

Almanac

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Julian Bond

Pappas Seminar: Julian Bond

As part of the Pappas Seminars Program, civil rights leader Julian Bond will give a seminar at DuBois College House on "The History of the Civil Rights Movement" in Spring 1989.

His course, Afro-American Studies 400, is one of three semester-long, for-credit seminars developed for teaching on-site in the Houses this year under the Pappas gift, which also supports annual short-term visits by leaders in the arts and professions.

At Van Pelt House, a Pappas Seminar for Spring 1989 is "Exploration of Afro-American Folklore," (Folklore 232), offered by Dr. Pamela Blakely of Brigham Young University, who is visiting here as a Faculty Fellow.

Penn English Department Lecturer Ellen McWhirter's Pappas Seminar, "International Cinema," (English 292), will be given at Modern Languages College House.

More SAS Chairs: Drs. Quilligan, Shaneson, Steiner

The School of Arts and Sciences has announced named professorships for three faculty members, all of whom will hold term chairs:

Dr. Maureen Quilligan, named to the May Department Stores Company Professorship of English, came to Penn in 1983 as a visiting lecturer, and accepted an associate professorship the next year; she became full professor in 1987. A graduate of Berkely with Ph.D. from Harvard, she joined Yale in 1973 as assistant professor and became associate professor in 1978. In addition to numerous articles and reviews she has published three books—*The Language of Allegory: Defining the Genre*, (Cornell 1979); *Milton's Spenser: The Politics of Reading* (Cornell 1983), and *Rewriting the Renaissance: The Discourses of Sexual Difference in Early Modern Europe* (co-edited; Chicago 1986). A fourth under contract is *When Women Ruled the World: The Glorious Sixteenth Century*. A John Simon Guggenheim Memorial Award and the Sidonie Miskimmin Clauss/Yale College Prize for Distinguished Teaching in the Humanities are among her honors.

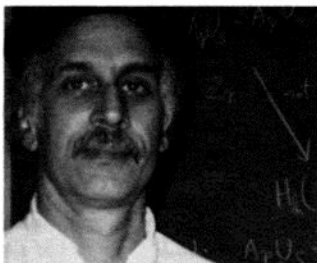
Dr. Julius L. Shaneson joined Penn this fall as professor of mathematics and holder of the Francis J. Carey Chair. A 1965 alumnus of Columbia, he took his Ph.D. at Chicago in 1968 and taught at Yale, Princeton and Rutgers. Dr.

Shaneson's work is in contemporary topology—including surgery theory, knot theory and the theory of transformation groups—and it is described by Mathematics Chair Frank Warner as giving new and profound insights into the structure of higher dimensional spaces. He has been both a Sloan Fellow, 1971-73, and a Guggenheim Fellow, 1981-82.

Dr. Wendy Steiner, who will hold the Alan Hassenfeld Professorship in the Humanities, has been professor of English since 1985. She came to Penn in 1976 from Yale, where she had taken her Ph.D. and served as assistant professor. Her undergraduate degree is from McGill. Presently Master of Modern Languages College House, Dr. Steiner is a translator of literary and scholarly work from French and, with her husband Peter Steiner, from Czech. She is the author of *Exact Resemblance to Exact Resemblance: The Literary Portraiture of Gertrude Stein* (Yale 1978), *The Colors of Rhetoric: Problems in the Relations between Modern Literature and Painting* (Chicago 1982, paper 1986) and the forthcoming *Pictures of Romance: Form Against Context in Painting and Literature* (Chicago). She edited two other books, *The Sign in Music and Literature* (Texas 1981) and *Image and Code* (Ann Arbor 1981). She has held Woodrow Wilson, John Simon Guggenheim and other fellowships and awards.



Maureen Quilligan



Julius Shaneson



Wendy Steiner

OF RECORD

Rules Governing Final Exams

1. No student may be required to take more than two final examinations on any one calendar day.

2. No instructor may hold a final examination except during the period in which final examinations are scheduled and, when necessary, during the period of postponed examinations. No final examinations may be scheduled during the last week of classes or on reading days.

3. Postponed examinations may be held only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be ready to offer a make-up examination to all students who were excused from the final examination.

4. No instructor may change the time or date of a final exam.

5. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the Vice Provost for University Life.

6. No classes (covering new material) may be held during the reading period. Review sessions may be held.

7. All students must be allowed to see their final examination. Access to graded finals should be ensured for a period of one semester after the exam has been given.

In all matters relating to final exams, students with questions should first consult with their dean's offices. We encourage professors to be as flexible as possible in accommodating students with conflicting schedules.

—Michael Aiken, Provost

Student Health Move

As the Student Health Service prepares for its move in January to the Penn Tower Hotel, those who have made appointments for January are asked to confirm the location near the time of the scheduled visit. Additional details will be announced in *The Daily Pennsylvanian*, *Almanac* and WXPB.

From the Senate Office

The following agenda is published in accordance with the Senate Rules.

Agenda of Senate Executive Committee Meeting

Wednesday, December 7, 1988, 3-5:30 p.m.

1. Approval of the minutes of November 2, 1988.
2. Chair's Report.
3. Selection of Chair of Senate Nominating Committee.
4. Nominations to Campus Center Planning Committee.
5. Future of Academic Review Committee.
6. Discussion of SEC membership and voting in University Council.
7. Discussion of possible changes in method of election of faculty members to University Council Steering Committee.
8. Discussion of additional mechanisms for faculty and staff charitable giving.
9. Adjournment by 5:30 p.m.

Questions can be directed to Carolyn Burdon, Faculty Senate Staff Assistant, Ext. 8-6943.

Speaking Out

Garage Safety Alert

I park in garage #14 (38th and Spruce Streets), whose several entrances and exits include an exit-only pedestrian door on street level at the corner of 38th and Spruce. I found this door unlocked on Sunday November 20, and phoned Campus Police with a report. Subsequently, I found the door unlocked on Tuesday, November 22; Wednesday, November 23; Friday, November 25; Saturday, November 26; Sunday, November 27; and (today) Monday, November 28. On each occasion, I phoned Campus Police, which I take it has kept records of my calls.

I write this letter, not so much to complain—though such a gesture might be in order—as to inform the other users of garage #14 that their security may be less adequate than they have assumed. I would advise them—and the users of other University parking facilities—to check the doors and gates of these garages and to keep University authorities informed. Whether the authorities will bestir themselves to act upon the information is, of course, another matter. My experience over the past week is not exceptionally encouraging.

—Peter Conn, Professor of English

Response: On November 20, the Department of Public Safety notified Physical Plant (of the problem described above). On November 21, Physical Plant issued a priority work order. On November 22, the door latch at 38th and Spruce, on the 38th Street side, was repaired. Following additional complaints about the door, another work order was issued and the latch was permanently replaced on November 28. All other doors in the garage were checked as well and are secure.

We appreciate Professor Conn's attention to this matter and urge the rest of the community to be alert for security risks and to report them.

—Sylvia Canada, Staff Assistant,
Department of Public Safety

Untax Tuition for Employees

I have been increasingly concerned with the problem of recruiting first-rate employees to U. Penn, and keeping these employees in the face of more lucrative offers from private industry. One of the major attractions at the University has been our liberal tuition rebate program.

Unfortunately, with the introduction of the new Federal tax codes, tuition remission is now considered a taxable benefit—Penn employees must now pay to take courses beyond the bachelor's degree. One mechanism to circumvent this surcharge is to insure that the benefit does not involve any cost to the University.

Peer institutions have utilized this approach by allowing employees to register for courses only after the completion of pre-registration. The IRS has determined that late enrollment does not result in tuition loss to the University, and therefore is not considered a taxable benefit.

For the sake of employee morale, to encourage an even more highly educated group of employees, and to make the University of Pennsylvania a more competitive employer, I urge the administration to identify the means for restoring an untaxed tuition remission benefit.

—Daniel Malamud, Professor and Chair,
Biochemistry/Dental Medicine

Wanted: Three House Masters

The College House Office invites applications and nominations for Faculty Masterhips in DuBois, Modern Languages, and Van Pelt College Houses. Candidates should be senior members of the standing faculty. Letters of interest should include a current c.v. Please address inquiries and correspondence to:

Dr. Christopher Dennis
College House Office
3901 Locust Walk/6135
(Phone: 898-5551)

International Programs Fund

February 17 Deadline

The University of Pennsylvania's endowment fund for international programs provides support for initiatives in area and international studies. The fund is intended to help Pennsylvania maintain existing strengths and foster innovations in international education.

The fund is available to initiate projects or experimental programs on a short-term basis, not to maintain ongoing programs. The fund shall not substitute for any items that regularly belong in the budget. Appropriate uses of the fund include:

- visiting faculty or short-term teaching appointments;
- symposia;
- bridging gaps on externally funded research projects;
- release time for course development;
- student or faculty travel;
- special additions to the library.

The following are not eligible for support from the fund: standard faculty salaries, program support, student tuition, physical plant and equipment.

Applications for 1989-90 awards in the range of \$1000 to \$2500 are invited from individual faculty members, departments, schools, centers and institutes. Awards will be made on a competitive basis by the provost, with the advice of a faculty committee.

How to Apply: Proposals should take the form of mini-grant applications three to five double-spaced pages in length. An original and three copies of the proposal should be submitted to Dr. Joyce M. Randolph, director, Office of International Programs, 133 Bennett Hall/6275, by February 17, 1989. Each proposal should include the following:

- name of principal investigator or project leader, department, school, signatures of department chair and dean;
- title of proposal;
- amount requested;
- brief description of project or program; objectives; significant contribution towards strengthening the University's international dimension; design, procedures, implementation, time frame;
- amount and source of current funding; other pending proposals for the same project; prospects for future funding;
- budget, listing items in order of priority;
- list of participating faculty, including those at institutions in other countries, with mention of their relevant experience.

Please append a brief curriculum vitae for the principal investigator. Resumes of other participants are optional.

For further information, contact Dr. Randolph, Office of International Programs, 133 Bennett Hall/6275, Ext. 8-4665 or 8-4661.

Grants Awarded 1988-89: The faculty recipients of the grants awarded through the International Programs Fund in the year just past are listed on page 15, along with their topics.

Year End Reports of Council and Independent Committees 1987-88

In the following pages are the year-end reports of the University Council's thirteen committees and of the four additional standing committees known as Independent Committees.

These reports are more than a record of the past. Though they sum up the completed actions and deliberations of each committee, many of them also outline important unfinished business, and some contain suggestions for their successor committees which frame part of Council's 1988-89 agenda.

The reports are brief and I urge all of you to take a few minutes to read them, for three reasons.

One is to be fully informed on what has happened in the seventeen areas of the University covered by these committees.

Another is to note what is coming up for deliberation in the future, so that you can participate by addressing your opinions to the current chairs and memberships (each committee can be addressed c/o the Office of the Secretary, 121 College Hall/6382).

