

# Almanac

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## \$4 Million Huntsman Center: A Record Gift for Wharton Research

Trustee Jon M. Huntsman, co-chair of the billion-dollar Campaign for Penn, and his wife, Karen, have given the Wharton School \$4 million to establish the Huntsman Center for Global Competition and Leadership. It is the gift to Wharton's \$200 million goal-within-a-goal in the Campaign, the largest individual gift to research in Wharton's history, and the largest single gift from an individual to research at Penn.

Dr. William Pierskalla, Wharton's Ronald A. Rosenfeld Professor of Health Care Systems and former deputy dean for academic affairs, will head the center, which will:

- support faculty research in global competition;
- promote the study of leadership in a globally competitive environment;
- create innovative course materials for degree and nondegree education programs;
- bring together leaders from business, government, labor and academia to probe issues, evaluate research and suggest directions for the study of global competition and leadership; and
- create a forum for faculty members from Penn and other universities to participate in the research and educational activities of the Huntsman Center.

The center will support research in such areas

as productivity and quality, technology and innovation, global organizational structures and arrangements, federal policies for industrial competitiveness, and the education of workforces and the nation.

Dean Russell Palmer called it "an important milestone in Wharton's ongoing commitment to internationalization of all aspects of the curricula."

Its advisory board includes Utah's U.S. Senators Jake Garn and Orrin G. Hatch and five major corporate leaders—Edwin L. Artzt, chair-

man and CEO of Proctor and Gamble; Armand Hammer, chairman and CEO of Occidental Petroleum Corporation; Richard V. Allen, president of Richard V. Allen Company; Charles S. Sanford Jr., chairman of Bankers Trust Co.; and Saul P. Steinberg, chairman and CEO of Reliance Group Holdings Inc.

Mr. Huntsman, Wh.'59 and a Wharton Overseer, is chairman and CEO of Huntsman Chemical Corporation, the core of a family of petrochemical and thermoplastics companies with 16 plants in North America, Europe and Australia; facilities planned for Taiwan, Thailand, China, India, Singapore and the Middle East; and plans for manufacturing and packaging operations in Moscow. He is also vice chairman of the U.S. Chamber of Commerce and a former special assistant to President Richard Nixon.

"Companies are facing increasing pressure from overseas," said Mr. Huntsman. "The business leaders of tomorrow—whether they majored in finance, marketing, technology or management—will have to be able to think and function in a global context. The Huntsman Center will sharpen their commercial instincts and policy-making capabilities while promoting respect for culture and customs internationally."



Jon Huntsman

William Pierskalla

## LDI Chief and Eilers Chairholder: Dr. Sanford Schwartz

Dr. J. Sanford Schwartz, associate professor of medicine and health care systems at Medicine and Wharton, is the new executive director of the Leonard Davis Institute of Health Economics and Robert D. Eilers Associate Professor of Health Care Management and Economics. As head of Penn's center for research and education in the evaluation, organization, financing and delivery of health care, Dr. Schwartz succeeds Dr. Mark V. Pauly, who returns to full-time teaching and research.

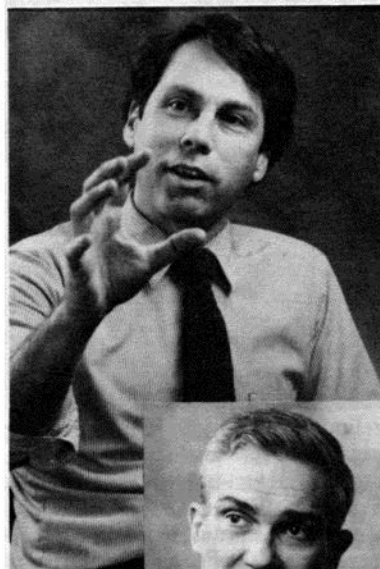
The Institute also named a new chair of its Governing Board, Dr. William L. Kissick, the George Seckel Pepper Professor of Public Health and Preventive Medicine and Professor of Research Medicine and Health Care Systems.

Dr. Kissick has been at Penn since 1969, when he joined the School of Medicine after eight years in federal health planning and advisory roles with the White House, NIH, the Surgeon General's office and other units.

Dr. Schwartz, a Phi Beta Kappa at Rochester where he received a B.A. in history in 1970, took his M.D. from Penn in medicine in 1974. He joined the faculty in 1975 and was a Robert Wood Johnson Foundation Clinical Scholar here from 1976-79. He publishes widely on the optimal use of clinical in-

formation in medical decision-making, the dynamics of cost and quality in medical care, and the impact of medical technology on medical practices. He is currently principal investigator of a national study to evaluate the adoption and diffusion of magnetic resonance imaging under DRGs (diagnosis-related groups), a multi-center study to optimize clinical decisions, and one to develop recommendations for the evaluation of the quality of care for the federal Health Care Financing Administration. In earlier research, he designed a model program for hospitals to evaluate the effectiveness of specific medical practices and procedures. He also designed and served as the first director of the American College of Physicians' Clinical Efficacy Assessment Program.

Past president of the Society for Medical Decision Making and a consultant to numerous health organizations, Dr. Schwartz was called "a splendid example of Penn's interdisciplinary fusion between medicine and management" by LDI's outgoing Governing Board chair, Dr. Dan McGill who also headed the search committee. "I can't think of a more fitting role for him, than to lead the institute that is an acknowledged standard-bearer of that collaborative scholarship."



Dr. Schwartz



Dr. Kissick

# SENATE

## From the Chair

### The Meeting Place for the University Council

Nostalgia for the magnificent oval table in the Furness Building and widespread dissatisfaction with the floor arrangements of the Steinberg-Dietrich and Annenberg lecture rooms led to a search for a better locale. We need a place that will encourage collegial discourse and debate in a dignified manner and setting with all members of University Council visible to the presiding officer and on the same plane.

The elliptical arrangement of tables in the Bodek Lounge and the widespread use of class flags to reduce reverberations was a clear improvement over the first trial with a rectangular setting. Perhaps with a few more microphones it will become the place of choice. Please let me have your views or suggestions for a better site.

### Council: Senate's Committee to Review...Topics Debated

At Council November 8, Senate Chair Robert E. Davies announced the following membership of the Faculty Senate Committee to Review University Council, whose report to SEC is due February 1..

