

Almanac

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Baruch Blumberg



Jerre Mangione

Governor's Awards

Of this year's three Pennsylvania Governor's Awards for Excellence, two will go to Penn faculty—the award in the Humanities to Emeritus Professor Jerre Mangione, and the award in Sciences to Nobel Laureate Baruch S. Blumberg. (The third, in the Arts, will be presented to the Philadelphia Orchestra's Riccardo Muti when Governor Robert P. Casey makes the awards May 2 in Harrisburg at the Capitol Rotunda.)

For Professor Mangione, the award coincides with the sixth American edition of his first book, *Mount Allegro*, now as a Harper and Row Perennial Library /Paperback. The 1943 publication of Mangione's family memoir of Italian immigrant life in Rochester (where the old neighborhood has now been named Mount Allegro in honor of the book) launched a writing career that is still in progress (since 1981 he has been at work on a massive history of the Italian-American experience since 1880). Joining Penn in 1961, Professor Mangione helped establish the English Department's writers' program, and later the interdisciplinary Italian Studies Center, while publishing another ten books of fiction and non-fiction. Among the best-known are his definitive history of the Federal Writers Project, *The Dream and the Deal*, *A Passion for Sicilians*; *Reunion in Sicily*; and *An Ethnic at Large: A Memoir of America in the Thirties and Forties*. Named Commendatore by the Italian government in 1971, Professor Mangione has an honorary degree from Penn among many other honors.

Dr. Blumberg, University Professor of Medicine and Anthropology and vice president for population oncology at Fox Chase Cancer Center, won the Nobel Prize in 1976 for studies that identified the basic mechanism in hepatitis B and related diseases. After joining the faculty as associate professor of medicine in

(continued next page)

Black Resource Center: Allen Green

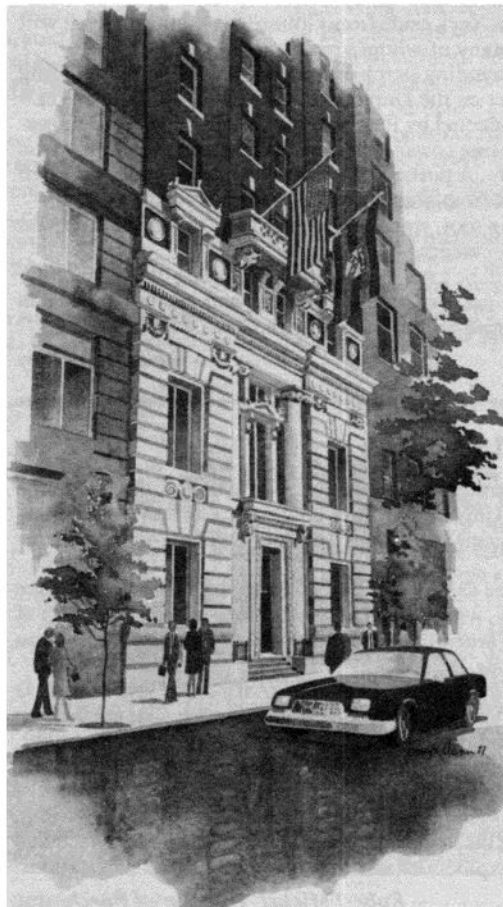
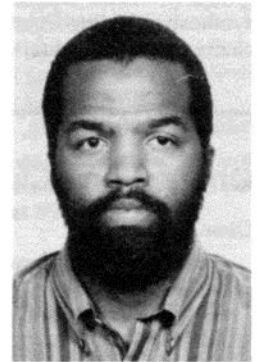
Dr. Allen J. Green (*right*), who has been faculty master of W.E.B. DuBois College House since 1986, will be the founding director of the Black Resource Center scheduled to open this summer at Penn.

The Center, which will serve faculty and staff as well as students, will be located at 3537 Locust Walk.

A winner of two Fulbright Fellowships and a National Fellowship Fund award from Ford, Allen Green came to Penn in 1984 as a Fountaine Pre-doctoral Fellow in history, teaching and counseling students here, at Bryn Mawr and at Haverford while completing his Ph.D. in history at UCLA (awarded 1986). He had taken his B.A. in black studies and political science at Luther College and his M.A. in African history at the University of Dar es Salaam in Tanzania.

At Penn his varied posts have included lecturer in history, research fellow in Afro-American studies, coordinator of African resources and curriculum, and faculty director of the Penn-in-Ibadan program in Nigeria.

Since 1986 he has also been a consultant/instructor in the PATHS (Philadelphia Alliance for the Teaching of Humanities in the School) program, working on a world history curriculum project for Philadelphia high schools. In addition, he has been a guest lecturer at the Institute of African Studies at the University of Ibadan, taught African history at Rutgers, and conducted research on black migrations as part of an African-American Museum project on folklore and folklife in Philadelphia.



Penn Club in Manhattan

The 12-story building at 30 West 44th Street that will become Penn's New York home-away-from home is a distinguished building on a distinguished block in the "club district" of midtown Manhattan. Built between 1900 and 1901 as the Yale Club, the brick-and-limestone structure with its 50-foot frontage faces the Harvard Club by Warren and Wetmore, near McKim Mead and White's much-admired New York Yacht Club. The future Penn Club was designed by Yale alumni Tracy ('90) and Swartwout ('91), who were with McKim Mead before going on their own. They later won the AIA gold medal for work including the Yale Art Museum, which was expanded in the 'seventies by Penn's Louis Kahn.

New York Architect David Paul Helpern has been commissioned to restore and renovate the \$15 million property, which has most recently been the home of Touro College. When completed in fall 1991 it is to have guest rooms, dining and meeting places, reading and game rooms, and fitness facilities including a squash court—funded by alumni donations drawing on the largest Ivy alumni body in New York (except Columbia's). But the faculty, students and staff can also use it; see President Hackney's letter, page 2.

SENATE

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair David P. Balamuth or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Action Taken by the Senate Executive Committee Special Meeting Wednesday, March 22, 1989

The meeting was devoted to discussion of the interim reports of the Provost's ten working groups (*Almanac Supplement* February 28, 1989). SEC asked the Chair of the Faculty Senate to synthesize the important points from the minutes of the meeting and communicate these to the chairs of the individual working groups and to the Provost.

