure around those they know. Your colleagues in most cases are trustworthy, but you never know who will wander into your office. It takes only a second for a thief to take something of value and run. Protect your valuables in the workplace by keeping them in a safe place.

Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224
(215) 898-5274 or 5275

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