Jacob M. Abel (Mechanical Engineering)  
June Axinn (Social Work)  
Meridith Bogert (Restorative Dentistry)  
Michael Cohen (Physics)  
Helen C. Davies (Microbiology)  
Marten Estey (Management), *Chair*  
Victoria Kirkham (Romance Languages)

**Controversies.** Scheduled reports on the Diversity Education program and the Campus Center survey were pushed to the December agenda as Q&A following Council officers' reports turned into a series of intense debates over some of the information reported. President Hackney gave a rundown on personal safety issues—with some good news such as a dramatic rise in use of the escort service, but specific bad news of attacks on University members and visitors—one of them the strongly castigated assault by Penn students on two Princeton Tiger mascots at Franklin Field. To questions about the report that a "deal" had been made granting immunity if the Tigers' costume heads (which were returned to Princeton, with public apologies made by President Hackney), JIO Constance Goodman stepped to a microphone and said flatly "There have been no deals. There will be no deals."

GSAC's Wayne Glasker urged that Penn take a strong position against Smokey Joe's, where a 19-year-old Penn woman was found unconscious from alcohol in a restroom hours after the bar had closed—and allegedly raped but still hospitalized and at last reports unable to be questioned by Philadelphia Police. The President promised talks similar to those with McDonald's after violence there last year.

After GAPSA's Mohamed Saado-Elmandjra charged that the patrol strength of campus police is no better than ten years ago, and the President challenged his data, Mr. Glasker asked to have Public Safety invited to all Council meetings. Later in the meeting, Senior Vice President Marna Whittington arrived with details on authorized strength, payroll strength, and patrol strength (which differ; her report will be in *Almanac* next week). Public Safety hopes to shorten the time between authorization and putting more officers on the street by recruiting in anticipation of vacancies and by looking at unaffiliated trainees already

in the one academy they can attend.

**Red and Blue:** The Student Activities Council's recent vote against re-recognition of the *Red and Blue* (see statement opposite, entered in Council by UA Chair Benjamin Karsch) drew comment from several speakers. Dr. Hackney said if SAC based its decision on the *Red and Blue's* being in violation of University harassment policy, it would be wrong, and he has suggested the paper put the case before Open Expression. Dr. Michael Cohen pointed to processes set up in the harassment policy as the proper court, not SAC; and Dr. Alan Kors said he wished the President's voice were as "loud and clear" in defense of free speech for the paper as it was for ICA/Mapplethorpe.

**Penn 250th:** In response to criticism of the participation of Mr. Reagan, (see page 3), President Hackney said there will be three world leaders from different parts of the spectrum in three days of Peak Week next May.

**Research Misconduct:** Discussion of the *Draft Procedures Regarding Misconduct in Research* (published here October 24) included the three SEC amendments published last week, and a list of comments gathered by Dr. Haim Bau (below).

### Council: Views on Procedures Re Misconduct in Research

Dr. Haim Bau conveyed the following to Council as comments "received from a number of colleagues in the last few days as well as my own views" and noted that "due to lack of time, the comments listed below were not discussed by the Committee on Research and they do not represent the collective view of the Committee." He also referred to the letter that opens *Speaking Out* on page 3.

**Introduction and Items 4 and 5.** It is impractical and unfair to make faculty members liable for subordinates' and/or colleagues' misconduct under all circumstances. Faculty members should only be responsible for misconduct they knew about or had a reasonable basis to suspect had they exercised normal procedures to supervise subordinates.

**Preliminary Inquiry Item 1.2.** The policy assures the confidentiality of the complainant but what about the rights of the respondent to confront his accuser? This opens up the possibility of smear campaigns by complainants. The argument that the complainant's name should be withheld because he or she will hesitate to complain for fear of retaliation is a weak one since if a formal investigation is warranted, his/her name will be revealed at that stage.

**Preliminary Inquiry Item 1.4.** The rules should set forth the circumstances under which the Dean and/or Provost may overrule the recommendations of the preliminary inquiry committee and the Dean and/or Provost should be required to set forth in writing his/her reasons for doing so.

**Procedures Item 4.2.** It is unfair to move to formal investigation (with all its adverse effects) directly just because a Dean is the complainant. If a Dean is the complainant, the Provost should assume the Dean's role and nominate a preliminary inquiry committee according to the procedures set up in section 1. In reviewing the results of the preliminary inquiry, the Provost should act in the Dean's stead and the President should act in the Provost's stead. Indeed, currently item 4.2 contradicts item 4.3. If the Dean is the complainant, there is an obvious case of conflict of interest.

**Procedures Item 4.1.** If someone is appointed as a member of the preliminary or formal investigation committee despite a challenge by the complainant or respondent, the challenge should be noted in the official record.

### Memorial Service: Ned Parker

A memorial service for Edward J. (Ned) Parker, who died November 1 at 54, will take place in the Lessing J. Rosenwald Gallery, sixth floor of Van Pelt Library, at 4:30 p.m. Wednesday, November 14. Refreshments will be served following the ceremony. In lieu of flowers, the family has asked that contributions be made to the Department of Special Collections, Van Pelt Library, in his memory.

### Thanksgiving Hosts

The University is fortunate to have more than 2000 international students and Visiting Scholars on the campus each year. Like Americans, most of our international guests use their national holidays as highly valued opportunities for introducing visitors to their cultures and family life. Certainly, such a purpose is within the tradition of the American Thanksgiving.

As possible, in making your Thanksgiving plans, please include one or more of our international guests in your celebrations.

—Richard J. Estes, *Chair, Council Committee on International Programs*,  
—Robert Davies, *Chair, Faculty Senate*

### Aftermath of Campus Fight

In the early hours of Saturday, November 11, a fight occurred between a member of Phi Sigma Kappa Fraternity and a member of Pi Kappa Alpha Fraternity. After the fight, a large gathering of fraternity members and passersby outside the Pi Kappa Alpha chapter house had to be dispersed by Public Safety with the assistance of Philadelphia police and one student was arrested in the process.

The Judicial Inquiry Officer has now begun an investigation of this incident to determine the facts of what occurred, who was responsible and whether the responsibility is individual and/or collective. The investigation will determine whether judicial action is appropriate. In addition, the Office of Fraternity/Sorority Affairs is working with the chapters involved to review this situation and to ensure that it does not happen again.

—Kim M. Morrisson, *Vice Provost*



## Council: GSAC on Invitation to Ronald Reagan at Penn's 250th

According to *The Daily Pennsylvanian* of October 19 former President Ronald Reagan has been invited to speak as part of Penn's 250th anniversary celebration.