The third is to ask if you would care to serve on one of these committees in the future. In January the Committee on Committees will issue its traditional call for nominations—including self-nomination—to most of the committees reporting in the following pages. This is an opportunity to familiarize yourself with the kinds of problems that occur in each area, and the kinds of expertise needed on each committee.

With sincere thanks to the two dozen chairs, co-chairs and subcommittee chairs who took leadership roles—and to the hundreds who served on these committees in 1987-88—I commend these summations of their work to the University community at large.

*—David P. Balamuth, Chair
University Council Steering Committee*

Year End Reports of Council Committees

Academic Review Committee for Centers and Institutes

During the academic year 1987-1988 the Academic Review Committee for Centers and Institutes considered two proposals:

1. A proposal to establish a Center for International Banking, submitted by Professor Richard Herring of the Wharton School.
2. A proposal to establish a Center for International and Development Communication, submitted by Professor Richard Hornik of the Annenberg School of Communications.

Each proposal was thoughtfully and responsibly drafted, and carried the enthusiastic endorsement of the proposer's home School.

Members of the committee requested clarification of several aspects of each proposal, and ultimately directed that each be endorsed by the Committee; letters to that effect were submitted to the Provost on February 12 (Annenberg) and June 14 (Wharton).

—Robert Giegengack, Chair

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Bookstore

The committee perused the departmental income statement for Fiscal Year 1987 presented by Elizabeth Tuft, director of the Bookstore. It was apparent that, as in previous years, the profit from sale of clothing and stationery counteracted the loss incurred in sale of course and general books. However, the net profit for the store was more than seven times as large as the net profit for Fiscal Year 1986.

There was some discussion of whether the Bookstore should carry more Medical School products; however the interest generated in this possibility seemed insufficient for implementation. The Satellite Store in Penn Towers was discussed as a possible competitor to the Bookstore, but the plans for it seem to have been aborted, at least temporarily. Members were informed that Van Pelt Library was planning to order popular magazines for their serial department through the Bookstore.

Various problems in the operation of the Bookstore's Computer Connection were considered. Wider publicity through articles in *Almanac* was recommended. The problem of effectively separating customer sales from departmental sales was discussed.

This committee has no specific proposals to make at the present time.

—Andrew R. Baggaley, Chair

Communications

The Committee devoted time to consider the extent of its charge. It was agreed the mandate is to consider all the "communications" activities of the University, internal and external. Examples of areas within such a charge are activities such as University public relations, internal communications media, the telephone system, internal mail, the PennNet computer network. We recommend that this definition of scope be used in future.

The Committee was impressed the progress made in establishing the facility at 3401 Walnut Street as a University of Pennsylvania Information Center. The facility makes a real contribution to the image projected by the University. However, little financial support from the University was provided for this effort. We recommend serious consideration be given to increasing the budget of this program.

Most of the time of the committee was spent on the PennNet computer network. We believe PennNet has achieved the technical capabilities expected of it, but it has not yet become an integral part of the University. The policy that connections to PennNet be left to individual faculty members, departments, research centers, or deans has resulted in spotty installation. Some functions, such as administrative services, use the capability available heavily. Many of the "converted," those already computer and network oriented, are connected. Others apparently either are unaware of the possibilities such a system provides or do not think the costs of connection justify the expense. Clearly, we at the University of Pennsylvania have not yet reached that "critical mass" usually considered essential for a network to be successful.

The importance of informing potential users about PennNet is obvious; those running PennNet are aware of this requirement and have begun major selling efforts. The problem is PennNet is now primarily a connection system, one that users use to connect with the various computers on campus. To attain maximum utility, it is important PennNet itself have capabilities such as an easy to use electronic mail system and easy to use connections to databases outside the University. The managers of PennNet are working on these areas, but until they are available many see little reason to allocate funds to connect.

We urge the Committee next year to concentrate on PennNet, with particular attention on finding ways of helping PennNet achieve its potential.

—J. F. Lubin, Chair

Community Relations

During previous years the community relations committee has dealt with specific issues such as University housing policy, real estate development, mortgage programs and the general effects of University fiscal and development policies on the social and physical environment within which it resides.

However, changes in social interaction patterns have become more apparent and visible recently and, in response, the committee decided to deal directly with those areas which seemed to be symptomatic of deeper problems or, at least, potential problems. Thus the committee began to look at its role as part of the process of facilitating social interaction, understanding and change rather than that of restricting its functions to an advisory capacity.

In general this operating philosophy required that the committee look at the totality of interaction both within the University community of students, faculty and staff and the interface and involvement of this "internal" social system with West Philadelphia as well. This perspective was driven by the dramatic incidents of crimes against persons of the last two years in University City and the perception that the University needed to be more proactive not only in community activities but also in conveying the message that the University has been and continues to be and will be deeply committed to the safety and welfare of its own family as well as to that of the West Philadelphia community. The committee saw that safety issues are community concerns and that the existence of cohesive, mutually caring populace is the formulation upon which a safe, civilized environment is built.

To begin to examine, encourage and maintain those mechanisms which might lead to such a state of mutuality was the primary task of the committee. To that end the community relations committee worked closely with the University Council Committee on Safety and Security and with other University faculty and administrators and especially with West Philadelphia community leaders, public school students, residents and the Philadelphia Police.

The committee thus served as a communications facilitator and processual agent in bringing together the perspectives represented by the diverse backgrounds and life situations of the West Philadelphia-University City inhabitants.

In this role the committee strongly supported the President's outreach initiatives in the community before the University Council, the Trustees and the community in general while supplementing those activities by emphasizing the need for communications up and down the University hierarchy, across schools and out into the community.

The committee has suggested that students, faculty and administrators actively promote a sense of caring and community and that the University administration at the highest levels be continually involved in promoting this sense of support of the common good by direct involvement with these concerns and by supporting and initiating efforts to open communications both vertically and horizontally within the University.

The committee also has suggested that more breakfast and other meetings be held during the next year which bring together all levels of the citizenry of West Philadelphia and University so that the *process* of the community relations committee will produce and maintain a safe and civilized environment for its own members as well as for those who live in its shadow.

In essence the academic year 1987-88 was one of taking stock for the committee with the result that the primary conclusions were that the committee could be a useful arm of the University by providing a forum for communication at many levels in our environment, the goal being an increased awareness among our population of each other's problems and perspectives and the development of the perception that the corporate body called the University of Pennsylvania is not only doing business in West Philadelphia but also cares about the safety and welfare of all who live there.

—Robert M. Figlio, Chair

Facilities Committee

This has been a very active and productive year for the committee. During this year some projects which were started last year were continued and some additional projects were initiated, most of which will continue into the next year. The major issues of concern to the committee and actions taken are as indicated below.

1. "You Are At Home At Penn" Task Force. This program is intended to instill a more caring and considerate attitude among students, staff, and faculty toward one another and toward the facilities at Penn which they use. The Task Force's recommended (1) a brief statement to be included in all Penn recruitment and application materials, catalogs, and manuals that are distributed to new students, staff, and faculty, (2) a larger statement for oral presentations to these groups, and (3) a campaign involving various student and other organizations. These were approved by the committee and the Task Force report will be transmitted to the University Council for possible refinement by other committees or groups, approval and implementation.

2. Campus Vending Policy. Recognizing the importance of controlling the use of indoor and outdoor facilities on the campus for selling products and services, the committee refined a draft vending policy initially prepared by the administration. The policy strictly regulates the selling of goods and services on campus facilities, but provides numerous ways in which students—individually and through various agencies—can undertake the selling of products. The proposed policy was approved by the University Council on March 16, 1988 and it was published in *Almanac* on March 29, 1988 (page 10).

3. Energy Issues. Following up the considerations of energy conservation of the committee last year, the Chair of last year's Energy Subcommittee, Professor Jan Van Der Spiegel, investigated how the University addresses energy issues in new construction and renovations. Guidelines on energy conservation considerations in new construction are provided to architects, and all plans for new construction and renovation are reviewed, by both the department of Physical Plant and the department of Facilities Planning, to ensure conformance to those guidelines. While energy conservation appears to be considered effectively in major projects, the committee questioned whether or not sufficient attention is given to energy conservation in the use of buildings. We recommend that the Energy Subcommittee be reconstituted in 1988-89, to explore the possibility of a renewed and invigorated educational program for the University community regarding energy conservation with the energy office.

4. Asbestos Safety. Last year the Facilities Committee recommended that pipes and other locations on campus which contain asbestos be so labeled. Action on this recommendation was deferred by the administration because new city regulations regarding asbestos were expected during 1988. This bill has been passed, and the Asbestos Subcommittee should be reconstituted in order to consider the impact of the new bill on the University, the University's response, and how the broad recommendations of 1987-88 should be implemented. Professor Wen K. Shieh has agreed to chair the subcommittee in 1988-89 and it is expected that its work will commence in September.

5. Illegal Parking and Safety. The issue of illegal parking and the dangers which it presents to public safety, in addition to the inconvenience it causes, was brought before the committee, with many forceful examples primarily from the Medical Center area. In order to call attention to the problem and attempt to develop a strategy to deal effectively with it, the committee met with John D. Logan (director, Public Safety), Robert Furniss (director, Transportation and Parking), and James M. Miller (manager, Fire and Occupational Safety), to discuss this issue. The very serious problems in the Medical Center area have been dealt with effectively by these units, by a combination of greater surveillance and rapid enforcement of regulations, including towing if necessary, but some problems still remain elsewhere on

campus. Various solutions are being explored by these units including using the "boot" on illegally parked vehicles, a computerized system for collection of parking tickets, and increasing the number of tow trucks. The committee intends to meet again with these unit heads in the Fall regarding their conclusions with respect to these and other means to alleviate illegal parking problems.

6. Parking Supply and Rates. Considerable progress has been made in implementing the recommendations of the Facilities Committee regarding expansion of parking capacity and parking rate structure, which were contained in the major report completed last year (which was summarized in an *Almanac Supplement* May 19, 1987, and which was endorsed by the University Council). Over an additional 800 spaces will be available in the new parking garage at 34th and Chestnut Streets for the Fall of 1988, and new remote lots have been opened in the River Fields, Murphy Field, and at 41st and Chestnut Streets. A graduated fee schedule has been instituted, with higher fees in convenience (core) facilities and considerably lower fees in remote facilities, and the committee urges increasing the differentials next year to encourage more rational allocation of parking. The committee endorsed the parking rate increases proposal by Steven D. Murray (associate vice president, Business Services) and Robert Furniss (director, Transportation and Parking), which for 1988-89 will average 9% and range from no increase in remote lots to 13.6% in convenience lots, and which are projected to be 9% in 1989-90, and 8% in both 1990-91 and 1991-92, while being somewhat disappointed that they exceed the expected rate of inflation by a wide margin. The committee also urges that the interest received on parking fund surpluses be credited to that fund instead of being directed to other uses.

