

Almanac

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INSIDE

- On Community (From College Hall), p. 2
- Senate Chair: Mid-Year Report, pp. 2-3
- Death of Dr. Brainerd and others, p. 4
- UCSC: A Nine-Story Neighbor, p. 4
- For Comment: Anti-Hazing Policy, p. 5
- Speaking Out: On Steinberg Lectures, p. 6
- Philo's 175th; AIDS Awareness, p. 6
- Reading the Payroll Tax Form, p. 7
- CrimeStats, Update, p. 8

Pullout: SEAS Reports

Council: VPUL Structure . . . Foreign Nationals in Research

On the University Council agenda for February 10 is a Council Research Committee resolution framing a Penn response to federal moves to exclude foreign nationals from specific research areas.

The Committee's draft resolution up for vote (published For Comment in *Almanac* October 20, 1987) specifies that the University will not discriminate on the basis of citizenship, but provides for exceptions as determined by the Vice Provost for Research. It also provides for principal investigators to appeal decisions of the VPR to the Council Committee.

VPUL Search: In response to recommendations by outside consultants, and on advice of University groups that have reviewed the consultants' report, Provost Michael Aiken will advise Council of the Administration's decision on structure of the University Life division.

The consultants' study (summarized in *Almanac* January 26) was a preliminary to the search for a new VPUL. The VPUL search committee headed by Dr. Jacob Abel has been meeting regularly and was among the groups reviewing the consultants' report. Dr. Abel said the committee will shortly place ads in national media, and will issue a call for nominations in next week's *Almanac*. Members of the committee are Drs. Michelle Fine of GSE, Stephen Gale of regional science, Robert F. Lucid of English, Mary Naylor of Nursing, Herman Segal of Dental Medicine, and Marion Oliver of Wharton, with students Wayne Glasker, Michael Gold and Robert Tintner.

On Faculty Club Negotiations

The Faculty Club management and union representatives went back to the negotiating table last Wednesday. After that meeting the following joint statement was issued from George Budd, associate vice president, staff and labor relations and Jim Small, president, Local 274, HERE. "Both sides formally agreed to continue negotiating under a federal mediator. We are waiting for a mediator to be appointed by the Federal Mediation and Conciliation Service. The next meeting between the two parties will be at the call of the mediator."

Campus Violence: A National Conference in Fall '88

Penn will host a three-day conference October 27-29 on "Ending Campus Violence," drawing on campuses across the country for comparative approaches to what its planners identified as a common vulnerability.

In a reception for volunteers January 21, Senior Vice President Helen O'Bannon, whose office is among the co-sponsors, pointed to violence in two forms—from outsiders who perceive the open campus as a "sitting duck," and from students who abuse fellow students. The conference will deal with both, said Dr. Joan Shapiro of the Women's Studies Program, who heads the conference's program committee. The main goals of the conference are to examine the nature and extent of violence on campuses, and compare resources and strategies for addressing it.

Others involved in planning are the Women's Center, where logistics and coordination are being handled, and the Public Safety Office. All members of the University are invited to the next planning meeting, to be held at noon Tuesday, February 23, in the Smith-Penniman

Room at Houston Hall.

Public interest in campus crime was intensified last week when the nationally-televised Phil Donohue Show featured victims of crime on Pennsylvania campuses: members of the Clery family, whose daughter was killed at Lehigh; the Penn undergraduate woman and male R.A. who were assaulted in the Quad during the 1986 Thanksgiving break; and a woman student whose campus (Temple) was not identified on the air, who told of being subjected to date rape and then, on her way home, being raped by a stranger on the street. Earlier, the Penn man had also appeared on Sally Jesse Raphael's show to describe the experience.

Volunteers are being sought for several committees on the conference to end campus violence, including those on outreach to other campuses; publicity; conference resources and logistics. For information about the conference or volunteer opportunities: Penn Women's Center, 119 Houston Hall/6306, Ext. 8-8611.

United Way: Up Again

Both in dollars and in donor participation, the 1987-88 United Way/Donor Option campaign at Penn surpassed last year's. Contributions came to \$238,130 (vs. \$220,000 in 1986-87) and 32.4% of the faculty and staff participated (up from 31%).

At last week's victory celebration, President Sheldon Hackney and Coordinator Joann Mitchell, of the Affirmative Action Office, gave out citations to four Schools that led in dollar contributions—Medicine, Arts and Sciences, Wharton and Veterinary Medicine—and to 17 units of the University where 100% participation was achieved.

The 17 units were Admissions, *Almanac*, Alumni Relations, Budget Analysis, Facilities Planning, Internal Audit, Mail Service, the Institute of Contemporary Art, Wharton's Insurance Department, Project Management, and the Offices of Affirmative Action, General Counsel, President, Provost, Senior Vice President, Secretary, and Vice President for Facilities Management.

United Way's Associate Campaign Director Jesse Starks, on campus to applaud Penn volunteers and the drive's co-chairs Dr. Jerry Adams and Dean Claire Fagin, said the Southeastern Pennsylvania campaign will continue to next year to have the homeless as a special concern.

In his concluding remarks Dr. Hackney said, "Next year's campaign begins now," and reappointed Ms. Mitchell to coordinate it.



Statement on Community

Flyers, ads and other forms of written expression have appeared recently on campus that have raised once again the question of how we relate to each other within a community, and particularly to those who are its minority members.

Ads that stereotype groups are offensive—not only because they reflect insensitivity, but because they reveal ignorance. Institutions of higher learning, like this one, marshal all their resources in the acquisition and transmission of knowledge, in the combat against ignorance. It is therefore important to reflect on the way such ignorance reveals itself, and on the ways each of us can take our stand against it.

We are appalled when we see posters that show “lazy” Mexicans or “undressed” women in “inviting” positions, or prose that characterizes “dumb jocks” or “Jewish American princesses,” or language that stigmatizes Black Americans, international students, or members of our Gay and Lesbian community. While we are confident that these actions reflect the views of only a few individuals, the message they convey is not a message we can tolerate.