From the President

On the Penn Club in New York

Dear Colleagues:

Penn faculty, staff, students and alumni will have a place to call home in New York City by the fall of 1991.

The Trustees have approved the purchase of a property at 30 W. 44th Street for a clubhouse that will be renovated during the next two years and outfitted with guest rooms, athletic facilities, a library, a rathskeller, a formal dining room and meeting rooms.

The area near Grand Central Station, known as Clubhouse Row, is already home to the clubs of Harvard, Princeton, Yale, the New York Bar Association and the Yacht Club. Cornell is currently renovating a building in this area for its clubhouse.

Led by Chairman of the Board of Trustees Chairman Alvin Shoemaker, along with several New York alumni, the search for a Penn Club came to fruition recently when Touro College offered to sell its building to Penn for \$15 million, well below market value due to a government lien on the property.

The Penn Club will serve the entire Penn family, from the student who needs a place to rest between job interviews, to the professor who is lecturing or conducting research in New York. Faculty and staff will be afforded special membership rates at the Club. It will also serve New York-based alumni, the largest Ivy alumni group in New York aside from Columbia. Additionally, it will be a great convenience to out-of-town alumni, many of whom visit New York City.

It is our expectation that the entire project, including purchase and renovation of the building and ongoing operating costs, will have no impact on the University's annual operating budget.

According to a financial feasibility study conducted by Peat Marwick Main and Co., membership dues will sufficiently cover the annual operating costs, including the debt amortization on the purchase, without the need for University subsidy. A portion of the purchase cost will come from an investment by Penn's endowment fund. Gifts from alumni will provide for renovation.

The clubhouse will be a valuable fund-raising tool, since it will enable us to maintain a Penn connection once people are in their professional careers.

But beyond its charitable function, the Club will be a major influence in keeping the Penn family together. It will be a place to meet old friends, network with new ones, and rekindle the Penn experience. Please view it as your home away from home in New York City.

—Sheldon Hackney

Caveat Emptor: Telephone Solicitations

During the past several months, many departments have been receiving calls from telephone solicitors who misrepresent themselves as being University approved suppliers or having Purchasing Department approval to contact campus personnel regarding the ordering of copier supplies or office supplies.

These calls often come from California and the callers are happy to ship supplies to your office without a Purchase Order number. Unfortunately, what you usually will receive is merchandise of inferior quality, quantities in excess of what was ordered, and pricing that is much higher than you would pay if ordered from local approved sources.

We would like to emphasize that, at the present time, *no University-approved vendor is soliciting orders via telephone*. Accordingly, if you should receive calls from anyone asking you for an order or for approval to ship material, or claiming they are an approved University supplier, you can expect it to be a misrepresentation. If you receive such a call, do not commit to take any material and simply transfer the call to Purchasing at 898-4150.

If you should receive a shipment from such a vendor, *immediately* notify the vendor in writing, with a copy to Purchasing, that you are returning the material for full credit. Please be advised that Purchasing will not process, and will return, all requisitions issued to cover telephone solicitations.

—Robert Michel, Director of Purchasing

Governor's Awards (from page 1)

1964, he developed the interface with anthropology and was teaching anthropology and medicine in SAS when the Prize was awarded for a research breakthrough made during field studies with Australian aborigines. A world figure in research and teaching, he has received 18 honorary degrees. Recently he adopted television as a teaching tool, acting as host of the PBS documentary *Plagues* that traced for lay audiences the history of epidemics while analyzing current diseases such as flu and AIDS.

Dr. Blumberg, who holds a doctorate in biochemistry from Oxford and is a member of the Royal College of Physicians, will take office later this year as Master of Balliol, the first American ever to head an Oxford college.

Opinions on University Life?

Members of the President's Committee on University Life will hold regular "Office Hours" every Wednesday, now through April 26, to enable faculty, staff and students to share their opinions with the Committee. Hours are 9 a.m.-10:30 a.m., March 29 and April 5, 12, 19 and 26 in the Friars Conference Room, Undergraduate Admissions Office, College Hall.

Search Committee for ICA

Judith Tannenbaum, assistant director of the Institute for Contemporary Art, has been named acting director while a search is conducted for a successor to Janet Kardon. Ms. Kardon, the ICA's director since 1979, will become head of the American Craft Museum in New York City effective April 7.

Serving on the search committee, which begins its work immediately, are Susan Ravenscroft, *Chair*; Diane Karp, Daniel Dietrich, II, Mrs. Burton Korman, Herbert W. Leonard, and Dean Claire Fagin, all of whom are on the ICA Advisory Board: Dr. Christine Poggi, assistant professor of history of art in SAS; and Rick Nahm, vice president for development and University relations.

ACE-NIP: Women as Change Agents

Registration forms are available from Deborah Gould of Career Planning and Placement (Ext. 8-4827) for a one-day conference on *The Change Process in Higher Education: Women as Change Agents* at Villanova Friday, April 14. The conference, part of the American Council on Education's National Identification Program for the Advancement of Women in Higher Education Administration, has a keynote speech by Trinity College President Janice E. Ryan, followed by workshops on skills, styles and credentials. The cost is \$50.

Penn's institutional representative to the ACE-NIP project is Dr. Valerie Cade of the President's and Provost's Offices. On the state planning committee are Ms. Gould and Gail Vogels of Placement. Kristin Davidson of Nursing and Psychologist Judith Katz serve as advisors.

Ivy Day Correction: The date is May 20, not May 19 as given to *Almanac* for publication in the March 21 issue.—K.C.G.

The Center for the Study of Aging periodically commissions a George M. Urman Memorial Essay, which appears in the Center's Newsletter. The most recent Urman Memorial Essay, by Penn's former provost and longtime John Rhea Barton Professor of Surgery, touches on an issue now being studied by the President and Provost's Task Force on Retirement, set up in response to the federal uncapping of the retirement age. Almanac is grateful to the author, to Lorraine Hanaway as editor and to Dr. Vincent J. Cristofalo as director of the Center, for permission to reprint the essay from the Winter number. Comment from other members of the University will be welcome.—Ed.

Will Tenure Obligations Permit a Flexible Retirement Age?

by Jonathan E. Rhoads, M.D.