7. Maintenance. Problems of housekeeping and maintenance have prompted the committee to appoint a Maintenance Subcommittee to examine University policy and practices related to this important area, with particular attention to priorities, funding, and the interrelationship of housekeeping, routine and special maintenance, and deferred maintenance. Chaired by Ms. Joyce Pressley, this subcommittee will begin its work during the summer, and hopes to have recommendations in the Spring of 1989.

8. Pets. Continuing serious problems with uncontrolled pets on campus creating dangerous situations for many, and disrupting the activities of persons with dog guides, led the committee to propose a strengthening of the University's present regulations on pets. The proposed regulations would prohibit pets in all University buildings, except if present for legitimate business (e.g., pets receiving medical attention at veterinary facilities), and would require animals to be tethered and under their owner's control in outdoor campus areas. This policy will be discussed with various groups before a recommendation is made to Council.

Acknowledgements

Thanks are due to members of the committee for their efforts during the year, to the "You are at Home at Penn" Task Force for its efforts, and to Virginia Scherfel for her continued and untiring efforts on behalf of the committee.

—Edward K. Morlok, Chair

International Programs

The International Programs Committee met six times during 1987-1988 to respond to current international concerns and to initiate activities which would add to the international component of the University. We view this committee as a key in linking international activities on the entire campus.

We have discussed methods to increase the involvement of students in the committee and have contacted leaders of GAPSA and invited the participation of student leaders who can best represent student concerns.

We addressed concerns about International teaching assistants both in terms of their preparation and their appropriate assignment in the

education of our undergraduate students. Barbara Hoekje and Richard Young gave a very helpful description of the English language skills requirement for foreign T.A.s and of the training program required by the School of Arts and Sciences. All felt that such a program should be available to all the Schools of the University of Pennsylvania. On April 22-24 the English Language Program hosted a symposium on the training of International T.A.s.

The computerization of records has progressed. An international inventory is being developed and the International Programs Office has computerized information on foreign students and on study abroad. A campus wide data base must remain an objective.

A second annual meeting was held with the Study Abroad Committee to keep communication open. Discussion focused on the increased participation of students in University of Pennsylvania programs abroad where quality and the awarding of credit are assured. Publicity for the programs has been increased and it is hoped that they will expand into Asia and Latin America. One of the problems in establishing study-abroad programs is the integration of our students into foreign universities which often do not follow a semester system. Another problem is the perception of some students that study abroad cannot be undertaken because of course requirements here.

Development of a chapter of Phi Beta Delta, an honorary society for the promotion of internationalism, was discussed and supported. We requested involvement of our committee with the activities of the society once it has been established on campus.

We discussed the continued need for ways to increase interaction between American and International students. It was recognized that such contact would be beneficial especially to those students who need assistance in developing English skills.

I have written to Provost Aiken expressing our interest in the Faculty Advisory Committee which will be created to assist in strengthening the international component of the University. It is hoped that a representative of our committee can sit with that group.

Affiliations with foreign universities continue to be a subject of discussion. It is recognized that their creation depends on the existence of a critical mass of interested people here and overseas. No new affiliations were established this year.

Among ongoing concerns are security, housing, isolation of foreign students and scholars and support for nationalities groups. There is also concern that some foreign students and scholars who need the help of the International Programs Office fail to avail themselves of this assistance. Information distributed to new foreign guests was reviewed and approved.

The committee met with Elizabeth O'Connell, director of International Admissions and Doris Cochran-Fikes, director of Alumni Relations, to discuss ways in which faculty from Penn who are visiting overseas might help with formation and encouragement of alumni clubs and with recruitment of top quality students for our campus. We feel that an effort should be made to increase mailings to the 6,946 Penn alumni who are known to be residing abroad. We asked Ms. O'Connell and Ms. Cochran-Fikes to draw up a dream plan for keeping in touch with foreign alumni and we hope to pursue this subject next year.

The committee continues to discuss and support the extensive activities of the International Programs Office in providing visa and pre-travel assistance, housing information, orientation, etc. We feel we must continue efforts to alert sponsoring departments to the complex needs of visiting students and scholars.

—H. Ralph Schumacher, Jr., Chair

Library Committee

The major undertaking in the library area this year was the search for a new director. As the library was without a permanent director throughout the year, the agenda for the library committee was more limited than usual.

The major issue discussed pertained to library space. While the library has installed moveable compact shelving as an interim measure

to solve some of the storage problems, the need for still additional space is certain and predictable. The Library Committee urges the University administration to begin immediately to plan the long term expansion of existing facilities. Given the location of the library and the configuration of existing nearby buildings, it is important that the nature of the physical expansion be decided upon now, even if the implementation will take place in future years. If we are to maintain a consolidated and centralized library facility it is essential that possibilities not be foreclosed by physical developments for other uses.

The committee considered the specific space problem posed by the possible combining of the engineering and physical science libraries. While the idea of the consolidated library has many positive possibilities, the proposed site, the second floor of Hayden, would actually constitute a reduction in floor space over the existing uncombined library. The committee went on record urging that if the combined library was to be moved to Hayden Hall it should be allocated a larger portion of the building than that in the proposed plan.

The committee also reconfirmed the library policy on the confidentiality of circulation records. The issue reemerges from time to time when a would-be borrower becomes overzealous in trying to gain immediate access to a specific holding.

—Oliver P. Williams, Chair

Personnel Benefits Committee

This report summarizes the principal actions of the Personnel Benefits Committee for the year 1986-87.

1. Substantial time was devoted to discussing the new retirement plan options that have been approved by TIAA-CREF, and the desirability of recommending further changes involving the transferability of current fund accumulations and the cash-out of accumulations at retirement. A letter was sent by the committee to Dr. Clifton Wharton, head of TIAA-CREF, that endorsed the new options and recommended detailed and expeditious study of the issue of transferability.

2. The committee discussed whether the University should help finance or provide sick child day care and general purpose child day care. Much of the discussion focused on the need for some action in these areas and the question of whether anything useful could be accomplished without a substantial subsidy to affected parents. No recommendations were adopted, but it was agreed that next year's committee should continue to study this subject.

3. The committee recommended raising the cap on monthly long-term disability benefits to \$5,000. The committee also recommended that the possibility of indexing benefits to changes in the cost of living be considered by the Long-Term Disability Committee.

4. The committee endorsed the concept of establishing "Individual Discretionary Research Account" (see *Almanac* February 23, 1988) as a means of promoting research and scholarly growth for faculty and recommended that the advantages of including associated faculty and research staff in any such program be considered. A letter to this effect was sent by the committee to the chair of the Committee on the Economic Status of the Faculty.

5. The committee discussed the desirability of raising the very modest levels of coverage for psychiatric care under the group health plans. There was considerable support for increasing benefit levels significantly if effective methods of controlling possible over-utilization of services could be developed. The committee requested that the Benefits Office obtain information from Blue Cross concerning possible changes in plan design and their associated cost.

6. The committee adopted the report of the Subcommittee on Long-Term Health Care. The report reviewed problems in this area and possible insurable arrangements for dealing with these problems. It recommended several ways in which additional information on this subject should be accumulated and disseminated to interested persons. I also recommended that the office of Human Resources make it a

priority to study the trade-offs involved in providing long-term care coverage as an employee benefit. An edited version of the Subcommittee report was published in *Almanac* April 26, 1988.

7. The committee sent a letter of appreciation to Mr. James J. Keller, former Benefits manager, acknowledging his years of outstanding service to the committee and the University.

Other subjects discussed by the committee during the year included methods of collecting withholding tax on graduate tuition benefits, benefits selection under PennFlex, increases in employee contributions for group health plans, raising the maximum group life insurance benefit, and the advantages and disadvantages of providing automobile insurance as an employee benefit.

I wish to thank the members of the committee for their diligence and effort during the year. The entire committee expresses its appreciation to Ms. Rita Doyle, Mr. Robert Wheeler, and other members of the Benefits staff for their assistance during the year.

—Scott E. Harrington, Chair

Recreation and Intercollegiate Athletics

The University Council Committee on Recreation and Intercollegiate Athletics is charged with advising the University Council and the department of Intercollegiate Athletics on matters relating to recreation, intramural athletics, intercollegiate athletics and their relation to the educational mission of the University. The committee consists of eight faculty members, two administrators, two A-3 staff representatives, two alumni, and three students. The Director of Recreation and Intercollegiate Athletics, the Vice Provost for University Life and the Dean of Admissions were ex-officio members of the committee.

The University Committee on Recreation and Intercollegiate Athletics met once each semester during the 1987-1988 academic year. The topic that had occupied a major amount of the committee's time in past years, a mandatory use fee for recreation facilities, was not a topic of discussion this year, following the negative response of the administration to the idea last year. The committee did begin to discuss the concept of a voluntary use fee from faculty, staff, and administrators. The basic premise behind this was that some committee members believed that many faculty, staff, and administrators would voluntarily "donate" a use fee to the University if some tangible benefits were to be received. Many aspects of this proposal are still under examination and the topic should be reviewed further by the incoming committee.

The committee also received the long-term plans for the construction of facilities for recreation and intercollegiate competition as they fit into the overall University development plans. A presentation was made by Professor Al Levy regarding the specifics and the current plans for increased recreational facilities. The committee members have had the opportunity to individually review the plans and those continuing on the committee may have some input into the plan in the coming year.

—Kenneth L. Shropshire, Chair

Research

This has been another productive year for the University Council Committee on Research. Three major items of business have been the focus of attention.

1. The policy on the Exclusion of Foreign Nationals From Specific Research Areas was passed at the February 10 meeting of the University Council with two amendments. The adopted policy appeared in *Almanac* February 23 (Vol 34, No.23). This policy states that the University will not accept research grants or contracts containing a requirement to exclude foreign nationals from participation in research projects.

2. A subcommittee has completed a draft policy concerning procedures to be followed in cases of alleged misconduct in research. The draft policy has met with the approval of the University General Counsel (Shelley Green) and has been sent to the deans of the individual

schools for comment. Upon incorporation of amendments proposed by the individual deans a final draft policy will appear in *Almanac* in the Fall. The Committee on Research regards this policy as an important document since the issue of misconduct is gaining widespread publicity in Washington. Existing regulations from federal granting agencies require that awardee institutions have procedures in place for dealing with misconduct. At present this institution lacks a University-wide policy dealing with this issue.

3. A subcommittee continues to look at the issue of indirect costs. The subcommittee has identified specific areas in which to focus its attention. These include: (a) effectiveness of cost recovery at Penn, (b) a comparison of indirect cost rates at peer institutions, (c) a comparison across the various schools of the expenditure of indirect costs recovered, (d) examination of the trend to increase the extent of direct costing from research grants, (e) an examination of the ratio of support staff costs to indirect costs recovered, (f) the recovery of costs that will permit building renovation, (g) examination of the building and equipment allowance in the indirect cost rate, (h) determine the possibility of introducing an incentive plan for those faculty responsible for generating indirect costs. A preliminary report is in preparation which will describe the calculation of the indirect cost rate at Penn and the distribution of indirect costs once they are recovered.