However, during Reagan's administration, education suffered severe budget cuts. We are especially alarmed by policies enacted by Reagan's administration that reduced accessibility to higher education for minorities and the socioeconomically disadvantaged. Reagan's Secretary of Education, William Bennett, suggested that students did not need their loans, and were spending their loan money on cars and stereos rather than for education. In addition, as revealed by the investigations of Michael Deaver, Edward Meese, Housing and Urban Development Secretary Samuel Pearce, and Oliver North and the Iran-Contra-drug scandal, the Reagan administration was riddled with corruption (and incompetence). For these reasons we feel it is unfortunate that Ronald Reagan, who has shown himself to be so indifferent to education, should be the centerpiece of an occasion such as the 250th anniversary of the University of Pennsylvania. We acknowledge his right to speak; however, we feel that the University should find additional speakers whose actions have been more beneficial to higher education.

We also regret that there was so little student input in the selection process.

—Wayne C. Glasker, Treasurer, GSAC

## Council: Statement by SAC on *The Red and Blue* Issue

The Student Activities Council (SAC) Steering Committee would like to address recent controversy surrounding *The Red and Blue's* request for re-recognition by clarifying standard SAC recognition procedures. *The Red and Blue* lost recognition because its representative failed to re-register the organization on time. In spite of an extended deadline and a notification in *The Daily Pennsylvanian*, *The Red and Blue* did not re-register until 10/4/89, thereby missing the first SAC meeting on 9/27/89.

The SAC provides a forum for greater communication and cooperation among student activities and between student activities and the University administration. During the SAC recognition process, the SAC Steering Committee makes recommendations to the SAC body, a collection of representatives from each of the 141 recognized undergraduate activities groups on campus.

Recommendations are based upon careful consideration of written information provided to the Steering Committee by the organization requesting recognition. In our lengthy October 26th interview with *The Red and Blue* representatives, we discussed these written materials which included a recognition questionnaire; a constitution; a list of past, present, and future programs; a membership list; and the most recent issue of the publication.

Issues the Steering Committee considers in making recommendations include but are not limited to: statement of purpose, openness of undergraduate membership, uniqueness of the activity, and permanence of the organization's function. The Steering Committee gave *The Red and Blue* a negative recommendation. *The Red and Blue* was not meeting the purpose stated in its constitution which is to "express alternative viewpoints, both conservative and otherwise." *The Red and Blue* appears to promote only one viewpoint. In addition, members of *The Red and Blue* identified portions of the journal as "humorous" at the interview, although these sections were not labelled as such in the paper. Furthermore, at no point in their constitution do they mention providing a humor section. We thus find their stated purpose to be misleading. A group representative, upon signing the Student Organization Registration Form, indicates the organization's agreement to conduct its activities at all times in a "mature and responsible manner." The Steering Committee felt that *The Red and Blue's* direct attack in its

10/89 issue upon the Lesbian, Gay, and Bisexual Alliance, another member organization, is not consistent with this ideal.

It is essential to remember that the Steering Committee merely makes recommendations for recognition. It is the entire SAC body which then votes to determine whether or not a group gains recognition. In this case the discussion was lengthy and included many questions directed at *The Red and Blue* representatives. There was a motion from the floor to table the discussion, pending further information. The representatives of *The Red and Blue* decided that an immediate vote was necessary. *The Red and Blue* did not gain SAC re-recognition because it did not receive the required 2/3 majority vote in its favor. The vote was 65 against re-recognition and 32 in favor of re-recognition, with 25 abstentions. There is no single decision maker with the SAC and hence no single reason for the negative votes. Each representative had his or her own opinions and had the opportunity to ask questions and discuss the relevant issues. Anyone interested in understanding the decision of the SAC body to deny recognition to *The Red and Blue* is welcome to contact each SAC representative individually. Names are available in the Office of Student Activities and Facilities.

We would like to remind the University community that membership in the SAC community is a privilege. The SAC community only accepts members which will benefit the community as a whole. SAC recognition is not essential for a group to exist since non-recognized organizations may still officially be registered with the University. *The Red and Blue* continues to have the right to publish and to distribute throughout the University. Lack of SAC recognition in no way denies *The Red and Blue*, or any other organization the right to function. *The Red and Blue* has the right to maintain an office reserved for student groups. And, of course, *The Red and Blue* is encouraged to re-apply for recognition if its members feel the organization has a significant contribution to make to the SAC community in its entirety.

The SAC Steering Committee encourages those individuals interested in this issue to read the Minutes of the 10/30/89 SAC meeting, which are available in the Office of Student Activities and Facilities.

—Anne Marie Burgoyne, Chair,  
The SAC Steering Committee

## Speaking Out

*The following was among views conveyed by Dr. Haim Bau of the Council Committee on Research to Vice Provost Barry Cooperman as part of Council discussion on November 8. After study of all amendments Dr. Cooperman expects to publish a final policy that will meet the federal deadline of January 1. —Ed.*

### Policing Research Conduct

I have read with care the proposals presented to Council regarding misconduct in Research and would like to comment on one item. In this item, the Committee urges a criterion (Item 4) whereby the University expects faculty members to be responsible for the integrity of the research carried out under their supervision, no matter who actually performs the work or under what circumstances.

I believe this requirement is ambiguous and capable of a wide range of interpretations, is impractical to enforce and, in fact, is diametrically opposite to the processes and methods of work normally and traditionally present in basic research.

Considering the first aspect: what is meant by "under their supervision"? Is this professional direction, technical supervision, research planning, financial supervision, administrative control? If a department chairman supplies research funds for a junior faculty member on the basis of a proposal, is he responsible for the integrity of the research produced thereby? If as principle investigator on a grant, I hire an outstanding electronmicroscopist to interpret micrographs, a field in which I have no expertise, am I responsible for the integrity of his/her interpretations, even though I do not intend to appear on this publication (or even, if I do)? Although I am financially responsible, administratively responsible and am the senior professional and the independent investigator on a grant, I am actually part of a team of senior scientists each with his/her own specialty. How do I guarantee the integrity of each of these peers?

As regards the second item, how do I supervise the interpretation of primary data records (printouts, chromatography profiles, etc.) obtained by my co-worker, my graduate student or even sometimes my technician. Should I take time to learn to do this so I can check their notebooks? When should I do this checkup? Should I take time from my own specialty or my role in developing a theory to do this? Should I do it with the original records of an associate at the University of Tokyo, Moscow or Heidelberg? How do I know whether X is entering his observations and not making them up? Should I set a trap for him?