When asked to address the subject of mandatory retirement, I naturally reflected on why I should be singled out to comment. An obvious reason is that I am approaching the age of 82 and am not yet emeritus as Professor of Surgery though I gave up major surgery shortly after I was 80. Another possible reason is that at the end of the three and a half years I served as Provost, there was a restatement of retirement rules which I had worked on with members of the faculty and with which I felt reasonably satisfied at the time. Since then there have been significant changes by the federal government, which has taken the point of view that age alone should not be a criterion for termination of employment. It is my understanding that there are exceptions in this legislation in the case of faculty appointments in colleges and universities where positions frequently carry tenure, i.e., and obligation of the institution to continue full salary until retirement.

Given the space limitations, one must be succinct and these comments will be divided into three parts. First, the problem will be looked at from the standpoint of the institution, second, from the standpoint of the individual, and third, from the standpoint of society.

From the standpoint for the institution, it is very awkward to retain some persons and relieve others of their duties, yet we know that some people age faster than others, and it is not infrequent that an institution continues a position out of consideration for an individual professor even though it is committed to discontinuing the courses which he or she teaches as soon as he or she retires. Most faculty members who achieve tenure are, or at least have been, very productive scholars to which the institution should feel a debt of gratitude. If they are retired regardless of performance there will be much less resentment than if they are retired on a selective basis. It is not an advantage to an institution to have a cadre of ex-faculty who spend the rest of their days telling the community that they have been unfairly treated. Thus, from the standpoint of an administrator, a retirement rule is usually helpful. If there are ways of making exceptions to the rule for individuals whose current level of contribution is particularly high, this may be still better, but if it is used widely and, indeed, if it used at all, it can generate resentment among those who are not so appreciated.

Furthermore, institutions have the duty to advance younger people who are talented. If the positions into which they are ready to move are pre-empted by aging professors, they can be stultified and not infrequently they will move to other institutions which have openings with comparable responsibility. This factor, I think, affects administrative positions down to and including the level of chairman rather more than positions which are strictly devoted to scholarship and research.

In the case of private colleges or government supported colleges with a significant sector of private support, the senior faculty member may be important from the standpoint of fund raising. Generally speaking, a faculty member who had been turned out of an institution will not have much enthusiasm for raising money for it. Yet, fund raising seems to be one of the things that one is never too old to do so long as one has enough of his or her wits left to talk sensibly. Furthermore the faculty members' friends and connections tend to be of the same age group and such persons may be better prospects for major gifts and grants and bequests than younger individuals. Thus, on the fund-raising front, I believe that a policy which is generous to the individual faculty member may be quite advantageous to the institution. This may be truer in some of the professional schools (such as business administration, engineering, law, medicine) than in other fields. Certainly, a good deal of money has been raised at the University of Pennsylvania through connections estab-

lished by aging faculty members. Examples which come to mind are the Harrison Endowment cultivated by the late J. Berton Carnett, the \$5 million dollar gift for the Silverstein Pavilion, which grew out of his long association with Dr. I. S. Ravdin (and was followed up on by Dr. Ravdin's successors and by life trustee, Bernard Segal); a number of benefactions from C. Mahlon Kline for the Department of Medicine growing out of associations that were begun, I believe, by Dr. Alfred Newton Richards and brought to fruition by Dr. Francis Wood and members of his faculty. Very recently, there has been a multimillion dollar bequest from the late Maurice Gray, which I think resulted, in large part, from the long-term care and attention of Dr. Cletus W. Schwegman. No doubt there are many other examples in other segments of the University of which I am unaware. I believe that in each of these cases, individuals were involved who were carried beyond normal retirement age by the University.

Turning now to the effect of mandatory retirement on the individual, one can say that the less the job satisfaction, the more eager people are to retire and the greater the job satisfaction the more they resist retirement. Most university faculty members have immense job satisfaction even though their daily conversation may be centered on their objections to changes which affect them. Obviously, in a free society, one does not have to keep a job longer than one wants to. One is always free to leave. For most professors, however, I think a continuing connection with the institution is desired and is desirable for their mental and perhaps physical health. The connection gives them a certain status without which they tend to be dropped from other activities as "over the hill." Furthermore, they are at the time of life when recognition often comes to them in greater degree than it did when they were younger. Some of this recognition is, I believe, good for the University. I am thinking of honorary degrees from other institutions, honorary memberships in foreign societies, certain named lectureships, certain awards, medals and prizes, which generate mention of the individual and usually of his or her university connection in the news media. Thus, from the standpoint of a faculty member, the possibility of continued employment, often on a part-time basis, beyond the age of 70 is usually desirable.

From the standpoint of society, I think we have to recognize that few original contributions are made *de novo* by persons beyond the age 70. The reasons for this are multiple. In general, it may be said that if a person had the potential of creative thinking, he or she is apt to have put this potential to work earlier in life. Three things then tend to inhibit further development of this potential. One is that one may be so well recognized that his or her time and attention are absorbed, or at least broken up, by awards and requests for lectures, etc. The second is that one's attention may be so narrowly focused on past discoveries that the rest of the time is spent trying to elaborate and perfect this contribution. A third factor, of course, is the pathological evidence that numerous brain cells die every day and are not replaced.

Society can still benefit from the individual's contributions whether they be in intercommunication with persons in other institutions, in administration, in elaboration of the advances he or she has already made, or simply in fund raising. However, in general, society should not have to pay for this at the same annual rate that it pays the individual during the so-called prime years. Thus while I favor continued opportunity for faculty members beyond 70, I think that tenure obligations of a university should not extend beyond a predetermined limit which might well be the age at which Social Security becomes fully payable. At present, I believe this is 65 years with plans to move it up slowly in future years. Beyond this time, I believe remuneration should be reduced by

placing the individual on a part-time basis which, for the present, would have to be worked out probably between the head of the department, the Dean of the school and the individual. Salary need not be reduced on a per hour basis, but the university would simply be responsible for paying for fewer hours. While there are no other costs to the university, particularly in relation to office space, etc., again it is desirable that the individual retain some space to continue working. However, one should recognize that this will usually be less than the space which was occupied during the period of full-time employment.

Page limitations have precluded an historical review as well as a discussion of many of the special problems which are corollaries of the rather generous policy outlined. However, it remains the one I favor.

Gifts to the Center for the Study of Aging from the family and friends of George M. Urman (1917-1986) make possible the George M. Urman Memorial Essay. Dr. Rhoads' essay is the second in a series. The Center for the Study of Aging is grateful to the Urman family and friends for remembering Mr. Urman in this thoughtful way.

