

Almanac

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Patrick Murphy for the ICA

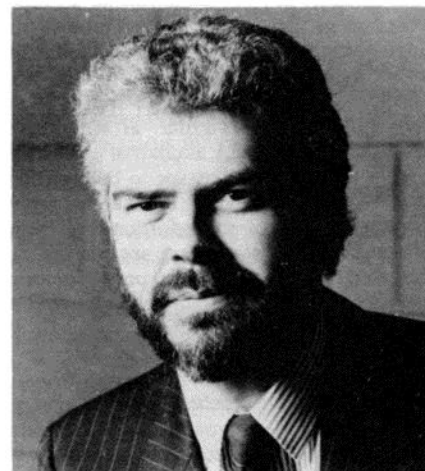
Patrick T. Murphy, the 33-year-old director of the Douglas Hyde Gallery at Trinity College in Dublin, will take office next semester as director of the Institute of Contemporary Art.

The Hyde Gallery, an independent public gallery, is considered Dublin's premier space for exhibitions of contemporary art. Since joining it in 1984, Mr. Murphy has launched over 30 exhibitions of contemporary painters, sculptors and photographers and generated important catalogs, articles and reviews. Earlier, he served as Visual Arts Officer for The Arts Council's development of the infrastructure of galleries and arts centers in Ireland. He also developed an exhibition policy that was adopted by the Council for their national touring exhibition program, and organized a joint international touring program between the Arts Coun-

cil and the Department of Foreign Affairs.

A 1977 graduate of Trinity, Mr. Murphy studied the history of European painting as a graduate student there from 1978 to 1980. According to Brian O'Doherty, director of media arts for the NEA in Washington, Mr. Murphy is "unflappable" and his knowledge of European art is matched by his insight into the American scene.

Provost Aiken described Mr. Murphy as "an extremely able administrator who works well with artists, students and university officials alike." Added Susan D. Ravenscroft, chair of ICA's Advisory Board, "We are very excited to have Patrick Murphy lead ICA into the '90s. It will be a time of tremendous growth, with a new building and expanded year-round programming. He has the energy and the intellect to keep ICA on the leading edge. We all look forward to working with him."



'Unflappable' Patrick Murphy

FOR COMMENT

Proposed Guidelines on Conflict of Interest

The National Institutes of Health (NIH) and the Alcohol, Drug Abuse and Mental Health Administration (ADAMHA) are seeking comments on recently published draft guidelines intended to protect against conflicts of interest related to research funded by those agencies. Currently, NIH and ADAMHA require a recipient organization to have a policy on conflict of interest, and the University has established such a policy which can be found on page 67 of the Research Investigator's Handbook. If the proposed guidelines are implemented, they would have a significant impact on the University as well as faculty researchers and others working on NIH and ADAMHA funded projects. They would require extensive disclosure of personal financial and professional interests, not only of faculty and staff, but also their spouses and dependents. They would place onerous administrative burdens on principal investigators, department chairmen, and deans as well as on the central administration of the University. And, they could adversely affect our capacity to perform research, particularly when the results may have commercial potential.

These proposed guidelines are the result of growing concerns about increasing interactions between academic scientists and private industry and reported cases of improper influence on the conduct of federally funded research due to perceived or actual conflicts of interest. Some widely publicized incidents have led some members of Congress to demand more stringent regulation of federally funded research involving testing of development of commercial products. The introduction to the proposed guidelines states that they "should not stifle research creativity or technology transfer from the research laboratory to commercial use but, rather, provide guidance concerning safeguards needed to ensure unbiased performance and reporting of research results." However, the additional paperwork these guidelines would generate, their broad application to all research projects funded by NIH and ADAMHA, the level of detail required for disclosures and the administrative burden placed on recipient organizations could have a chilling effect on research activities.

Some of the more troublesome aspects of the proposed guidelines include (underlining has been added for emphasis):

1. "Full disclosure of all financial interests and outside professional activities, by all who are in a position to make decisions concerning one

or more NIH- or ADAMHA - supported projects, shall be made to the institution at the time a research application or proposal is submitted to the NIH or ADAMHA. This shall include the financial interests of their spouses, dependent children and other dependents." Disclosures would have to be updated annually.

2. "All disclosures and waivers shall be reviewed at the institution in a timely manner by knowledgeable and objective individuals appointed by institution officials." It is suggested that a panel, including at least one individual not affiliated with the institution, be established to review disclosures.

3. While waivers would be permitted where a financial interest is insignificant, the institution would have to report each such waiver to NIH or ADAMHA.

4. Any real or apparent conflict of interest involving an NIH or ADAMHA project would have to be reported to a designated agency official.

5. "No investigator, key employee, consultant, or other persons with primary research, management, advisory, supervisory, or purchase authorization responsibilities, or their spouses, dependent children, or other dependents, shall be allowed to have personal equity holdings or options in any company that would be affected by the outcome of the research or that produces a product of equipment being evaluated in the research project."

The Council Committee on Research, working with the Vice Provost for Research and the Executive Director for Sponsored Programs, will develop a response to these proposed guidelines on behalf of the University. However, it is vitally important that individual investigators and others that may be affected by the implementation of these rules also provide comment. Complete copies of the proposed guidelines are available in the Office of Research Administration (Ext. 8-7293).

All faculty members are urged to read them and to send their comments to Dr. Katherine L. Bick, Deputy Director for Extramural Research, National Institutes of Health, Shannon Building, Room 144, 9000 Rockville Pike, Bethesda, MD 20892, no later than December 15, 1989.

—Anthony Merritt
Director of Research Administration

SENATE

From the Chair

Should There Be A Student Behavior Pledge Or Oath?

Amongst the Proprietary Charters of the University of Pennsylvania is one dated 16th June, 1755 that requires that "...the said trustees, the Provost, and Vice-Provost, and each Professor, before they shall exercise their several and respective powers or authorities, offices, and duties, do and shall take and subscribe the three first written oaths appointed to be taken and subscribed, in and by one act of Parliament, passed in the first year of the reign of our late sovereign lord, George the first, intituled, An Act for the further security of his Majesty's Person and Government; and the Succession of the Crown in his Heirs of the late Princess Sophia, being protestants, and for extinguishing the hopes of the pretended Prince of Wales, and his open and secret abettors..." etc. Another oath related to "...An Act for preventing dangers which may happen from popish recusants...". These oaths were required of everyone "...excepting only the people called Quakers..." who made similar "affirmations and declarations..."

Even as late as 1972, I, as chair of a department, was asked by my dean to sign a document stating "I certify that I have no reason to believe that any person under my jurisdiction is a 'subversive' person within the meaning of the Pennsylvania Loyalty Act. I do this either from personal knowledge or lack of any information to provoke inquiry."

These oaths and statements are no longer required and it is clear that they did not always serve their stated purpose. Spies and people determined to subvert authority have usually lied or begun a revolution when they thought that it would serve their own plans. That is why we are all here now in the United States of America!

More recently (11.15.1989), an article in *The Daily Pennsylvanian* about consideration of "a four-part mandatory behavior pledge which would require all incoming students to promise in writing that they will respect diversity and not cheat, use illegal drugs, or abuse alcohol." stated "Faculty Senate Chairperson Robert Davies said last night that he does not support the pledge because it... (Please see PLEDGE, page 7)." However there was nothing further on page 7 or anywhere else on this topic. The missing words were "would not effectively change behavior. The only benefit would be an acknowledgement of familiarity with the University's Policies and Procedures."

It is important that all students know about these and, since some have claimed ignorance after violating them, this is one of the reasons why I was a facilitator during the Diversity Education Program on Labor Day and explained our Policies and Procedures to new first-year students. If there continue to be such uninformed violators, then it may become necessary to ask students on matriculation to sign a statement that they have read them. A similar requirement occurs when you first get a Driving License in Pennsylvania. You are not required to sign a pledge, but you know that you can be punished if you break the laws that you have been required to read.

Robert E. Davies

Speaking Out

For Visual Diversity

Having just finished distributing a large number of copies of the "Christmas Book Chat" published by The Book Store, I write this letter to complain about the choice of cover used by this University of Pennsylvania enterprise. There is no detectable racial or ethnic diversity on the cover of this catalog which was sent to faculty, staff, adjunct faculty, research fellows and others. The University has painstakingly established policy and training programs on diversity in the workplace. Why use such a narrowly focused cover?

