

# Almanac

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Pullout: CRC's Penn Printout

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## Vigil for Montreal Women

Thursday as news reached campus of the shooting deaths of 14 women at the University of Montreal, Penn women organized a vigil attended by some 200 on College Hall Green.

Women's Center Director Elena DiLapi said the vigil was held immediately to give support after a stream of Penn women students came to the Center with evidence of shock, depression and identification with the victims, who had been denounced by the gunman as "a bunch of feminists" as he killed them and wounded 9 other women and 4 men. "We felt we shouldn't wait for the city-wide vigil, but needed to do something now for Penn women." The city-wide vigil is scheduled for December 14 at 5 p.m. on the west side of City Hall, using the theme of Penn's flyer, "...for the Montreal women and for women survivors everywhere."

Both female and male speakers in the Penn vigil spoke of backlash against feminism and a "continuum of violence" in society. Montreal did not have a particularly activist history, Ms. DiLapi said, except for a recent brief campaign against date rape using the slogan "No means No," on posters where men added graffiti "No means More Beer." Nor were the women engineering students identified as feminists except by the gunman, she said.

According to wire services a 25-year-old unemployed recluse calling himself Marc Lepine carried an assault rifle in a bag past a broken security camera at Montreal's prestigious engineering school, the Ecole Polytechnique, systematically shooting women in corridors, cafeteria and classrooms. In one case he reportedly divided a roomful of students by gender and sent men students out before opening fire on the women, shouting as he fired, "You're all a bunch of feminists. I hate feminists."

Police summarized but did not release a suicide note found in his pocket, in which he "blamed women for spoiling his life." They found no evidence that he had attended or applied to the school he invaded.

At the Penn vigil attended by over 200, speakers included Ms. DiLapi and Gloria Gaye of the Women's Center, Joann Mitchell of Affirmative Action, Dr. Robert E. Davies of the Faculty Senate (whose talk is given in his column on page 2), Mohamed Saadi Elmandjra of GAPSA, Hunter Heany of the UA, Dr. Helen C. Davies of the Council Safety & Security Committee, Dr. Michelle Fine of WEOUP (Women for Equal Opportunity at the U of P), Liz Dominik of Penn Women's Alliance and Erica Strohl and Anne Siegle of STAAR (Students Together Against Acquaintance Rape). The Rev. Beverly Dale of the Christian Association sang a closing to the vigil.

## Moh Chair: \$2 Million 30th Wedding Anniversary Gift

Alumnus and Penn Parent Laurence Za Yu Moh, chairman and CEO of Universal Furniture Limited, has given the Wharton School \$2 million to establish an endowed chair named for his wife, Celia Z. Moh, commemorating the Mohs' 30th wedding anniversary. This year also marks the 30th anniversary of Universal Furniture, a worldwide company Mr. Moh founded after receiving his MBA from Wharton in 1953.

"I have been very fortunate in the past 30 years," Mr. Moh said. "This gift has been made in appreciation of my long and close association with Wharton, which began with my formal education there. This gift is also made in appreciation of that person who has provided me with the best advice and strongest support for 30 years, my wife."

"Larry and Celia Moh are a team in every sense of the word," said Wharton's Dean Russell E. Palmer. "We feel honored to have her name associated with Wharton's name in perpetuity."

Establishment of The Celia Z. Moh Professorship brings to 54 the number of endowed professorships at the School. Mr. Moh has expressed the hope that a woman be appointed to the new faculty position. This gift is his third major donation to Wharton. Mr. Moh has contributed two full scholarships annually to MBA students since 1985, and in 1987 the Universal Furniture Professorship at the Wharton School was established with a gift from Mr. Moh, three of his colleagues, and Universal Furniture. The pro-



Almanac Photo by M.F.M.

The Mohs on a visit to Philadelphia

fessorship is currently held by Dr. Paul K. Kleindorfer, professor of decision sciences and economics and vice dean and director of Wharton's doctoral division.

