

Almanac

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INSIDE

- Senate: Spring Meeting, p. 2
- Council & Proposed Bylaw, p. 2
- VPC Search, Campus Center Comm., p. 2
- Call for Nominations, Law Dean, p. 3
- Research Foundation Spring Cycle, p. 3
- Diversity/Awareness Report, pp. 4-5
- Appointments/Promotions, pp. 6-7
- Grants in Awareness, p. 7
- Training & Development Programs, p. 7
- Update, pp. 7-8...CrimeStats, p. 8

Mr. Annenberg: \$10 Million for History

The alumnus believed to be the largest individual donor in Penn's history has pledged another \$10 million—this time to the School of Arts and Sciences where the entire amount will be invested in the history department for faculty chairs, student fellowships and program development.

The donor of one of the largest gifts to a humanities program in the country is the Hon. Walter H. Annenberg, the alumnus who founded Triangle Publications and was Ambassador to the Court of St. James's under President Nixon. Both Ambassador Annenberg and his wife, the Hon. Leonore Annenberg, who was Chief of Protocol under President Reagan, are emeritus trustees and holders of honorary degrees from Penn.

Although there is no announced total of their giving to the University individually or through foundations they administer (some gifts have been anonymous), Vice President for Development Rick Nahm said the Annenbergs' major giving goes back farther than the record-keeping system begun in the sixties. Among the more visible contributions have been the founding and long term support of The Annenberg School of Communications, the creation of The Annenberg Center for the Performing Arts, and the endowment of three chairs in SAS—in the humanities, social sci-

ences and natural sciences—as part of the Program for the Eighties.

A highly original contribution Mr. Annenberg made to Penn in the late sixties—anonously at the time—signaled a sea change in Penn's annual giving. Penn had not yet broken the million-dollar barrier when a "Mr. X" announced that he would put up \$1 million and match dollar-for-dollar his fellow donors' increases in annual giving. Penn's first challenge grant in annual giving was so successful it was repeated, and annual giving soon had topped \$5 million a year. It has risen steadily ever since (last year it passed \$12 million). The identity of "Mr. X" was not revealed until 1978 when fellow trustees mentioned it in a tribute as Mr. Annenberg became a trustee emeritus.

Mr. Annenberg's latest contribution sends the nucleus fund for Penn's forthcoming capital campaign past the \$235 million mark toward a goal of \$270 million by October, Mr. Nahm said.

History: Already a Leader

"With this gift," said SAS Dean Hugo Sonnenschein, "Penn's history department, already a leader in both teaching and scholarship, is on its way to becoming the premier history department in the country. Because it stands at the center of a multitude of history-



Walter H. Annenberg

related programs at the University, all other departments will benefit substantially. We are proud to reflect Ambassador Annenberg's vision in this way." Specifically, the gift will provide:

—four endowed chairs—two of them to be awarded to present faculty and the other two to outstanding teacher-scholars recruited from outside, with one of the new appointments in recent American history and the other in contemporary European history;

—eight fellowships offering top stipends to future scholarly leaders;

—a visiting chair for distinguished international scholars and public figures;

—a Humanities Fund to extend the history department's connections with other departments of the University.

The donation came as "wonderful news" to the department, its chair Dr. Richard Beeman told the *Philadelphia Inquirer*. Known especially for its strengths in American history, the department has 34 full-time faculty members and 375 undergraduate majors—double the number two years ago.

President Sheldon Hackney, who is himself an historian, applauded the gift and its centrality. "Walter Annenberg has played a pivotal role in Penn's dramatic and exciting growth in recent years," he said. "He is a visionary who has not only earned his own place in our country's history, but one who also shares our belief in history as an essential building block of education and as a discipline whose study prepares students to fulfill their obligations as free citizens. We are deeply grateful for his generous support and leadership throughout our long mutual friendship."

Molecular Medicine: \$3 Million Gray Center

Dr. Seymour Gray, a 1936 graduate of the School of Medicine, and his wife Ruth Helen Hart have made a \$3 million gift to create the Seymour Gray Foundation for Molecular Medicine at Penn.

The Gray Center will help bring the advances coming from research in molecular biology into the care of patients said Dr. Edward J. Stemmler, executive vice president for the Medical Center. "It exemplifies the Grays' great generosity and Dr. Gray's own interest in and understanding of the field."

Dr. Gray, who took his M.D. at Penn, added a Ph.D. in 1943 in biochemistry from the University of Chicago, where he began his pioneering work in blood analysis.

A naval commander conducting training for physicians in World War II, Dr. Gray joined Harvard as full professor after the war and was chief of the gastrointestinal department at Peter Bent Brigham (now Brigham and Women's) Hospital where he was the only physician in its newly organized biophysics lab. While continuing research and clinical practice, he also

developed numerous cross-cultural programs for medical training between the U.S. and Central and South America, and headed a State Department task force on medical education in Latin America, Africa and Asia. In 1975 he accepted the chairmanship of medicine in the newly opened King Faisal Specialist Hospital and Research Center in Saudi Arabia, an experience detailed in his book *Beyond the Veil*, which has been translated into several languages including Braille.

Johnson Chair at Law School

The Law School has a new chair in corporate law, named for William B. Johnson of the School's Class of 1943. The chair was endowed by I.C. Industries, where Mr. Johnson is chairman emeritus, in honor of Mr. Johnson's 20th anniversary as CEO.

The chair is currently filled by Myles V. Whalen Jr., a corporate lawyer and partner at Shearman & Sterling in New York. Mr. Whalen, a graduate of Harvard Law School, previously served as the first general counsel of the Consolidated Edison company.

Council: Awareness Program, Other Issues

At the University Council's February 8 meeting, before the agenda reached the scheduled items (below), questions arose concerning safety, and debate erupted over the judiciary process. Before the meeting, GAPSA members passed out packets of letters criticizing the handling of an academic integrity case now in progress (texts of which appeared in the *Daily Pennsylvanian* February 3, 6, and 13). In his opening remarks President Sheldon Hackney cited Provost Michael Aiken's letter to the D.P. February 8, on nonintervention by the administration and said appeal is to School level. If leaks are coming from the administration he asked "... whoever is leaking to stop. The Judiciary must be allowed to work as it was designed to work, particularly when (a case) becomes celebrated for one reason or another."