Speaking Out

Isn't It Time to Find Out Why Affirmative Action Is Not Working?

In the late 1970s the University made a commitment to improving representation of minorities and women among its faculty. I believe that the intention to carry out this commitment was sincere and that good faith efforts toward implementation have been made by the administration. Why then has progress in the 1980s been so very small overall and nonexistent or negative throughout broad areas of the University? In the case of women, where my familiarity with the data is the greatest, implementation of the commitment over the last ten years has been seriously inadequate. In the case of Blacks and Hispanics, it is my belief that the record has been even worse.

In 1987 a group of faculty women developed data through 1986 on the hiring, retention and tenuring of women in various schools and departments of the University. While some individual departments had made significant progress since the beginning of the decade, the percentage of female assistant professors at the University fell far short of the percentage of women in the pool of recent Ph.Ds. The growth in percentage of tenured women was disappointingly slow. The representation of women remained at the low end of a sample of our peer universities.

My own responsibility in the 1987 study was for Wharton School data. In Wharton the number of tenured or tenure-track women faculty was 12 in 1981. It was still 12 in 1986, although faculty size had risen substantially. Three of these women were in two new departments, Public Policy and Management and Health Care Systems, created since 1980. For the nine departments that made up the School in 1981 the number of women had actually declined. Three departments had no women; five contained 5 to 7% women. The record was nearly as bad or worse in a high proportion of SAS departments and in various other parts of the University.

Since 1986, while significant progress has been made in some parts of the University, the number of tenured and tenure-track women in Wharton has risen only by 1. The percentage of women remains at the same level as in 1981 (8 percent). Of even greater concern is the University-wide failure to improve adequately the representation of Afro-Americans and Hispanics, although some beginnings

were made last year. What went wrong?

I do not believe that there has been a failure of will on the part of the administration. Personally I am convinced that the President, the Provost and my own Dean are actively committed to the goals of affirmative action. They place a value on diversity as one of several criteria to receive a more than negligible weight in faculty selection and evaluation. They recognize that women and minority faculty can make a unique contribution to the educational experience of women and minority students: by raising the goals these students set for themselves, by serving as role models, and by mentoring more effectively than can be expected from teachers who do not share the same culturally imposed experience. Most important, they not only oppose discrimination but have been willing to put some real effort into trying to do something about it.

But in a university it is the faculty and not the administration who basically control the search for new faculty and the appointment, promotion and tenure decisions. I think the ball is now in the faculty's court. I have asked the leadership of the Faculty Senate to consider whether it would be desirable to set up a faculty committee charged with the responsibility of determining where the problems lie and suggesting solutions. The Dean of Arts and Sciences at Harvard set up such a committee last Fall, the Committee to Review Affirmative Action. Its report, which has just been released, provides a number of interesting suggestions.

The Harvard report identified as a major problem "the need to broaden traditional definitions of field, approach and criteria"—in a word, to expand beyond existing conceptual frameworks. A major recommendation was to place direct responsibility on particular faculty members and groups for overseeing and facilitating the affirmative action process and for reporting progress or justifying lack of progress. At Penn this responsibility has been left to administrators and to women and minority faculty members willing to devote their efforts to it gratuitously, often at the expense of their own careers.

Another suggestion—proposed two years ago at Penn by myself and others—is that exit interviews for women and minority faculty

(and graduate students) who leave the University could be very helpful in locating specific problem areas. A related approach, not mentioned in the Harvard report, would be to contact women and minorities recently hired at other major Universities to determine: whether they applied to Penn; if not, why not; whether they received an offer from Penn; if so, why they chose to go elsewhere. While this might be difficult to implement, even a one-time survey might produce some interesting insights.

There are two further matters which a committee to review affirmative action might wish to consider:

1. It might be useful at the hiring level to contact women and minority students at major universities before their graduate studies are completed in order to interest them in Penn. Such alumni groups as the Council of Penn Women might be helpful in doing this.

2. For tenure and promotion decisions, it would be useful to have some consensus as to whether or not women, during the years when they have small children, should be expected to publish at the same rate as men. While the availability of child care leave eases the technical requirements for untenured women, it does not necessarily modify the evaluation criteria imposed by their male colleagues and it is irrelevant to the situation of *tenured* women. If the same number of publications per year (of a given quality) is expected of women as of men, then—in a world in which women still bear a disproportionate share of the responsibilities for home and children—the effect, if not the intention, will be to discriminate against women. Such a practice may well be subject to challenge under Federal anti-discrimination law.

—Jean A. Crockett, Professor of Finance

Withdraw from Council?

At the suggestion of the leadership of the Faculty Senate, *Almanac* invites letters on the pros and cons of the motion that Senate withdraw from University Council (*Almanac* March 28, p. 2). Letters should be delivered by the *Thursdays before* the issues of April 4, 11, or 18 to be timely in relation to Senate's plenary meeting April 26. E-mail is accepted in lieu of hard copy; address GAINES@A1.QUAKER.—K.C.G.

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

April at Penn

April at Penn

April at Penn

April at Penn

FITNESS/LEARNING: PROGRAMS IN THE WORKPLACE

An addendum to

APRIL AT PENN

Office of Affirmative Action

The following events are part of Disability Awareness Month. Information: 898-6993 or 898-7803 (TDD).

5 Legal Issues for Blind Adults, Why Blind Children Are Not Taught Braille, and Other Topics; Ted Young, Bureau of Blind and Visual Services; 8:45-10:45 a.m., Law School.

19 Employees With Disabilities in the Workplace; panel presentation; 12:15-1:45 p.m. Brown bag lunch.

25 Dawn of a New Day; film/discussion; 12:15-1:45 p.m., Ben Franklin Room, Houston Hall. Brown bag lunch.

27 Recognition Reception; members of the University community will be recognized for commitment to affirmative action for people with disabilities.

Benefits Office

For information on Pennflex options during open enrollment month, sessions are held from noon to 2 p.m. at the following locations. Information: 898-7281.