—Michele M. Rowand, Office Manager, Systems Department, SEAS

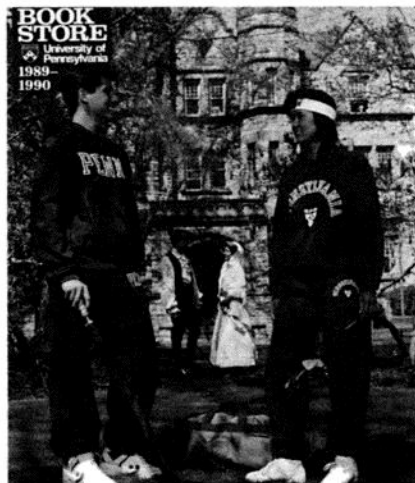
Response

The publication referred to in Ms. Rowand's letter is a "stock" catalog used by 160 academic and nonacademic bookstores throughout the country. The Book Store had no input on the cover design, which appears to depict the interior of a London bookstore from the Charles Dickens era.

The Book Store's own catalog, annually

produced in September, effectively portrays the proud tradition of Penn represented and shared by all members of its richly diverse workplace.

—Steven D. Murray, Associate Vice President for Business Services



From the JIO's Report, 1987-88

For comparison with the current report of the Judicial Inquiry Officer (next page) the statistical portion of the 1987-88 is presented below. Sanctions noted in the 1987-88 report substantially duplicate those of the report opposite.

For earlier data on cases conducted by the JIO since the beginning of the policy to provide information on incidents and their disposition, see *Almanac* 3/23/82, 11/6/84 and 3/17/87.

Cases Referred to the JIO

September 1987 through May 1988

Number of Cases	156
Undergraduate	151 (95%)
Graduate	5 (5%)

Category of Complaint

Criminal Mischief (Malicious, Etc.)	45
Theft	14
Disorderly Conduct	26
Harassment	21
Assault	13
Shoplifting	3
Vandalism	6
Indecent Assault	0
Fraud	1
Trespassing	5
Burglary	1
Open Expression	0
Attempted Theft	1
Forgery	1
Indecent Exposure	1
Cases Involving Strippers	4
Misuse of Penn ID	3
Cheating	5
Plagiarism	5

Response to Complaint

Average time between date of incident and date reported to JIO 1.5 Weeks
(Range: 1-5 Weeks)

Average time between date complaint received by JIO and date case resolved (hearings excluded) Major delays caused by semester breaks, appeals, need for clarification of original sanctions, difficulty with faculty and student schedules. 4.1 Weeks
(Range 1-82 weeks.)

Average time between date complaint received by JIO and date case resolved by hearing. Major delays caused by semester breaks, appeals, need for clarification of original sanctions, difficulty with faculty and student schedules. 13.6 weeks
(Range 6-20 Weeks.)

Miscellaneous Statistics

Percentage of cases involving more than one respondent (student charged)	20%
Cases involving fraternity members	11%
No action (referrals elsewhere, memos received, etc.)	21%
Cases adjudicated by hearing	2%

Report of the Judicial Inquiry Officer, 1988-89

As required by the Judicial Charter, I am presenting a report on statistics derived from 150 cases of violations of the Conduct and Academic Integrity Codes from Fall term 1988 through Summer 1989. The total number of cases as compared to the previous year's has not changed; the change in complexity and nature of the cases has, and cannot be fully conveyed in a collection of numbers. I welcome questions from the community on the material presented or clarification if necessary. Ext. 8-5651. —Constance Goodman, Judicial Inquiry Officer

Statistical Report of the JIO September 1988 through August 1989

Number of Cases	150
Undergraduate	145 (96.67%)
Graduate	5 (3.33%)
Category of Complaint	
Miscellaneous Security Violations	51
Fraudulent Use of Penn ID	32
Harassment	29
Disorderly Conduct	24
Assault	20
Propulsion of Object	20
Fire Code Violation	19
Theft	11
Alcohol Violation	9
Criminal Mischief	9
Trespassing	9
Burglary	6
Tampered ID	6
Attempted Theft	5
Receiving Stolen Property	4
Retail Theft/Shoplifting	4
Reckless Driving	3
Ethnic Intimidation	2
Malicious Mischief	2
Hazing	1
Indecent Assault	1
Threats	1
Vandalism	1
Cheating	
Alter Exam/Paper for Regrade	7
Misconduct During Exam	7
Use or Performance of	
Another Person's Work	5
Submission of Work Used Previously	2
Falsification of Grades or Transcripts	1
Plagiarism	6
Response to Complaint	
Average Time between date of incident and date reported to JIO	1.98 weeks (Range 1 day-3 weeks)
Average time between date complaint received by JIO and date case resolved by agreement.	
Major delays caused by semester breaks, appeals, need for clarification of original sanctions, difficulty with faculty and student schedules.	9.14 weeks (Range 1 day-27.71 weeks)
Average time between date complaint received by JIO and date case resolved by hearing	
Major delays caused by semester breaks, appeals, need for clarification of original sanctions, difficulty with faculty and student schedules.	12.5 weeks (Range 8.85 weeks-16.14 weeks)
Miscellaneous Statistics	
Percentage of cases involving more than one respondent (student charged)	30.67%
Cases known to involve fraternity members	38.67%
No action (referrals elsewhere, memos received, etc.	35.33%
Cases adjudicated by hearing	00.88%
Number of Suspensions	8
4-Code of Academic Integrity	
4-Code of Conduct	
Number of Expulsions	4

Sanctions. One or more of the following sanctions were imposed in each category as indicated. Sanctions were combined as appropriate depending on the severity of the offense.

Miscellaneous Security Violations

apology letter
C.A.R.E.* program
community service
fine
probation
psychiatric evaluation
reprimand and/or warning

Fraudulent Use of Penn ID

community service
fine
reprimand and/or warning

Harassment

apology letter
C.A.R.E. program
community service
probation
psychiatric evaluation
reprimand and/or warning
requirement to avoid complainant

Disorderly Conduct

apology letter
C.A.R.E. program
community service
fine
probation
psychiatric evaluation
reprimand and/or warning

Assault

apology letter
C.A.R.E. program
community service
notation on student's transcript
payment of medical bills
probation
psychiatric evaluation
requirement to avoid complainant
suspended sentence of suspension
expulsion

Propulsion of Objects

C.A.R.E. program
community service
fine
probation
psychiatric evaluation
fire and occupational safety program

Fire Code Violation

community service
fine
fire and occupational safety program

Theft

C.A.R.E. program
community service
notation on student's transcript
probation
psychiatric evaluation
reprimand and/or warning
suspended sentence of expulsion
suspension

Alcohol Violation

C.A.R.E. program
community service
fine
psychiatric evaluation
reprimand and/or warning
suspended sentence of suspension

Criminal Mischief

C.A.R.E. program
community service
reprimand and/or warning

Trespassing

C.A.R.E. program
community service
notation on student's transcript
probation
psychiatric evaluation
reprimand and/or warning
suspended sentence of expulsion

Burglary

community service
notation on student's transcript
probation
psychiatric evaluation
suspended sentence of expulsion
suspension

Tampered ID

community service
fine
probation
reprimand and/or warning

Attempted Theft

C.A.R.E. program
fine
probation
reprimand and/or warning

Receiving Stolen Property

apology letter
community service
notation on student's transcript
probation
psychiatric evaluation
suspended sentence of expulsion
suspension

Retail Theft/Shoplifting

fine
probation
psychiatric evaluation

Reckless Driving

fine
probation
reprimand and/or warning

Malicious Mischief

community service
fine
fire and occupational safety program

Indecent Assault

apology letter to student
C.A.R.E. program
probation
psychiatric evaluation
requirement to avoid complainant
suspended sentence of suspension

Cheating

Altered Exam/Paper for regrade
grade of "F" in course
notation on student's transcript
probation
psychiatric evaluation
suspended sentence of suspension

Misconduct During Exam

grade of "F" on assignment
notation on student's transcript
probation
suspended sentence of suspension
expulsion

Use or Performance of

Another Person's Work
grade of "F" in course
notation on student's transcript
probation
reprimand and/or warning
suspended sentence of suspension
suspension
expulsion

Falsification of Grades or Transcripts

expulsion

Plagiarism

notation on student's transcript
probation
reprimand and/or warning
suspended sentence of suspension
suspension

* Campus Alcohol Resources and Education, a Student Health program in conjunction with University Counseling and Residential Living

Public Policy Initiatives Fund: Proposals by February 9

President Sheldon Hackney and Provost Michael T. Aiken announce the availability of grants supported by the Public Policy Initiative Fund. The Fund is provided by the United Parcel Service Foundation through its joint advisory committee with the University of Pennsylvania, and is an important effort in enhancing public policy study opportunities by our faculty.

From its inception in 1984, the Fund has awarded 59 grants. The next set of awards again will total \$40,000. Most of the past awards have been in the \$3000 to \$7000 range, with smaller requests being favored in order to provide seed money to a greater number of applicants. Generally, preference is given to those who have not previously received support from the Fund.

Any member of the standing faculty is eligible to apply. Other members of the University community should seek collaboration with a member of the standing faculty. Proposals from emeritus professors will be considered as well.