Penn is a community that cherishes the right of free expression. Within that right is the obligation not to censor, but to condemn when expression goes beyond the limits of good taste or confers harm on other people. If we care about the community that each of us helps to create, then we *must* care when members of our community are made to feel undervalued.

The role of a University is to educate, but education is an interactive process that requires a willingness and a receptivity among all parties. There are scores of programs on campus sponsored by academic and administrative departments, the Women’s Center, or the Greenfield Intercultural Center that are designed to educate members of the University community about diverse cultural perspectives, about opinion informed by knowledge rather than by ignorance.

We urge members of the University to take advantage of these educational opportunities, to understand and be sensitive to the basis for cultural difference, to appreciate the diverse texture of our campus, to express their views in ways that value other members, and to reject those forms of expression that feed on ignorance and intolerance. In this way, we can all take positive steps to promote the meaning of community.

Sheldon Hackney
President

Michael Aiken
Provost

Kim M. Morrisson
Acting Vice Provost
University Life

What is Shavuot?

Last week Almanac published a statement from GAPSA concerning the 1991 Academic Calendar, and the options for changing Commencement’s date to avoid its falling on Shavuot, a holiday that several readers asked about. In response to a query from Almanac, the campus Hillel Foundation provided the following:

Shavuot (Pentacost or the Feast of Weeks) is a major Jewish holiday that is comparable in importance to Sukkot (Tabernacles) in the fall, and Passover in the spring. The holiday has both historical and agricultural dimensions. Shavuot celebrates God’s gift of the Torah, a guide for how we are to live in the world, to the Jewish people and the acceptance of this gift by the people. It is a day marking the end of the spring harvest and the beginning of a new agricultural season.

The holiday is celebrated by all Jewish denominations in various ways. Reform and conservative congregations hold confirmation services for high school seniors on Shavuot. There is a tradition of an all-night study session on the first night of the holiday. Torah study and Rabbinic literature are studied for the entire night.

The services for Shavuot include the regular festival liturgy. The section from the Torah of the Revelation at Sinai and the Ten Commandments are read. The entire book of Ruth is customarily recited as well. The story is set during harvest time and Ruth’s conversion to Judaism can be analogous to the acceptance of the Torah and to God’s covenant at Sinai. Yizkor, the traditional memorial prayer, is an important piece of the prayer service during Shavuot. It is a custom to eat dairy foods on the holiday of Shavuot.

—*Jeremy Brochin, Director,*
Hillel Foundation

SENATE

From the Chair

Mid-year Report

We are more than halfway through the academic year and Faculty Senate business is now accelerating in its usual seasonal pattern as committees report to the Senate Executive Committee and as we prepare for the Faculty Senate plenary meeting on April 20 in 200 College Hall. This is a mid-year report on Faculty Senate activities.

Governance is a continuous process. For it to work effectively, active two-way communication between the faculty and the Senate leadership is an essential ingredient. In that spirit, I outline below the principal questions with which we have been concerned. Your reactions and comments will be greatly appreciated.

So far, this has been a successful year. David Balamuth, Chair-elect, and Marten Estey, Past Chair, and I have been working closely as a team. Following and expanding on the policy initiated by our predecessors, our objective has been to maintain a constructive relationship with the administration seeking as much as possible to work with the President and the Provost in an advisory capacity. This can be best achieved by approaching issues in a non-confrontational manner, presenting the interests of the faculty to the administration in a way which recognizes that we seek common objectives. On the other hand, we have not forgotten that the faculty has particular interests and we have championed these when it has been appropriate. We have followed this strategy carefully in our consultation committee meetings with President Hack-

ney and Provost Aiken and, I believe, they have met us more than halfway.

The principal issues which have been considered by the Senate committees and the Senate Executive Committee are:

Safety and Security. The continued concern of the faculty with regard to questions of personal safety on campus needs no elaboration. We have worked closely with representatives of the students, the Undergraduate Assembly and the Graduate and Professional Student Assembly, making clear that we feel as strongly on these matters as they do. Our discussion of these questions in consultation, the Council Steering Committee, and University Council are being taken into account. The University is seeking outside consultants’ advice on these matters and is on the way to implementing new measures. We will continue to seek improvement in security for the entire University community on campus and in surrounding areas.

Dealing with Sexual and Racial Harassment. Last spring the President proposed that SEC set up a Senate Committee on Conduct to hear appeals of cases by students and staff alleging sexual and racial harassment against faculty. On further consideration of this proposal by the Senate Committee on the Faculty, it turns out to be quite complex in terms of how it should be structured and integrated into existing institu-

(continued next page)

From the Chair

tions. The committee has considered the alternatives at length and will soon make recommendations for approval by SEC.

Faculty Salaries and Benefits. The Senate Committee on the Economic Status of the Faculty has been consulting with the Provost on plans for salary increases. The Provost has indicated that needs to limit tuition increases may slightly reduce the University's central allocation to salary increases as compared to last year. This is particularly unfortunate since inflation is running somewhat higher this year than last.

The Economic Status Committee has also been monitoring the impact of the Pennflex plan. A smaller share of faculty than expected opted to make changes in the health plan; it is too early to tell whether there has been significant adverse selection as a result of the Pennflex options. The Economic Status Committee is considering a proposal to provide tax-sheltered research funds for faculty (copies of the proposal are available upon request from the Faculty Senate Office) and other options to improve benefits.

Chaired Professorships. The Provost reported on the plans to expand the availability of chaired professorships (trustee professorships and other chairs) as a means of attracting distinguished academic leaders to the University. The Provost has indicated that selections for these professorships will be made on the basis of academic criteria through a process beginning at the department level. The new professors will be expected to participate fully in teaching and University service activities.

Faculty Grievance Procedure. The revision of the Faculty Grievance Procedure is still under discussion as the committee proposals were substantially revised by the University administration. We are hopeful that the remaining details can be resolved by negotiations between the faculty and the administration now in progress.