—Trevor M. Penning, Chair

Safety and Security

The charge of the Safety and Security Committee is to advise the president, director of Public Safety, and administrators of specific buildings, on all matters concerning safety and security. Its principal responsibility is to consider and assess means to improve safety and security on campus.

This committee constituted by faculty, students, staff, and administrators has made itself available to listen to and address the concerns of the Penn community. During the past academic year the full committee held 10 meetings and subsets of the group held more than 15 smaller ones. We met with the captain of the 18th Police District to discuss crime prevention; joined with the Community Relations Committee on mutual concerns about safety issues; had discussions (4 sessions) with the University's safety consultants; met with the Trustees' Student Life Committee; received reports on fire safety, alarms, smoke detectors, and accidents; revised a plan of the School of Medicine for improved security; and examined and commended the Division on Residential Living on their report of October 17, 1987 describing the actions they took to increase safety in the residential areas.

The committee continued its tradition of monitoring security systems and received and transmitted to appropriate administrators including to the director of Public Safety suggestions from students, faculty, and staff for enhancing safety and improving the University's Escort and Bus Service. Several members of the committee have helped to plan the National Conference to End Violence on Campus to be held October 27-29, 1988. The committee pressed for the release of crime statistics by the 18th Police District, the area which includes the University, and was gratified by the now weekly publication of these figures. We discussed the effects that the House Bill 1900, which requires Pennsylvania institutions of higher education to report crime statistics in its recruiting literature, could have on potential students, when we are competing for students with universities from states which do not have such laws. The committee also participated in memorial services for Meera Ananthakrishnan who was a crime victim on campus on Thanksgiving 1985; and deliberated on the extra vulnerability of foreign students to criminal assault as well as the added security problem in the residences during holiday break periods.

Consultants on Safety

For several years the committee had urged the establishment of an *ad hoc* committee to evaluate comprehensively current security plans and

programs on campus, to make long-range recommendations and to take a more holistic view of crime prevention and control. Therefore the committee worked diligently to be available to and provide information for the three safety consultants who were brought to the campus by the administration. Surprisingly, considering both the charge of and the constituents of the committee, the consultants' reports neither acknowledged the existence of the Council Committee on Safety and Security nor suggested how it should be involved in safety at the University. The committee found a variety of problems with the consultants' reports including but not restricted to the proposals to eliminate a Council committee; and those bearing on ways to structure and train the campus security force; relate to the media; and to create a special police ombudsperson. In addition, the committee expressed concerns with attitude to the overall Penn community which were found in the report.

During the summer, a Safety Task Force was created by the administration which at first did not include any official members of our committee. Subsequently, however, two members of the committee were added, one of whom is the only student on the Task Force. The people with over-lapping membership will be transmitting information to and from the two committees with the aim of improving safety and security.

Unfinished Business

In addition to the areas described above the committee plans to examine possible bike paths, which could help to decrease injury to pedestrians; look at the accuracy and clarity of crime statistics; reopen an investigation on whether a Town Watch program could aid our community; and examine the Victim Support Services.

The chair thanks the members of the committee for their hard work last year, and for the times they so graciously and quickly responded to a need for unexpected meetings.

—Helen C. Davies, Chair

Student Affairs Committee

The Student Affairs Committee of the University Council was very active during the 1987-88 academic year. The committee responded to two specific charges given to us by Steering Committee and dealt with requests from the VPUL and GAPSA, and one from committee members. Overall, the members of the committee should be commended for their unfailing participation in committee business.

1. Of the two charges from the Steering Committee, one required the committee to conduct a survey regarding child care needs and issues. (See *Almanac* March 29, 1988 for the full text of that report.) The report demonstrated a potentially large need for child care within the University community and identified concerns about the availability of affordable child care. The committee recommended strongly that a committee be established to look into the broader issues of child care needs, including creative funding, availability of infant care, and implementation of recommendations in the Citation report.

2. The second charge to the committee by Steering was for a standing subcommittee to be formed which would monitor all student services on an ongoing basis. Since this charge is quite large, the subcommittee selected three student services to monitor during this academic year: financial aid, religious services, and academic advising. (See Appendix A for a full report.)

In reviewing the financial aid services, the subcommittee discovered that many positive changes had occurred during the 1987-88 academic year, which seemed to have resolved previous concerns with administration of GSL's and other various financial aid systems. The decision by the University to move the financial aid office to the Franklin Building, thus being in closer contact with the Office of the Bursar and the Penn Plan, should further enhance the activities and functioning of this office; however, changes in reporting lines may raise new concerns. The subcommittee recommends this service be monitored again after it has "settled" into its new location.

A review of student religious services on campus revealed three established groups (Christian Association, The Newman Center, and

Hillel), with several smaller additional groups. The University Chaplain, in a limited way, coordinates the activities, of the three established groups. Since the University is a non-sectarian institution, it would be worthwhile articulating the role of religious services to students on and for this campus as well as the role of the chaplain in the academic and administrative life of the University.

Efforts to review academic advising on campus found a subcommittee of SCUE systematically investigating academic advising during the 1987-88 academic year. The subcommittee recommends further efforts be directed by S.A.C. in investigation of the advising system, "with attention directed to the SCUE subcommittee report." (See Appendix B).*

3. The request by the VPUL was to review the University's new Antihazing Regulations. A subcommittee met with Fran Walker, Bruce Arnold and Dorothy Malloy to review and discuss the document. In general, the new regulations match the statutory language of House Bill 749. Concerns raised revolved around the broad definition of "hazing", potentially making it difficult to provide convincing proof that an act of "hazing" had occurred.

4. The request from GAPSA was for establishment of a second standing committee devoted to graduate student affairs. From discussions, the committee expressed real concern that another "standing committee" might effect the committee's ability to respond to *ad hoc*

requests. Members did agree that monitoring graduate student affairs is within the overall charge of the Student Affairs Committee. The committee offered to establish such a subcommittee on a temporary basis, to be evaluated after two full academic years.

5. The committee requested an opportunity to review and respond to the consultants' report on the office of the VPUL. Since the decision to accept the report had already been made by the President and Provost, the committee concentrated discussions on the infra-structure of the office of the VPUL. Recommendations included establishing three Associate Vice Provosts: Associate VP and Director of Student/Academic Support; Associate VP for Student Life; and Associate VP and Director of Administrative Services.

Next year the Student Affairs Committee will need to continue the work of the subcommittee monitoring student services and establish the temporary subcommittee to monitor graduate student issues. A third issue which should be addressed by the committee is a review of actions taken on the report by the 1986-87 Student Affairs Committee regarding the Undergraduate Assembly's "1990 Report".

—Catherine C. Schifter and Philip Schoenfeld, Co-Chairs

*Appendix A appears below. Appendix B was published in *Almanac* April 26, 1988. Copies are available from the Office of the Secretary, 121 College Hall/6382.

Appendix A: Student Affairs' Subcommittee on Student Services' Three Reports (Financial Aid, Religious Services, and Advising)

During the 1987-1988 academic year, this subcommittee monitored three student services: Financial Aid, Religious Services, and Advising.

1. Financial Aid

The scope of the Financial Aid Office (FAO) includes need-based aid (state and local); school grants; national and private grants. More efforts appear to be given to undergraduate student needs than graduate due to the differences in the support allocation processes. Most graduate aid, other than Guaranteed Student Loans (GSLs) is determined on a school-by-school basis.

All undergraduate applicants are required to submit a Financial Aid Form (FAF), a standardized form analyzed by a regional center. Each applicant's form is reviewed individually by a member of the undergraduate financial aid staff, the results being a need-specific financial aid package. This review uses a national formula to determine the amount of family contribution required, with the remaining aid being a combination of loans, work study, and grants. An attempt is made to maximize use of external funding sources prior to awarding University dollars.

The GSL process requires the student to approach the lender bank directly. A GAPSFAS form is required for a needs analysis, that analysis being performed at a regional service bureau using a federally determined formula to determine eligibility for a GSL. This process can take up to eight weeks during "peak" months (February through October).

For undergraduate students, counselors provide individual review and advice to families, as well as student requests and concerns. This is also true for graduate students; however, graduate students are more likely to approach someone in their individual school rather than in FAO. Overall, the FAO acts as a conduit to the Bursar for approximately 10,000 students per year. The processes are detailed, time consuming, and infused with bureaucratic procedures imposed by federal, state, and local agencies.

During the 1986-87 academic year, many changes were occurring in FAO which created problems for many students and school offices. A Financial Aid computer software, which was to improve record keeping and response time, was installed during that academic year. As with most new computer systems, time was required to learn the system. Also, the system did not do "needs analysis." These still had to be done individually by hand. The new system did cause delays in response time until the staff were familiar with its uses.

In addition to the new computer system, the federal regulations

governing GSLs changed. The federal guidelines regarding student eligibility criteria were revised causing delays in GSL processing. One major change was to whom the GSL checks were to be mailed. Prior to 1986, GSL checks were mailed directly to the students. After that date, the checks were mailed to the GSL office in FAO for distribution. The student was notified that the check was in FAO; and in order to get the check, the student was required to present him/herself to the GSL office with a copy of his/her Bursar bill or matriculation card. Since the check was made out jointly to the University and the student, the student would have to take the check to the Bursar's office for it to be applied to his/her account. This process created innumerable problems and delays in students' receipt of loan dollars. Moving to the Franklin Building will place the FAO in close proximity with the Bursar's office making the transfer of a GSL check to the Bursar easier for a student. Also, there is discussion of GSLs being applied directly electronically to a student's account, thus bypassing the FAO completely in the steps for a student to receive a GSL check.

A third problem related to GSLs. Starting in October 1986, the federal guidelines required verification of need for all GSLs applied prior to that date. Until the verification process was completed, the student could not receive the GSL check. In some cases this meant the check was returned to the lender-bank due to cancellation dates. After that date, only 30% are required to be verified. With only 30% of all GSLs requiring verification, this problem seems to be lessened.

A fourth problem was in staffing. Prior to February 1987 there was a lack of personnel in some areas of FAO. One area affected in particular was that responsible for graduate student aid. In February 1987 there was a reorganization of FAO and one additional staff person was hired for a two year period. This seems to have alleviated the problems in this area; however, there is concern about potentially losing the extra staff person after the two year period.

At major processing times, there is still a lack of adequate personnel. Reliance is placed heavily on work-study students, and there is a major attempt to share resources from areas not so heavily taxed at a given time. The current perception of FAO administration is that there is an adequate number of personnel in FAO assuming proper use of those resources during peak work periods.