The requests must have a clear public policy focus, and if possible, should deal with the consequences of policy actions as well. Overseas projects need to have relevance to United States public policy issues or to the theory of policy formation and choices. The requests may be for:

- preparation of a new course;
- development of research or other proposals for outside support;
- evaluation of a public program;
- exploration of a joint venture with local, state, national or international government agencies;
- other contributions to theoretical or practical aspects of public affairs.

Equipment and facilities are excluded.

Each proposal should consist of no more than five pages specifying the objective, the procedures and the anticipated results. Please indicate what other support has already been received and what is sought elsewhere. Include a budget and a short bio or bios. An original and seven copies should be sent to the committee at 225 Van Pelt Library/6206 by February 9, 1990.

The committee's recommendations to the Provost for awarding the grants will be made promptly.

Advisory Committee

Professor Renee C. Fox
Professor William Hamilton
Professor Martin Meyerson, *chair*
Professor Jack Nagel
Professor Hasan Ozbekhan
Professor Curtis F. Reitz
Professor Anita A. Summers

Ed. Note: For a recent list of awards made by the Public Policy Initiatives Fund, by name and research topic, please see *Almanac* May 23, 1989.

From the memorial service for students, faculty and staff November 16, 1989

Meera, Cyril and the Commitment to Vigilance

We have gathered here this evening to remember and pay tribute to two young people, Meera Ananthakrishnan and Cyril Leung, both graduate students, both international students, both killed in two brutal, senseless, violent acts three years apart. The pain we felt at their deaths is still with us, and we all share in a sad, fearful sense of loss.

The fates of these students have highlighted for all of us issues of safety and personal security on our campus and have prompted us to take action. Following Meera's death we implemented significant changes in access to our residential facilities to increase the security of the students living in residence. Last fall, following Cyril Leung's death, my office convened a Task Force which met throughout last year to identify safety issues, particularly those faced by the University's international students.

Working closely with other groups on campus, International Programs, the Department of Public Safety, Off-Campus Living, GAPSA and others, we have increased our efforts to provide newly arrived international students with information to help them adjust to a new and unfamiliar urban environment. Ten assistants were hired over the summer to help these students with a variety of tasks including finding safe and affordable housing. In addition, a large number of international students participated in campus safety tours. Throughout the past summer over 500 new international students took part in a personal intake interview with a staff member of the Office of International Programs where they were provided with information regarding safety and security. Many also attended orientation meetings which included a safety program. These steps, taken in response to the senseless loss of Cyril Leung and recommended by a wide spectrum of community members, will, we hope, make conditions of transition easier for new international students.

The lives and deaths of these two students remind us of the need for all of us to reach out to others in our community, and particularly to those who are its newest members, to build bridges of understanding. We have learned that it takes time and effort for tragedy to lead to affirmation—but in remembering and commemorating Meera and Cyril, we dedicate ourselves to vigilance and self-scrutiny and continued efforts to improve the daily experience of all members of the Penn community.

—Kim M. Morrisson, Vice Provost for University Life

NO Almanac Scheduled for November 28

Unless emergency needs arise, *Almanac* will not appear on November 28. The offices will be closed Thursday and Friday, November 23 and 24, reopening Monday, November 27. E-mail and answering-machine messages will be checked periodically during the long weekend. Copy can also now be sent by FAX, to 898-9137.

The December 5 issue is planned as an oversize edition containing the reports of the ten Working Groups engaged in academic planning, but will accept major news, official notices, and calendar updates for a minimal outer four pages. CRC's *Penn Printout* will be in the December 12 issue.

Input Call: Open Expression

The Committee to review the Guidelines on Open Expression would like to hear the comments and concerns of members of the Penn community regarding the Guidelines. Please send them to Professor Larry Gross, 117 ASC/6220.

White House Fellows: December 15

The President's Commission on White House Fellowships has asked Penn's assistance in identifying potential candidates for the White House Fellowships.

This highly competitive program selects about twenty Fellows each year, and seeks applicants with potential for future leadership, intellectual and professional achievement and commitment to public service.

To be eligible, applicants must be U.S. citizens and must *not* be civilian employees of the Federal Government.

Selected White House Fellows serve for one year in Washington as special assistants to members of the Cabinet, agency heads, the

Vice President or senior White House Staff members. Fellows learn about policymaking and leadership at the highest levels of the Federal Government, and interact with leaders from business, the media and academia.

The deadline for filing applications for White House Fellowships is *December 15, 1989*. Application forms can be obtained by contacting the Office of Policy Planning and Federal Relations, 4200 Pine Street, Ext. 8-1532.

—David J. Morse,
Director, Federal Relations

Council: Safety on the Agenda

Council's December 13 meeting will include a report on Safety by Senior Vice President Marna Whittington; the two reports of the Vice Provost for University Life postponed from November 8 (the Campus Center survey, and the Labor Day program of Diversity Education); and a recommendation of the Committee on Recreation and Intercollegiate Athletics on reversing the deterioration of recreational facilities here.

(For the Secretary's synopsis of the November 8 meeting, please see page 11.)

ALMANAC November 21, 1989

OF RECORD

University of Pennsylvania Department of Public Safety Three-Year Crime Report, 1986 through 1988

The Pennsylvania College and University Security Information Act 73 of 1988 mandates the release of crime statistics and rates to matriculated students and employees, and provision of similar information to prospective students and employees upon request. The Act provides for the annual publication of data covering the three years just past.

At right are overall statistics for the three-year period ended June 30, 1989, showing Part I and Part II crimes (categories used nationally for uniform crime reporting) by year.

The crime *rate*, below, is computed as follows: the number of crimes in each category is divided by the total number of full-time equivalent (FTE) students and employees. For example, in 1988 the University had 30,657 FTE students and employees, and 18 robberies. The rate is .000587 robberies per person.

—John Logan, Director

Part I Crime	1986	1987	1988
Murder and Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Forcible Rape	2	0	0
Attempted Rape	0	0	0
Robbery	22	20	18
Aggravated Assault	3	4	4
Burglary	165	203	126
Larceny—Theft (Except Motor Vehicle Theft)	938	895	1001
Motor Vehicle Theft	19	44	35
Attempted Motor Vehicle Theft	2	21	19
Arson	0	0	0
Total Part I	1151	1187	1203

Part II Crime	1986	1987	1988
Other Assaults	25	28	26
Forgery and Counterfeiting	2	0	0
Fraud	1	3	0
Stolen Property (Receiving, Possessing, Buying)	1	3	1
Vandalism	196	219	172
Weapons (Carrying, Possessing)	2	0	0
Liquor Laws	0	0	5
Sex Offenses (Except Rape and Prostitution)	8	15	9
Drug Abuse Violations	3	1	1
Disorderly Conduct	8	30	19
All Other Offenses (Except Traffic)	173	216	171
Total Part II	419	515	404

Total Parts I & II	1570	1702	1607
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University of Pennsylvania: Offenses Known to Police and Crime Rates

	1986		1987		1988	
	Number Known	Rate	Number Known	Rate	Number Known	Rate
Criminal Homicide	0	0	0	0	0	0
Forcible Rape	2	.000065	0	0	0	0
Robbery	22	.000717	20	.000652	18	.000587
Aggravated Assault	3	.000097	4	.000130	4	.000130
Simple Assault	25	.000815	28	.000913	26	.000848
Burglary	165	.005382	203	.006621	126	.004109
Theft	938	.030596	895	.029193	1001	.032651
Motor Vehicle Theft	19	.000619	44	.001435	35	.001141
Attempted M.V. Theft	2	.000065	21	.000684	19	.000619
Arson	0	0	0	0	0	0
Forgery	2	.000065	0	0	0	0
Fraud	1	.000032	3	.000097	0	0
Embezzlement	0	0	0	0	0	0
Stolen Property						
(Buying, Receiving, Possessing)	1	.000032	3	.000097	1	.000032
Vandalism	196	.006393	219	.007143	172	.005610
Weapons Offense	2	.000065	0	0	0	0
Prostitution and						
Commercialized Vice	0	0	0	0	0	0
Sex Offenses						
(Except Rape and Prostitution)	8	.002000	15	.000489	9	.000293
Drug Abuse	3	.000097	1	.000032	1	.000032
Gambling	0	0	0	0	0	0
Offenses against Family	0	0	0	0	0	0
Driving Under Influence	0	0	0	0	0	0
Liquor Laws	0	0	0	0	5	.000163
Drunkenness (Except						
Liquor Law Violations)	0	0	0	0	0	0
Disorderly Conduct	8	.000260	30	.000978	19	.000619
Vagrancy	0	0	0	0	0	0
All Other Offenses*	173	.005643	216	.007045	171	.005577

*All Other Offenses include harassment, harassment by communication, threats, unlawful restraint, loitering and prowling and trespass.