On safety, he said experimentally running the PennBus from 5 to 6 p.m. will begin with Daylight Saving Time in the fall; but the Bus will begin soon to make a circuit across the Schuylkill twice nightly, leaving from 34th and Spruce at 9:30 p.m. and 11 p.m. When Eli Pringle of the Safety and Security Committee called the new entrance to Student Health unsafe, the President promised to look into it.

The judiciary matter arose again in the Q and A, ending with the President's ruling as inappropriate questions from GAPSA chair Vincent Phaalha.

Scheduled Items: Council adopted Dr. Noam Lior's report for the Facilities Committee task force (*Almanac* February 7), which recommends that incoming students be given persuasive notice of standards with respect to physical property and surroundings. President Hackney said he would probably edit the language but would act on the recommendations. During discussion, it was pointed out that significant dollars are lost to careless behavior.

After Dr. Kim Morrisson's report on planning diversity awareness programs for all incoming students (see pages 4-5), both Dr. Alan Kors and student leader Melissa Moody indicated areas of agreement that seminars could not change views but could make incoming members of the University aware of their behavioral obligations. Later debate became heated, however. Toward the end of the meeting, a student called for a vote on the portion of the report which discusses the pros and cons of negative sanctions for failure to attend awareness training, suggesting that if a vote were not

COUNCIL

Proposed Amendment to Bylaws (for March 15 Vote)

(Most of the wording is new, having been drawn from the revised Guidelines on Open Expression, approved 12/9/87)

(b) **Committee on Open Expression.** The Committee's responsibilities are the following: 1) issuing rules to interpret or give more specific meaning to the guidelines; 2) recommending to the University Council proposals to amend or repeal the Guideline; 3) giving advisory opinions interpreting the Guidelines at the request of a member of the University community; 4) giving advisory opinions interpreting the Guidelines at the request of administrative officials with responsibilities affecting freedom of expression and communications; 5) mediating in situations that involve possible violations of the Guidelines; 6) reviewing, at the discretion of the Committee, administrative decisions involving the Guidelines made without consultation with the full committee and reviewing all instructions by the vice provost for university life or delegate to modify or terminate behavior under Section III.B.3 of the Guidelines; 7) investigating incidents involving the application of the Guidelines to aid the committee in its functions of rulemaking, recommending changes in the Guidelines, or issuing advisory opinions; 8) adopting procedures for the functions of the Committee, varied to suit its several functions, consistent with the Guidelines; 9) submitting an annual report to the Council and the University on the status of the committee's work in *Almanac*.

The Committee on Open Expression consists of thirteen members: five students, five faculty members, two representatives of the administration, and one A3 representative. Members of the Committee are appointed by the Steering Committee in

following manner: a) student members shall be nominated from undergraduate students, graduate students, and graduate professional students through existing mechanisms for each student body. Undergraduate and graduate professional student members shall rotate majority representation each year. Three undergraduate and two graduate and professional student members shall alternate with two undergraduate and three graduate and professional students every other year b) faculty members shall be nominated by the Senate Executive Committee; c) the administration members shall be nominated by the president; d) the A3 representative shall be nominated by the A3 Assembly; e) each member shall be selected for a term of one year beginning the day after Labor Day each year. Any individual may not serve for more than two consecutive terms. Before Commencement, the committee shall inform the vice provost and the University community which of its members will be available during the summer for mediation and advising; f) vacancies shall be filled for the unexpired term by the appropriate nominating body or person. The chair of the Committee shall be selected by the Steering Committee from among the members of the Committee on Open Expression.

The jurisdiction of and procedures of the Committee shall follow the Guidelines on Open Expression. As soon as practical after its appointment, the Committee shall conduct a meeting in order to familiarize the members with the Guidelines and the responsibilities of committee members in enforcing and implementing the Guidelines.

SENATE

From the Senate Office

The Annual Meeting of the Faculty Senate will be held Wednesday, April 26, from 3 to 5 p.m. in Room 17 Logan Hall. The agenda will be announced shortly.

held or a special meeting scheduled the student component of the committee might resign. Dr. Hackney said Steering had agreed to discussion without vote pending the completion of the full plan, and Senate Chair-elect read the bylaws showing routes by which the students could bring about a special meeting.

Committeework in View

At Council, Dr. Michael Aiken announced the makeup of two committees (below) and Senate Chair David Balamuth reported that SEC will form a committee to look into the prospective uncapping of the retirement age under new federal laws.

Search Committee: VP/Computing

To advise on a successor to Dr. David Stonehill, who resigned as vice provost for computing to direct White House communications, Provost Aiken named the following search committee for a Vice Provost for Information Systems and Computing:

Dr. Albert Ando, economics & finance
Dr. David Balamuth, physics—*chair*
Dr. Barry Cooperman, vice provost/research
William Davies, office of VP/finance
Dr. David Farber, computer & info sciences
Dr. Paul Kleindorfer, vice dean, Wharton
Dr. Paul Mosher, vice provost/libraries
Dr. Martin Pring, Med School computing
Dr. Glen Stine, resource planning and budget

Advisory Committee on Campus Center

For detailed planning toward the design of the campus center to be known as the Revlon Center, Provost Aiken named:

Dr. David Brownlee, history of art
Dr. Thomas Connolly, music
Eric Connor, Wharton graduate student
Dr. Stephen Gale, reg'l science—*co-chair*
Laurence Hanauer, College '91
Dr. Robert Inman, finance & economics
Benjamin Karsch, Wharton '90
Dr. Noam Lior, mechanical engineering
Dr. Kim Morrisson, VPUL—*co-chair*
Amy Naby, College '89
Mohammed Saadi-Elmandjra,
Bioengineering graduate student

Dr. Anthony Tomazinis, city planning
Dr. Rosalyn Watts, nursing

Both the UA and GAPSA have voted resolutions of appreciation to Ronald Perlman, the alumnus and trustee who heads Revlon, for his \$10 million gift toward establishment of the Center.

Almanac

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

Call for Nominations: Law Dean

Applications and nominations are invited for the position of Dean of The Law School.

Correspondence should be directed to Professor A. Leo Levin, Chair, Dean Search Committee, School of Law, c/o Office of the Secretary, 121 College Hall/6382. The Committee requests that applications and nominations be submitted by *April 12, 1989*, though applications will be accepted after that date if the position has not yet been filled.

The University of Pennsylvania is an equal opportunity, Affirmative action employer.