Mr. Moh, who was born in Shanghai, came to the United States in 1949. After earning his MBA at Wharton, he returned to Hong Kong to found Universal Furniture, now the world's leading manufacturer of popular-priced furniture with manufacturing operations in 10 countries on three continents, and worldwide marketing and sales activities. Last June, MASCO Corporation, a Michigan-based manufacturing company, acquired Universal in a pooling-of-interest transaction.

The Mohs currently live in Singapore. Their younger son, Michael, and two nieces, Angela Moh and Karen Zung, are undergraduates at Wharton. A third niece, Laura Zung, earned her undergraduate degrees from Wharton and the College of Arts and Sciences in 1989.

## OF RECORD

### Rules Governing Final Exams

The rules governing final examinations are as follows:

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

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

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

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

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

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

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

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

—Michael Aiken, Provost

Note: for a companion message, see page 3

## The Montreal Murderer and 'Heavy Feminist Bashing'

(Talk from a candlelight vigil on College Green Thursday, December 7; see story, page 1.)

Once again a deranged man with a gun has killed a lot of people. A new development is that he was deliberately killing what he called "a bunch of feminists" in the Engineering School of the University of Montreal. There were 14 women dead and 13 women and men wounded. Sometimes man's inhumanity to man is only exceeded by man's inhumanity to women. We should worry about the culture of macho males and the lax gun laws, here and elsewhere, that have made these events possible. We should also worry about the steady, continued attacks on feminists.

I have always identified myself as a feminist and have published this several times in *The Daily Pennsylvanian*. I wonder what the effect of a recent column in that student newspaper has had on suggestible and violence-prone persons similar to the man who just committed these atrocious murders.

People who assert as the highest, or even the only, absolute good—the right to write or say anything they want—should surely worry about the possible consequences of their words, i.e. words like "It's time to do some heavy feminist-bashing", "if she refuses to pass, then kick her through" [the door], and the claim that "sexuality is so important for our species that we [!] must suffer (for now) the negative effects, such as job discrimination and rape."

The deranged murderer in Montreal must have developed similar views from his culture and readings and acted them out. He is now dead by his own hand. I'm glad he is dead. I mourn his victims.

*Robert E. Davies*

### Invitation to Meet with Review Committee

The Senate ad hoc Committee to Review University Council is soliciting suggestions for improving the University Council. All members of the University community are encouraged to submit suggestions in writing to Prof. Marten Estey, c/o Carolyn Burdon, Faculty Senate, 15 College Hall/6303. Persons wishing to meet with the committee are asked to arrange to attend one of the special meetings to be held in the Faculty Senate Office on Tuesday, January 16 from noon to 1 p.m. and Thursday, January 18 from 4 to 5 p.m. Other appointments can be made for those who are unavailable during these times. If you have questions or would like to meet with the committee, please call Carolyn Burdon at 898-6943 to schedule a time. —Marten Estey, Chair

### From the Senate Office

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

### Actions Taken by the Senate Executive Committee Wednesday, December 6, 1989

**1. Chair of the Senate Nominating Committee.** SEC elected F. Gerard Adams, economics, to chair the Senate Nominating Committee (see posts to be filled, right).

**2. Vacancies.** Nominations were made to fill vacancies on the Senate Committee on Academic Freedom and Responsibility, the Senate Committee on the Economic Status of the Faculty, Committee on Administration, and the Faculty Grievance Hearings List.

**3. Recommendations to the Provost.** SEC approved the following recommendations from the Senate Committee on the Faculty which will be forwarded to the Provost: (a) Medical School proposal to transfer to the standing faculty the 45 tenure-of-title faculty now in the associated faculty; (b) objection to the proposed new title of University or Senior University Scientist for A-1 researchers; (c) transfer from the clinician educator track to the tenured track at the rank of full professor in one special case only.

**4. Task Force on University Life.** Discussed the group's work with the Task Force Chair Drew Faust and members Professors Barbara Lowery, Larry Gross, and Hillel Director Jeremy Brochin. Among the issues discussed were improving the intellectual interaction between faculty and students; the need to bring together the people who live inside the college house system with those who live outside of it; increasing the living options rather than narrowing back to the college house system; the need to bring faculty to live in the University area—not in Center City or the suburbs; constructing faculty housing on campus; involving staff members; and concern that the task force will remain in the idea stage unless their priorities are assigned a dollar amount.