The Tide of Public Indifference is Turning *by Sheldon Hackney*

These are tremendously exhilarating times in which we are living. Mikhail Gorbachev has captured the imagination of the world with his extraordinary attempt to transform a centralized bureaucratic economy into something like a market economy and to introduce freedom of expression and even some democratic practices into a closely controlled society. Nationalities within the Soviet Union are asserting themselves as never before. Eastern Europe, once firmly under the control of Moscow, is now composed of countries finding different roads to socialism amidst an unprecedented outpouring of popular sentiment. The market revolution in China went so far, stimulating such strong demands for personal freedom, that Mr. Deng and his cohorts finally decided they could not tolerate the forces of democracy that their own policies had unleashed. Europe is pulling itself into a new economic entity with unknown consequences. South America has banished most of its Caudillos. Elsewhere in the trouble spots of the world, there are glimmers of hope in South Africa, Lebanon, and until yesterday Central America.

The dramatic reorientation of the Communist World has even led George Fukuyama to declare an end to history, a concept that leaves me, as an historian, scratching my head. As nonsensical as the term is, however, it accurately reflects a feeling of vindication—even victory—on the part of American conservatives who have seen world Communism as the Great Satan of the post World War II world and have believed that contemporary history has been driven by the friction between East and West and a competition between Moscow and Washington for the hearts, minds, and natural resources of the Third World. Without that structure of conflict to provide meaning to public life, they seem to say, we have reached an era without an Hegelian synthesis that does not become a thesis, that in turn invites an antithesis, a veritable secular millenium.

As profoundly as this reading of the situation misunderstands the nature of history and the nature of international relations, it is a feeling that may also be shared by the sort of muscular American liberalism that defined itself abroad as a pragmatic pursuit of American national interest. Anti-Communism was the last prop under the old Roosevelt-Kennedy-Johnson brand of liberalism, a coalition of forces for whom poverty was the enemy and whose battle plan was a kind of economic populism realized through a massive set of federal government programs. This approach has been in disrepute since the War on Poverty in the Sixties seemed to fail, and it has been savaged by the left and the right in recent years. As a result of all of this, liberalism has been left in disarray.

Since the mid-1970s, conservatism in its libertarian and free-market guise has been in the ascendancy, with a brief time out during the Carter years for a try at a combination of fiscal restraint and social progressivism. That may have been a winning theory, but it got thrown out with the bath water in the aftermath of the hostage crisis and the Hamlet-like presidency. Generally, however, most of the new theoretical notions about government, and most of the new departures in practice (e.g. supply-side economics) for the past 15 years have come from right of center.

Now, one might be able to make an argument that the idea of a post-historical, conflict free society applies to our domestic life as well as to foreign affairs. It is true, for instance, that the Civil Rights Movement of the 1960s was successful. Black purchasing power now exceeds \$200 billion per year, more than the gross national product of many entire nations. Per capita income among African-Americans is at an all-time high. The number of elected officials who are black has increased by 350% since 1970, and the income gap between black and white college graduates, and between black and white two-parent families, is shrink-

ing. No one would suggest, of course, that racism has been expunged from America, or that there is not plenty left to accomplish in the area of voting rights, access to quality education and decent housing, and the elimination of racial discrimination in the work place, but it is evident that opportunity for middle class African-Americans is a reality as never before.

Sadly, the Dickensian pronouncement applies here: "it was the best of times; it was the worst of times." Frankly, friends, we've got trouble right here in River City—and I mean this river city on the Delaware. You have merely to walk around the city with your eyes open to realize that a vast number of our fellow citizens have been left out of the promise of American life. If you read the paper, you can not avoid knowing about the depressing cycle of poverty, the decaying of family ties and the destruction of whole neighborhoods by drugs and the crime it spawns, children having children for whom they can not care, babies born toxic with alcohol or drugs, AIDS, homelessness and human despair.

Twenty per cent of our children nationally are growing up in poverty. Half of all black children grow up in poverty. The poverty rate has crept up from 11.4% to 13.1% over the past decade, which perhaps can be seen as only a modest retrogression, but one third of all black and hispanic families have incomes below the poverty line. Unemployment rates for blacks and hispanics are two and a half times those for whites. Life expectancy for African-Americans is falling; infant mortality is actually rising. Three times as many black and hispanic high school seniors score below 400 on the SAT exam as do white students. African-Americans are twice as likely as whites to be victims of crimes. Thirty-seven million Americans have no health insurance, and members of minority groups are disproportionately unprotected.

Folks, our society is not working very well. As the Commission on Minority Participation in Education and American Life reported recently, "America is moving backward—not forward—in its effort to achieve the full participation of minority citizens in the life and prosperity of the nation."

The apparent paradox of simultaneously good and bad statistics about life in these United States is explained by the fact of the increasing disparity in incomes, the growing chasm between the rich and the poor. A great deal of this is the result of public policy over the past decade, as there has been a conscious cutback in social programs funded by the federal government, but a large share is the result of fundamental forces, as is suggested by the fact that the disparity in incomes began to grow in the late 1960s and continued to grow through various cycles of public policy.

That growth reflects the changing nature of the economy, as we have shifted from a manufacturing base to services and high-tech industries. Part also stems from the changing structure of the population, as it contains more elderly people, more children, more recent immigrants without the skills to contribute fully to the economy, and more dependent people of various kinds. The rapidity of change and the fractionalization of society constitute a serious challenge to our political system.

One response has been primarily diversionary. It is to focus on controversial and religiously resonant questions rather than on the heart of the problems facing us. Thus we find much of the public discourse filled with arguments about flag burning, pornography, prayers in schools, crime in the streets (remember Willie Horton?), and drugs (just say no!).

Putting prayers in the schools will not lift one child out of poverty or teach one illiterate adult how to read. Sanctifying the flag will not reform a single addict or save one low birthweight baby.

Now, some such questions, for instance abortion, are fundamentally important as matters of individual rights, and how they are decided has

tremendous implications for human wellbeing—but they still do not get at the galaxy of symptoms that indicate that the patient is not doing well.

Another, healthier, response to the challenges of our current condition is the business community's pragmatic response. It has surveyed the demographic terrain between now and the year 2000 and discovered that if something is not done there will not be enough minimally qualified new workers to staff the economy in the early part of the 21st century. If our workforce fails, we will fail in the increasingly competitive global marketplace. Their solution is to reform the schools.

The school reform movement has been in full cry for half a dozen years, and it needs to run at least another half dozen years at full speed. Schools are crucial, of course, but schools are not the problem. Schools are not failing. Families and neighborhoods are failing. Schools, as they are currently constituted and funded, simply can not overcome the impediments to learning and growing that the child encounters at home and in the neighborhood.

What is needed is a broadscale and coordinated social policy that supports and creates institutions to do some of those things that families, neighborhoods, and voluntary associations once did but now, in these troubled and more complex times, do imperfectly or not at all. This policy will worry less about the supposed distribution of power among groups, especially among economic classes, and more about insuring that every individual can be a full participant in the life of the community and nation, and about supporting those among us who cannot fend for themselves.

If I were King or Czar, the cornerstone of my policy would be a heavy investment in early childhood care and education. We are losing whole generations of children before schools even have a chance of rescuing them from a life of degradation on the streets. One might begin by fully funding Head Start. We know that works. Quality day care should be available to all who want and need it. We must insure more developmental stimulation and health care and proper nutrition for children from birth to kindergarten. Community schools should be places where multiple coordinated family-support services might be available. Elder care is a crisis in the making, but national youth service is an opportunity to accomplish much civic betterment in communities and at the same time provide an educational and common national experience for everyone no matter how rich or poor, how able or willing.

Things easily can be done to encourage the voluntary sector, and to make job training and job counselling more available. Needless to say, we will also need to maintain our global lead in higher education and research and development.

The agenda is large, as these examples suggest, but it is neither mysterious nor impractical. Expensive, yes. Long-term, yes. But it must be done.

I understand the budgetary constraints under which we must work, and I understand the difficulty posed by the fact that the problems are mostly in the cities and that the tax base and the votes are located outside the cities. Nevertheless, the human needs are so great that we must find a way to create the political will to act. We must call Americans to their higher purpose; we must ask them to turn their backs on the self-indulgence of affluent materialism as well as of narcotic self-destruction; we must ask our fellow citizens to take responsibility for themselves and for their neighbors.

If we start on this agenda in good spirit and high hope, soon the answer to the question of what holds us together in this pluralistic society against the centrifugal forces that now have us in their grip will not be a fearful assertion of diversionary symbols, but the reaffirmation of the best values in the American tradition. Those values are based on a view of America as the land of opportunity open to all who are willing to work at it, as a society that constantly expands its definition of itself to include formerly neglected groups, as a nation that is always in the process of perfecting its sense of equal justice and democracy.