Information Wanted: Handbooks

I am preparing a handbook of my department's procedures for elections, tenure decisions, and the like, and would be very glad to have other departments' handbooks to serve as models.

Would department chairs who have such handbooks (and do not mind putting them in a stranger's hands) please send copies to me at 207CH/6379. Thank you.

—James C. Davis, Professor of History

SPIRIT Nominations: February 28

Faculty and staff are invited to nominate Penn students for three SPIRIT Awards for outstanding community service, co-sponsored by General Motors and Penn Extension; winners receive shares of GM stock.

Applications are at the Penn Extension office, 115 Houston Hall. All candidates must have two letters of recommendation, not to exceed four pages, and each must write a personal statement about his/her commitment and involvement in community service activities.

Nominations are due *February 28, 1989*.

Research Foundation Spring Cycle: Deadline March 15

Statement of Purpose

The Research Foundation encourages the exploration of new fields across a broad spectrum of disciplines. In doing so, the Foundation expands opportunities for faculty to attract support and resources from external sources while encouraging work in fields that are traditionally under-funded.

The Foundation supports two levels of grants. The first level, Type A grants, provide support in the range of \$500 to \$5,000. The second level, Type B grants, provide support in the range of \$5,000 to \$50,000. The standard application for a Type A grant is briefer than that for a Type B grant, reflecting respective funding levels. However, the review criteria for Type A and Type B grants are similar, and several general factors are considered in evaluating an application for either type of grant. They are:

- Its contribution to the development of the applicant's research potential and progress.
- The quality, importance and impact of the proposed research project.
- Its potential value for enhancing the stature of the University.
- Its budget appropriateness in terms of the project proposed, including consideration of need and availability of external support.

The Application Process

The Research Foundation Board will review both Type A and Type B applications in the fall and spring of each academic year. Applications for the fall cycle are due on or before *November 1* of each year, while spring cycle applications are due on or before *March 15* of each year. All research projects involving human subjects or animals *must* receive Institutional Board approval *prior* to funding. Questions concerning humans/animal research should be directed to the Assistant Director for Regulatory Affairs, 300 Mellon Building/3246.

An original and ten copies of both Type A and Type B proposals should be submitted to the Office of the Vice Provost for Research, 106 College Hall/63.

TYPE A proposals should contain a brief description of the research and the specific needs which the grant will cover. The proposal should include:

I. Cover page(s)

1. Name, Title, Department, School, Signatures of Department Chairperson and Dean.
2. Title of proposal.
3. Amount requested.
4. 100-word abstract of need.
5. 100-word description of the significance of the project for the educated non-specialist.
6. Amount of current research support.
7. Other pending proposals for the same project.
8. List of research support received during the past three years.
9. A one page biographical sketch of the investigator(s) listing educational background, academic positions held, and five recent publications.

II. A back-up of the 100-word abstract in the form of a 3 or 4 page mini-proposal.

III. A budget list that justifies the specific items requested and assigns a priority to each item. Budgets should not exceed a two-year maximum time period.

Categories of Research Foundation support for Type A proposals will focus on:

- Seed money for the initiation of new research.
- Limited equipment requests directly related to research needs.
- Summer Research Fellowships, with preference for applications from Assistant Professors.
- Travel expenses for research only.
- Publication preparation costs.

Type B proposals are limited to ten single spaced pages in length.

The following format is suggested for Type B proposals:

I. Cover page(s)

1. Name, Title, Department, School, Signatures of Department Chairperson and Dean.
2. Title of proposal.
3. Amount requested.
4. 100-word abstract of need.
5. Amount of current research support.
6. Other pending proposals for the same project.
7. Listing of publications and research support, including titles, amounts, and grant periods, received during the past five years. Include funds from University sources such as schools, departments, BRSG, or Research Foundation.
8. A brief curriculum vitae for the principal investigator.

II. Introduction (2 to 3 pages)

Statement of the objectives and scholarly or scientific significance of the proposed work.

III. Methods of Procedure (3 to 4 pages)

Description of the research plan and methodologies to be employed.

IV. Description of the significance and impact of the project.

V. Description of how a Research Foundation grant will facilitate acquisition of future research funds.

VI. Budget (one page) two year maximum Each budget item should be listed in order of priority.

Categories of Research Foundation support for type B proposals focus on several areas of need. These are:

- Matching funds, vis-a-vis external grant sources.
- Seed money for exploratory research programs.
- Support for interdisciplinary research initiatives.
- Faculty released time.

Requests for student tuition and dissertation fees will not be considered by the Foundation.

Developing a Diversity Education Program *by Kim M. Morrisson*

A progress report by the Vice Provost for University Life presented at University Council February 8, 1989

A. Introduction

At its meeting of November 16, 1988, University Council indicated its unanimous support for "the expansion, development, and implementation of programs emphasizing sensitivity to the racially and otherwise diverse nature of the University community" under the aegis of the Vice Provost for University Life and recommended that "the administration ensure that these programs reach and include all students." This task is not a new one to University Life—our departments of Student Life Programs, Student Activities, College House Programs, Residential Living, the Greenfield Intercultural Center, the Women's Center, the University Counseling Service, PennCap, Penn Extension, to name a few, are all actively engaged in developing and implementing programs in a variety of settings that deal with issues of diversity, of cross-cultural communications, of race, gender, religion and culture.

The charge from Council is also consistent with the goal I had set for the Division last June, looking ahead to this year, of continuing the development of educational programs focused on areas of diversity and race relations and particularly identifying ways to encourage student-initiated programming. The first fruits of this effort took place this past fall when we initiated a new program on behavioral expectations during freshman orientation. The format, developed by a committee of faculty, students and staff last spring, involved the development and use of case studies based on University policies and conduct violations, and the exploration in small group settings of what the cases meant and what happened to those who violated the policies. More than one hundred thirty-five 90-minute sessions were held simultaneously in residential settings, and faculty and staff members from throughout the University joined residential advisors in helping to facilitate these sessions.