From the foregoing flows the main concern with Item 4. Basic research is essentially self-policing; if my data are

continued next page

either falsified, contrived or distorted, but are of importance, their re-examination by others, the repetition of experiments, the elucidation of inconsistencies will expose this and the slow but effective self-correctives of basic research will remove the offending data in due course. At the same time the basic collegiality of the community of researchers will be protected and strengthened. As my colleague in my department, field or discipline, I trust you in advance. If your data appears spurious, I attempt to find out from you, the possible sources of conflict; if unsuccessful, but important to me, I repeat the work. If instead of this I were to question your integrity, insist in seeing your data, demand original records, our cooperation, joint venturing, mutual respect and synergistic contribution would be impossible. Science would become fragmented and chaotic, the very opposite of what it has to be to progress. Research is built on trust and confidence in one's peers; it cannot be otherwise.

—Robert J. Rutman  
Professor Emeritus of Biochemistry/Vet.

### Scholarism: A New Misdeed?

At a recent symposium here, Mary Maples Dunn, president of Smith College, suggested that Penn might encourage undergraduates to enter the teaching profession. It appears that the Dean's Office of the School of Arts and Sciences has been doing just that. In the *College Advisor*, a new pamphlet the SAS puts out for undergraduates, the following announcement has appeared:

Juniors & Seniors—How to Get Money and Influence People...Fellowship Opportunities. Interested in foreign travel, intrigue, and exerting power over young and impressionable minds? Become an academic!

The announcement raises several interesting questions. Is this the image of the academic profession that prevails at the SAS Dean's Office? Is the Dean's office trying to introduce what it sees as a measure of realism into the promotion-of-values campaign on campus? Does the SAS consider that only a Dallas-inspired vision of junkets, backstabbing, and insidious use of power will attract students to the academic calling? Or, to be charitable, was this merely an attempt at honest huckstering?

But perhaps the notice was actually meant for faculty—a subtle way of letting them know what is expected of them in this age of merit raises. It certainly clarifies the criteria. I should add that the SAS must feel pretty strongly about it—my suggestion to retract the notice met with no success. And more recently, another signal came from the administration. The new Dean of the Annenberg School of/for Communications/Communication (to use the transitional title) has, according to the D.P. (11/2/89) said approvingly of her school

that "it is not a place where a bunch of dusty scholars study the dead past."

Alas, how many of my SAS colleagues can truthfully claim to meet these evolving standards? How many in my own department and at the Museum? And what of the various bunches of faculty in History, American Civilization, Ancient History, History and Sociology of Science? Sociology, Folklore, Art History? Philosophy, Linguistics, and all the Language and Literature departments? Oriental Studies, Religious Studies, South Asia? Even Political Science (with occasional and unseemly interest in Aristotle, Machiavelli, and all the other dead)? I sympathize with Dean Jamieson, who has walked unknowingly into an institution whose very core is full of dust, cobwebs, and corpses, and which is presided over by a dusty scholar who has studied the dead past. Clearly, communication/communications has/have failed somewhere along the way.

Shall we go down in history, as part of our 250th Anniversary celebrations, as the birthplace of a new and exclusively academic misdeed, that may join those of sexism, racism, and ageism: "scholarism" (to be defined as "an irrational contempt for scholars within an institution of learning")? Is a mandatory consciousness-raising seminar in order?

We have been lately overwhelmed by a flood of study groups, reports, five-year plans, glossy covers, projects for new stationery, name changes in positions and institutions, organization and reorganization charts, occasional *diktats*, and an endless procession of new vice-presidents and associates. All this may (perhaps) do something for the PR packaging of the university and (certainly) for activity for activity's sake, but its relationship to the central purposes of a university remains obscure.

Once in a great while a squeak relevant to those purposes becomes audible. I have noted here only two such recent squeaks. It would be nice to know just what they mean, how they came to be, what the administration really thinks of them, and, not least, why should it even be necessary to write a letter such as this when one would normally expect immediate damage-control reactions from a university.

In short, where is the beef?

—Igor Kopytoff  
Professor of Anthropology

### Apology and Context

The quote that Professor Kopytoff refers to appeared on page 2 of the *College Advisor*, a new publication of the College Office. Anytime a faculty member is offended by or misconstrues the values put forth by this office, he or she is due an apology, and I apologize that our attempt at humor was clumsy. In fact, I completely agree with Professor Kopytoff that the

main business of the University is the production and dissemination of knowledge, which is one of the highest values of a civilization. The purpose for writing the column was specifically to interest students in pursuing careers in scholarship. Again, I apologize for the tone of the lead lines Professor Kopytoff quoted, but I hope he would not want me to apologize for the substance of the article. The complete text that follows the lead lines is reprinted below.

...If you are interested in an academic career, post-graduate study abroad, or public service, you may not be aware that there is funding available to pursue these goals.

There are a number of fellowships designed to attract promising students into Ph.D. programs in the humanities and the natural and social sciences. Most fields will suffer a severe shortage of faculty members in the mid-90s, and both public and private foundations have established attractive fellowship programs to lure top students into these fields. For more information, please see Eric Schneider of The College Office.

There are many fellowship opportunities for students who wish to study abroad after graduating from Penn. The Rhodes and Marshall fellowships will support a student for two years of post-graduate study in England. The Fulbright Scholarship funds students for a year in one of over seventy countries. Information about these and other fellowships for foreign study is available through the Office of International Programs.

The University of Pennsylvania may nominate up to three sophomores for the Harry S. Truman Scholarship. The Truman Scholarship is awarded on the basis of merit to students who have exhibited leadership in public affairs and who will undertake careers in public service. For further information, please contact the Office of University Life.

—Norman Adler  
Associate Dean for the College

### No Dust on Us

Professor Kopytoff apparently approves of "dusty scholars studying the dead past." Indeed, he seems to believe that the University of Pennsylvania not only surfeits with them but is led by one. While Professor Kopytoff is entitled to characterize his own work in any way he considers appropriate, I have yet to meet a dusty scholar at the University of Pennsylvania. Nor have I found one who claims to study the dead past. I didn't to. An active scholar gathers no dust. Moreover, those whose work drew me to the University of Pennsylvania treat the past not a dead object but a living resource. Were I a member of the faculty in the departments Professor Kopytoff cites, I would expect an apology from him for impugning my scholarship and that of my colleagues.