Student Honor Code. The Senate Committee on Students and Educational Policy is writing proposed rules changes on matters of violation of the Honor Code. The primary objective is to provide faculty a considerable degree of freedom on how to handle such matters with an appeals procedure that will assure that cases are handled equitably. The proposal will go to SEC shortly.

Undergraduate Admissions. SEC and the Committee on Students and Educational Policy have also been discussing how to increase the role of faculty in overseeing the University's undergraduate admissions procedure.

Senate Rules Changes. The Senate Committee on Administration proposals for rules changes related to last year's Senate resolutions have been approved by SEC and will be submitted to the Faculty Senate for final approval in April.

Goodness of Fit. Following last year's rejection by SEC of the Committee on the Faculty's proposal for dealing with goodness of fit as a criterion for tenure and promotion, the committee has reconsidered the issue and is coming to SEC with a simplified set of proposals. The aim is to assure that tenure track faculty will be alerted at all times of all the considerations, including goodness of fit in their discipline, which may influence the tenure decision.

University Administration and Finances. The Senate Chairs have had a useful informational discussion with Senior Vice President Helen O'Bannon. We have been alerted to financial problems in balancing the budget of the Hospital of the University of Pennsylvania. President Hackney has assured us that current budgetary problems at HUP will not influence the academic budget of the University.

There are also budgetary problems at the Faculty Club. Last year the Faculty Senate helped to obtain a compromise on the financing of the Faculty Club. This year financial problems remain. The Senate Chairs and the Committee on Administration will work closely with the administration in an effort to maintain a high level of Faculty Club services.

We have not been able to greatly influence the University's policy on parking. That involves not only overall questions about break-even financing but also the reconciliation of the different interests among faculty themselves, those with cars and those without cars for example. Our aim is to make sure that parking is handled with a maximum of openness with regard to its financing as well as to the allocation of parking stickers. The Senate Committee on Administration is monitoring these matters carefully.

The Council Steering Committee, and through it the Faculty Senate Chairs, have been asked to comment on a consultant's report on the organizational structure and responsibilities of the Vice Provost for University Life. The proposed alternatives discussed by SEC. It is notable that the consultants recommend that the VPUL be a person with significant faculty credentials. The report also calls for merging the student activities "fee" with tuition, the practice in most other universities.

University Calendar. SEC is providing input into changes proposed in the University calendar to move up the calendar in the spring of 1990 to make room for a program dealing with the 250th anniversary of the University in 1990, and in 1991 to make room for a religious holiday which would otherwise fall on Commencement Day.

Clinical and Practice Professorships. The Committee on the Faculty is considering a request by the Wharton School to increase its practice professorships from two to seven and a request from the Nursing School to increase clinician educators from 30 to 40 percent of the standing faculty. The committee has noted that the clinical professorships are different from the practice professorships in that the former maintain a significant current ingredient of continuing clinical practice while the latter are intended to bring in, as full-time teaching faculty, individuals who have made a substantial record in the business world. The committee is bringing proposals to SEC for discussion.

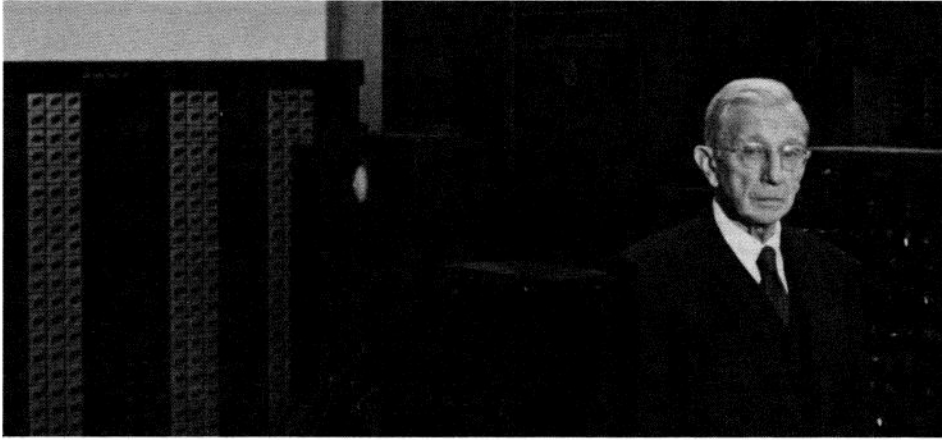
Computer Network. The Committee on Administration has heard a presentation by Vice Provost for Computing David Stonehill on the present plans for the computer network. This is a technically difficult issue that is also being considered by the Council Committee on Communications. We will have to clarify what are effective and efficient mechanisms for the faculty to fully participate in the University's systems for monitoring this critical question.

Senate Participation. In the course of the next few weeks, the Senate Nominating Committee will be selecting nominees for the central Faculty Senate offices, and nominees for 12 at-large members. This represents an opportunity to broaden participation in SEC to give a voice in Senate affairs to minority groups and to special interests who would not otherwise be represented. We urge you to communicate your suggestions for these offices to Henry Teune, committee chair.

Later in the semester we will be setting up the Faculty Senate committees for the next academic year. We hope that many of you will let us know that you are interested in and able to become members of these committees by calling Carolyn Burdon, Senate Staff Assistant, Ext. 8-6943. It is an excellent way to become part of governing activities of the University.

Now is also the time to let us know your concerns and to guide us in the directions which you would like to see the Faculty Senate move during the remainder of the academic year. Please feel free to contact me; David Balamuth; Marten Estey; your SEC representative; any of the Senate committee chairs; or Carolyn Burdon. With your cooperation and that of the administrative officers of the University, we are looking forward to a successful year.

—F. Gerard Adams, Chair



Dr. John Grist Brainerd, former director of the Moore School of Electrical Engineering and ENIAC's project director, died February 1 at the age of 83. Dr. Brainerd began teaching at Penn in 1925 as an instructor and in 1927 he helped establish the first evening graduate program in electrical engineering. He received his bachelor's, master's and doctoral degrees from Penn and spent most of his life here. In 1941 he became associate professor and professor in 1942. He became emeritus professor in 1975. When ENIAC (Electronic Numerical Integra-

tor and Computer) was unveiled in February of 1946, Dr. Brainerd described it as the most intricate and complex instrument that man had yet devised. In a 1971 interview he reflected on the construction of ENIAC on a \$486,000 World War II grant from the Army and said, "considering the magnitude of the result, it was one of the cheapest research and development projects the government ever invested in."