I should say a word about the residential context in which these orientation programs were offered. For the last five years, we have been engaged in a major effort to recast the freshman residential experience into the framework of residential communities. Some of the faculty who are members of Council have had the experience of living within our College House system and so understand the model, diverse as it may be within that system. The freshman communities, of which there are seven if we include Hill, have senior faculty residents where we have been able to create the proper facilities, full-time administrative staff members called Assistant Deans for Residence, who are also affiliated with College of Arts and Sciences advising, and a staff of resident advisors, and in some cases, student House Managers. The goal is to build within each freshman house, a community in which residents—student and faculty—can comfortably engage one another around social and intellectual experiences, and at the same time participate in a model of self-governance and responsibility. I say all of this only to make clear one of the fundamental assumptions with which I approach the task of developing programs on diversity education—that these residential communities can and should and indeed, *seek* to play a positive role in developing an effective response to these issues.

Within the twenty-six departments of University Life which serve students, we have also committed ourselves to a continual reassessment of our practices—how we do what we do in our daily routine—to ensure that all students are treated equitably, and that problems are solved promptly and fairly. We spent considerable time within our Directors' staff this fall discussing actions to take after some of the racial incidents last fall, and many of the steps that were taken in residence and in some of our other departments followed those discussions. Thus, we view the task before us as an opportunity to further Divisional goals and contribute to better understanding within the University community.

B. Work of the Committee

In response to the Council resolution in November, I asked Terri White, Director of Student Life Programs, to assist me in forming a committee which we would jointly co-chair. I considered this to be a working group whose task it would be to consider and discuss program models and come up with recommendations which would be effective, could win wide University support and could be implemented by next fall. I also made the commitment to Council in November that we would involve in some way any student or student representative who wished to be involved in these efforts.

We have called this group an "oversight" committee. It is a large committee of faculty, students and staff, and I would like to take a moment to thank them publicly for the time, effort and energy they have put into this process. The names include, among the faculty, four who currently live in residence—Peter Conn in Community House, Allen Green in DuBois College House, Robert Lucid in Hill House, and Karl Otto in Stouffer College House—in addition to Larry Gross, Michelle Fine, and Peter Vaughan. Administrative staff members include Zoila Airall, Beth Hackett and Joe Sun from Residence, Lynn Canty from the Student Life Office, Ellie DiLapi from the Penn Women's Center, Rene Gonzalez from the Intercultural Center, and Barbara Cassel from the Office of the Vice Provost. Students involved include Emuata Bassey from the Undergraduate Assembly, Patricia Marin, Randy Nepomuceno, and Travis Richardson from the United Minorities Council, Kate Weinstein from SCUE, Melissa Moody from the Black Student League, Eric Restuccia from the Penn Political Union, Erica Strohl from the Women's Alliance, Wayne Glasker and Vincent Phaalha from GAPSA, Todd Canning from Lesbians and Gays at Penn, and Seth Berger from Students for Racial Education.

The Committee met on December 14, January 4, January 5, January 13, January 17, January 19, January 26, February 2, and will meet again February 9. Altogether, we have met more than 25 hours and in some cases, committee members made special trips to Philadelphia over the January break so as not to miss a meeting. I have been impressed by the dedication they have shown, even in the midst of disagreement, and I want to commend them for it.

Our efforts have focused so far on the following aspects of our task—1) information collection to learn what is happening and what works on other campuses; (2) development of goals; (3) discussion of possible program models and the feasibility of each; (4) identification of resources to be developed in order to assure appropriate follow-up and implementation; and (5) discussion of ways to ensure attendance at whatever program we design. We have not yet attempted to address the issue of program content, except with the sketchiest brush, so I think it fair to say that we are still very much in the middle of this process.

1. Information

In the process of information collection, what have we learned? Among other things, we learned that the issue of racial/cultural awareness on campus is a national problem and that schools across the country are grappling with the same issues we are: For example:

—The University of California at Santa Barbara has developed an impressive "Educational Program to Increase Racial Awareness" with the acronym (EPIRA) whose goal is to promote a campus environment which values the enrichment brought by a culturally and ethnically diverse population of students, faculty and staff. EPIRA provides a series of racial awareness workshops/discussion groups/seminars which are conducted in every setting on campus, including residential settings, meetings of student organizations, staff meetings and departmental meetings. They use as a stimulus a video library which they have either

produced and/or purchased. Their program, which is voluntary, has reached more than 2500 people on campus since it began in 1987. Their videos have won national awards including a medal from the Center for the Study and Advancement of Education.

—At the University of Michigan, the Liberal Arts and Sciences faculty is currently debating whether a course on racism, recently approved, should be made mandatory for all incoming students.

—The University of Delaware this year made combatting racism its chief priority, training each staff member and holding programs during freshman orientation which focused on the video, "Racism 101." Faculty members facilitated follow-up discussions.

—Penn State University has developed and disseminated a management model for handling what they have called "acts of intolerance" on college campuses.

—Smith College has developed special workshops and seminars for first year students on issues of racism.

—The University of Wisconsin in its well-publicized Madison Plan proposes, among many other things, to establish a multicultural center and to create an enriched orientation program for new students to make the campus more "user friendly."

—At the University of Massachusetts at Amherst, a report by the Chancellor's "Commission on Civility in Human Relations" notes that discussion sections of social issues courses should be taught in residential settings and that those settings should be enhanced to attract faculty to teach within them.

—At Oklahoma State University, a recent report from the President's Special Task Force for Better Racial Understanding, recommends the development of positive cultural/racial awareness programs that encourage dialogue and exchange of ideas.

—Oberlin College has shared with us a valuable compendium of consultants, audio/visual aids and providers of workshops.

—We have been contacted by a number of firms interested in producing videos or other documentary material for us.

I could go on; the list of information has been extensive and we have not yet fully explored it.

2. Program goals

The goals of the program emerged after a considerable period of discussion. They are:

a. To provide some kind of common experience for freshmen to increase their understanding of behavioral expectations at Penn and the consequences of misconduct;

b. To increase sensitivity to diversity,

c. To develop a basis for community-building within our residential academic communities; and

d. To ensure that the University's judicial systems respond swiftly and firmly to violations of conduct standards, including those that relate to harassment and victimization.

I should note that we targeted freshmen for this program because over four years, we will reach most undergraduates and, in addition, first year students should have this information as soon as possible.