Most of all, we must be held together by a civic commitment to each other, an understanding that each of our fates is bound up with the fates of the least fortunate among us, that the only satisfying individualism is realized through one's feeling of contributing to the welfare of society and of humanity at large.

This is a large, and perhaps, a long task, but it is urgent. I do not know whether the L-Word lives, whether it is out there like Snow White waiting to be revived by a kiss from a handsome prince. I do see a lot of handsome princes stalking the political hustings with their lips all puckered, but the magic has not happened so far. I know, however, that we need some appropriate vision of a possible future that can inspire our efforts. It needs to be expressed in language that features ideals such as service, civility, responsibility, duty, dedication, and caring, and that links those ideals to a coherent plan of action.

Though I sometimes feel despair at our prospects, there are also a lot of encouraging signs. There is a stirring of interest on college campuses in public service and voluntarism that leads me to hope that the tide of public indifference is turning.

More especially, we can take inspiration from the Legal Defense Fund. It is still at work doing its part to make America the model democracy we all want it to be. Let's do our part, too.

Tribute to a Campus/Community Volunteer Project

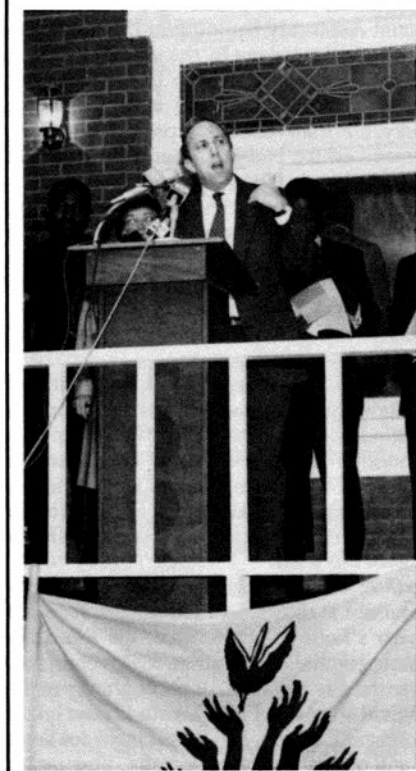
The West Philadelphia Improvement Corps (WEPIC) is a school-based neighborhood and school revitalization program operating in several West Philadelphia public schools. This comprehensive community school program serves, educates, involves and energizes all members of the West Philadelphia community as it integrates youth, work, applied education and community interests.

Youth participating in the WEPIC program have invested thousands of hours in community service rehabilitating 6009 Osage Avenue from a vacant, run-down dilapidated eyesore to a charming three bedroom home. These youths have dedicated themselves to better skills while participating in the revitalization of their neighborhood and community.

WEPIC invokes a spirit of cooperation among all its partners—the Carpenters' Joint Apprenticeship Committee; Carpenters Union of PA, Department of Education; Commonwealth of Pennsylvania, Department of Labor & Industry; Metropolitan District Council of Carpenters and Joiners of America; Misericordia Hospital; Charles Stewart Mott Foundation; Philadelphia Area Labor Management Committee; Philadelphia Building Trades Council; Philadelphia Federation of Teachers; Philadelphia Housing Development Corporation; Philadelphia Urban Coalition; Private Industry Council of Philadelphia; Residents of the 6000 Block of Osage Avenue; School District of Philadelphia; Sun Refining and Marketing Company; United States Department of Labor; University City Associates; University of Pennsylvania; and West Philadelphia Partnership—as they challenge, encourage and develop these youth to achieve their personal best.

It is fitting and appropriate, therefore, that the City of Philadelphia, officially recognize with this Tribute the West Philadelphia Improvement Corps, its partners, and its participating youth, for their leadership, effectiveness, and dedication in helping to "KEEP PHILADELPHIA WORKING."

The proclamation by Mayor W. Wilson Goode, above, was delivered on October 18, when the house at 6009 Osage was completed after two years of work. At left, on the front porch of the renewed home, Dr. Ira Harkavy, who coordinates WEPIC for the President's Office, introduces the Mayor.



HONORS & . . . Other Things

Honors in Brief

Dr. Linda Aiken, Trustee Professor of Nursing, received two awards in the year just past, one of them from the American Sociological Association for her leadership in the application of the practice of Sociology to health and mental health, and the other the YWCA's Award for Women Achievers.

Dr. Aaron T. Beck, the University Professor of Psychiatry noted for his writing and clinical work on behavior modification and mood clinic development, has won the American Psychiatric Association's Award for Distinguished Scientific Applications of Psychiatry.

Dr. Ellen D. Baer, associate professor of Nursing, won the Lavinia L. Dock Award of the American Association for the History of Nursing for her work examining the social and intellectual history of nursing.

A *Festschrift* for Emeritus Professor **E. Digby Baltzell** is now out (illustrated in the book feature in *December At Penn*, this issue).

Two departments at the School of Medi-

cine—Human Genetics, and Surgery—joined forces to honor **Dr. Rupert E. Billingham**, the former chair of Medical Genetics here, with a portrait by Dr. Yousuf Karsh to hang in the genetics conference room, and a symposium by young investigators influenced by Dr. Billingham's work.

Dr. Dorothy Brooten, professor and chair of Nursing's Health Care of Women and Child-bearing program, has received the first Sigma Theta Tau International Baxter Foundation Episteme Award and its \$10,000 prize. Her study on the randomized clinical trial of early discharge and home follow-up of very low birth-weight infants, published in *The New England Journal of Medicine*, was cited as a milestone in nursing research.

Dr. Gloria Chisum, alumna and trustee, has a \$500,000 fellowship named in her honor—established by her fellow trustee, *The Hon. Walter H. Annenberg*, to support a graduate student of African-American descent in experimental psychology, biology, physiology, or biochemistry.

The Leonardo DaVinci Award of the Italian Heritage and Culture Month Committee was presented October 13 in New York to Emeritus Professor **Jerre Mangione** for his outstanding contribution to the world of letters, through his own fiction and nonfiction writing, his teaching in the English department here, and his efforts to establish and develop the Italian Studies Center at Penn.

Dr. Mark E. Haskins, associate professor of veterinary pathology and medical genetics, received a \$1000 Ralston Purina Small Animal Research Award at the 12th annual presentation ceremony in St. Louis. He was honored for his work in congenital and genetic diseases of small animals, particularly inborn errors of metabolism.

Dr. Daniel Hoffman, poet in residence and Felix E. Schelling Professor of English, is the 1989 winner of the \$1000 Paterson Poetry Prize given by the Poetry Center of Passaic Community College in Paterson, N.J. Judges cited his ninth volume of poetry, *Hang-Gliding from Helicon: New and Selected Poems 1948-88* as "a record or our era."

Dr. Andrea Hollingsworth, assistant professor of Nursing, received the 1989 Alumni Award of Merit from the General Alumni Society of Penn.

The 1989 Aga Khan Award for Architecture has been granted to a work of Penn's late Professor Louis I. Kahn, with half the \$45,000 prize designated to the Penn archive that houses the Kahn collection at Furness Library, on loan from the Pennsylvania Historical and Museum Commission. Kahn's Sher-E-Bangla Nagar National Assembly Building in Dhaka, Bangladesh, was singled out by the jury as one of 11 prize-winning projects in the Islamic world.

For her work in nursing and health care delivery, **Dr. Ruth McCorkle**, professor of Nursing, received the Nursing Research Award of the Pennsylvania Nurses' Association.

Students of *Composer George Rochberg*, now emeritus professor of music, gave him a musical *Festschrift* in November at the Free Library where an afternoon concert featured the work of 13 former students who wrote piano pieces based on his themes, as a belated 70th birthday present.

Dr. Harold G. Scheie, founding director of the Scheie Eye Institute and emeritus chairman of ophthalmology at Penn Med, was honored at last month's annual meeting of the American Academy of Ophthalmology in New Orleans, with a printed and oral history of his life and work, fourth in the Academy's series called *A Link with our Past*.

Arthur Siegel, director of biomedical communications at the School of Medicine, received this year's Fellowship Honor of the Biomedical Photographic Association, for his contributions to the advancement of photography in the biological sciences. From his studio and lab in the Johnson Pavilion, Mr. Siegel provides Penn Med and others with photography, illustration and graphic design for patient education, medical



Honorary Degrees

Four members of the University who received them in 1989: The well-known professors of psychology, **Dr. Leo M. Hurvich** and **Dorothea Jameson**, above, were chosen by SUNY's State College of Optometry in New York, for their significant and lasting contributions to color vision theory, which have influenced basic and applied research throughout the world.

Dr. Claire M. Fagin, left, the Margaret Bond Simon Dean of Nursing, took her fourth honorary degree and gave the Commencement address at the Medical College of Pennsylvania, where President Walter Cohen—former dean of Dental Medicine here—cited her distinguished achievements and academic leadership. She has received similar honors at Rochester, Cedar Crest and Lycoming. Dean Fagin also received the Juliette Low Award of the Girl Scouts of Greater Philadelphia.