He is survived by his wife, Carol Paxson Brainerd.

DEATHS

Henry Bower, a former student who endowed two professorships at the University and also gave Penn baseball its modern home, died January 14 at the age of 90. In 1980 he endowed the Henry and Corinne Rennert Bower Chair in small-animal medicine at the School of Veterinary Medicine, reflecting the shared interest of the couple, who raised Scotch terriers and Great Danes. In 1987, he endowed the Henry Bower Professorship in Entrepreneurial Studies at Penn "to examine in an academic setting the risks and rewards of independent and start-up enterprises." Mr. Bower, an undergraduate baseball player (Class of 1918), showed his pitching style from the mound at age 82 when Penn dedicated Bower Field. The facility includes dugouts and bullpens, electric scoreboard, and a turf that is used just for baseball. By an arrangement in his will, Mr. Bower established the Henry Bower Endowment for Baseball. In 1967, Mr. Bower was president of the Henry Bower Chemical Manufacturing Company, founded by his grandfather, Henry, in 1855. The company was sold and merged with the Diamond Shamrock Corp., now the Maxus Energy Corporation. He is survived by three nieces.

John W. McGinnis, electrical operator with Penn's Buildings and Grounds (Physical Plant) from March 1950 until his retirement in June 1980, died January 20 at the age of 72. Mr. McGinnis leaves his wife Catherine, two daughters Maureen B. Gross and Kathleen D. McGinnis, and two grandsons Jonathan and Christopher. Kathleen McGinnis has been with

the University for 26 years and is currently with Penn's Navy ROTC Program.

Richard Paumen, former assistant vice president for University Management and Information Services (UMIS), died February 1 at the age of 58. Mr. Paumen came to Penn in 1968 as registrar and became interested in computer management systems not only for his own unit but across the University. He was promoted to assistant vice president in 1972, a position he held until he left the University in 1984. He is survived by his wife, Geraldine; his sons, Richard and Matthew, his daughters, Mary, Gerryanne, and Lisa Douglas, and two grandchildren, Jeffrey and Thomas. Contributions may be sent to CHOP.

Dr. Osler L. Peterson, a former research professor of medicine, died January 17 at the age of 75. Dr. Osler came to Penn's Medical School in 1977 after he retired from Harvard's Medical School. He taught here until 1982. His research focused on the weaknesses and strengths in medical practice and set standards for measuring the quality of care. Dr. Peterson is survived by his wife, Delores; two sons, Thomas and Osler; and two grandchildren.

To Report a Death

Almanac receives most of its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University community. The Chaplain's Office can assist families in a number of ways, including various notifications to personnel benefits staff. For advice or assistance, contact Dorothy H. Townsley, 3700 Spruce Street/6054, Ext. 8456.

The Schools Report

With this issue's SEAS Reports on "Sharing the Destiny of the University," *Almanac* inaugurates an experimental series of inserts by Schools on their academic programs and progress. Less formal than the series of Five-Year Plans carried over the past two years, these Reports are not intended to be comprehensive, but represent highlights of the Schools as selected by the Deans.

This spring the four undergraduate schools have been invited to publish inserts. If the series is successful, we will draw up a schedule capable of carrying one or two such reports each month in FY1989 and beyond so that all Schools can be invited to report one or more times each year.

We are grateful to Dennis Brown and others in SEAS and the News Bureau for their cooperation in preparing SEAS Reports. We also wish to thank the School of Arts and Sciences for sharing a series title it originated in *Almanac* in the 'seventies as FAS Reports.

To help evaluate the series and the advisability of planning its continuation in next year's budget, we will appreciate readers' comments and criticisms. — K.C.G., M.F.M. and M.A.C.

A Nine-Story Neighbor

The University City Science Center has announced plans to build a \$21 million dollar office and laboratory building on the southwest corner of 36th and Market Streets, with some 14,000 of its 194,000 square feet set aside as retail space.

A nine-story hexagonal structure, to be called 3600 Science Center, was designed by the Vitetta Group with two entrances—one of them facing Penn. The main entrance, on Market Street, will lead to a lobby with a restaurant, shops and the Science Center Art Gallery. Commercial and nonprofit research and development organizations are expected to occupy the upper floors.

As with two other units of the 17-acre Science Center, the new building will be a condominium, where occupants either buy their space at the outset or take a lease-purchase option.

The office condominium concept was originated by the Science Center when it put up 3624 Science Center. Science Center Vice President Charles Day Dilks said the first office condo was fully committed before opening as small companies, unable to build for themselves in the urban setting, signed up for the advantages of ownership—including tax deductions for profit companies and real estate tax exemption for non-profit ones.

To the University Community

The University of Pennsylvania has, for a number of years, had a policy expressly forbidding hazing by any member(s) of a fraternity or sorority. Recently, the Commonwealth of Pennsylvania enacted an Antihazing Law. Under its terms institutions of higher education are required to adopt written antihazing policies prohibiting any such activity by any "students or other persons associated with any organization operating under the sanction of or recognized as an organization . . ." by such an institution. The legislative mandate gave us an opportunity to restate our policy and make it more broadly applicable. Comments are welcome and should be addressed to: Dr. Sheldon Hackney, President, 100 College Hall/6380.

Antihazing Regulations

The following Regulations apply to all University students and student groups.

The University is an association of equals who, in working together, comprise a scholarly community. Hazing is inconsistent with the goals and purposes of the University and is explicitly forbidden.