3. Possible program models and their feasibility

The Committee discussed a variety of program models, including the model of a 12-week seminar, 2 hours each week, presented to Council by the Students for Racial Education in November. We also considered a model that was completely residentially-based within the freshman houses, and a variety of other models that included combinations of lectures and discussion groups both within and outside residential settings. We concluded, and this was an area around which the entire committee reached consensus, that the best model for our purposes should take the form of a one-day retreat—or common freshman experience—during new student orientation—on Labor Day, followed during the course of the semester by a series of programs to be offered within each residential community. This model had for us intrinsic merit: it offered a way to bring a large number of new students together to hear and discuss necessary information at a critical time in their transition to Penn, and it linked that effort to the community building which would take place in their freshman communities. Unlike the other models, it also seemed workable—difficult perhaps, but not fraught with the enormous logistical difficulties of some of the alternatives.

We agreed that a critical portion of the retreat should focus on

behavioral expectations and conduct, exploring in depth the policies that govern conduct on campus including misconduct that relates to bias of race, religion, gender and sexual orientation, and the sanctions that can be imposed if these policies and expectations are violated. Also discussed, although not yet in great depth, was the opportunity to include conduct that relates to issues of academic integrity, respect for other's views within an academic community, open expression, and what it takes to live within a residential academic community.

Although we explored the possibility of taking new students off campus, that is, outside of Philadelphia, for a retreat, cost factors will probably mandate that it be conducted on-campus, or at least in one of the nearby facilities.

The committee has also agreed that swift corrective action must be taken against those who violate University policy and infringe upon the rights of others within their community. A subcommittee has been set up to examine our current residential procedures and recommend changes in residential judicial policy to ensure prompt and just response.

4. Follow-up and identification of additional resources

Although the committee has not explored in great detail the content of follow-up programs, they have considered as potential programmatic material, lectures, discussions, panels, films, videos, field trips, house community service projects, plays and docudramas, to offer just a few ideas. The intent would be to assure a wide range of perspectives and a free and open exchange of ideas.

We have also discussed the creation of a new student position as part of each House's Resident Advisor team, a position which we have called a Human Relations Advisor, an HRA, whose role it would be to help each freshman community develop its follow-up programs, to be trained to help facilitate discussions, and to help to defuse difficult situations when they occur. These HRA's could meet regularly with each other, across house boundaries, to share strategies of what works and to reach out to their other student communities, whether undergraduate or graduate, to extend the reach of these programs beyond the freshman houses and thereby respond to the mandate within the Council resolution, to reach out and include all students.

5. Ways to ensure attendance at program

The Committee has spent a significant amount of time debating the question of whether such a program should be mandatory and if mandatory, whether there should be negative sanctions for those who do not attend. *Committee members uniformly agree that the University should communicate clearly its expectation that every new student will participate in this orientation program.* A significant majority of committee members support the establishment of negative sanctions to enforce attendance. An even larger majority of members support the utilization of positive incentives to reward attendance, and I should note that these two concepts are not mutually exclusive. Many of those who support negative sanctions do so because they believe such a program will not be effective if it cannot be assured of reaching everybody and that students, given the choice, will not attend. Many of those who support positive incentives believe that the creation of a positive environment will make new students more receptive to the information and expectations conveyed.

C. Next Steps

As a committee, we still have much work to do. We wish to hear now from consultants who can advise us on what strategies work best and we plan to invite some to speak with us. In addition to the subcommittee already addressing behavioral sanctions, we must form subcommittees to deal with the following aspects of the program:

1. to plan the retreat, both in terms of content and logistics.

2. to identify facilitators for the retreat and follow-up programs.

3. to develop additional programmatic resources for the follow-up programs.

4. to work out the role and the training of the human relations advisor within the freshman/house community.

We must also find ways to seek additional advice from the University community, and particularly from faculty and students who may not be represented on the committee, as to the feasibility of our proposed model and the best ways to ensure that it will have the effect of improving human relations and diversity awareness in the University community.

From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, *Almanac* gleans those actions reflecting movement into or within the Standing Faculty. This includes new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointment sometimes includes movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _____ at (affiliated institution)." The following list shows actions from Trustees' minutes of June 3, 1988 through December 16, 1988, representing actions approved at Provost's Staff Conferences leading up to those meetings. Actions marked (●) involve additions to the tenured ranks through appointment, promotion, or conversion.

Appointments and Promotions in the Standing Faculty, 1988-89

School of Arts and Sciences

Appointments

Dr. Daniel Bivona as Assistant Professor of English.

● Dr. Kevin Brownlee as Professor of Romance Languages.

● Dr. Marina S. Brownlee as Professor of Romance Languages.

Dr. David W. Christianson as Assistant Professor of Chemistry.

Dr. Sara A. Dillon as Assistant Professor of Oriental Studies.

Dr. James F. English as Assistant Professor of English.

Dr. Clark L. Erickson as Assistant Professor of Anthropology.

Dr. Larry Gladney as Assistant Professor of Physics.

Dr. Lynda Hart as Assistant Professor of English.

Dr. Richard D. Janda as Assistant Professor of Linguistics.

Dr. Ellen Kennedy as Associate Professor of Political Science.

Dr. Terry F. Kleeman as Assistant Professor of Oriental Studies.

● Dr. Friedrich V. Kratochwil as Associate Professor of Political Science.

Dr. Robin Leidner as Assistant Professor of Sociology.

Dr. Antonio McDaniel as Assistant Professor of Sociology.

● Dr. Walter A. McDougall as Professor of History.

Dr. Elisa New as Assistant Professor of English.

Dr. Nadezhda L. Peterson as Assistant Professor of Slavic Languages.

Dr. James Primosch as Assistant Professor of Music.

Dr. Lawrence C. Rome as Assistant Professor of Biology.

Dr. David S. Roos as Assistant Professor of Biology.

Dr. Randi Ryterman as Assistant Professor of Economics.

Dr. Pekka K. Sinervo as Assistant Professor of Physics.

Dr. Victoria A. Smith as Assistant Professor of Sociology.

● Dr. Hugo F. Sonnenschein as Professor of Economics.

● Mr. Peter Stallybrass as Professor of English.

Dr. Gregory A. Voth as Assistant Professor of Chemistry.

● Dr. Liliane Weissberg as Associate Professor of Germanic Languages and Literatures.

Dr. Arjun G. Yodanis as Assistant Professor of Physics.

Dr. Yael Zerubavel as Assistant Professor of Oriental Studies.

Promotion

Dr. Victor H. Mair to Professor of Oriental Studies.

Chair designations*

Dr. Alan Filreis as the Esther K. and N. Mark Watkins Assistant Professor of English.

Dr. John McCoubrey as the James and Nan Farquhar Professor of History of Art.