A final problem related to space. In the current Financial Aid offices, space is at a premium. People working on similar projects are often situated in distinctly different areas of the office space. This problem

was due to the finite amount of space allocated to FAO in Logan Hall.

Summary:The Financial Aid Office services more than 10,000 undergraduate and graduate students each year. The procedures are guided by federal, state and local regulations, which often complicate transactions with and for students. There is a strong desire in FAO to be responsive to individual student and family needs, as demonstrated in the analyses for undergraduate students. With the improvements in computer software, additional staffing, and additional space in the Franklin Building, there is the potential for a significant improvement in the activities of FAO, as perceived by the student population.

Several concerns were raised during various interviews. While the needs analysis for undergraduate students is individual in nature, there seems to be no mechanism for students for whom parents refuse to contribute to their college education. Sensitivity to the unique problems faced by these students seems to be at a minimum.

Responsiveness to graduate student needs has been questioned. Since most graduate students approach staff in their respective schools, this need has not been large; however, with the reduction of federally subsidized financial aid for graduate students, there will be an ever increasing need for counseling of graduate students as well.

During the 1986-1987 academic year, when many problems plagued the FAO, there was no correspondence with schools or students to explain the delays encountered. An attempt to communicate with these groups could have alleviated concerns and fears, as well as irritation caused due to unexplained problems. We recommend that the FAO attempt in the future to reduce anxieties through better communication.

There is, also, concern which has been raised regarding the general atmosphere at the Franklin Building and how that atmosphere might affect the morale of the FAO. We would hope that the FAO would strive to preserve the informal access currently in place in Logan Hall, along with the caring environment, together with the responsiveness to individual requirements.

2. Religious Services to Students

A variety of groups sponsored by religious or community organizations, approved by the University, provide services to particular groups of students. The University Chaplain, the only person employed by the University specifically to offer religious services, modestly coordinates the activities of the Christian Association, The Newman Center and Hillel. Additional groups, such as the Muslim Students Association and the Campus Crusade for Christ, with some external aid, are active through student initiative and privilege. This is a cursory descriptive report, concentrating on the "established" groups. Its intent is to raise issues that might warrant a more thorough examination.

The University of Pennsylvania has been described as a nonsectarian institution. It is not thoroughly secular but, as defined by the Trustees' Committee on Student Affairs in 1961, "... it is not subservient to or affiliated with any religious denomination." In this way it is distinguished from Columbia University established as an Anglican institution and in which, traditionally, the University Chaplain has been the Rector of St. Paul's (the current chaplain at Columbia is a Rabbi and, as such, does not serve as Rector) or Harvard University with its ties to Unitarianism. As Mary Ann Meyers in her excellent article in *The Pennsylvania Gazette* (December 1986), points out, in the early days Anglicans dominated the Board of Trustees and "five ordained Anglicans headed the University for all but 15 years between 1802 and 1868." Local or resident clergy served as unofficial chaplains and conducted chapel until the establishment of the Office of University Chaplain by President Thomas S. Gates (who also personally provided the initial budget for the office and selected the first incumbent) in 1932. While there is no statutory requirement, all four individuals who have occupied that office have been Episcopalians. The notion that the Chaplain be a Christian (and presumably a Protestant) is implicit in the above Trustees report which, at the same time, expects the incumbent to "...be concerned with the spiritual and moral development of members of each religious group and to respect the religious convictions of all."

A question on religious, racial or ethnic affiliation on the University

Application for Admission for students asks for a voluntary response. After admission, students complete a personal data form through the Office of the Registrar. This form seeks a voluntary response to a question on religious preference. The names of students with respective preferences are forwarded to the Chaplain and to the Directors of the three "established" foundations. Through the courtesy of Janet Ansert a summary computer run of the responses of current students was provided for this report. About half of the 20,000 or so graduate and undergraduate students who provided data chose to respond to the religious preference item. Having no religion or being an atheist or agnostic was a possible response. Reluctance to complete the item could be due to a sense that the matter is private, a fear of discrimination or a disinclination to receive attention from the Foundations, among other reasons. We have no evidence that the distributions by religion or nonreligion differ between respondents and nonrespondents. In the table below the totals for undergraduate and graduate students may differ from the total number because of differing exclusion and inclusion rules for the three categories. The percentages shown are based on the last column.

This item on religious preference was not intended for our statistical purposes but rather to provide information for services and, for this purpose, seems to be adequate. It would be simple to adjust the item wording and its coding rules to increase its usefulness for research.

The University Chaplain originally reported to the Office of the President. He began reporting to the Provost's Office during the Meyerson presidency. Activities of the Chaplain have not changed much since the thirtieth other than a decrease in his responsibility for campus worship services and in that he no longer serves as the Boardman Lecturer in Christian Ethics. The current Chaplain, the Reverend Mr. Stanley Johnson, has discontinued whatever formal teaching functions he had when originally appointed. He has also discontinued the regular interdenominational University Chapel service

**Religious Preferences of
Full-Time Students Enrolled in 1987-88**

Religion	Undergr.	Grad/Prof'l	Total
Catholic			3370 (33%)
Roman	1400	1674	3326
Ukrainian	15	17	28
Greek	4	5	14
Jewish	1466	1622	2496 (23%)
Protestant			3012 (30%)
Episcopalian	188	257	495
Lutheran	128	181	366
Baptist	134	153	333
United Methodist	104	132	275
United Presbyterian	113	146	297
United Ch. of Christ	32	47	80
Society of Friends	12	38	112
Unitarian	27	41	86
Church of Christ	15	16	37
Mennonite	4	12	23
Christian Science	7	10	21
Disciples of Christ	3	5	9
Moravian	3	4	7
Seventh Day 00	8	8	14
Southern Bapt	12	16	27
Protestant (No)	299	230	830
Orthodox			140 (1%)
Greek	47	59	95
Eastern	12	14	21
Serbian	3	4	5
Ukrainian	1	2	5
Syrian	1	1	2
Russian	4	7	12
Muslim	26	51	142 (1%)
Asian			255 (2%)
Buddhist	14	35	93
Hindu	58	70	132
Confucist	1	10	16
Other Religion	146	257	535 (5%)
Agnostic	185	312	579 (5%)
Atheist	76	157	252 (2%)
TOTAL	4748	5603	10767 (102%)

which in early days met in College Hall. In 1950-51 average attendance was 800. A good part of his time is dedicated to student counseling, visiting with hospitalized students, faculty and staff, conducting wedding and memorial services (more often the latter than the former), informing parents of the death of a student, and coordinating the religious organizations on campus through the Campus Ministry Council. Through the seventies he played a more active role in University governance, serving on committees and, during the mid-seventies, serving as Dean of Admissions.

The Campus Ministry Council, chaired by the Chaplain, includes delegates from the three major religious Foundations and has at times included members of certain minority faiths such as the Orthodox Christian Fellowship and the Christian Science Organization. Today minority groups, such as The Muslim Students Association and the organizations of conservative Protestants, do not participate. Such groups may receive some support through the Student Activities Council for their events and use University facilities for their scheduled activities. Topics discussed at the Council meetings this past year have included the Farrakhan visit and Black-Jewish tensions, the need to see the issue of campus safety in the larger context of community conflict, and a program to combat AIDS.

The Chaplain is concerned to be perceived ecumenically, not as the University's Episcopal chaplain.

The Hillel Foundation, currently directed by Jeremy Brochin with the staff assistance of Rabbi Bonnie Goldberg and Ester Abramowitz, grew out of a service for Jewish students established in 1920. Occupying University land, the building is owned by the Jewish Campus Activities Board, the local community group sponsoring it. The JCAB, in turn, receives its funds from the Philadelphia Federated Jewish Appeal and also has similar responsibilities for Jewish students at other Delaware Valley campuses. Earlier the B'nai Brith was Hillel's principal sponsor but currently meets only a small part of the budget. This sponsorship is not, in the strict sense, religious but rather Jewish communal. As with the Christian Association and the Newman Center, Hillel has no formal ties with the University administration.

Hillel acts as an umbrella organization for a variety of Jewish student groups. It facilitates Reform, Conservative, and Orthodox Sabbath and Holiday services, with some 2000 attending the High Holy Day service at Irvine Auditorium (of which about 1200 are students and the remainder guests from the local community). The denominationally oriented groups sponsor additional activities such as the Reform Social Action Group and the Orthodox Talmud study classes. A range of Israel oriented groups include the Penn-Israel Alliance, the Penn-Israel Action Committee (concentrating on political lobbying), Yavne Olami (religious Zionists), and Hug Yisraeli (consisting of Israelis and children of Israelis and conducting its meetings in Hebrew). In addition, discussion groups on Jewish Women's issues, Interfaith relationships, and problems of children of divorced parents continue throughout the year. A unit of the United Jewish Appeal raises funds for the local and world Jewish community. Ayalah, an Israeli dance group, a Yiddish Lekenkayz discussing Yiddish culture and a Jewish AIDS project are on the agenda. A faculty program sponsors luncheons with guest speakers. Project Chaver provides opportunities for working with community social service agencies and Project renewal offers an internship in an Israeli Development town. Support is offered to the Hasidic Lubavitch House, an off-campus facility, for its programs of campus religious outreach.

The director and his Rabbinical assistant are engaged in pastoral counseling, visiting the sick, conducting a program for students whose parents have died, offering a library of Jewish books and assisting the formation of *Batim*, off-campus communal housing. The Hillel building, which houses a kosher dining facility used by several hundred students, is the site of a regular Friday evening Sabbath dinner.

The Newman Center is located off-campus at 3720 Chestnut Street on property adjoining St. Agatha's Roman Catholic Church. The Newman Center is sponsored by the Archdiocese, its director Father James McGuire reporting to the Father Joseph Sikora, director of the Archdiocese for Newman Ministries. The Archdiocese provides about 70% of the Newman budget, the remainder being raised through local contributions. The Center has no official tie with the University. Two masses are offered at the Center each Sunday and five at the nearby church. The Center's masses are less formal, including guitar music, for example. A student choir accompanies religious worship.

Community Outreach is a major program of some fifteen volunteer groups in aid of the needy. The Newman Center coordinates these activities which draw volunteers from among students of other faiths. For example, projects are conducted with the Rudolph Residence for the Blind, New Ralston House Nursing Home, Ryan School for the Deaf, Holmsburg and Philadelphia Women's Prison and the University City Hospitality Coalition.

With the help of Sister Catherine Pisarczyk, Father McGuire offers pastoral counseling, sick visitations, an athletic program, a yearly retreat, and groups working on liturgy. Activities are arranged through an elected council of twenty members which include a faculty advisor, Professor Joseph Houbrich.