President Sheldon Hackney, below left, was also awarded his fourth honorary degree—this one from the 406-year-old University of Edinburgh, which has historic ties in the founding of Penn and the School of Medicine as well as a thriving current academic exchange. Dr. Hackney's first three were from Haverford, Philadelphia College of Textiles and Science, and Hebrew University of Jerusalem.



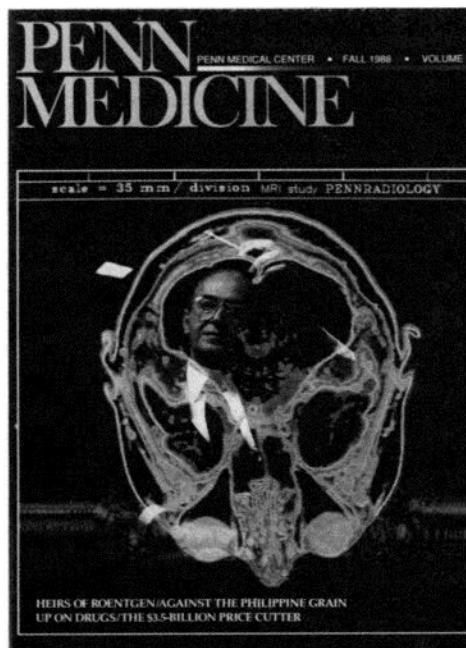
publications and presentations.

Dr. Marvin E. Wolfgang, professor of criminology and law and director of the Sellin Center for Studies in Criminology and Criminal Law, is this year's recipient of the Edwin Sutherland Award of the American Society of Criminology, given this month at the annual meeting in Reno. The Society singled out his books, *The Subculture of Violence, Delinquency in a Birth Cohort*, and *From Boy to Man: From Delinquency to Crime* as part of his outstanding contribution to the field. Dr. Wolfgang also won the Hans von Hentig Award of the World Society of Victimology last year in Jerusalem.

This fall **Dr. Wayne L. Worrell**, professor of materials science and engineering and associate dean of SEAS for graduate education and research, won the Carl Wagner Memorial Award of The Electrochemical Society, cited for his high-temperature investigations and multilevel studies of novel electrode materials. Research in his laboratory has resulted in three patents for new electrochemical sensors. Dr. Worrell was also installed as a Fellow of ASM International, the advanced materials society that recognizes distinguished contributions in the field of engineered materials.

Publications Honors

Penn Medicine, the four-color magazine edited by **Marshall Ledger** at Penn Med, won several awards in this year's CASE (Council for Advancement and Support of Education) Awards. Moving ahead of 253 other entries to capture the gold medal was an article by **Marie Hegerty** on a series of operations done by **Dr. Linton Whitaker** of the Center for Human Appearance. The magazine took silver among Periodicals for Special Audiences, and bronze in the University Magazines category. One cover from Summer 1988, featuring **Dr. Maria Delivoria-Papadopoulos** in a photograph by **Bruce Stromberg**, also took silver. In a separate competition, the Art Directors Club of Philadelphia gave designers **Al Lewis** and **Carl Hegstrom** three awards for work in *Penn Medicine*. One was for the Fall 1988 number below, with **Dr. Stanley Baum** and the Radiology Department featured.



Memorials

Service for Dr. Sadie Alexander

Members of the University are invited to attend a memorial service for **Dr. Sadie Mossell Alexander**, to be held Wednesday, December 6 at the Mother Bethel A.M.E. Church at 4 p.m. For information call 925-0616.

Jessica Savitch Scholarships

Family and friends of the late journalist **Jessica Savitch** have established a scholarship fund in her memory for students at Penn, Temple and her alma mater, Ithaca College. Each institution will receive a \$150,000 endowment in her honor. Ms. Savitch, who co-anchored the news in Philadelphia at KYW-TV in the late 1970s, had become a nationwide figure at NBC when she was in a fatal car accident in 1983.

At Penn, the scholarships will go to women undergraduates who have demonstrated, in their academic work and extracurricular activities, the potential for success in the field of broadcast journalism.

Dedication of Ormandy Memorial

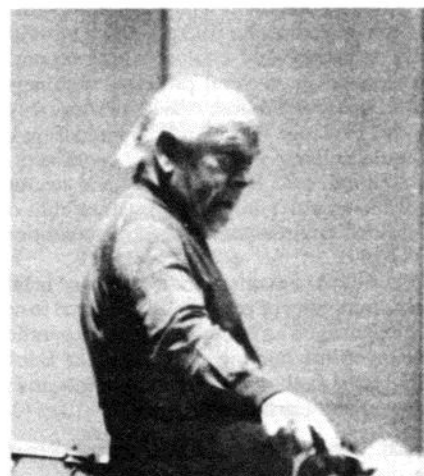
The Eugene Ormandy Memorial at Penn, which adds to Van Pelt Library a music listening center, exhibition space, named carrels and the extensive Ormandy Archive, was formally dedicated Friday as a permanent tribute to the late Maestro Ormandy and his 44-year legacy as music director of The Philadelphia Orchestra.

Mrs. Eugene Ormandy opened the Memorial in a ribbon-cutting ceremony that began with talks by President **Sheldon Hackney**, **Dr. Paul Mosher**, Vice Provost and Director of Libraries, and **Raymond S. Green**,

co-chair of the Eugene Ormandy Memorial Founding Committee. Music Librarian **Marjorie Hassen** presented a brief audio/visual demonstration featuring performance tapes that are part of the Ormandy Archive.

In its 4th-floor exhibition area the Library will display, on a rotating basis, material from the Archive—Mr. Ormandy's extensive music collection including marked scores and sets of parts, recordings, letters, photographs, and professional memorabilia, given by Mrs. Ormandy, and over 900 broadcast tapes donated by The Philadelphia Orchestra and WFLN-FM.

The Ormandy Listening Center and exhibition area are open to the public during Library hours. Scholars have access to the Archive by arrangement with Ms. Hassen, Ext. 8-3450.



Eugene Ormandy at the Podium

Honoring Peter A. Wiley and Elizabeth Greene Wiley

The Peter Wiley and Elizabeth Greene Wiley Fund for a Better Philadelphia is being created in honor of the couple who lost their lives in a plane crash October 28.

The fund is for preservation of landmark buildings in Philadelphia.

While it is too early to single out a particular use for the funds, campus coordinator **Dan Lundquist** said, some aspect of already growing efforts to restore City Hall and the Plaza around it are expected to be a major focus for the Fund. "City Hall is both the actual and symbolic center of Philadelphia but it has, for several decades, been slipping into neglect or worse. Using the proposed Fund to renew one or more of its features would join together Mrs. Wiley's interest in historic preservation with Mr. Wiley's concern in the quality of civic life."

Fund initiators said they envision the Fund as sparking other efforts to combat more severe forms of neglect within the community.

The Wileys, both 31, were married October 21 and were spending their honeymoon in Hawaii when killed in the Aloha

Air Line Commuter plane crash on the island of Molokai. Mrs. Wiley, the daughter of **Ann N. Greene**, assistant dean of admissions at the University, and **G. Davis Greene**, an aide to Governor **Robert Casey**, earned her B.A. at Smith in 1980 and started toward her degree at GSFA in 1987. Meanwhile, she had founded and built a multimillion-dollar firm which designed collectors' decorative tins accurately reproducing in miniature famous historic houses and buildings of America.

Mr. Wiley was a native of Seattle who graduated from Ohio's **Denison University** and received his degree GSFA in 1983. As executive director of the nonprofit **Central Philadelphia Development Corp.**, he was considered the city's outstanding young innovator in planning the rejuvenation of Center City.

Checks for the memorial fund can be sent to the Peter A. Wiley and Elizabeth Greene Wiley Fund, care of the Central Philadelphia Development Corporation, Suite 2200, One East Penn Square, Philadelphia, PA 19107.

Mailing Etiologic Agents

The U. S. Postal Service has adopted packaging regulations for etiologic agents based on recommendations by the Centers for Disease Control. The regulations, which become effective December 17, 1989, require that substances conform to packaging standards to better protect mail handlers and other postal service employees from infectious diseases.

According to the rule, the following may be mailed only if they are intended for medical or research purposes and if they are packaged properly to prevent leaks or spills.

Etiologic Agents and their Preparations

An etiologic agent is a viable microorganism, or its toxin, which causes, or may cause, human or animal disease.

An etiologic agent preparation is a culture or suspension of an etiologic agent and includes purified or partially purified spores or toxins that are themselves etiologic agents.