Dr. Charles Rosenberg as the Janice and Julian Bers Professor of History and Sociology of Science.

Dr. Hugo F. Sonnenschein as the Thomas S. Gates Professor.

Changes

Dr. Drew Faust to History.

Dr. Neil Leonard to History.

Graduate School of Education

Appointments

Dr. Marilyn Cochran-Smith as Assistant Professor of Education.

Dr. John W. Fantuzzo as Associate Professor of Education.

● Dr. Joan Goodman as Associate Professor of Education.

Promotions

Dr. Daniel A. Wagner to Professor of Education.

Dr. Nessa Wolfson to Professor of Education.

School of Engineering and Applied Science

Appointments

Dr. Gregory M. Provan as Assistant Professor of Computer and Information Science.

● Dr. Mark J. Steedman as Associate Professor of Computer and Information Science.

Graduate School of Fine Arts

Promotion

Dr. Stephen L. Feldman to Professor of City and Regional Planning.

The Law School

Appointments

Ms. Lani Guinier as Associate Professor of Law.

● Mr. Howard Lesnick as Professor of Law.

● Mr. Bruce H. Mann as Professor of Law.

*Not all recent SAS chair designations took place in the period covered here.

● Ms. Elizabeth Warren as Professor of Law.

Promotion

● Mr. Gerald L. Neuman to Associate Professor of Law.

Chair designation

● Mr. Stephen J. Morse as Ferdinand Wakeman Hubbell Professor of Law.

School of Medicine

Appointments

Dr. Patrick J. Bennen as Assistant Professor of Medicine.

Dr. Charles L. Bevins as Assistant Professor of Pediatrics.

Dr. Daniel Brokoff as Assistant Professor of Medicine.

Dr. Peter E. Callegari as Assistant Professor of Medicine.

Dr. Dev P. Chakraborty as Assistant Professor of Radiologic Physics in Radiology.

Dr. Arnold W. Cohen as Associate Professor of Obstetrics and Gynecology at HUP.

Dr. Alicia M. Conill as Assistant Professor of Medicine.

Dr. Donald C. Dafoe as Associate Professor of Surgery.

Dr. Harold I. Feldman as Assistant Professor of Medicine.

Dr. John R. Forehand as Assistant Professor of Pediatrics.

Dr. Robert M. Friedman as Assistant Professor of Obstetrics and Gynecology.

Dr. Howard Frumkin as Assistant Professor of Medicine.

Dr. Steven Galetta as Assistant Professor of Neurology.

Dr. David Gordon as Associate Professor of Pediatrics.

Dr. Trevor R. Hadley as Associate Professor of Psychology in Psychiatry at HUP.

Dr. Paul B. Heller as Assistant Professor of Obstetrics and Gynecology.

Dr. James C. Huhta as Professor of Pediatrics at CHOP.

Dr. Richard I. Markowitz as Associate Professor of Radiology at CHOP.

Dr. Michael D. McGonigal as Assistant Professor of Surgery.

Dr. Peggy Smith Monahan as Assistant Professor of Pediatrics.

Dr. Munir Ahmad Nazir as Assistant Professor of Obstetrics and Gynecology.

Dr. Elizabeth A. Patterson as Assistant Professor of Radiology.

Dr. Daniel Portnoy as Assistant Professor of Microbiology.

Dr. Charles H. Rhodes as Assistant Professor of Pathology and Laboratory Medicine.

Dr. Anthony L. Rostain as Assistant Professor of Psychiatry at the Philadelphia Child Guidance Clinic.

Dr. Patrick M. Stafford as Assistant Professor of Radiation Physics in Radiation Oncology.

Dr. Joel Streim as Assistant Professor of Psychiatry.

Dr. Theodore T. Tsaltas as Assistant Professor of Obstetrics and Gynecology.

Dr. Felix W. Wehrli as Professor of Radiologic Science in Radiology at HUP.

Dr. William V. Williams as Assistant Professor of Medicine.

Dr. Michael B. Zlatkin as Assistant Professor of Radiology.

Reappointments

Dr. Marc J. Bloom to Assistant Professor of Anesthesia at HUP.

Dr. William G. Kussmaul to Assistant Professor of Medicine at HUP.

Dr. Edward E. Schweizer to Assistant Professor of Psychiatry at HUP.

Dr. Gail B. Slap to Assistant Professor of Medicine at HUP.

Dr. Rosemary K. Sokas to Assistant Professor of Medicine at HUP.

Promotions

Dr. Janet L. Abraham to Associate Professor of Medicine at HUP.

Dr. Maurice F. Attie to Associate Professor of Medicine at HUP.

Dr. Judy C. Bernbaum to Associate Professor of Pediatrics at CHOP.

Dr. Jack A. Elias to Associate Professor of Medicine.

● Dr. Ruben C. Gur to Professor of Psychology in Psychiatry.

Dr. Jerry C. Johnson, Jr. to Associate Professor of Medicine at the Veteran's Administration Medical Center and HUP.

Dr. Jeffrey A. Kant to Associate Professor of Pathology and Laboratory Medicine at HUP.

Dr. Warren K. Laskey to Associate Professor of Medicine at HUP.

Dr. Francis E. Marchlinski to Associate Professor of Medicine at HUP.

Medicine continued next page

ALMANAC February 14, 1989

Medicine continued

Dr. Gerd Muehllehner to Professor of Radiologic Physics in Radiology.

Dr. Irving Nachamkin to Associate Professor of Pathology and Laboratory Medicine at HUP.

Dr. Russell C. Raphael to Professor of Anesthesia at CHOP.

Dr. Donald H. Rubin to Associate Professor of Medicine at the Veteran's Administration Medical Center.

Dr. Francis H. Sterling to Professor of Medicine at the Veteran's Administration Medical Center.

● Dr. Brian L. Strom to Associate Professor of Medicine.

Dr. George H. Talbot to Associate Professor of Medicine at HUP.

Chair Designations

Dr. Mark E. Josephson as the Robinette Foundation Professor of Medicine.

● Dr. Michael A. Zasloff as the Charles E. H. Upham Professor of Pediatrics.

● Dr. David E. Longnecker as the Robert Dunning Dripps Professor of Anesthesia.

Dr. Larry W. Stephenson to the J. William White Professor of Surgical Research.