The Christian Association, directed by the Reverend Ms. Florence Gelo, feels itself in decline or, as someone put it in Mary Ann Meyers's article, in an "identity crisis." The same article quotes a leader of the CA attributing this to the relative and absolute decline of Protestant students on a campus that is now perceived as about half Jewish. (This overestimate of the Jewish student population is rather widespread on campus. The above table suggests that Jews constitute about 30% of the graduate and undergraduate students.) The actual number of Protestant students on campus (near 6000) has probably increased as the student population has grown over the past decades. The low level of student participation must be explained otherwise. Conceivably, conservative Protestants, who no longer participate in the CA for ideological reasons, may have supported its program in earlier years.

Administratively, the CA has no official tie to the University and through its Board of twenty members owns its building. Most of its current budget is met through rental of space in the building to the University and to a dining establishment. The leadership is associated with the United Ministries of Higher Education, consisting of mainline Protestant denominations.

Other than a Taizé contemplative worship group, the CA does not offer a program of religious worship since services are available in several associated churches in walking distance. These include St. Mary's (Episcopal), University Lutheran, Asbury Methodist, and Tabernacle (United Church of Christ and Presbyterian). Ministers of those churches serve as an associated ministerium of the CA for students of their respective denominations.

The current program concentrates on social justice issues. Four areas of concern are the maintenance of a Christian community on campus, sexuality expressed in one instance through a Gay and Lesbian Peer Counseling Service (since neither Hillel nor Newman are active in this area this perforce serves an interfaith group), racial justice illustrated, in part, through the University City Coalition for the Homeless and issues of world peace. The last is expressed in programs revolving around Central American problems. Concern with ethical and moral life at the University is expressed in an interdenominational ecumenical witness. The CA provides space for the Office of Information and Solidarity with Salvadorean Refugees, thus associating itself with the sanctuary movement.

General Conclusions and Suggestions:

1. The three establishment groups offer three quite distinct cultural environments which reflect, but go beyond, their religious differences. This is probably one result of the independence of these groups from the University administration. None of the groups have contact with anything like a majority of the students of their persuasions. Each serves a cultural sector of the potential community. Paradoxically, the "non-established" groups receive University subventions through their use of space and support of invited speakers (such as the Nation of Islam's invitation to Minister Farrakhan with an SAC fee guarantee). It would be worthwhile articulating these issues.

2. The active Protestants on campus are ideologically split between the liberals and conservatives, with the CA serving the former. It would be worthwhile examining the notion of "establishment" religious groups as they are reflected on the Chaplains Interfaith Ministerial Council.

3. The participation of the Chaplain in the academic and administrative life of the University has thinned over the past years. The process that produced this is worth thinking about.

4. These religious services exist in a milieu of "student life" activities, which are budgeted through the University, and in parallel with academic studies of religion. These two boundaries of religious services would be worth exploring.

(Subcommittee Report continues, next page)

(Student Affairs Subcommittee Report continues)

3. Advising

During the spring semester, 1988, the University Council Committee on Student Affairs identified the need to examine faculty/student relationships in the area of advising. Laura Hayman indicated that numerous Faculty Senate and Faculty Council groups on campus participated in such activities during the past academic years. Several documents that emerged from those groups were reviewed and examined by the full Committee on Student Affairs. These documents included the Student Committee on Undergraduate Education (SCUE) White Paper and documents published in the Almanac, including the reports from the Faculty Council on Undergraduate Education.

L. Hayman communicated with Neil A. Tuch, the Chair of the subcommittee on Faculty Advising of SCUE regarding their efforts in this area. The SCUE subcommittee systematically investigated academic advising during the 1987-88 academic year. Specifically, the SCUE subcommittee solicited information from appropriate individuals in each of the University's undergraduate schools. The goal of the subcommittee was to provide recommendations "that will not only increase the value and extent of faculty participation and academic advising, but also create an environment at Penn which encourages more frequent and meaningful interaction between students and faculty." The investigative activities of this SCUE subcommittee culminated in a formal report that was published in *Almanac* April 26, 1988, and disseminated to appropriate individuals in each of the undergraduate schools.

Individuals from both subcommittees, Student Affairs and SCUE, communicated regarding their respective activities on faculty advising. During the 1988-89 academic year, efforts will be directed to further investigation of the advising system, with attention directed to the SCUE subcommittee report.

Undergraduate Admissions and Financial Aid

The Committee on Undergraduate Admissions and Financial Aid met four times during the 1987-88 academic year. Two subcommittees were active, Class Size and Diversity. The committee continued to examine implementation of certain dictates of the McGill Report on Admissions, written in 1966, which currently still provides the basis for much of the practice and official policy on University admissions.

The Office of Admissions functions in a highly professional and efficient manner. During the past decade it has greatly increased and strengthened the applicant pool and at the same time achieved greater diversity in the pool. During each of the past four years the number of applications has been approximately 13,000, and the admission rate has been below 40 per cent. Since 1978 the yield rate has varied between 45 and 51 per cent. The academic quality of the admit and matriculant groups is strong. Table I displays admission figures since 1959.

The Subcommittee on Diversity addressed the issue of geographical diversity and noted that there have been significant changes in this area during the past several years. In 1978, 84 per cent of the matriculants were from the Middle and North Atlantic states. In 1987 this percentage was less than 60. The subcommittee did not focus on other diversity issues, such as socioeconomic and ethnic background, because critical information and data relating to these matters was not yet available. The subcommittee urges next year's group to study these and other aspects of diversity in depth. The report of the subcommittee, labeled Appendix A, is available from the Office of the Secretary.

Table I shows a long-run upward trend in the number of matriculants. A greater number of students has a substantial impact upon undergraduate education and the quality of undergraduate life in general. The University's ability to attract an undergraduate student body of high quality and broad diversity depends in the long run primarily on its ability to provide a suitable and stimulating environment for undergraduates. Further, the University has been working hard in recent years to matriculate a greater percentage of those admitted and assigned to the highest academic categories. The yield in this group continues to be below the desired level.

The Subcommittee on Class Size examined student and faculty census data during the past decade. The figures show a growth rate for both students and faculty averaging about one per cent per year, if the 1987 student figure is recognized as an aberration. Moreover, the student-to-faculty ratio has remained stable at about 11.7. Much of the increase in the total number of undergraduate students during the past decade, about 600 if the 1987 figure is discounted, has been absorbed by Engineering. Since 1973 the student-to-faculty ratio in Engineering has increased from 4 to 13. Statistics are displayed in Tables 2 and 3, which are available from the Office of the Secretary. Despite the stability suggested by these data, the committee is concerned about the steady upward trend of the sizes of the matriculant group and the undergraduate population (the latter is affected also by transfers from outside the University). The committee recommends that this matter continue to be studied and debated.

As this committee has noted in its last two annual reports, the McGill Report calls for continuing studies to examine the validity, effect, and implementation of admissions policy. During the past twenty years such studies have been conducted only occasionally, and there has been little commitment by the administration to them. Within the last several years, however, there has been greater administrative attention to such studies, and several such investigations are currently under way.

The work of the committee continues to be hindered by limited faculty participation. During 1987-88 the Senate Committee on Students and Educational Policy expanded its permanent charge to include the review of admissions policies, including review of the annual report and plan for the next year prepared by the Admissions Office. This committee views this as a positive step and believes that faculty should play a central role in the admissions procedure and in the formulation of policy for admissions and financial aid.

The committee is grateful to members of the Admissions and Financial Aid Offices for their cooperation and considerable assistance.

—Jonathan Levine and Paul Shaman, Co-Chairs

Table I

Admission Figures, 1959-74 and 1978-88

Year	Applicants	Admits	Rate	Matrics	Yield
1959	5032	2360	46.9	1225	51.9
1960	6237	2799	44.9	1377	49.2
1961	5063	2821	55.7	1379	48.9
1962	4850	2975	61.3	1393	46.8
1963	4799	2877	59.9	1461	50.8
1964	6099	2906	47.6	1655	56.9
1965	7338	2899	39.5	1682	58.0
1966	7527	3116	41.4	1661	53.3
1967	7405	3127	42.2	1698	54.3
1968	8399	3285	39.1	1780	54.1
1969	7885	3329	42.2	2832	55.0
1970	8083	3439	42.5	1829	53.2
1971	7261	3735	51.4	1931	51.7
1972	7037	3851	54.7	1985	51.5
1973	7618	3745	49.2	1828	48.8
1974	7593	3903	51.4	1920	49.2
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1978	7768	4349	56.0	2139	49.2
1979	9833	4225	43.0	2049	48.5
1980	11268	4591	40.7	2172	47.3
1981	11367	4478	39.4	2076	46.4
1982	10571	4598	43.5	2106	45.8
1983	10518	4548	43.2	2072	45.6
1984	11603	4671	40.3	2200	47.1
1985	12801	4685	36.6	2207	47.1
1986	13019	4842	37.2	2263	46.7
1987	12800	4871	38.1	2505	51.4
1988	13105	4605	35.1	2268	49.2

Year End Reports of Independent Committees

Honorary Degrees

(The following report is excerpted from the minutes of the University Council meeting held on March 16, 1988)

Professor Richard Wernick, chair of the Honorary Degrees Committee, said that the committee held six two-hour meetings during the fall to arrive at the slate of scholars and creative artists which it recommended for honorary degrees to be conferred at Commencement this May. He commented that the committee solicited nominations from the faculty in September and drew only a modest response. He added that there was virtually no response to a second solicitation. He stressed that, if the faculty wants to have persons whom they consider worthy to be honored at Commencement, they must make nominations to the committee. He indicated that the committee reviewed some 30 nominees, most of whom were well qualified. He explained that the Council committee recommends scholars and creative artists to a Trustee committee which adds candidates of its own and makes the final determination of the honorees. He noted that this year the Trustee committee accepted nearly all of the Council committee's recommendations but that, because all of the invitees have not yet responded, the list of honorees has not yet been released. He said that the committee met in January with Dr. Carl Kaysen, chair of the Trustee committee, to make its recommendations.

—Richard Wernick, Chair

Long Term Disability Board

University of Pennsylvania

As of June 30, 1988, 112 Long Term Disability applicants were in benefit status. During the 1987-88 fiscal year, 21 new applicants were approved, 10 were disapproved, and 16 people were removed from the rolls. Of these 16, 7 died while receiving benefits and 8 retired and one returned to work.

Four thousand nine hundred sixty one members of the University faculty and staff are eligible for Long Term Disability benefits, representing a total base payroll of \$164,646,387. Benefit payments during 1987/1988 aggregated \$696,096, representing .42% of eligible payroll.

The Long Term Total Disability Board met once during the year. In addition, the Medical Subcommittee met in December to review the files of all disability recipients and held repeated consultations on individual cases. As has been done for several years, the Board utilized the services of the Health Evaluation Center of the University of Pennsylvania Hospital, various medical specialists and rehabilitation specialists in evaluating applications.