I. Hazing: Definition.

(A) For purposes of these regulations, and consistent with the Antihazing Law of Pennsylvania, hazing means any action or situation (1) which recklessly or intentionally endangers the mental or physical health or safety of a student or (2) which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, an organization operating under the sanction of, or recognized as an organization by, the University including, without limitation, fraternities and sororities (an "Organization"). For purposes of these regulations, any activity as described herein upon which the initiation or admission into or affiliation with or continued membership in an Organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

(B) Examples of types of prohibited hazing follow. These examples are merely illustrative of specific forbidden practices and are not intended to be all inclusive.

1. Any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements.
2. Forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual.
3. Any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.
4. Any willful destruction or removal of public or private property.
5. Placing a member or pledge in a situation of actual or simulated peril or jeopardy.
6. Undignified stunts or methods, either private or public and/or any ordeal that is in any respect indecent or shocking to moral or religious scruples or sensibilities.
7. Kidnapping and paddling.

(C) There are time and place limitations on all fraternity and sorority pledging activities. For purposes of this section, pledging activity is that activity that is unique to a pledge and performed as a requirement of membership in a fraternity or sorority.

1. There shall be no pledging activities between midnight and 8:00 a.m. Sunday through Thursday. This rule will be strictly enforced.
2. Pledging activities shall not occupy more than 10 hours per week, excluding study hours and community services.

3. The length of pledging shall be limited to the time period set forth in National Interfraternity Council, National Panhellenic Conference, or National Pan-Hellenic Council Guidelines or as prescribed by the national headquarters of each University of Pennsylvania affiliated chapter.

4. Any pledging practices including, raids, treasure hunts and scavenger hunts taking place outside of the chapter house are prohibited. The residence halls, in particular, are off limits to the pledge activities of Organizations.

5. With one exception, pledges may not be sent on trips. Pledges may voluntarily visit other chapters of a fraternity with the express approval of the Chapter Advisor. The Director of Fraternity and Sorority Affairs shall be notified of the prior approval in writing. Approval should be granted only when the trip has been sanctioned by a national officer of the fraternity, when adequate funds, transportation and supervision are provided, and when the purpose of the trip is of a constructive nature.

II. Penalties.

Penalties for engaging in hazing activities include University sanctions against individuals and organizations, and criminal sanctions under state law.

(A) Individuals. All students, whether or not they are affiliated with an Organization are governed by the Guidelines on Open Expression and the Charter of the University Student Judicial System.

Infractions of the above Antihazing Regulations are subject to sanctions as set forth in the Charter of the University Student Judicial System. These sanctions include the following:

Warning, reprimand, fine, restitution, disciplinary probation for a specified period, withdrawal of privileges, indefinite probation (i.e., probation whenever and as long as the respondent is a full or part-time student at the University), term suspension (ordinarily not to exceed two years), indefinite suspension with no automatic right of readmission, or expulsion.

(B) Organizations.

1. *Fraternities and Sororities.* All fraternities and sororities are governed by the University policy entitled Recognition and Governance of Undergraduate Social Fraternities and Sororities (the "Recognition Policy"). For infractions of the Antihazing Regulations above, the fraternity or sorority is subject to sanctions as set forth in the Recognition Policy. These sanctions include administrative warning, chapter probation, suspension of University recognition, and withdrawal of University recognition. The national fraternity of any chapter convicted of a pledging infraction will be notified of this fact.

2. *Other Organizations.* For infractions of the above Antihazing Regulations, Organizations which are not fraternities or sororities are subject to sanctions including loss of University facility use privileges and loss of Student Activities Council recognition and funding.

(C) Criminal and Civil Liability. In addition to the sanctions described above, a student or Organization may be subject to civil liability or to criminal liability under Pennsylvania's Antihazing Law or otherwise in accordance with state law.

Speaking Out

Choosing Steinberg Lecturer

It has been brought to my attention that a letter is being distributed to certain faculty members of the University urging them to sign a letter to the Dean of the Wharton School protesting a lecture appearance by Dr. Jeane J. Kirkpatrick at the School. The letter expresses concern over outside donor selection of a University speaker. But in fact the speaker was not chosen by an outsider.

Dr. Kirkpatrick was invited to speak at this year's Julius Steinberg Memorial Lecture series by the administration of the Wharton School after reviewing various recommendations from within the School, developing a short list of potential speakers, determining the availability of certain speakers and making a decision to invite Dr. Kirkpatrick. We then discussed the selection with Saul Steinberg as a courtesy. The same procedure has been followed in each of the four years I have been here with the speakers being Dr. Paul Samuelson, myself, Dr. Peter Drucker and now Dr. Jeane Kirkpatrick.

As Dean, I invite well over 100 speakers to the School each year on behalf of the School or various bodies within the School. Several

hundred people speak at the School in open forums or to specific groups each year. Recent speakers have included, for example, the Reverend Leon Sullivan; U.S. Senator Joseph Biden; U.S. Representative William Gray, III; U.S. Representative Jack Kemp; the Honorable Constance Horner; Mayor W. Wilson Goode; Norman Pearlstine, managing editor, *Wall Street Journal*; Jackie Presser, general manager, International Brotherhood of Teamsters; Supreme Court Justice Antonin V. Scalia; Lewis D. Gilbert, chairman, Corporate Democracy Inc.; the former U.S. Ambassadors to Russia and France; the U.S. Ambassador to Brazil; the UN Ambassador from Japan; Felice Schwartz, Catalyst, Inc.; and Rudolph W. Giuliani, U.S. Attorney, Southern District of New York.

Others we have recently invited who have either declined or whose decision is pending include author John Gardner; Supreme Court Justices William J. Brennan, Jr. and Sandra Day O'Connor; Louis Rukeyser, television journalist; House Leader James Wright; and Lynn Williams, Steel Workers Union.

We use committees to determine some of

the speakers; however, the volume does not lend itself to this approach in many cases. It may well be that we will utilize a committee approach to this lecture series in the future.

We respect anyone's right to protest. It would be incorrect however, to frame this action as solely or partly in response to the fact that an outside donor made the decision as to the speaker since he did not. It is noted that Saul Steinberg recently established a lecture series at the School of Arts and Sciences with the first speaker being Playwright Edward Albee.