3 Health Fair; Alumni Hall, Faculty Club.

4 Mini Session; Stock Exchange, SH/DH.

5 Mini Session; Room SZ, Dental School.

6 Mini Session; Lobby, Johnson Pavilion.

12 Mini Session; New Bolton Center.

Faculty/Staff Assistance Program

4 Losing Someone You Love; workshop with Karen Pollack, F/SAP; noon-1 p.m., Smith-Penniman Room, Houston Hall.

13 Relationships: Making Contact with Others; 3-session workshop with Frank Guarnaccia, F/SAP; noon-1 p.m., Smith-Penniman Room, Houston Hall. Also April 20 and 27.

Office of Human Resources

Free workshops offered through the Wellness Program as part of Women's Wellness

Month. Place: Franklin Room, Houston Hall (unless otherwise noted). Time: noon-1 p.m. Information: Carolyn Jones, 898-3400. Co-sponsored by the Penn Women's Center.

4 Midlife: No Crisis; Monica Choi, Philadelphia Health Associates.

6 The Supermom Syndrome: Stress Management for Working Mothers; Loretta Raider, Human Resources Training and Organization Development.

13 Body Image: Feeling Better About How You Look; Bette Begleiter, Faculty/Staff Assistance Program.

18 Breast Cancer: Treatment Through Early Detection; Janis Davidson, School of Nursing.

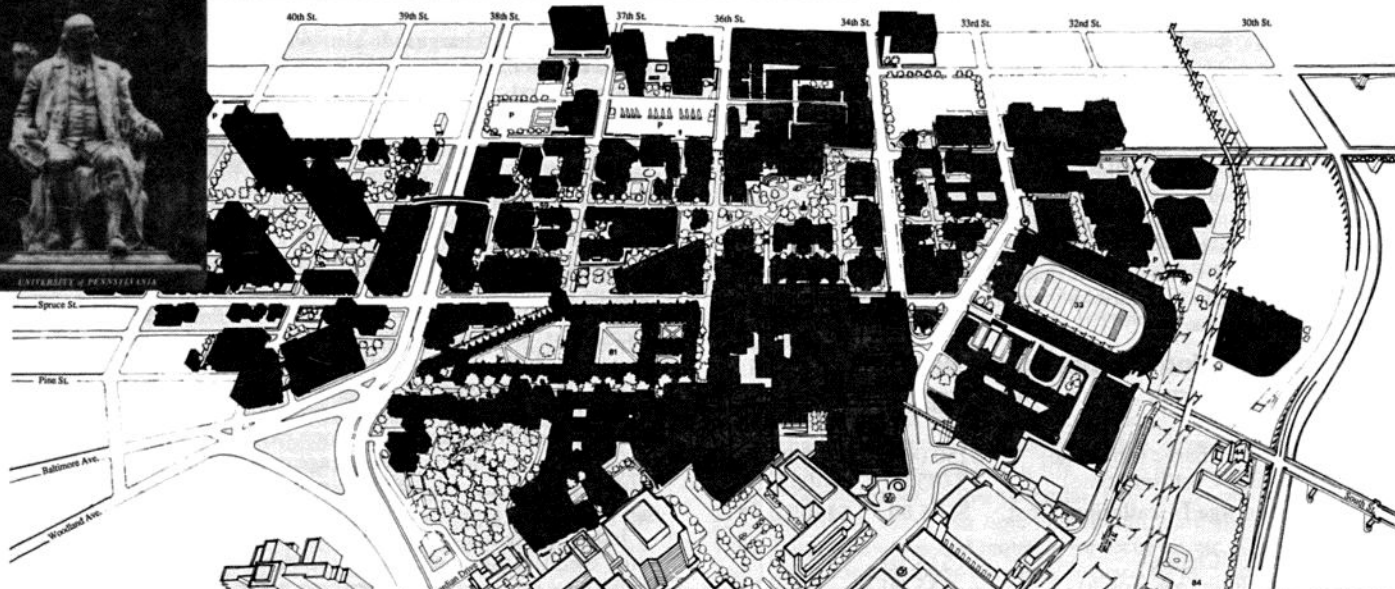
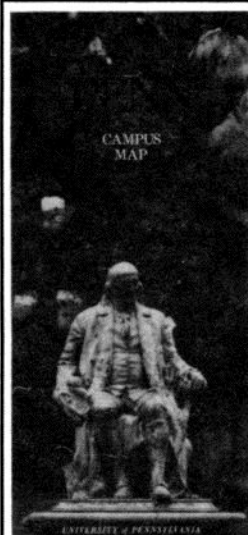
26 PMS: Causes and Cures; Barbara Altimari, HUP Human Behavior & Reproduction; Smith-Penniman Room, Houston Hall.

University Libraries

5 How to Get the Most Out of the University Libraries; overview and instruction for University staff members; 10 a.m.-noon, Room 502, Van Pelt Library. Registration: 898-7091.

A New Campus Map

Two University offices have collaborated in issuing a new map of the campus which shows its buildings in perspective. The 11" x 17" map, which folds to letter size, devotes one side to the Jim Mann drawing and the building legend, the other to basic information for visitors including rail, highway and mass transit approaches to the campus. The Funderberg Information Center at 3401 Walnut Street will give out single copies to visitors, but those needing a supply for information desks, for mailings or to include in conference packets can order them at \$9/thousand from the co-producers, the Business Services Office at 3401 Walnut, and the Publications Office, 410 Logan Hall.



OFF-CAMPUS ATTRACTIONS

Morris Arboretum of the University of Pennsylvania

Once a private estate, the Morris Arboretum is listed on the National Register of Historic Places as one of America's finest Victorian landscape gardens. Today, the Arboretum is a research and teaching center for Penn and the official arboretum of the Commonwealth of Pennsylvania. Located in the Chestnut Hill section of Philadelphia, the Arboretum is open daily to the public. Special garden areas include: Rose Garden, Sculpture Garden, Green Pond, English Park, Japanese gardens, meadows, and woodlands.

University Boatouse

Among the college and club rowing organizations which comprise Boatouse Row, situated on the banks of the Schuylkill River, is the University Boatouse founded as a club in 1872.

New Bolton Center

New Bolton Center, 32 miles southwest of the metropolitan campus, was bequeathed to the University for the veterinary school and includes diagnostic, rehabilitation, treatment and classroom facilities.

Wharton Sinkler Conference Center

The Wharton Sinkler Estate in the Chestnut Hill area was presented to the University for use as a conference center. The main house, constructed in the 1920s of architectural elements from English historic houses, is surrounded by 30 acres of gardens.