—Kathleen Hall Jamieson, Dean,  
The Annenberg School for Communication

*Speaking Out welcomes reader contributions. Short, timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.*



# Mining a 150-Year Layer of Geology's History

The Department of Geology is celebrating *150 years of Geology at Penn* on November 17. Not because it began 150 years ago. The first course actually called Geology was taught in 1824 by Vice Provost Robert Patterson, who founded the Franklin Institute. Before that there were scientists in chemistry, in medicine, and in what was then called natural philosophy, whose teaching and research included what would now be called earth sciences or geology, dating from Professor James Woodhouse before 1800. And some call Benjamin Franklin the University's first geologist because his wide range of interests included topics of geologic significance, such as the differentiation of the materials of the Earth's crust and core—an interest passed on to his grandson Alexander Dallas Bache, the founding president of the National Academy of Sciences, who took a break in his faculty career here to organize the first U.S. coastal survey.

What the 150th celebrates is the beginning of a continuous presence of the subject when Henry Darwin Rogers was named to the faculty in 1835. The appointment of anyone labeled a geologist was bold for its day since the science was considered "irreligious" in some quarters. But his reputation was sound enough, and moreover, according to Cheyney\* "...Rogers was in a position to offer his services as lecturer without salary, and the Faculty, attracted by an opportunity to expand their number without expense, petitioned the Trustees for his election."

Professor Rogers produced the first geologic state map of Pennsylvania, laying the foundation of economic planning for the Commonwealth and becoming one of the long line of academic geologists who would survey the nation, especially the distribution of its minable resources, and map new territories as fast as the west was won—if not faster. Rogers was followed by Ferdinand Vandiveer Hayden (after whom Hayden Hall was later named), who organized and led massive explorations in the western U.S., was instrumental in gathering the data which led to the establishment of Yellowstone Park as the first national park in 1872, and helped create the forerunner of the U.S. Geological Survey which became the geological arm of the federal government. Geology students and faculty have a long tradition of honoring Dr. Hayden, who died in 1887, by visiting his grave each year at Woodland Cemetery.

How has Geology changed at Penn? Today the Department has three areas of concentration which deal with three major aspects of the earth sciences. The Earth's crust, its materials, movements, and resources, are studied by the tectonics/petrology/resources group. Environmental geology covers forest decline, acid rain, and the contamination of ground water, as well as recent changes at the Earth's surface. The third field is the investigation of fossils as they represent past life on Earth and its development throughout hundreds of millions of years, with a special emphasis on mass extinctions.

\*History of the University of Pennsylvania, 1740-1940.

Henry Darwin Rogers, whose appointment in 1835 prompts the Sesquicentennial; and Ferdinand Vandiveer Hayden, also shown below with the Hayden Survey team that over a ten-year period explored most of the Rocky Mountains—an adventure that caught the public fancy and eventually led to the creation of the U.S. national park system while producing new concepts that would advance geology and other natural sciences.



The entire Hayden Survey team, photographed at Red Buttes, Wyoming, on August 24, 1870. Standing left to right are cooks "Potato John" and "Frenchy"; S. R. Gifford; Staff Artist Henry W. Elliott; Geologist James Stevenson; Naturalist Henry D. Schmidt; Zoologist C.P. Carrington; L.A. Bartlett; and the photographer Jackson. Seated, left to right: C. S. Turnbull; Meteorologist John H. Beaman; Penn's Professor Hayden; Botanist Cyrus Thomas; a hunter named Raphael; and Mineralogist A.L. Ford.

Photo by W.H. Jackson, U.S. Geological and Geographical Survey of the Territories.



## The November 17 Symposium

Geology's sesquicentennial symposium begins at 10 a.m. in the auditorium of the Nursing Education Building with a welcome from Provost Michael Aiken and Dean Hugo Sonnenschein, and *A History of Geology at Penn* by Dr. Hermann Pfefferkorn, chair of the department. Three distinguished guests will then address major questions in geological research, each of them preceded by a ten-minute overview of current work at Penn.

10:30 a.m. Dr. Ian Harker highlights departmental research in *Tectonics, Petrology and Resources*, followed by:

Dr. Ulrich Petersen, C. Dudley Professor Economic Geology at Harvard and president of the Society of Economic Geologists, in the Henry Darwin Rogers Lecture *Magma and Ores in the Central Andes*.

11:50 a.m. Dr. Robert Giegengack highlights departmental research in *Environmental and Surface Geology*, followed by:

Dr. Eugene M. Shoemaker of the U.S. Geological Survey in Flagstaff, Arizona, presenting the Leon Lecture, *Global Environmental Catastrophes—The Great Debate*. This lecture and a reception following it are sponsored by the Leon Lecture Committee.

2:30 p.m. Dr. Charles Thayer highlights departmental research in *Paleontology-Paleobiology* at 2:30 p.m., followed by:

Dr. David Dilcher, professor of paleobotany at Indiana University/Bloomington and president of the Botanical Society of America, in the Natural Sciences Association Lecture, *Plant-Animal Coevolution and its Importance in the Origin of Angiosperms*.

4 p.m. A panel discussion on *Earth Sciences and Society—Input for Basic Decisions?* concludes the program.

For information on attending, call 898-5724 or 898-5725.



Modern-day Penn students with new measuring tools. Photo by Kevin Owens

A new publication of the Office of Human Resources is a comprehensive annual report which will state each year's objectives and track their progress in print. The first such report was sent October 30 to many University offices. The executive summary that opens the 32-page booklet is published here, and the full report is available to members of the University. Call the Office of Human Resources at Ext. 8-6884 to request a copy.

## Human Resources 1988-89: A Report to Faculty and Staff as Stakeholders

A university must foster an environment of creative ferment and excitement in order to thrive. Here, at the University of Pennsylvania, we believe that it is our pluralistic workforce—encompassing different racial, ethnic and diversely skilled populations—that directly contributes to our creative energy and reputation for excellence. Indeed, the men and women who serve the University are the foundation upon which Penn's reputation rests. Therefore, the University of Pennsylvania's Office of Human Resources seeks to promote a positive and productive environment that draws upon each person's unique abilities for the benefit of the whole Penn community.

Specifically, the Office of Human Resources is responsible for providing the leadership necessary to realize the following goals: (1) define and work toward a desired employee environment for a changing workforce; (2) transform the role of Human Resources from a traditional processing center to a consulting and customer service center; (3) augment the University's human, fiscal, physical and information resources by means of an aggressive automation program; and (4) accomplish these things in a way that fosters maximum productivity of Human Resources and other University personnel.