The Wharton School will continue to invite speakers to the School without regard to sex, race, religion, nationality, political affiliation, political beliefs or other constraints unless the faculty of the school decides different approaches are to be followed. We welcome others to invite those they feel would make a contribution to speak in order that our university community can have the broadest range of options possible to listen to if they so choose.

—Russell E. Palmer, Dean,
The Wharton School

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

Philo at 175: 'Raise Hell with Your Brains'

A nineteenth-century faculty member supposedly counseled undergraduates in the language above. Hence "Philo," more properly known as the Philomathean Society—the oldest literary society in the U.S.

Two events of the student society are the anniversary lecture series (opposite), and a symposium on media February 13.

More specifically, *The News Media in the 1980's: Monolith or Mosaic?* is the theme of the Saturday symposium which starts at noon in Philo's halls on the 4th floor of College Hall. Participants in the opening talks are:

Dr. Edward Herman, co-author with Noam Chomsky of the forthcoming book, *The Political Economy of the Mass Media*, speaking on "The Philadelphia Inquirer: Watchdog or Lapdog?"

David Lieber, staff writer for the *Inquirer*, on his experiences as a journalist on chains such as Gannett and Knight-Ridder.

Violette Phillips, editor of the *City Paper*, on the expansion of alternative papers.

Mr. Lieber and Ms. Phillips are then joined by Richard Aregood of the Philadelphia News editorial page, Julie Drizen of WXPB, Robert Pansau of the *Daily Pennsylvanian*, and a member of WPVI-TV Action News, for the main panel discussion.

As a sidebar to the symposium, the Philomathean Society is sponsoring for high-school journalists an editorial-writing competition on the Supreme Court's recent decision on censorship of school papers in Hazelwood School

District vs. Kuhlmeier. The winner will give a ten-minute talk at the symposium.

Celebrating Philo's 175th

In the Philomathean Society's *175th Anniversary Faculty Lecture Series*, eight professors speak on their studies past and present, published and unpublished.

The series opened February 3 with American Civilization's Dr. Janice Radway analyzing the Book of the Month Club. On February 10, Dr. Alexander Nehamas of Philosophy will discuss *Plato and the Mass Media*.

The lectures continue with Dr. James F. Ross, author of several books on philosophy and religion, on February 18. Dr. Alexander Riasanovsky, noted Russian historian and poet, will give readings from his "Interface" *Poetry* on the 25th. Dr. Evelyn Brooks of the History Department will speak on *Studying Race, Gender, and Citizenship* on March 17. Dr. Henrika Kuklick of History and Sociology of Science will also speak on her soon-to-be-published work. The noted sociologist Dr. E. Digby Baltzell will speak on March 31. On April 7th, Dr. Jerre Mangione of English will close the series with a reading from *Mount Allegro* in celebration of the book's 45th anniversary.

All lectures will be held at 4 p.m., Philomathean Hall, 4th floor of College Hall, and are open to the public. For more information call the Society at Ext. 8-8907.

AIDS Awareness Week

Tuesday, February 16

AIDS Concerns and Issues Relevant to Faculty and Staff; Carol Bennett-Speight, Faculty/Staff Assistance Program; noon-1 p.m., Bishop White Room, Houston Hall (Department of Human Resources, Health Information and Your Rights in the Workplace).

AIDS Concerns Resource Fair; Representatives from campus and city AIDS related resources for information and services. Free literature; educational videotape display. Coffee and sweets provided. 7-10 p.m., Annenberg Center Lobby (AIDS Awareness Week Planning Committee).

To Test or Not To Test: A Personal Choice; A panel and discussion on HIV antibody testing. Panelists include: Dr. Daniel B. Estes, psychotherapist in private practice; Dr. Malcolm Lynch, physician, Penn Student Health Service; Dorothy Mann, executive director, S.E. Pennsylvania Family Planning Council; Dr. J. Sanford Schwartz, assistant professor Penn School of Medicine; David Webber, lawyer with experience in AIDS discrimination (AIDS Awareness Week Planning Committee).

Thursday, February 18

Vigil and Interfaith Service; Interfaith service will provide an opportunity for concerned people to reflect on all lives touched in some way by AIDS. A meditation, a celebration of life, a call for compassion. 3-4 p.m., College Green. Bad weather site: Room 200, College Hall (AIDS Awareness Week and Penn Interfaith Council).

Student Income Tax Information Sessions

As many of our students are aware, the Tax Reform Act of 1986 imposed taxation on student fellowships, scholarships and stipends which, prior to the act, in many instances, were not taxable. The first taxable year affected by the changes was Calendar Year 1987.

As a service to our students, the University is providing a series of three tax information sessions, which will last one hour, and which will be conducted by representatives of the Tax Department of Coopers and Lybrand, the University's accountants and auditors. These sessions, which of necessity will be general in nature, will be held as follows:

Date	Time	Location
February 16	4-5 p.m.	Room 200 College Hall
February 17	noon-1 p.m.	Room B-1 Meyerson Hall
February 18	9-10 a.m.	Room B-6 Stiteler Hall

All students seeking information and guidance on the effect of the law on their fellowships, scholarships and/or stipends are invited to attend.

—Alfred F. Beers, Comptroller

Guide Training at the Arboretum

Volunteers have the opportunity to learn the history and share in the teaching mission of one of the nation's finest Victorian estate landscapes and premier university gardens at the University of Pennsylvania. The guide training program, held at the Arboretum, begins Thursday, *March 3* and continues on Thursdays *through April 14*. Prospective volunteers may register through the Arboretum's Education Department at 247-5777.

Trainees will learn about the Arboretum's plant collections, wildlife, research, and history as well as basic guiding techniques. Active guides receive regularly scheduled workshops, field trips, and free Arboretum courses.

Guides are a vital element in the education program at the Arboretum: introducing school children to nature's treasures and leading tours for garden clubs and weekend visitors. The guide program provides an opportunity to enrich others' lives with an appreciation of the beauty, history, and rare botanical specimens found at the Morris Arboretum.