Administrative, Undergraduate

1. Alumni Center, E. Craig Swenson
2. Assembly Center
3. Assembly School of Communications
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PennNet Charge Schedules: Update for FY 1989-90

By Valerie Glauser, Publications Manager, (DCCS)

Each March, DCCS publishes the charge schedule for the University's data communications network, PennNet, and the network services DCCS provides. This year, the structure of the charge schedule for connections to PennNet remains as it was established last year, with small fee increases which reflect the actual costs of providing connections.

In addition, DCCS is offering its Electronic Mail and Document Transfer Service to those faculty and staff members who do not have other access to campus electronic mail. Charges for this service are also listed below.

Background

When PennNet construction was authorized, the University provided funding to establish a backbone network. This network provides points of access through wiring closets in non-residential locations throughout campus. It was then determined that the individual client would be responsible for paying for the additional cost of installation and maintenance of the electronics equipment and wiring necessary to connect to the campus backbone. The charges described here are concerned with those individual costs.

The PennNet Charge Schedule was restructured in 1988 to provide the flexibility to accommodate different budgetary circumstances. Before then, all clients paid one kind of monthly fee to lease PennNet connections. This fee paid for DCCS's costs of operating, maintaining, and amortizing the electronic equipment that provides PennNet access.

Last year, DCCS created a new payment option for clients who wanted to pay for more of their PennNet costs up front and reduce their ongoing costs of connecting to the network. The option allows clients with available grant funds, or other funding sources for one-time expenses, to prepay for the electronics required to connect to the network, and reduce their monthly fees for PennNet services.

You may choose whichever payment option best suits your budgetary circumstances. Below are the Charge Schedules for the PennNet Prepayment and Leasing Plans. These charges are valid from July 1, 1989 to June 30, 1990. Following are definitions of the terms used in the charge schedules, and explanations of how the charge schedules work in common circumstances.

PennNet Connection Charge Schedules, 1989-1990

Prepayment Plan	Asynchronous	Ethernet
PennNet Access Charge (one-time)	\$250.00	\$700.00
Average Wiring Cost (one-time)	\$405.00 *	\$405.00 *
Total Average Installation Cost	\$655.00 *	\$1105.00 *
Monthly Service Charge	\$13.50	\$4.50
Access Credit Rate (per month)	\$5.00	\$10.00
Equipment Support Period	48 mos.	58 mos.
Leasing Plan	Asynchronous	Ethernet
Average Wiring Cost (one-time)	\$405.00 *	\$405.00 *
Total Average Installation Cost	\$405.00 *	\$405.00 *
Monthly Lease Charge	\$20.00	\$29.00
Access Credit Rate (per month)	\$5.00	\$10.00

* See "Additional Costs" section at right for explanation of Average Wiring Costs and costs of equipment for Ethernet services.

PennNet Access Charge: This one-time, non-refundable charge pre-pays your portion of the cost of the electronic equipment used to provide data communications services for each PennNet connection. Prepaying the PennNet Access Charge has the effect of reducing the ongoing monthly fee from the Monthly Lease Charge to the Monthly Service Charge.

Monthly Service Charge: This is the monthly fee you are charged if you prepay for PennNet services. It covers DCCS's ongoing costs of operating and maintaining the equipment that provides communications services for each PennNet connection and the equipment associated with the centrally-provided network services and facilities. It is less than the Monthly Lease Charge because it excludes the cost of the electronic equipment amortization.

Access Credit Rate: DCCS uses this rate, a portion of the monthly charge, to calculate the amount of credit applied toward the prepayment of the PennNet Access Charge if you decide to convert from leasing to prepayment after the initial installation. It is also applied if the real useful life of PennNet connection equipment turns out to be less than the Equipment Support Period.

Equipment Support Period: An expected useful life is assigned to each PennNet connection. The Equipment Support Period is the time period that DCCS forecasts it will be able to maintain the electronic equipment to provide individual PennNet connections. The time associated with the Equipment Support Period will be used to calculate future adjustments in your monthly charges. It also will determine DCCS's obligation, should maintenance of service cease before the end of the Equipment Support Period.

Monthly Lease Charge: This is the monthly fee if you lease PennNet services. It covers DCCS's ongoing costs of operating, maintaining, and amortizing the specific equipment needed to provide data communications services for each PennNet connection and the equipment associated with the centrally-provided network services and facilities.

Additional Costs

The cost of wiring PennNet outlets is not included in the PennNet Access Charge. PennNet wiring and outlets work much like those of telephones. First, they are uniform for connections to different devices. Second, as with commercial telephone wiring, clients (as individuals, offices, departments or schools) are responsible for the one-time cost of wiring a PennNet outlet where none existed.

DCCS has found that the average cost of wiring a PennNet outlet is \$405. This is an increase of \$5 from the last report, and reflects revisions that come from recent surveys of actual installation costs.

Individual actual cost can vary greatly from that average, according to the specifications and restrictions in each building and office. DCCS Operations representatives perform a site survey and provide you a written estimate of the actual wiring costs before the work is done.

If you move office locations after having prepaid for PennNet Access, your prepayment credits are still good, and you still have access rights to PennNet. However, as mentioned above, if your new office does not have PennNet outlets, you must assume the cost of installing the PennNet wiring. If PennNet wiring exists in the new location, you pay a nominal fee to activate the existing PennNet outlets for your use.

If you want connections to use Ethernet services, you need particular hardware and software to attach to the devices which DCCS supports. The costs of this hardware and software can be significant; they vary according to the services you desire and the equipment you already own. Call The PennNet Service Center, 898-8171, for details about Ethernet services, hardware and software.

(continued next page)

Converting to Prepayment From Leasing

If you decide to "convert" from leasing to prepaying for PennNet access to reduce your monthly connection charges, you receive credit toward the PennNet Access Charge equal to the PennNet Credit Rate for each month you have been billed for your PennNet connection.

For example, if you had leased an asynchronous connection for six months, and then decided to prepay for your access rights, you would be given credit for six months at \$5.00/month, or \$30 against an access charge of \$250. Thus, you would pay only \$220 for your access rights.