Hospital of the University of Pennsylvania

As of June 30, 1988, fifty Long Term Total Disability Benefits were filed. Of these, ten applicants were approved and two withdrew applications before action was taken. Three applicants were disapproved on the basis of medical evidence submitted: one of these went through the appeal process and the denial was upheld following a review by the total Disability Board and one applicant has been referred to the Health Evaluation Center for an independent medical evaluation.

During the same period, eight recipients were removed from benefit status: two of these died while receiving benefits and six were retired with a pension.

Two thousand seven hundred and fifty six employees and staff of the Hospital of the University of Pennsylvania were eligible for Long Term Disability benefits, representing a total base payroll of \$72,278,970. The 1987-88 cost of the program to HUP was \$272,844. The Long Term Disability costs for this fiscal year represented .3775% of eligible payroll.

As a result of the efforts of the HUP Personnel Department, six Long Term Disability recipients were assisted in obtaining Social Security Disability Benefits. The offset of these benefits resulted in undiscounted savings to HUP of \$299,184.

—Dan M. McGill, Chair

Open Expression

The Committee on Open Expression (COE) met 16 times during the period October 1987 through April, 1988. In these meetings two principle types of items were considered: first, requests for advisory opinions on matters involving the Guidelines, and second, observing and monitoring events subject to the COE Guidelines, (under which, as newly revised, the COE no longer has a judicial role).

A. Opinions, Statements, etc. of the COE

1. The COE, after extensive discussions in which Professors Wachter and Reitz participated, approved the final report of the Special Committee to Review the Guidelines. The COE statement of approval was submitted to the University Council, which then approved the final Wachter Committee proposals at its meeting of December 13, 1987. (See appendix 1*.) The COE Chair, at the request of several Council members and the Chair of Council, committed the COE to submit a proposal to Council during the 1987-88 academic year concerning situations in which there is a refusal to obey an order of the VPUL or delegate of the VPUL.

2. *The Daily Pennsylvanian (DP)*, protesting an incident in which one of its reporters was asked to leave an Intrafraternity Council meeting, asked the COE whether reporters could be excluded from a meeting which other "outsiders" were permitted to attend. After extensive discussions in which Mr. Neil Hamburg, Associate General Counsel of the University, participated, the COE advised the *DP* that all University groups have the right to invite "non-members on a selective basis to attend otherwise closed deliberations." (See appendix 2*.)

3. In response to a request by the President and Provost in March, 1987 to clarify the permissibility of demonstrations in reception areas or outer offices, the COE issued an advisory opinion stating that no blanket ruling can be made for all such offices, but that appropriate sections of the Guidelines provide sufficient guidance for ruling on each individual case. (See appendix 3*.)

4. In response to a request by the President and Provost in March, 1987 to clarify the permissibility of demonstrations continuing in a building beyond its normal closing time, the COE issued an advisory opinion interpreting the Guidelines on this issue. (See appendix 4*.) No need was seen to amend the Guidelines to deal with this matter.

5. In response to a request made at the University Council meeting of December 13, 1987 the COE examined the provisions in the Guidelines concerning a situation in which the VPUL or delegate orders an individual or groups to cease or modify behavior which is subsequently determined to be permissible under the Guidelines. Under existing Guidelines failure to obey such an order is in itself a violation of the Guidelines subject to punishment.

It seemed to the Committee that individuals or groups conscious of their rights and having a point to make should be protected against behavior of the VPUL or delegate that is subsequently judged to be improper. The COE felt that in such circumstances there should be no blemish put on the records of those who resisted the order. It therefore recommended a change in the Guidelines requiring the dismissal of all charges if the Judiciary finds that the conduct of the defendant was protected by the Guidelines. (See appendix 5*.)

Although this recommendation was approved by the University Council at its April 13 meeting, it has not been approved or disapproved by the President as of the date of this report.

6. The COE took up the issue of the distribution of leaflets by a union member-employee of the Faculty Club on January 14 in its courtyard. The union member-employee was told by a management representative that he could not distribute leaflets in the courtyard, that he would have to move to a quasi-public location such as the 36th Street walkway. The employee considered asking the COE to determine if there was a

violation of his open expression rights, but went no further than to discuss the possibility with the Chair. This was followed by a verbal request from the administration that the COE consider the matter, only to be followed by a written withdrawal of its request. Some time later Professor Clyde Summers, Law School submitted a request that the COE enter the case, arguing that the open expression guidelines had been violated. Mr. John Hanlon, the Faculty Club employee who was told to cease distributing leaflets in the courtyard, then formally requested the COE to consider the case. In examining the situation, the committee interviewed Professor Summers and Ms. Shelley Green, the University's General Counsel.

Professor Robert Davies subsequently discovered and made available to the committee relevant materials concerning a labor dispute in 1971. Records from the University Council and reports in *Almanac* and the *Daily Pennsylvanian* concerned the settlement of this dispute and discussions concerning the role of the Guidelines then and in the future. (See appendix 6*.)

The Committee concluded that the COE Guidelines apply to all employees of the University, regardless of union affiliation, and wrote an advisory opinion to this effect, noting that its opinion was consistent with the historical record. (See appendix 7*.)

B. COE Activities in Observing Open Expression Events

Members of the COE worked cooperatively with the VPUL representatives in observing and monitoring about 15 events at which there was potential for violation of the Guidelines. Fortunately in none of these cases was it necessary for the VPUL delegates to bring charges. In several instances, however, there was considerable tension.

The following is a list of events in which COE members were involved. Those in which significant tension developed are shown in italics.

1. Anti-crime demonstration on College Hall Green.
2. "X" rated film at Irvine Auditorium.
3. Divestment demonstration.
4. *Abortion forum in the Law School.*
5. Farrakhan supporters' demonstration at Jesse Jackson rally.
6. Meeting of veterinary group with threat (not realized) of Animal Rights group protest.
7. Grass Roots International fundraiser on Locust Walk (fundraiser for Palestinian injured).
8. Israeli-Arab Atlanta Consul General appearance at Hillel Society.
9. Warren Berger visit.
10. *Jean Kirkpatrick visit at Meyerson Hall.*
11. Organization of Black Consciousness demonstration at ZBT fraternity house.
12. *Press conference of Students Against Farrakhan Extremism (SAFE) at Hillel Society.*
13. Holocaust Vigil.
14. *Farrakhan visit.*
15. Mordecai Levy talk at Hillel.

C. Miscellaneous

1. The next COE may want to consider its jurisdiction over situations arising in non-University property—e.g. Hillel Society—that is literally on the campus. There indeed was a situation during the SAFE press conference at the Hillel Society when this issue became a matter of dispute between a COE member and a Hillel member.

2. The VPUL group prepared a valuable booklet to assist open expression monitors. It is attached as Appendix 8* to this report in the files of the COE.

—Ervin Miller, Chair

*Appendices are available at the Office of the Secretary, 121 College Hall/6382.

Fulbright Selection Committee

The Student Fulbright Selection Committee met twice during October 1987 to review selection procedures and student applications. A total of 28 applications were processed and referred to the Institute of International Education (IIE) and the Board of Foreign Scholarships via the University's Office of International Programs.

At the initial meeting on October 7, new committee members were acquainted with the recommended procedures for reviewing Fulbright applications. Individual members were each assigned six applications to review and summarize, and two or three applicants to interview. Each application was thus read by two members of the committee, and each applicant was interviewed by one member. The committee agreed to hold its second and final meeting during fall break (October 19), as that was the only day on which everyone could attend.

During the second meeting, all 28 applications were reviewed and scored. Applications were received for 19 separate fields of study, and for 16 countries. As in previous years, the majority of the applications (16) were for study in Europe, although applications were also received for Africa (2), South Asia (3), East Asia (3), Latin America and the Caribbean (3), and Papua New Guinea (1). Thirteen of the applicants received the committee's highest recommendation.

Based on the recommendations of the selection committee, the Chair subsequently compiled a final report on each of the applicants. These reports were submitted to the Office of International Programs on October 27, to be forwarded to IIE. While the selection process is not yet complete, four of the applicants have been offered awards, and five are currently listed as alternates.

Because of the deadline imposed by IIE, time is the primary constraint for this committee. Applications submitted to the Office of International Programs by October 1 must be processed and forwarded to IIE by November 1. It is therefore imperative that persons selected to serve on this committee understand the schedule involved. One member of the 1987 committee felt unable to complete the review process, due to time constraints, requiring that his applications and interviews be reassigned to other members.

While International Programs could require that materials be submitted to them at an earlier date, this may not be practical. It would require a concerted program of publicity immediately following the beginning of classes in the fall, in order to make students aware of Fulbright opportunities and requirements. Information would have to be highly visible and made available through the chairs of graduate groups, as well as through additional channels. Informational programs on foreign scholarships currently held during the spring semester appear to attract few potential Fulbright applicants, and almost no graduate students.

The limited time available for reviewing applications also has a potentially negative impact on the process of interviewing the candidates. Each applicant must be interviewed, and committee members agreed that impressions received during the interview process were vital to scoring the application. The current system, in which each candidate is interviewed by only one committee member, places a great deal of reliance on the impressions formed by a single individual. The importance of the information received through interviews would make it desirable to have each candidate interviewed by more than one person. Other institutions with highly successful Fulbright programs require that applicants be interviewed by a rotating panel of three or more committee members. While scheduling difficulties may preclude convening such a panel at this institution, provisions for expanded interview evaluation of Fulbright applicants should be considered.

—Rebecca Huss-Ashmore, Chair

Holiday Hours at Penn (Part Two)

As a companion to last week's list of approaching holiday hours, the following is a combination of additions and corrections. Note that in some cases managers have advised that the schedules may be subject to further refinement closer to the end of term. (For *Almanac's* publication schedule in December and January, and deadlines for listing events in the monthly pullout calendar or weekly update, see back page.)

Book Store: December 21, 8:30 a.m.-8 p.m. (last minute closeout sale for late shoppers); December 22, 8:30 a.m.-6:30 p.m.; December 23, 8:30 a.m.-5 p.m.; December 24, 10 a.m.-2 p.m.; December 27-30, 10 a.m.-5 p.m.; January 3 regular hours resume. (Closed December 25-26 and December 31-January 2.)

Class of 1923 Ice Rink: December 23 and 30, noon-2 p.m. and 8:15-10:15 p.m.; December 24 and 31, 1-3 p.m. and 8:15-10:15 p.m.; December 26, 2-4 p.m.; December 27 and 29, noon-2 p.m.; December 28, 4-6 p.m. (Closed December 25 and January 1.)

Registrar: December 27, 9 a.m.-5 p.m.; December 28-30, 9 a.m.-2 p.m. (Closed December 24-26 and 31 and January 1-2.)

Van Pelt and Lippincott Libraries: December 23 and 27-30, 8:45 a.m.-5 p.m.; January 3-6, 9-13 and 16, 8:45 a.m.-5 p.m. (Closed December 24-26; December 31-January 2; January 7-8 and 14-15.)