About the W-2 Form for 1987

At this time of the year, we believe that the following explanation pertaining to amounts and other data reflected on your Form W-2, which you recently received from the University, will be helpful to you as you prepare your Federal and State Income Tax Returns for calendar year 1987.

1. Advance EIC Payment—this amount reflects the Earned Income Credit previously refunded to you if you qualified, completed, and submitted a Form W-5, (Earned Income Credit Advance Payment Certificate), during 1987.

2. Federal Income Tax Withheld—the amount of Federal income tax withheld during calendar year 1987.

3. Wages, Tips, Other Compensation—the total amount of Federal taxable compensation paid to you during calendar year 1987 through the University Payroll System, including the premium value of your Group Life Insurance amounts in excess of \$50,000 but excluding your tax deferred annuity contribution (i.e., TIAA/CREF), and excluding your share of health and dental insurance premiums (shelters). The value of your taxable graduate and professional tuition benefits, if you, your spouse and/or dependent children have received such, is also included here. In addition, certain other fringe benefits relating to imputed income are included here as well.

4. FICA Tax Withheld—the total amount of FICA (Social Security) tax withheld during calendar year 1987.

5. FICA Wages—the total amount of compensation paid to you during calendar year 1987 which was subject to FICA (Social Security) tax, including all of your tax deferred annuity contributions, but excluding your share of health and dental insurance premiums (shelters).

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

7. Tax Deferred Annuity Contributions—The total amount of contributions made by an employee to a retirement plan on a tax deferred basis, are reflected in Box 16 (line D).

8. Fringe Benefits—If you have received certain fringe benefits, the value of such benefits is shown here, and in Box 10, wages, tips, other compensation, above. Such benefits include, among others, the value of taxable graduate and professional tuition benefits. If you are among those employees who have received benefits relating to imputed income, the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

9. State Income Tax—the total amount of Pennsylvania State Income Tax withheld during calendar year 1987. If you are qualified, and if you submitted the "Employee Statement of Non-Residence in Pennsylvania" form to claim exemption from Pennsylvania State Income Tax, no amount will be reflected here.

10. State Wages, Tips, etc.—the total amount of compensation paid to you during calendar year 1987 which was subject to Pennsylvania State

1 Control number	4 Employer's State ID number	OMB No. 1545-0048	[Redacted]					
	23-1352685	3 Employer's identification number					23-1352685	
2 Employer's name, address and ZIP code		5 Statutory Employee	6 Person Part	7 Legal Rep.	8 942 Emp.	9 Subtotal	10 Deferral Compensation	11 Void
THE TRUSTEES OF THE UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA 19104-6284								
8 Employer's social security number	9 Federal income tax withheld	10 Wages, tips, other compensation	11 Social security tax withheld					
	2	3	4					
12 Employer's name, address and ZIP code		13 Social security number	14 Social security tips					
		5						
		6	7	8	15a Fringe benefits incl. in Box 10			
		9	10	11				
		12	13	14				
		15	16	17				
		18	19	20				
		21	22					
		23	24					

Wage and Tax Statement 1987
Copy 1 For State, City, or Local Tax Department
Employee's and Employer's copy compared

Income Tax, including all of your tax deferred annuity contributions.

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

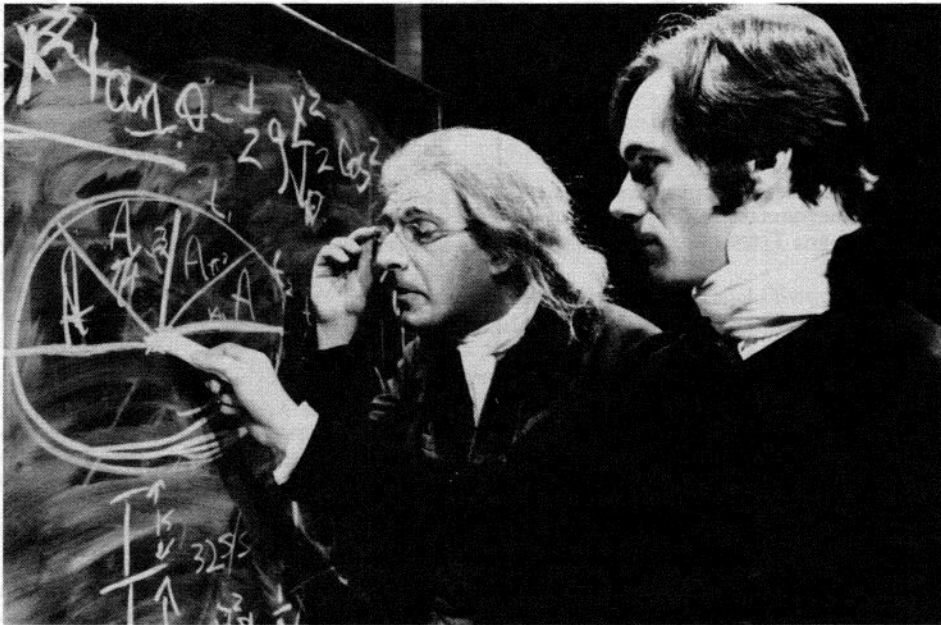
12. Local Income Tax—the total amount of Philadelphia City Wage Tax withheld during calendar year 1987.

13. Local Wages, Tips, etc.—the total amount of compensation paid to you during calendar year 1987 which was subject to Philadelphia City Wage Tax, including all of your tax deferred annuity contributions.

Please review the form carefully to insure that your name is spelled correctly and that it contains your correct Social Security number. If any information appears incorrect, if you have not received the Form W-2, or if you have further questions regarding its contents after reading this article, please call Payroll Accounting Section at Ext. 3327/3328 or write to James Curran, Payroll Accounting Section (W-2), Room 309, Franklin Building/6284, 3451 Walnut Street, Philadelphia, PA 19104-6284.