Changes

Dr. Martin D. Cheate to Assistant Professor of Psychology in Orthopaedic Surgery at HUP.

Dr. W. Clark Hargrove, III to Assistant Professor of Surgery.

Dr. Mary Catherine Harris to Assistant Professor of Pediatrics at CHOP.

Dr. James A. O'Neill as the C. Everett Koop Professor of Pediatric Surgery.

Dr. William C. Steinmann to Assistant Professor of Medicine at HUP and the Veteran's Administration Medical Center.

School of Nursing

Promotion

Dr. Joanne Disch to Associate Professor at the School of Nursing.

School of Veterinary Medicine

Promotions

Dr. Charles E. Benson to Professor of Microbiology in Pathobiology.

Dr. David H. Knight to Professor of Cardiology in Clinical Studies.

Wharton School

Promotion

Dr. Peter Linneman to Professor of Finance.

Chair Designation

Dr. Jack M. Guttentag as the Jacob Safra Professor of International Banking.

Intergroup Awareness Grants for Students

The Interfaith Council at Penn will provide grants of \$150 to \$550 for student-initiated projects on increasing racial, ethnic, religious, sexual sensitivities and awareness between members of this community. The Council is especially interested in projects that find different groups working and planning with each other. Grant applications can be obtained at:

Hillel, 202 S. 36th St.

Christian Association, 3601 Locust Walk

Neuman Center, 3720 Chestnut

Office of the University Chaplain, 3700 Spruce St.

A committee made up of representatives from each of the religious foundations, the University Chaplain, students, faculty and staff will judge proposals, which will be reviewed as received.

Training and Development Opportunities

The Office of Human Resources/Training and Organizational Development has sent out its spring brochure of programs offered between now and June for support staff, administrators, supervisors and managers.

There are more than 50 training and professional development programs including *Employee Information Retrieval*, a new program for those who must generate reports or analyze information on the staffing in their areas. This workshop covers extracting Personnel/Payroll information from the mainframe to a personal computer. Another new offering for administrators, supervisors and managers is *The Art of Attracting and Maintaining Customers and Clients*.

Valuing Diversity, a new three-part video series which focuses on 1) Managing Differences, 2) Diversity at Work and 3) Communication Across Cultures, will show specific situations that cause conflict and how they can be better handled.

The brochure lists general career guidance programs as well as specific training offered by units such as Business Services, Computing Resource Center, the Comptroller's Office, Environmental Health and Safety, Library Services, Radiation Safety and the Treasurer's Office.

Pre-registration is required for all courses. All Noon-Time and some Professional Development programs are free of charge; the balance require a charge to the department however individual staff are never charged for program participation. For more information call Ext. 8-3400.

Penn Works: February 23

The second annual Penn Works information fair will be held Thursday, February 23, from 11 a.m. to 2 p.m. in Bodek Lounge, Houston Hall. Sponsored by the Office of Human Resources, the fair will feature about 30 tables with an assortment of fact sheets, brochures and other handouts pertaining to career planning and development for University staff members.

Employment Office Manager Frank Jackson encourages staff to bring a copy of their resume for a free critique. He said that about 500 people are expected to attend Penn Works.

Update

FEBRUARY AT PENN

CHILDREN'S ACTIVITIES

Discovery Program; Saturday classes for academically gifted students in kindergarten through twelfth grade. Course listing and registration information: Ext. 8-6763.

ONGOING

14 Faculty Club Open House; 5-7 p.m., Main Lounge. Complimentary punch and hors d'oeuvres, Don Raphael at piano. *Every Tuesday, Wednesday, and Thursday* (Faculty Club).

15 Turkish Conversation Group; 2:15 p.m., Lounge, 8th Floor, Williams Hall. *Every Wednesday* (Middle East Center).

17 Arabic Conversation Group; 2 p.m., Lounge, 8th Floor, Williams Hall. *Every Friday* (Middle East Center).

ON STAGE

16 Arts House Dance Company; Annenberg School Theatre. Information: Ext. 8-7038. *Also February 17 and 18.*

Yonder Window Breaks; Quadramics presentation; Auditorium, Houston Hall. Information: Ext. 8-7038. *Also February 17 and 18.*

True West; Arts House Theatre presentation; Rathskellar, High Rise East. Information: Ext. 8-7038. *Also February 17 and 18.*

Richard II; Theatre Arts Program; Studio Theatre, Annenberg. Information: Ext. 8-7382. *Also February 17 and 18.*

17 R-rated Hypnotist Frank Santos; comedy; 9 p.m., Irvine Auditorium. Tickets: \$5 at door and on Locust Walk (Ware College House).

TALKS

15 Talk by Artist Avigdor Arikha; 6 p.m., Lecture Room B-3, Meyerson Hall (Department of Fine Arts).

16 Insulin Action and Protein Phosphorylation; Ora Rosen, Sloan Kettering Cancer Center, noon, Room 404, Anatomy-Chemistry Building (Department of Biochemistry and Biophysics).

Basic FGF: Synthesis, Storage, and Oncogenic Potential; Michael Klagsbrun, Children's Hospital, Harvard Medical School; 4 p.m., Auditorium, Wistar Institute (Wistar Institute).

The Rise of the Turks and the Age of the Crusades; Ulku Bates, department of art history, Hunter College; 4 p.m., West Lounge, Williams Hall (Middle East Center).

Poetics of Listening; Paolo Portoghesi; 6:30 p.m., Basement, Meyerson Hall (GSFA Student Lecture Series).

17 New Aspects of Basal Ganglia Function Revealed by Immunohistochemistry and in Situ Hybridization Histochemistry; Marie-Francoise Chesselet, department of pharmacology and anatomy, Medical College of Pennsylvania

(continued next page)



Annenberg Center celebrates a decade of presenting quality programming for young audiences as its Theatre for Children Series enters its tenth season. February 24 and 25, Mermaid Theatre presents Rudyard Kipling's *Just So Stories*. Actors use masks and puppets designed from bamboo, wicker, raffia and rope in the telling of four whimsical tales about how animals lived when the world was new. Performance times are Friday at 10 a.m. and 12:30 p.m. and Saturday at 11 a.m. and 2 p.m. Tickets are \$6 (orchestra) and \$5 (balcony). For information call Ext. 8-6791.

Update

(continued from page 7)

TALKS continued

nia; noon, Pharmacology Seminar Room, Mezzanine Suite 100-101, John Morgan Building (Department of Pharmacology).