If you never elect to prepay for PennNet access, you still receive credit toward an automatic reduction in monthly charges. The reduction automatically goes into effect when your access credit is equal to the PennNet Access Charge. If you, as a current client, take no action, DCCS will assume that you wish to continue leasing and will bill you at the Monthly Leasing Charge.

If you lease an asynchronous connection for 50 months, you will accrue \$250 in access credit, which is equal to the PennNet Access Charge for asynchronous connections. At month 51, your monthly fee will drop to just the Monthly Service Charge for an asynchronous connection.

If you lease an Ethernet connection for 70 months, you will accrue \$700 in access credit, which is equal to the PennNet Access Charge for Ethernet connections. Again, at month 71, your monthly fee will drop to just the Monthly Service Charge for an Ethernet connection.

Accommodating Changing Technology

DCCS developed the Equipment Support Period as the probable useful life of the PennNet Access Equipment. It is our intention to provide access with the current equipment for as long as possible. However, data communication technologies are advancing at a rapid rate. Not only might the technology change, it will change. Our planning for and anticipating how it will change will save all of us time, money, and frustration, while taking advantage of the available technological advances.

When the time comes that, for whatever reason, your equipment must be replaced, DCCS will endeavor to offer similar options to those presented here, again to allow you maximum budgetary flexibility and control.

If you have been leasing a connection, you will be offered a replacement connection with the new, equivalent technology. You may then continue leasing your connection at the current rates at the time of the change. If you prepaid for your PennNet access, you will receive credit equal to the Access Credit Rate for each month that DCCS was unable to support the connection before the Equipment Support Period expired.

For example, if you had paid the \$700 PennNet Access Charge for the 58 months of Equipment Support specified for an Ethernet connection

and DCCS could support the connection for only 50 months, you would receive a credit for the remaining 8 months based on the Access Credit Rate of \$10/month, or \$80. This credit could be applied to a new PennNet Access Charge for the new supported technology.

Electronic Messaging and Document Transfer Service

DCCS is now providing an Introductory Electronic Messaging and Document Transfer service for faculty and staff members who have no other access to electronic mail. This service uses Digital Equipment Corporations ALL-IN-1 electronic messaging software. Charges for the introductory electronic mail service are as follows:

- * One-time account initiation fee: \$34
- * Base monthly fee: \$ 3
- * Charge for time connected to ALL-IN-1: \$ 6/hour
- * Charge for on-line storage: \$.05/1000 characters

For more information about the capabilities, requirements, and support for ALL-IN-1, as well as how to open an account on DCCSs ALL-IN-1 VAX, contact the PennNet Service Center at 898-8171.

Billing

DCCS bills clients by journal entry during the first week of the month for the previous month's use. This charge is recorded as a lump sum. It is not itemized.

DCCS has been assigned budget subcode 303 for PennNet charges, including installations and monthly fees for both connections and services such as ALL-IN-1.

Important Note About Plans for Future Ethernet Charges

Over the next six months, DCCS will be working with its advisory committees and its principal clients to significantly restructure its charges to those using Ethernet-based PennNet connections. The purpose of this restructuring is to distribute more equitably to all users the central costs of operating PennNet. This is necessary because an increasing number of client-maintained Ethernet connections make use of DCCSs central services and facilities, while not directly contributing to central support. As a result, those who now pay for their connections on a monthly basis under the current pricing policy bear the entire financial burden.

Look for announcements of the pricing changes in future editions of *Almanac* or *Penn Printout*.

Where to Go for More Information

If you are interested in connecting to PennNet, obtaining an ALL-IN-1 Electronic Mail account with DCCS, converting payment plans, or need more information about Ethernet equipment cost itemization and availability, call the PennNet Service Center, 898-8171, or send electronic mail to PSC@DCCS for more information.

Almanac

3601 Locust Walk Philadelphia PA 19104-6224
(215) 898-5274 or 5275

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Sending Copy to Almanac via PennNet

Almanac has established a departmental PennNet address—ALMANAC@A1.QUAKER—where members of the University can send copy for the monthly calendar, weekly update, honors column and other compilations that until now have required hard copy for the record.

E-mail messages to ALMANAC@A1.QUAKER substitute fully for hard copy, if two safeguards are observed by the sender: (1) Request a delivery receipt to make sure the transmission was successful. (2) Include the name and phone number of a contact person if it is not the same as the electronic return address. Previously prepared memos and events lists need not be rewritten especially in *Almanac* style, provided the essential information is there—and that any ALLCAP passages are converted by the sender to cap-and-lowcase, with attention to the correct capitalization of compound proper names, titles of books or programs, and scientific or foreign terms.

The departmental E-mail line will be monitored by temporary personnel and work/study aides as well as by editors. To reach an editor directly use GAINES@A1.QUAKER or MILLER@A1.QUAKER. Ideally use these when sending letters to Speaking Out, committee reports, or other material to be published verbatim over the contributor's name. Confirming hard copy is required for verbatim texts, to enable us to restore italics and other formatting features lost in file transfer.

—Karen C. Gaines and Marguerite F. Miller

CONFERENCES

29 Latin American Judges Conferences; 5-6 p.m., Room 213, Law School (Latino Festival and LALSA).

30 International Women's Day Conference: Women's Voices Against Apartheid; 1:30-7:30 p.m., International House. Free admission (International House, Penn Women's Center, Department of Residential Living).

FITNESS/LEARNING

28 Use, Abuse or Addiction—Which Is It?; workshop; noon-1 p.m., Smith-Penniman Room, Houston Hall. Registration: Ext. 8-7910 (Faculty/Staff Assistance Program).

30 What to Do if You Think Your Teenager is Using Drugs or Alcohol; workshop; noon-1 p.m., Ben Franklin Room, Houston Hall. Registration: Ext. 8-7910 (Faculty Staff Assistance Program).

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 March 20 and March 26, 1989.**

Total Crime: Crimes Against Persons-0, Burglaries-5, Thefts-16, Thefts of Auto-0, Attempted Thefts of Auto-0.