This is a charge that will be achieved in measured steps, given the creative tension between the University's historical conservatism and its support for decentralization and individual expression. It is, however, a charge that the University, and in particular the Human Resources staff, is committed to fulfilling.

Among the several immediate challenges facing the Office of Human Resources were:

- Bringing Penn's pay practices into parity with competing employers, while simultaneously strengthening the merit principle, within current fiscal constraints.
- Modifying Penn's union negotiating strategy from across-the-board distributions to offering compensation competitive with local pay scales.
- Adding an organizational development consulting unit to help departments and schools cope with growth and change.
- Moving toward a decentralized, automated payroll system so that Human Resources could provide accurate, timely service in a way that is most responsive to decision-makers.
- Taking action on commitments made in the summer of 1987 by the President, Provost and Senior Vice President to the University's African-American constituency.
- Identifying and altering, as necessary, benefit plan designs to adapt to the new environment generated by recent tax reform legislation.

This past year was one of extraordinary achievement under arduous circumstances. Human Resources was able to accomplish its agenda, with only two exceptions, which were in part beyond the control of the department. The first exception was that an internal equity study, jointly carried out by the University and a consulting firm, was not concluded by the close of fiscal year 1989. This study, undertaken in response to concerns raised by the University's African-American community, is now scheduled to be issued in the fall of 1989. Any recommended remedial endeavors will become a priority for Human Resources in the 1990 fiscal year. Second, exactly what long term retirement and health benefit program changes are necessary and desirable as a result of tax reform could not be immediately and conclusively ascertained. Progress in this area was impeded by possible changes to the new tax legislation and lack of IRS guidelines for existing tax laws.

I do not believe, however, that this detracts from the overall achievements of Human Resources. The staff put forth a tremendous effort to make technology serve the management process, to improve the Penn community's ability to capitalize on the diverse composition of the workforce, and to help Penn gradually progress toward achieving a reputation as "the employer of choice" among its competitors. It is my hope that the University community has a renewed confidence in the professional attitude and enhanced abilities the Human Resources staff has exhibited.

As we look toward the future, there are developments on the horizon that will affect Penn as they will any employer. The University should perceive these challenges as opportunities and address them accordingly. Over the next two decades the workforce population will be older; the majority of potential new employees will be protected class citizens; and all workers will expect a higher quality, more flexible work experience. At the same time, technological advances will create a gap between necessary and actual skills possessed by current employees; government will intervene to a greater extent in the workplace; and cost containment of benefits in particular will become imperative.

The Office of Human Resources stands ready to serve the University in building an *esprit de corps*, helping to maintain the employee skill level necessary to sustain productivity and developing policies consistent with government regulation and financial realities.

The Human Resources staff is mindful of the campus community's suggestions for making Penn a better place to work. We've heard your requests that there be an improved performance evaluation process, that there be defined career paths, that employment and classification processing be expedited, that the *Staff Grievance Procedure* be revised and that we do a better job of communicating Penn policies, procedures and our programs to you. The overall Human Resources fiscal year 1989 objectives, which appear directly following this summary, were formulated in part to address these concerns. The detailed activities and strategic future directions for each unit of Human Resources also appear in this annual report.

Moreover, our objectives for fiscal year 1990 continue to be established with consideration to both external challenges and internal suggestions for improvement. Two prominent concerns run through both the FY 89 and the FY 90 objectives. First, the Office of Human Resources should design services that achieve the best possible outcomes for you, our clients. Second, our actions should give Penn a strategic competitive edge in the higher education community in attracting and keeping you, the University's most precious resource.

I invite you to work with us to realize Penn's potential.

—Barbara Butterfield  
Vice President for Human Resources

### FY 1989 Objectives

- Design and recommend multi-year salary strategies that will attract and retain top employees.
- Draft a written *Benefits Philosophy Statement* to be refined and adopted through a full participatory University process.
- Adjust benefit programs to meet new tax legislation and guidelines.
- Add a formal Human Resources unit to provide organizational development services that will help address the need for effective work teams in campus units.
- Review current training programs and design new offerings so that at least 80% of the programs delivered focus on increasing productivity and growth opportunities at Penn.
- Develop skills courses requested by campus constituents; assist in a needs assessment and respond to computer training needs.
- Review and revise personnel policies and procedures; distribute the resulting updated document in an online electronic version.
- Contribute to a positive pluralistic environment at Penn by fulfilling the Human Resources-related commitments made by senior University executives to the African-American constituency in the summer of 1987.
- Implement changes that will transform Human Resources from a task-and-controlling-orientation to a more consulting- and service-based unit.
- Implement "work smart" electronic applications, including computer-generated management reports and online access to human resources data for decision-makers, using the expertise of the new (FY 88) Human Resources Information Management unit, which was created to fill this role.



## United Way/Penn's Way Prizes

Following is a list of prizes to be awarded to Penn faculty and staff employees in this year's United Way/Penn's Way campaign.

Eligibility works this way: From the time a Penn employee returns the pledge card, his or her name is entered in a drawing for that Friday and every Friday thereafter until the campaign concludes in late December. The Thanksgiving week drawing will be held on the Monday following.

The grand prize is a pair of round-trip USAir tickets to Disney World, plus \$500 for expenses, to be awarded in early January.

Prizes for weekly drawings include:

- A one-night stay at the Penn Tower Hotel, including dinner and breakfast.
- Lunch for two at the White Dog Cafe;
- Private box at the Spectrum for a Flyers' game;
- Lunch for four at the Beijing Restaurant on Spruce Street;
- A fine watch from Bernie Robbins Jewelers in Center City;
- A free parking space for one year in a Penn lot;
- A \$50 gift certificate at the Foot Locker at 3429 Walnut St.;
- A Russell superweight sweatshirt from University Sportswear, 3736 Spruce St.

More prizes will be announced later. One prize, dinner for two at Babe's Steakhouse in the Northeast, has already been claimed by Jan Henry, fiscal coordinator for the department of orthopedic surgery. She won a drawing at an October 31 luncheon for solicitors and coordinators.