The Expression of Alveolar Epithelial Cell Antigens in Fetal Lung; Mary C. Williams, C.V.R.I., San Francisco; 12:15 p.m., Room 1, John Morgan Building (Institute for Environmental Medicine).

New Thinking and Soviet Politics; Kathleen Quinn, department of international relations; 3:30 p.m., Anspach Lounge, Stiteler Hall (Political Science and International Relations).

20 *Amish, Mennonites, and Brethren in the Quandary of Modernity*; Donald B. Kraybill, department of sociology, Elizabethtown College; 4:30 p.m., International House (International House).

21 *Vesicle-Microtubule Interactions During Fast Axoplasmic Transport*; Susan P. Gilbert, department of molecular and cell biology, Pennsylvania State University; 1 p.m., Library, Fourth Floor, Richards Building (Institute for Environmental Medicine).

Penetration of Grain Boundaries by Liquids; Tom Shaw, IBM; 3:30 p.m., Auditorium, LRSM Building (Department of Materials Science and Engineering).

Excitation and Secretion at Vertebrate Nerve Terminals: Optical Studies with and without Voltage-Sensitive Dyes; 4:15 p.m., Room 140, John Morgan Building (David Mahoney Institute of Neurological Sciences).

State and Society in the Ottoman Empire Classical Age; Yahya Tezel, faculty of political science, Ankara University, and visiting fellow, Cambridge University; 5 p.m., West Lounge, Williams Hall (Middle East Center).

Design with DNA; Richard Haag, landscape architect; 6:30 p.m., Basement, Meyerson Hall (GSFA Student Lecture Series).

22 *Orientalism's Bondage*; Gyan Prakash, Princeton University; 11 a.m., Classroom 2, University Museum (South Asia Regional Studies Lectures).

Centralization vs. Decentralization of Computing Resources; Haim Mendelson, University of Rochester; 11 a.m.-noon, Room 236, Houston Hall (Center for Communications and Information Science and Policy).

Moral Foundations of Constitutional Thought; Graham Walker, department of political science; 4 p.m., Room B-30, Stiteler Hall (International Relations and Committee on Constitutional Theory).

Reading and Lecture by A.R. "Pete" Gurney; novelist-playwright is joined in dramatic readings by actress Holland Taylor of *The Cocktail Hour* cast; 4 p.m., Lecture Room 17, Logan Hall (SAS and PEN American Center, New York).

The Tall Building: Its Impact on Cities and on Kohn Pederson Fox; Eugene Kohn, architect; 6:30 p.m., Basement, Meyerson Hall (GSFA Student Lecture Series).

Department of Public Safety Crime Report

This report contains tallies of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between February 6 and February 12, 1989.

Total Crime: Crimes Against Persons-1, Burglaries-5, Thefts-23, Thefts of Auto-1, Attempted Thefts of Auto-0

Date	Time Reported	Location	Incident
Crimes Against Persons			
02-09-89	6:35 PM	Grad B Tower	3 officers assaulted while making an arrest.
34th St. to 36th St., Spruce St. to Locust Walk			
02-06-89	11:07 AM	Williams Hall	Arrest/male stealing wallet.
02-06-89	12:07 PM	Logan Hall	Arrest/male stealing knapsack.
02-08-89	4:58 PM	Houston Hall	Student film-flammed.
02-09-89	6:17 PM	Houston Hall	Secured bike taken from rack.
02-11-89	1:59 PM	Houston Hall	Wallet taken from customer in card shop.
02-11-89	1:50 PM	Houston Hall	Wallet taken at front door by unknown male(s).
02-12-89	2:25 PM	Houston Hall	Unattended knapsack taken from 2nd floor.
36th St. to 38th St., Walnut St. to Market St.			
02-06-89	10:11 PM	Gimbel Gym	Unattended wallet take from sidelines.
02-07-89	9:12 PM	Gimbel Gym	Wallet taken from sidelines of court.
02-09-89	6:35 PM	Grad B Tower	See entry listed above under crimes against persons.
02-10-89	10:55 PM	Gimbel Gym	Jacket with Penn ID and other personal items taken.
02-12-89	8:13 PM	Gimbel Gym	Coat/wallet/contents stolen while unattended.
32nd St. to 33rd St., South St. to Walnut St.			
02-08-89	3:09 PM	Rittenhouse Lab	Secured bike taken from rack.
02-09-89	7:24 PM	White Trng. House	Coat taken from table.
02-11-89	9:08 PM	Franklin Field	Cash taken from two wallets in weight room.
38th St. to 40th St., Baltimore Ave. to Spruce St.			
02-09-89	9:51 AM	Veterinary Hospital	Arrest/male stealing purse.
02-11-89	2:36 AM	Alpha Epsilon Pi	Leather coat and gloves taken at party.
02-12-89	2:58 AM	Delta Kappa Epsilon	Unattended jacket taken from party.
36th St. to 37th St., Spruce St. to Locust Walk			
02-06-89	10:43 AM	Steinberg/Dietrich	Computer keyboard cut/nothing taken.
02-09-89	9:20 AM	Psi Upsilon	Elk head taken from room.

Safety Tip: Every time you leave a door open or unlocked, you are leaving an open invitation to a criminal. Remember, you are the first line of defense against crime.

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.
Reported crimes against persons from 12:01 a.m. 01-30-89 to 11:59 p.m. 02-05-89.

Total: Crimes Against Persons-8, Aggravated Assault/gun-1, Robbery/gun-2, Robbery/knife-2, Robbery/strongarm-1, Purse Snatch-2, Arrests-1

Date	Location/Time Reported	Offense/weapon	Arrest
01-30-89	600 University Ave., 12:10 PM	Robbery/gun	No
01-31-89	400 S. 40th St., 11:30 AM	Robbery/strongarm	Yes
01-31-89	4200 Walnut St., 9:00 PM	Robbery/knife	No
02-01-89	4700 Baltimore Ave., 8:05 PM	Robbery/knife	No
02-01-89	3400 Spruce St., 2:10 PM	Purse Snatch	No
02-01-89	4801 Greenway Ave., 8:05 PM	Robbery/gun	No
02-04-89	4800 Walnut Ave., 12:35 AM	Purse Snatch	No
02-04-89	3900 Sansom St., 3:39 AM	Aggravated Assault/gun	No