Packaging must conform to Figures 1 and 2 shown below and must not exceed 50 ml per outside package. Space for liquid expansion must be provided so that the primary container will not be liquid full at 130° F. The material must be packaged in a securely sealed and watertight primary container and enclosed in a second sealed and watertight durable container. Several primary containers may be enclosed in a single secondary container if there is adequate absorbent between them to prevent breakage during ordinary handling while in transit and if the total liquid volume of the primary containers does not exceed 50 ml. In addition, each set of primary and secondary containers must be enclosed in an outer shipping container built of fiberboard or material to withstand environmental and test conditions specified in 49 CFR 173.387(b).

Unsterilized containers or devices used in laboratory or surgical procedures containing or reasonably expected to contain an etiologic agent must be packaged as etiologic agent preparations.

Packages for mailing must bear an Etiologic Agents/Biohazard Material label as shown in Figure 3 below and must be sent First Class, Priority or Express Mail.

Clinical Specimens and Biological Products

A clinical specimen is any human or animal material including, but not limited to, excreta, secretions, blood, and its components, tissue, and tissue fluids, but excluding animal materials, such as leather goods and poultry eggs, that are produced commercially.

A biological product is known or presumed to contain an etiologic agent that is subject to preparation and manufacture in accordance with provisions of federal regulations pertaining to licensed veterinary biological products, biological products for experimental treatment of animals, imported biological products, investigational new drug application, or biologics and that, in accordance with such provisions, may be shipped in interstate commerce.

These materials must be packaged in a securely sealed primary container(s) with sufficient absorbent material to take up the contents in case of leakage, and in an outer shipping container with secondary leakproof material so that, if there should be leakage of the primary container during shipping, the contents will not escape from the outer container. Shock resistant material shall be used to withstand conditions incident to ordinary handling in transit.

If the material exceeds 50 ml per parcel, packaging requirements specified for etiologic agents must be met (the use of primary, secondary and outer containers as stated above). Furthermore, single primary containers must not contain more than 1000 ml of material. Two or more primary containers whose combined volumes do not exceed 1000 ml may be placed in a single secondary container. If the combined volumes of the primary containers exceeds 1000 ml, multiple secondary containers must be used. The maximum amount of clinical specimens which may be enclosed in a single outer container is 4000 ml.

Containers or devices used in laboratory or surgical procedures not containing or reasonably expected to contain an etiologic agent must be packaged as a clinical specimen or biological product.

The outer containers of the above materials, must have the appropriate required label i.e., Clinical/Specimen/Biological Products-Biohazard label, Clinical Specimens, Unsterilized Medical Devices, etc.

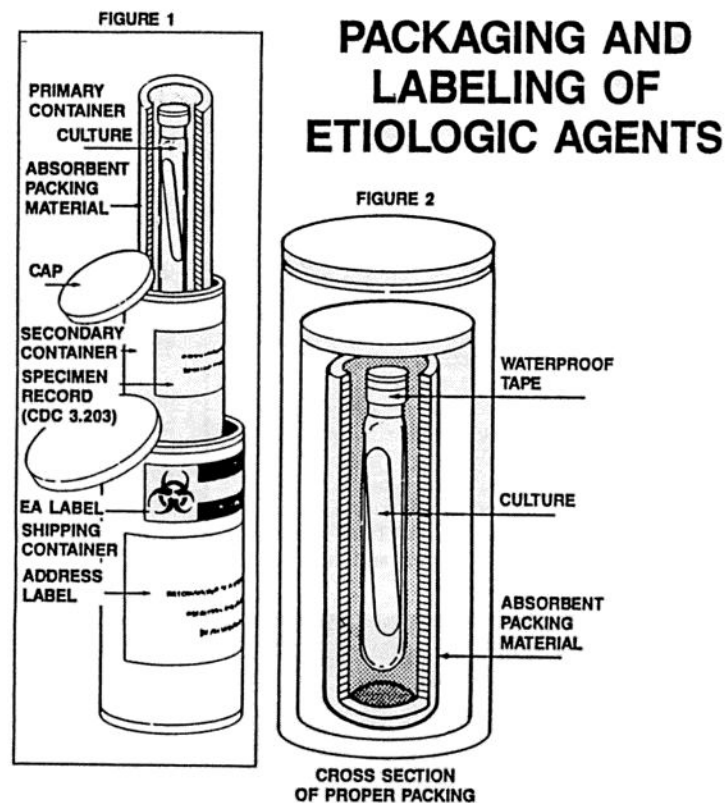
Used Sharps

Used sharps are syringes, hypodermic needles, surgical blades, pasteur pipettes, blood vials, needles with attached tubing, culture dishes regardless of the presence of infectious agents, broken and unbroken glassware which has been in contact with infectious agents (used slides, coverslips).

These items must be packaged in rigid, leak- and puncture-resistant containers with sufficient absorbent material to take up any residual fluids. If primary containers are not sealable, they must be placed in a plastic bag or other leak-resistant container that can be sealed to prevent leakage. These containers must be placed in an outer fiberboard shipping container.

Each exterior package of used sharps must be marked "Infectious Waste", "Medical Waste" or have a label displaying the universal biohazard symbol. No used sharps are to be shipped without the permission of the Office of Environmental Health and Safety (OEHS).

If you have any questions, please call OEHS at 898-4453.



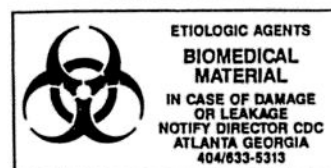
CROSS SECTION OF PROPER PACKING

The Interstate Shipment of Etiologic Agents (42 CFR, Part 72) was revised July 21, 1980, to provide for packaging and labeling requirements for etiologic agents and certain other materials shipped in interstate traffic.

Figures 1 and 2 diagram the packaging and labeling of etiologic agents in volumes of less than 50 ml, in accordance with the provisions of subparagraph 72.3 (a) of the cited regulation.

Figure 3 (right) illustrates the label, described in subparagraph 72.3 (d) (1 -5) of the regulations, which shall be affixed to all shipments of etiologic agents.

FIGURE 3 (Label must be RED)



Synopsis of Meeting November 8, 1989

President Hackney reviewed steps taken and being planned to improve safety and security on campus and in the campus neighborhood. Mr. Mohamed Saadi-Elmandjra expressed concern about the number of public safety officers patrolling the campus and Dr. Marna C. Whittington commented on the problem and stated that more security officers have been authorized and are being trained.

President Hackney gave an update on the Campaign for Penn and the 250th Anniversary celebration.

Faculty and students commented about the incident when those who appeared to be students assaulted the Princeton students dressed as tiger mascots during the half time of the 11/4 University of Pennsylvania-Princeton football game.

Provost Aiken announced the appointment of Patrick Murphy, presently Director of The Douglas Hyde Gallery at Trinity College, Dublin, Ireland, as the new Director of the Institute of Contemporary Art. The appointment of Professor J. Sanford Schwartz as Director of The Leonard Davis Institute effective 11/1/89 was also announced.

GAPSA Chair Mohamed Saadi-Elmandjra led the Council in remembering the lives of Chris Yan and Elizabeth Greene Wiley.

UA Chair Benjamin Karsch discussed Undergraduate Social Planning, Penn TownWatch, security and SAC consideration of funding of *The Red and Blue*.

The Council accepted proposed by-laws changes regarding ex-officio membership on University Council committees.

The Council advised President Hackney to promulgate with amendments the proposed Policy on Misconduct in Research.

The discussion of the Diversity Awareness Program and the Campus Center were postponed to the December 13, 1989 meeting.

—Duncan Van Dusen, Secretary

Almanac

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Emergency Closing

Under normal circumstances, the University never stops operating. The University recognizes however, that there are times due to emergency situations, such as severe weather conditions, when classes may be cancelled and offices will be closed with the exception of those that provide essential services. In an effort to insure the safety of employees, emergency conditions will be adequately monitored and decisions to modify work schedules will be made in a timely fashion.

A modification of work schedules may take the form either partially or fully closing the University's operations. In either event, employees who have been designated as "essential" will be expected to remain at work if the closing occurs during their regular work schedule, or to report to work if the notice of the closing occurs prior to their reporting to work.

The decision to modify work schedules may be communicated through the Human Resource Council network and/or via radio announcement. The University's emergency closing radio code numbers are "102" for a full closing of administrative units and day classes and "2102" for a closing of evening classes. Current information regarding closing status may be obtained through the special information number 898-MELT (6358).

Closing of Administrative Units

Closing of administrative units occurs when the University announces, through the Senior Vice President, a closing either prior to the start of the work day or before the end of a normal work day. In such cases classes are not cancelled.

When there is a closing of administrative units before the end of the work day, members of the Human Resource Council and other appropriate individuals will be contacted by the Office of Human Resources so that they may release staff in their respective areas. Individual schools and units should remain on operation prior to such an announcement.

When there is a closing of administrative units prior to the start of the work day, individual units, schools, and employees should follow the procedures outlined for a full closing.