You should also have received, via the U.S. Postal Service, your Federal and State (Pennsylvania) Income Tax Forms and related instructions for filing. Federal tax forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, Pennsylvania, and most U.S. Post Offices and banks. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, Pennsylvania, and may also be obtained by writing the Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pennsylvania 17129. The Payroll Accounting Section which is located in Room 309 Franklin Building/6284 has a limited supply of the more common Federal and Pennsylvania State forms which are available on a first-come, first-served basis.

—Alfred F. Beers, Comptroller



Frankenstein the student, played by Curzon Dobell, is tested by Professor Krempe, played by Michael Tezia (left), on his knowledge of the sciences in the Guthrie Theatre's production of *Frankenstein*. Starting February 10 at the Zellerbach Theatre, Annenberg Center, *Frankenstein* will show through February 14. For information and tickets call Ext. 8-6791.

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 **February 1, 1988 and February 7, 1988**.

Total Crime: Crimes Against Persons—0, Burglaries—3, Thefts—10, Thefts of Auto—1, Attempted Thefts of Auto—0

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
33rd St. to 34th St., Spruce St. to Walnut St.			
02-05-88	2:52 PM	Bennett Hall	Unattended purse taken from ladies' room.
02-06-88	7:30 PM	Chemistry Bldg.	Parked auto taken from Chemistry Lot.
02-06-88	10:00 PM	Chemistry Bldg.	Auto broken into/cash taken.
34th St. to 36th St., Locust Walk to Walnut St.			
02-01-88	9:26 AM	Blockley Hall	Microwave taken from unsecured office.
02-03-88	8:01 AM	Clinical Res. Bldg.	Contractor's tools taken/padlock cut.
02-05-88	8:05 PM	Nursing Ed Bldg.	Arrest/male caught stealing contractor's tools.
37th St. to 38th St., Spruce St. to Locust Walk			
02-03-88	3:21 PM	Vance Hall	Secured bike taken from rack.
02-05-88	4:43 PM	Steinberg Cntr	Bracelet and sweater taken from office/no forced entry.

Safety Tip: Prevent auto theft! Lock doors, close windows and keep valuables out of sight. Never pick up hitch-hikers.

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.

Reported crimes against persons from 12:01 a.m. 1-25-88 to 11:59 p.m. 1-31-88

Total: Crimes Against Persons—13, Robberies/gun—2, Robberies/strongarm—5, Aggravated Assault/knife—1, Robberies/knife—1, Purse snatch—1, Robbery/list—1, Robbery Attempt—1, Aggravated Assault/bottle—1, Arrests—7

Date	Location/Time Reported	Offense/weapon	Arrest
1-25-88	4700 Spruce St., 12:40 PM	Robbery/Strongarm	Yes
1-26-88	40th and Walnut St., 12:27 AM	Robbery/knife	No
1-27-88	46th and Regent St., 3:17 PM	Robbery/strongarm	Yes
1-27-88	40th and Locust St., 5:03 PM	Robbery/strongarm	Yes
1-28-88	46th and Locust St., 4:20 AM	Aggravated assault/knife	No
1-28-88	44th and Osage Ave., 10:00 PM	Robbery/fist	No
1-29-88	4813 Walton St., 3:00 AM	Purse Snatch	No
1-29-88	30th and Market St., 3:29 PM	Robbery/strongarm	Yes
1-30-88	3801-17 Chestnut St., 3:21 AM	Robbery/gun	No
1-30-88	46th and Sansom St., 5:24 AM	Robbery/strongarm	Yes
1-31-88	49th and Catherine St., 12:00 AM	Aggravated assault/bottle	Yes
1-31-88	4200 Locust St., 6:40 PM	Attempt/robbery	No
1-31-88	40th and Walnut St., 10:44 PM	Robbery/gun	Yes

Update

FEBRUARY AT PENN

FITNESS/LEARNING

10 CRC-Wharton Lotus Course: Lotus Databases: 4-6 p.m. Tuition is free but materials must be purchased in advance. Register in person at Room 315, Steinberg Hall-Dietrich Hall. Information: WCIT, Ext. 8-1395.

11 Bits and Pieces Seminar: Intro to PennNet; noon-1 p.m., 1st floor conference room, Van Pelt Library. Explanation of local area networking and intro to PennNet services. No registration required. Information: CRC, Ext. 8-1780.

12 CRC Training: Intro to PC-DOS; 1-4 p.m., Room 413, Bennett Hall. Registration required. Information: CRC, Ext. 8-1780.

17 Bits and Pieces Seminar: General Communications Using Red Ryder (Mac); noon-1 p.m., 1st floor conference room, Van Pelt Library. Introduction to communications concepts, hardware, and software (Red Ryder); demonstration of how to connect to a PennNet service. No registration required. Information: CRC, Ext. 8-1780.

Atari User Group Meeting; 5 p.m., Room 308, Houston Hall. Information: Greg Quaglia, Ext. 3-5310.

MEETING

17 Librarian's Assembly Meeting; Georgianna Ziegler will speak on *Five Shakespearean Actresses from the Furness Collection*; 2:30 p.m., 1st floor conference room, Van Pelt Library.

TALKS

11 AIDS and IV Drug Use: The Research Issues; Lawrence S. Brown, Addiction Research and Treatment Corporation; 4:30-6 p.m., Auditorium, Colonial Penn Center (Leonard Davis Institute).

15 Secretary Pathways in Neurons and Neuroendocrine Cells; Pietro De Camilli, visiting professor, Rockefeller University; noon, Suite 100-101, mezzanine, John Morgan Building (Department of Pharmacology).

16 Random Surfaces and the Structure of Microemulsions; Sam Safran, Exxon Research and Engineering; 4 p.m., Room 105, LRSM (Department of Materials Science and Engineering).

17 General Tax Discussion with Regard to Individuals; Carl A. Polsky and Matthew J. Stephens, professors of accounting; noon-2 p.m., Faculty Club. Luncheon price per person: \$5.50 including service charge. Reservations: Ext. 8-4618 (Faculty Club).

Almanac

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(215) 898-5274 or 5275.

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