—Barry Stupine, Campaign Co-chair and Associate Dean for Administration/Vet



*The Light Princess and her companions at the Annenberg Center November 17-18 are from the Little Theater of the Deaf. At their four performances in Annenberg's Theater for Children Series, it's the hearing who receive a translation: though one of the five actors can speak, none do. Clockwise from center are Camille Jeter, Mike Lamitola, Willy Conley, Mary Beth Barber and John Eisner. Performance times are 10 a.m. and 12:30 p.m. Friday, 11 a.m. and 2 p.m. Saturday.*

ALMANAC November 14, 1989

AMERICAN  
CANCER  
SOCIETY

## GREAT AMERICAN SMOKEOUT



### Smokeout: November 16

The Great American Smokeout has been held for the past 12 years on the Thursday before Thanksgiving. This year on November 16, smokers are encouraged to try not to smoke for 24 hours. Non-smokers can Adopt-a-Smoker to help a friend get through the day without a cigarette. Both can visit...

### The Smokeout Kickoff

At the Faculty Club, 11 a.m.-2 p.m. on November 16, the Smokeout Kickoff will offer apples in exchange for cigarettes, survival tips, literature, adoption papers, balloons, buttons—and register for the Great Turkey Raffle, a new feature of the Smokeout. The winner will receive a turkey in time for Thanksgiving.

For more information call me at Ext. 8-3400.

—Carolyn Jones, Coordinator

### Women for People: Open to All

The Association of Women Faculty and Administrators cordially invites members of the University family to attend its Holiday Party in honor of the People's Emergency Center. The party will be held on Thursday, December 7, 4-6 p.m. at the E. Craig Sweeten Alumni Center, 3533 Locust Walk.

The People's Emergency Center, one of the oldest shelters of its kind in the city of Philadelphia, offers services for women, children and run-away teenagers. The shelter is located near campus in Asbury Church, 3200 Chestnut Street.

Join the A.W.F.A. in the spirit of giving by bringing a check made payable to P.E.C. to the party. Contributions may also be sent in advance to D. Bristow, School of Social Work, 3701 Locust Walk/6214.

—Louise P. Shoemaker, President, A.W.F.A., and Professor of Social Work

### Hill House Expo: Call for Art

Faculty, staff, and students who would like a chance to display their art work are invited to register for the Hill House Art Expo.

Registration is at the Hill House office 9 a.m.-5 p.m., November 13-December 1, for the Expo to come on December 10.

Work can be submitted to Hill House on December 7 and 8, 7-9 p.m. and December 9, 1-4 p.m. The maximum number of submissions is three, and all photographs, drawings, and paintings must be 3'x 3' or less. Sculpture and clay works are allowed, but not computer art works.

# Update

NOVEMBER AT PENN  
EXHIBITS

**15** *Shaping the Future*; exhibition of futuristic fabric sculptures by Aleksandra Kasuba for the opening of the Ester Klein Gallery; Reception: 4-7 p.m., Monday-Friday, 9 a.m.-5 p.m., University City Science Center. Through January 16.

### FILMS

**Neighborhood Film/Video Project** offerings at International House. Tickets: adults, \$5 and students, \$4. Information: 895-6542.

**15** *Red Sorghum*; Zhang Yimou, People's Republic of China; 1987 film on life in China during the 1930s and 1940s, 7:30 p.m.

**16** *La Colonia Penal/The Penal Colony*; Raul Ruiz, Chile; 1971 adaptation of Kafka's short story, 7:30 p.m. Through November 18. Then, *Le Colloque de Chiens/Dog Dialogue*; Raul Ruiz, France; 1977 film montage of stills and shots of barking dogs and places.

**17** *De Grands Evenements et des Gens Ordinaires/Of Great Events and Ordinary People*; Raul Ruiz, France; 1979 personal view of the French 1978 elections commissioned by French TV but never telecast, 7:30 p.m. Also November 18.

*The Cabinet of Doctor Caligari with Entr'acte and Nosferatu*; German Expressionist films with live accompaniment by the Club Foot Orchestra. The first film starts at 7 p.m. and the second at 9 p.m. Tickets: adults, \$12 for both performances/screenings, \$8 for one. \$10 for both performances for students and \$7 for one.

### PUC Film Alliance

**16** *Foreign Correspondent*; obscure Alfred Hitchcock spy thriller about an American journalist in London in 1938; 9 p.m., Irvine. Tickets: \$3.

### FITNESS AND LEARNING

**15** *Feeling Safe in an Unsafe World*; workshop, presented by Sarah Barrett, assisting parents in making their children feel safe; noon, Smith Peniman Room, Houston Hall. Information: Ext. 8-0313. (Child Care Resource Network).

*Sobriety I. Less than 18 Months in Recovery*; Carol Bennett-Speight and Nancy Madonna conduct this weekly support group for alcohol and drug addictions; Noon-1 p.m., Bishop White Room, Houston Hall. Information: Ext. 8-7910. (Faculty/Staff Assistance Program). Also November 29.

*I Never Called it Rape*; a weekly discussion of Robin Warshaw's book; 7:30-9 p.m. (Penn Women's Center).

**16** *Safety Forum*; Representatives from Public Safety, Van Pelt Libraries, the West Philadelphia Partnership, and Services to the Homeless will share safety tips and listen to concerns and suggestions; 12-1 p.m., 1st Floor Conference Room, Van Pelt Library. Information and pre-registration: Rose Hooks, Ext. 8-4481 (Department of Public Safety).

**21** *Assertiveness in the Workplace: 3-Part Series*; Bette Begleiter sharing the basics of assertive communication; 12-1 p.m., Bishop White Room, Houston Hall (Faculty/Staff Assistance Program).

### SPECIAL EVENTS

**17** *150 Years of Geology at Penn*; 10 a.m.-5 p.m., NEB Auditorium; see also p. 5.

Update continued next page

## Special Collections: Photo ID

Van Pelt Library's Department of Special Collections has implemented revised registration procedures. Readers may encounter minor delays as a result, especially at first. Both Penn and non-Penn readers will be asked to show currently valid, dated photographic identification cards (such as their Penn Card or a photograph-bearing driver's license), the same identification cards needed to enter the Library itself, whenever they use Special Collections.

—Daniel H. Traister, Special Collections

## To Affiliate Courses with WATU:

Writing Across the University is currently inviting course affiliations for the spring on a first-come-first-served basis. The two main criteria for affiliation are an emphasis on good academic writing, manifested by the writing assignments in the course, and a predominantly undergraduate course enrollment. If you'll be teaching a course that meets these criteria, consider affiliating your course with WATU. For more information or an Affiliation Request Form (if you haven't already received one), please call Ext. 8-8525 or 8-4566.