Some Penn Programs Addressing Diversity

Following is an inventory of recent and proposed programs distributed by the Office of the VPUL as background to discussions at Council on November 16.

Current Programs

New Student Orientation Programs (Fall 1988)

Behavioral Expectations Seminars

Safety Awareness Seminar/Video (addressed racial conflicts)

College House/Residential Living Programs

Staff Training (prepares staff to provide educational, cultural and informational programs on issues that address oppression and celebrate diversity); August 1988

Programming (films, cultural events, lectures, workshops, special interest sessions and discussion groups that focus on issues of gender, communication, race, religion and culture); ongoing

Evaluation (review of selection processes to ensure diverse representation in staff and student population); Spring 1988

Office of Student Life Weekend Leadership Retreats (leadership in a diverse community); Fall and Spring

Women Against White Racism (small group discussions sponsored by Penn Women's Center)

Gay and Lesbian 101 (Video prepared by Student Life, Residential Living and Counseling Service)

LGAP Speakers Bureau (student speakers share experiences and discuss issues in small group settings); ongoing

Ending Campus Violence (national conference that addressed issues including sexual, racial, homophobic and other forms of violence); October 1988

Pre-Freshman Program (orientation on diversity issues); August 1988

Fraternity/Sorority Affairs (programs for presidents and pledge classes, addressing issues of diversity); Fall and Spring

University Counseling Service (support-group counseling sessions for gay, lesbian and bisexual students)

Residential Living/Penn Extension Volunteer Program (offers mentors and tutors for Cambodian and Vietnamese children)

PENNCAP/Residential Living (each sponsors a series of ethnic meals)

Future Programs and Ideas

Pilot Program on diversity awareness, such as that proposed by Students for Racial Education, to be offered in one or more freshman College Houses in Spring

Retreat designed to explore issues of diversity and to train a core group of students who will facilitate peer group discussion

Black Resident Outreach (BRO), three programs on Black culture designed by a group of Black RAs to be presented by Residential Living next semester

Residential Living in-service training seminars in November 1988 on

- cross-cultural communications
- working with differently-abled students

VPUL Divisional Review examines departmental policies and practices to ensure appropriate response to diverse populations of students

Pappas Seminars, Spring 1989

- DuBois College House: Afro-American Studies 400, "History of the Civil Rights Movement," taught by Julian Bond

- Van Pelt House: Folklore 232, "Exploration of Afro-American Folklore," taught by Pam Blakely

- Modern Languages College House: English 292, "International Cinema," taught by Ellen McWhirter

International Fund Grants, 1988-89

Following are the projects funded last year through grants of the University's International Programs Fund. For information on the coming round (deadline of February 17), see page 2 of this issue.

Margaret M. Cotroneo (Nursing). Preliminary steps in the development of a collaborative intercultural project to investigate the uses and implications of a family treatment approach to intrafamilial abuse.

Walter Feldman (Oriental Studies). Supplementary field research for book, *The Uzbek Oral Epic: Genre in Soviet Uzbekistan*.

Haralambos N. Kritikos (Electrical Engineering). Remote sensing of geological resources of the Egyptian Sahara.

Herbert S. Levine (Lauder Institute). Visiting Professors Yuichi Tsukamoto, Brazilian Latin American Cultural Perspectives, and Alberto Puchi, Hispanic Latin American Cultural Perspectives.

James D. Muhly (Ancient Near East History). "Early society in Cyprus."

Susan Naquin (History). The temples of Peking: religion and society in late imperial China.

Teresa Pica (Educational Linguistics). Colloquium series on "Teaching and Learning English in an International Context."

Charles F. Ramberg (Clinical Studies, Veterinary Medicine). International collaborative studies of selenium metabolism.

F. Bruce Robinson (College of General Studies). Asian Studies workshop.

Gary Smith (Clinical Studies, Veterinary Medicine). Chemotherapy and the control of parasitic infections of man and his domesticated animals.

Brian Spooner (Anthropology) and **Renata Holod** (History of Art). Travel funds for visiting professor, **Dr. Aptulla Kuran**, University of the Bosphorus.

Peter Steiner (Slavic Languages). Participation at the Xth International Congress of Slavists, Sofia, Bulgaria, September 14-22, 1988.

Charles W. Thayer (Geology). The Red Queen hypothesis and cryptic reef communities.

Daniel A. Wagner (Literacy Research Center). Post-production of three documentary films on literacy and education in Morocco.

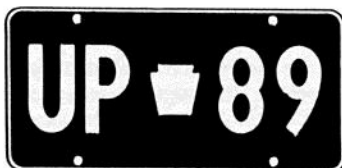
Offer of Cut-Sheet Feeders

Some time ago, Writing Across the University received a donation of several cut-sheet feeders for NBC 7700 Spinwriters. At present, we still have four feeders for which we have not found printers. We would be happy to donate them to anyone in a University department or center who has a 7700 Spinwriter which is used for University purposes. Those interested should contact Neal Hebert at Ext. 8-8525.

—*Peshe C. Kuriloff, Director, WATU*

Correction: On page 6 of *Almanac* November 22, two columns of type are transposed: to make sense of the article on electronic mail, read the columns in the order 1, then 3, then 2 (then to page 7).

—*K.C.G.*



Note: final design will differ from one shown.

Penn License Plate?

About 265 alumni, faculty, staff, and students have expressed an interest in having a Penn License Plate, but the Pennsylvania Department of Transportation requires a guarantee of 500 in order to manufacture it. The Alumni Office has until December 31 to complete the poll of potential purchases. "If you own a car registered in the Commonwealth of Pennsylvania and are willing to pay a one-time fee," said Doris Cochran-Fikes, "please send us a self-addressed, stamped, business-sized envelope with the words *I Want a Penn License Plate* printed in the lower left-hand corner." Send it to the General Alumni Society, E. Craig Sweeten Alumni Center, 3533 Locust Walk, Philadelphia, PA

19104-6226. After evaluating the results of the poll, Alumni Relations will mail more information, including application forms if the poll tops 500 to meet the state requirement.

Update

NOVEMBER AT PENN

CONFERENCE

9 U.S.-U.S.S.R. Symposium: Mathematics and its Applications to Physics; Ljudvig D. Faddeev, University of Leningrad; Elliott H. Lieb and Charles L. Fefferman, Princeton University; Sergei P. Novikov, Izrail' M. Gel'fand, and Jurii I. Manin, Moscow University; Raoul H. Bott, Harvard University; Auditorium B-1, Meyerson Hall. Reception 6-7:30 p.m., Hoover Lounge, Vance Hall. Information: Ext. 8-8627. *Through December 10* (Department of Mathematics and the Natural Science Association).

Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported **between November 21 and November 27, 1988.**

Total Crime: Crimes Against Persons—1, Burglaries—2, Thefts—19, Thefts of Auto—1, Attempted Thefts of Auto—0

Date	Time Reported	Location	Incident
Crimes Against Persons			
11-23-88	12:24 PM	Chemistry Bldg.	Arrest/males attempted robbery against female.
33rd St. to 34th St., Spruce St. to Walnut St.			
11-21-88	12:06 PM	Moore School	Answering machine taken from room.
11-23-88	12:24 PM	Chemistry Bldg.	See entry listed under crimes against persons.
11-23-88	4:11 PM	Moore School	Secured bicycle taken from rack.
11-24-88	9:45 AM	Towne Bldg.	Arrest/male found in building with stolen items.
38th St. to 40th St., Baltimore Ave. to Spruce St.			
11-21-88	1:55 PM	Veterinary Hosp.	Calculator taken from office.
11-21-88	5:30 PM	Pi Lambda Phi	Auto taken from lot.
11-25-88	3:17 PM	Veterinary Hosp.	Wallet taken from unattended briefcase.
34th St. to 36th St., Spruce St. to Locust Walk			
11-22-88	2:50 PM	Williams Hall	Secured bike taken from rack.
11-22-88	3:10 PM	Houston Hall	Secured bike taken from rack.
37th St. to 38th St., Spruce St. to Locust Walk			
11-21-88	12:42 PM	Vance Hall	Secured bike taken from rack.
11-22-88	2:09 PM	Kappa Sigma	Jacket taken while attending party.
38th St. to 39th St., Spruce St. to Locust St.			
11-23-88	7:35 AM	Harnwell House	Clothing taken from washer.
11-23-88	11:34 AM	Lot #14	Front tire taken from auto.

Safety Tip: If you return home and find a door open or tampered with, do not enter. Go to a neighbor's house and call the police immediately.

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.
Reported crimes against persons from 12:01 a.m. 11-14-88 to 11:59 p.m. 11-20-88

Total: Crimes Against Persons—6, Aggravated Assault/gun—1, Aggravated Assault/knife—1, Robbery/gun—1, Robbery/knife—1, Robbery/strongarm—1, Rape—1, Arrests—2

Date	Location/Time Reported	Offense/weapon	Arrest
11-14-88	12 S. 42nd St., 8:37 AM	Rape	No
11-16-88	30th and Market Sts., 5:01 PM	Robbery/knife	No
11-16-88	4815 Paschall St., 10:05 PM	Aggravated assault/knife	Yes
11-17-88	517 S. 42nd St., 9:55 AM	Robbery/gun	Yes
11-19-88	4021 Walnut St., 2:21 PM	Aggravated assault/gun	No
11-19-88	40th and Walnut Sts., 7:40 PM	Robbery/strongarm	No

FITNESS/LEARNING

1 Observation—The Key to Wildlife Art; conservationist/sculptor Patrick O'Hara gives a Master Class; 10 a.m., George D. Widener Education Center, Morris Arboretum. Fee: \$25. Reservations: 247-5777 (Morris Arboretum).



Patrick O'Hara working on a botanical sculpture in porcelain of the PA State Flower, the Mountain Laurel.

TALKS

1 Conceptualization and Intervention of Eating Disorders; Ilene C. Rosenstein, University Counseling Service; 4 p.m., Room D9/10 GSE Building (Psychology in Education Division of the Graduate School of Education.)

Autoregulated Instability of Tubulin mRNA; Tim Yen, department of biological chemistry, Johns Hopkins University School of Medicine; 4 p.m., Auditorium, Wistar Institute (Wistar Institute).

Almanac Hours/Deadlines

Almanac will publish its last issue for the semester on Tuesday, December 13, 1988. Tentatively, publishing will resume as of January 10, 1989. The deadline for the weekly update, normally running Thursday through Wednesday, remains Monday a week before publication. The deadline for the January calendar is Tuesday, December 6. Deadlines for monthly calendars published next semester are as follows: January 16 for February; February 13 for March; March 13 for April; and April 10 for May. Proposed dates for summer issues and their respective deadlines will be published at a later date.

Have a safe and enjoyable holiday!

—KCG, MFM, CEC, CWB

Almanac

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