Full Closing

A full closing occurs when conditions warrant cancellation of classes and closing of administrative units, except those providing essential services. The decision to close is made by the Provost and the Senior Vice President. A full closing, if it occurs during the workday may be announced through the Human Resources Council network and/or communicated via radio announcement. Information regarding full closings may also be obtained by calling 898-MELT.

Essential Services

Essential services are those services that must remain in operation at all times regardless of emergency conditions in order to maintain health, safety and well-being of the University community (e.g., heat, food, security). Employees designated as essential are those who are necessary to keep those functions operating during emergency conditions and have been notified of this designation. These employees are exempt from any closing announcement and should report to work as normal or remain at work after a closing announcement, except in cases in which other arrangements have been made with the supervisor.

Recording Absence Due to Emergency Closing

The following practices should be followed by supervisors to record time lost when an employee is absent due to emergency conditions.

If the University is closed after the start of the workday, employees who reported to work are compensated and the time lost during the period of closing is considered time worked. The time off for employees who did not report to work should be recorded as a personal day (if applicable) or vacation day. If neither is available, the time lost should be considered leave without pay.

If the University is closed prior to the start of the workday, employees are compensated for the entire day and the time lost is considered administrative leave with pay. The time off should not be charged to vacation or personal leave.

If the University is not closed, employees who do not report to work will be charged personal or vacation time as long as the absence is approved by the supervisor. If the employee does not have personal or vacation days available, the employee will not be compensated for that day. Sick leave may not be charged unless the employee was out on sick leave prior to the emergency conditions.

If the University is not closed, and the employee requests permission to be released prior to the end of the workday, the time lost should be charged to personal or vacation time. If the employee does not have any available leave time, the hours not worked should be considered leave without pay. If a closing announcement is made subsequent to the employee's request to leave early being approved, the lost time should be recorded as time worked from the time of the announced closing.

If the University is not closed and an employee arrives late due to emergency conditions affecting transportation, the supervisor may excuse the lateness and consider it as time worked. Late arrival beyond reason should be charged to personal or vacation time.

Essential employees who work when the University is closed will be paid at their regular rate of pay and will receive compensatory time equal to the time worked after the closing. Overtime compensation should be computed as normal.

Union Employees

Employees in collective bargaining units are governed by the terms and conditions of their respective collective agreements.

—Human Resources/Staff Relations

Museum Shop Sale Days: Starting November 28

The University Museum Shop is having its annual holiday sale for Penn faculty and staff from Tuesday, November 28 through Sunday, December 3. Save 10% on all purchases of \$5 or more: jewelry, gifts from all over the world, books, notecards, scarves, mugs, totes and more. Become a museum member and receive an additional 10% off as well during this special shopping week. Show your Penn Card to receive your discount. The hours are from 10 a.m.-4:30 p.m. on Tuesday-Saturday and 1-5 p.m. on Sunday. For more information call Ext. 8-4040.

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 13, 1989 and November 19, 1989.

Total: Crimes Against Persons—4, Thefts—29, Burglaries—2, Thefts of Auto—0, Attempted thefts of Auto—0,

Date	Time Reported	Location	Incident
Crimes Against Persons			
11/13/89	3:58PM	3900 Block Walnut	Three arrests/robbery
11/13/89	4:08PM	3700 Block Walnut	Arrests/robbery
11/13/89	8:25PM	Annenberg Center	Arrests/robbery
11/14/89	3:32PM	Guardian Drive	Male robbed at gun point
37th to 38th; Spruce to Locust			
11/13/89	10:48AM	McNeil Building.	Cash taken from desk
11/13/89	7:21PM	Vance Hall	Secured bike taken from rack.
11/15/89	10:50AM	Vance Hall	Box of coffee taken from kitchen.
11/16/89	10:38AM	Vance Hall	Secured bike taken from rack.
34th to 36th; Locust to Walnut			
11/14/89	8:17PM	3400 Block Walnut	Arrest/male with stolen bike.
11/15/89	12:47PM	3400 Block Walnut	Arrest/theft from vendor
11/16/89	7:30PM	Van Pelt Library	Wallet and contents stolen
11/19/89	2:16PM	Van Pelt Library	Wallet stolen from knapsack
36th to 37th; Spruce to Locust			
11/16/89	3:13PM	Steinberg Deitrich	Radio stolen
11/16/89	8:14PM	Steinberg Deitrich	Wallet and contents taken
11/18/89	8:40PM	Psi Upsilon	Unsecured jacket taken
32nd to 33rd; South to Walnut			
11/16/89	3:00PM	Hutchinson Gym	Watch and wallet taken from locker
11/16/89	6:23PM	Franklin Field	Wallet and jeans stolen from field
11/17/89	5:40PM	Franklin Field	Unattended knapsack taken
34th 38th; Civic Center to Hamilton			
11/13/89	7:32PM	Anatomy-Chem Wing	Male attempted to steal TV set
11/14/89	1:46PM	Johnson Pavillion	Unattended purse taken from carrel
11/14/89	3:32PM	Guardian Drive	See entry listed above under crimes against persons

Safety Tip: The most common item stolen at Penn are wallets. They are generally taken because of carelessness, being left in an unsecured and unoccupied area.

18th Police District

Schuylkill River to 49th Street; Market Street to Woodland Ave
Reported crimes against persons from 12:01AM November 6, 1989 to
11:59PM November 12, 1989

Total: 5 Incidents, 0 Arrests

Date	Time Reported	Location	Offense/Weapon	Arrest
11/06/89	8:31PM	4700 Hazel	Robbery/strong arm	No
11/08/89	6:11PM	4900 Baltimore	Robbery/knife	No
11/09/89	4:03AM	4500 Woodland	Aggravated Assault/gun	No
11/10/89	9:45PM	4000 Chestnut	Robbery/knife	No
11/11/89	9:35PM	3900 Sansom	Aggravated Assault/fists	No

Update

NOVEMBER AT PENN

EXHIBITS

Now

Huston Ripley: Recent Works; Gallery 3601, Christian Association; for hours call 386-1530; Through December 22.

Upcoming

28 Faculty Club Art: Charles Lee and Bruce Montgomery; paintings and collages of Charles Lee, emeritus professor of English and "Roving Critic" of WFLN-FM, and paintings by Bruce Montgomery, director of Penn's Glee Club and associate director of musical activities for the Annenberg Center; reception held 4:30-6:30 p.m.; Faculty Club open to the public weekdays 9 a.m.-7:30 p.m. (Faculty Club). Through December 22.

FILM

30 All That Jazz; Bob Fosse's semi-autobiographical, surrealistic look at the life of a workaholic director-choreographer; 9 p.m., Irvine Auditorium. Tickets \$3 (PUC).

ON STAGE

29 The Glass Menagerie; Tennessee William's classic "memory play," the second production in the '89-90 season of the Philadelphia Drama Guild; Zellerbach Theatre, Annenberg Center; for more information, call Ext. 8-6791 (Philadelphia Drama Guild). Through December 17.

TALKS

27 Revival of Hebrew and the Oral Tradition of Middle Eastern Jewish Communities; Shelomo Morag, Hebrew University; 4 p.m., 4th Floor Lounge, Williams Hall (Oriental Studies and Middle East Center).

28 Transforming What Seems So Natural: Rethinking and Restructuring Public High Schools; Michelle Fine, Graduate School of Education; 12-1:30 p.m., Room C-12, GSE (G.S.E.).

Housing for Women and Children; Joan Sprague, Women's Institute for Housing and Economic Development, Inc.; 4-6 p.m., Room B-2, Meyerson Hall (Department of Regional Planning).

Scenes From the Optical Unconscious; Leon Lecture Series; Rosalind Krauss, City University of New York, Hunter College; 5:15 p.m., Room B-3, Meyerson Hall (History of Art Department: Comparative Lit. and Literary Theory Program).

30 Symbols of the Ancestors: The Power of Chinese Bronze and Jade; Heather Peters, Asian section, University Museum; 10:45 a.m., Rainey Auditorium. Lecture is free with admission donation, \$3 for adults, \$1.50 for students and senior citizens (University Museum).

Regulation of L-type Ca²⁺-Channels by cAMP-Dependent Phosphorylation; Eduardo Marban, cardiology, Johns Hopkins; 4 p.m., Physiology Library, 4th floor, Richards Building, (Department of Physiology and Pre-Doctoral Cardiovascular Training Program).

Incentive Optimality and Publicly Provided Goods: The Case of Mental Health Care; Martin Gaynor, economics and health, policy management, John Hopkins; 4:30-6 p.m., Colonial Penn Center Auditorium (Leonard Davis Institute).

Deadline: For Update: Mondays a week before each issue goes to press. For January At Penn pull-out calendar: December 5. Copy must be in writing to Almanac, 3601 Locust Walk/6224, or via E-mail to Almanac@A1.Quaker.