—Peshe C. Kuriloff, Director, WATU

## Update begins on page 7

**17 Single Workers at Penn Happy Hour;** first monthly Happy Hour; 5-7 p.m., Eden, International House. Information: Ext. 8-7173.

**20 Open House and Reception at the Center for the Study of the History of Nursing;** salute to contributors, special tours for members and friends; 3-7 p.m., Room 307, Nursing Education Building. Information: Ext. 8-4502.

## TALKS

**15 Virus-Insect Vector Interactions;** Kevin Schultz, veterinary medicine, Wisconsin/Madison; 4 p.m., Wistar Auditorium (Wistar Institute).

**Linkage Approach to Human Disease: Mapping Mutant Genes in Families;** R. L. While, University of Utah School of Medicine; 4:15 p.m., Lecture Room B, John Morgan Building (Third Annual Bernard Cohen Lectureship in Genetics, School of Medicine).

**16 Organization, Evolution, and Function of the Mammalian Homeobox Gene Complex;** Frank H. Ruddle, Yale; 4 p.m., Lecture Room B, John Morgan Building (Department of Anatomy/Med).

**Regulation of Ion Channels and Muscarinic Receptors by Protein Phosphorylation;** Marlene Hosey, physiology; 4 p.m., library, 4th Floor, Richards Building. (Department of Physiology).

**17 Interaction of Surfactant Proteins with Lung Pneumocytes;** Sandra R. Bates, environmental medicine; 12:15 p.m., Seminar Room 1, John Morgan Bldg., (Institute for Environmental Med).

**Growth Factors and the Control of Hematopoiesis;** Steven Clark, director, Hematopoiesis Research Genetics Institute; 4 p.m., Wistar Auditorium (Wistar Institute).

**20 White Women Against Racism;** Elena DiLapi and Adina Rubel present an educational series examining the impact of racism on white women; 6:30-7:30 p.m., Room 119, Houston Hall (Penn Women's Center).

**21 Sacral Autonomic Pathway to the Large Intestine of the Cat;** Jacob Krier, physiology department, Michigan State University; 1-2 p.m., Physiology Library, 4th Floor, Richards Building (Respiratory Physiology Group and Department of Anesthesiology).

**Youth Violence;** A Circle of Reason roundtable discussion with a moderated panel; 5:30-7:30 p.m., Africa Room, International House. Information: Ext. 8-2232 (Resident and International Student Programs of International House).

## Deadline

The deadline for the January At Penn calendar is December 5. Send information to *Almanac*, 3601 Locust Walk/6224 or via E-mail to *Almanac@A1.Quaker*.

## Department of Public Safety

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between November 6, 1989 and November 12, 1989.

Total: Crimes Against Persons—0, Thefts—40, Burglaries—1, Thefts of Auto—0, Attempted Thefts of Auto—0.

Date	Time Reported	Location	Incident
<b>33rd to 34th; Spruce to Walnut</b>			
11/07/89	9:09 AM	Music Bldg	Stereo equipment taken
11/07/89	9:43 AM	Smith Hall	Stereo & camera taken
11/07/89	11:42AM	Towne Bldg	Secured bike taken from rack
11/07/89	12:33PM	Moore School	Wallet taken from coat on rack
11/10/89	6:50AM	Morgan Bldg	Computer equipment taken/recovered
<b>34th to 36th; Spruce to Locust</b>			
11/06/89	9:22PM	Williams Hall	Secured bike taken from railing
11/07/89	1:42PM	Logan Hall	Handbag taken from unsecured room
11/07/89	4:42PM	Furness Building	Unattended knapsack taken
11/10/89	7:43PM	Williams Hall	Bike taken from rack
<b>37th to 38th; Locust to Walnut</b>			
11/09/89	5:15PM	3700 Block Walnut	Unattended backpack taken
11/09/89	5:29PM	Bookstore	Backpack taken
11/10/89	3:59PM	Bookstore	Backpack & contents taken
11/11/89	1:21PM	Bookstore	Knapsack taken from unsecured lobby
<b>36th to 37th; Locust to Walnut</b>			
11/06/89	10:56AM	Annenberg Center	Unattended computer taken from open room
11/06/89	12:58PM	Christian Association	Knapsack taken
11/08/89	11:58AM	Annenberg Center	Unattended wallet taken from office
<b>38th to 39th; Spruce to Locust</b>			
11/08/89	7:34PM	Lot #14	Items taken from auto/window damaged
11/10/89	1:55PM	Lot #14	Window broken/radar detector/bag taken
11/11/89	12:15AM	ZBT	Bike taken

**Safety Tip:** The Thanksgiving Holiday break is approaching. The potential for crime is greater when so few people are on campus. If you remain on campus it is imperative that you use common sense and be safety conscious. Remember—in case of emergency call Public Safety.

## 18th Police District

Schuylkill River to 49th Street, Market Street to Woodland Avenue  
Reported crimes against persons from October 30, 1989 to November 5, 1989.

Total: 15 Incidents, 5 Arrests

Date	Location/Time	Offense/Weapon	Arrest
10/30/89	3900 Chestnut, 3:34AM	Robbery/strong-arm	No
10/30/89	4037 Locust, 10:15AM	Robbery/gun	No
10/30/89	108 S. Farragut, 11:25PM	Aggravated Assault/bottle	No
10/31/89	4500 Locust, 7:59AM	Robbery/bottle	No
10/31/89	278 S 52nd, 5:22PM	Robbery/strong-arm	Yes
11/01/89	4300 Market, 1:15AM	Robbery/strong-arm	Yes
11/01/89	1201 S. 49th, 9:00AM	Robbery/strong-arm	Yes
11/01/89	3130 Walnut, 5:27PM	Robbery/knife	No
11/02/89	4400 Sansom, 12:35PM	Robbery/strong-arm	No
11/03/89	4500 Chestnut, 12:45AM	Robbery/strong-arm	No
11/03/89	3400 Civic Center, 2:20AM	Aggravated Assault/fists	No
11/04/89	4400 Walnut, 6:55PM	Robbery/strong-arm	Yes
11/05/89	229 S 45th, 1:27AM	Robbery/gun	Yes
11/05/89	4000 Market, 3:00AM	Robbery/strong-arm	No
11/05/89	4300 Locust, 9:35PM	Robbery/strong-arm	No

## Almanac

3601 Locust Walk Philadelphia PA 19104-6224

(215) 898-5274 or 5275  
ALMANAC@A1.QUAKER

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