Date	Time Reported	Location	Incident
03-20-89	8:37 PM	Hillel Foundation	Unattended knapsack taken.
03-22-89	12:16 PM	Annenberg Center	Unattended knife taken from desk top.
03-22-89	2:14 PM	Phi Sigma Kappa	Food taken from kitchen area.
03-23-89	1:06 PM	Annenberg Center	Prince Theatre/maintenance materials taken.
03-24-89	1:15 AM	Phi Sigma Kappa	Arrest/unauthorized male took coat/watch/cash.
03-21-89	1:54 PM	Houston Hall	Cash taken from unattended register.
03-22-89	9:04 AM	200 Block 36th St.	Window forced open on trailer/items taken.
03-25-89	1:01 AM	Houston Hall	Unattended jacket taken at party.
03-20-89	8:15 AM	Medical School	Window broken/lock tampered with/no entry.
03-20-89	5:48 PM	Richards Building	AM-FM cassette player and calculator taken.
03-24-89	5:40 PM	Lot # 18	License plate taken from vehicle.
03-20-89	1:22 PM	300 Block 39th St.	Arrest/male with personal items from vehicle.
03-24-89	10:54 AM	Veterinary Hospital	Ceiling tiles taken from unsecured room.
03-24-89	5:47 PM	Gimbel Gym	Cash and watch taken.
03-25-89	4:31 PM	Gimbel Gym	Personal property taken from two lockers.

Safety Tip: Carelessness with keys and failure to lock your car: 1) is an invitation to theft 2) can result in a rise in your insurance rates 3) could contribute to an innocent person's injury or death.

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.
Reported crimes against persons from 12:01 a.m. 03-13-89 to 11:59 p.m. 03-19-89.

Total: Crimes Against Persons-11, Robbery/stick-1, Robbery/strongarm-4, Aggravated Assault/knife-2, Aggravated Assault/fists-1, Purse Snatch-3, Arrests-0

Date	Location/Time Reported	Offense/weapon	Arrest
03-14-89	4801 Chestnut St., 2:10 AM	Robbery/stick	No
03-15-89	3700 Spruce St., 2:10 AM	Purse Snatch	No
03-16-89	4800 Pine St., 12:30 AM	Robbery/strongarm	No
03-16-89	1 S. Farragut St., 12:30 PM	Robbery/strongarm	No
03-16-89	4600 Walnut St., 4:50 PM	Aggravated Assault/fists	No
03-16-89	4624 Cedar Ave., 11:34 PM	Purse Snatch	No
03-17-89	4700 Chester Ave., 10:40 PM	Robbery/strongarm	No
03-18-89	4201 Walnut St., 12:20 AM	Purse Snatch	No
03-18-89	3801 Chestnut St., 1:55 AM	Robbery/knife	No
03-19-89	3907 Walnut St., 2:39 AM	Robbery/strongarm	No
03-19-89	241 S. 49th St., 3:30 AM	Robbery/knife	No

Ongoing

Sobriety I; support group; noon-1 p.m., Room 301, Houston Hall Registration: Ext. 8-7910. **Every Wednesday** (Faculty/Staff Assistance Program).

MEETING

29 President's Committee on University Life; office hours open to faculty, staff, and students to offer opinions; 9-10:30 a.m., Friars Conference Room, Undergraduate Admissions Office, College Hall. **Every Wednesday through April 12** (Office of the President).

MUSIC

29 Momento Musicale; Hispanic-American music; 8 p.m., Harrison Auditorium, University Museum (Latino Festival).

31 University Symphony Orchestra; performing Prokofiev's *Peter and the Wolf* narrated by Glee Club Director Bruce Montgomery, Tchaikovsky's *Symphony No. 4 in F minor* and Debussy's *Prelude a L'apres-midi d'un faune*; 8 p.m., Church of the Saviour (Department of Music).

SPECIAL EVENTS

31 Latino Festival Dinner; with Mariachi Flores; 7 p.m., Rooftop Lounge, High Rise South. Reservations: \$5, Ext. 8-3357 (Latino Festival).

Fiesta; Orquestra La Contraria and Philly Samba; 9:30 p.m.-2 a.m., Hoover Lounge, Vance Hall. Admission: \$7 at the door, or free with dinner reservations (Latino Festival and WHALASA).

Women's Dance; all welcome; 10 p.m., Christian Association. Free admission (Rowbottom, Lesbians and Gays at Penn, Gay and Lesbian Peer Counseling, and the Graduate and Professional Women's Organization).

TALKS

30 Some New Results on High Resolution Direction Finding; S. Unnikrishna Pillai, Polytechnic University; noon-1 p.m., Room 216, Moore School (Moore School of Electrical Engineering).

Who Let in the Tennis Brats?; E. Digby Baltzell, department of sociology; 12:45-1:30 p.m., Alumni Hall, Faculty Club (Faculty Club).

The Ottoman Empire and the West; Heath Lowry, Institute for Turkish Studies; 4 p.m., West Lounge, Fourth Floor, Williams Hall (PATHS Colloquium Series).

Regulation of Tissue Plasminogen Activators in Sympathetic Neurons; Ann Repka; 4 p.m., Rooms 100-101, Mezzanine, John Morgan Building (Departments of Psychiatry and Pharmacology).

Marketing to the Hispanic Community; Alan Ramos, Proctor and Gamble; 4:30 p.m., Room B-11, Vance Hall (Latino Festival and Proctor and Gamble).

Estampas Criollas; Carmen Alicia Morales, Puerto Rican writer and performer; 8 p.m., Rooftop Lounge, High Rise South (Latin American Literature and Folklore).

Sprichwortgedichte in Der Neueren Deutschen Literatur; Wolfgang Mieder, University of Vermont; 8:15 p.m., Max Kade German Center (The Department of Germanic Languages and Literatures and the Germanic Association).

31 Probing the Late Stages of Membrane Fusion; Arthur E. Sowers, Biomedical Research and Development, American Red Cross; 12:15 p.m., Room 1, John Morgan Building (Institute for Environmental Medicine).

Poetry Reading by Sharon Leonard Goodman; 8:30 p.m., Philomathean Room, Fourth Floor, College Hall (Philomathean Society).

5 Organization and Marketing; Herbert Simon, Carnegie-Mellon University; 3-4:30 p.m., Room B6, Stiteler Hall (Departments of Economics and Decision Sciences and The College).

Correction: The credit line on the ATCase enzyme illustrated last week was inadvertently omitted. It reads: c. Irving Geis, BFA '29.

Deadlines: The deadline for the May calendar is Monday, April 10. The deadline for the weekly update, normally running Thursday through Wednesday, is Monday a week before publication.