**5. SEC non-voting members in University Council.** In order to obtain the requisite number, the Chair was authorized to request SEC members who have not attended Council to volunteer to be observers.

**6. Provost's Ten Working Group Reports.** SEC members, citing inability to study the reports due to their late arrival, requested that this item be carried over to the January meeting.

**7. United Way.** Increasing options under the umbrella organization was placed on the January agenda.

### From the Senate Office

*Under the Faculty Senate Rules formal notification may be accomplished by publication in Almanac in lieu of direct mail. The following is published under that rule:*

**To: Members of the Standing Faculty**  
**From: Robert E. Davies, Chair**

### Nominations Requested

Pursuant to Section 11(b)(i) and (ii) of the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates' names should be submitted promptly to the Chair of the Senate, 15 College Hall/6303, who will transmit replies to the Nominating Committee.

The following posts are to be filled for 1990-91:

- Chair-elect of the Senate (1-yr term)  
(Incumbent: Almarin Phillips)
- Secretary-elect of the Senate (1-yr term)  
(Incumbent: Gary Hatfield)
- Four At-large Members of the Senate Executive Committee (3-yr term)  
(Incumbents: Janice R. Bellace  
Dan Ben-Amos  
Howard Brody  
Phyllis Rackin)
- One At-large Member of Senate Executive Committee (1-yr term)  
(Incumbent: Campbell Laird)
- One Assistant Professor Member of Senate Executive Committee (2-yr term)  
(Incumbent: Fay Whitney)
- Three Members of Senate Committee on Academic Freedom and Responsibility (3-yr term)  
(Incumbents: Adelaide M. Delluva  
Alan C. Kors  
James F. Ross)
- One Member of Senate Committee on Academic Freedom and Responsibility (2-yr term)  
(Incumbent: Linda Aiken)
- One Member of Senate Committee on Academic Freedom and Responsibility (1-yr term)  
(Incumbent: Deborah Dougherty)
- Three Members of Senate Committee on Conduct (2-yr term)  
(Incumbents: Helen C. Davies  
Jerry C. Johnson  
Robert F. Lucid)
- Two Members of Senate Committee on the Economic Status of the Faculty (3-yr term)  
(Incumbents: W. Bruce Allen  
Vukan R. Vuchic)
- One Member of Senate Committee on the Economic Status of the Faculty (2-yr term)  
(Incumbent: none)

### Nominating Committee Elected

The Senate Executive Committee's slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on November 8, 1988. No additional nominations by petition have been received within the prescribed time. Therefore, pursuant to the Senate Rules, the Executive Committee's slate is declared elected. Those elected are:

- F. Gerard Adams (prof econ), Chair
- Adelaide M. Delluva (emer prof biochem/vet)
- Roselyn J. Eisenberg (prof microbiology/vet)
- Oscar Gandy (associ prof communications)
- Robert Gegengack (prof geology)
- Sol Goodgal (prof microbiology/med)
- Morris Mendelson (prof finance)
- Steven Roth (prof biology)
- Louise Shoemaker (prof social work)



## At Final Exam Time, A Message on Academic Integrity

### Dear Students and Colleagues:

As we approach the period of final examinations, I want to underscore the meaning and importance of academic integrity for all members of the University community and the responsibilities and obligations that it imposes on all of us. Upholding academic integrity is among the most important obligations we as members of the University community bear.

The academic experience at Penn has been described as "a process of discovery and a search for meaning." This effort to gain and transmit knowledge and understanding, whether among scholars or between students and teachers, rests on a singular premise: honesty. Academic life, at every level, assumes that honest effort and honest reporting of results will lead us collectively towards the truth. On the other hand, misrepresenting data, stealing the work of others, and dealing falsely with our peers, mentors or students, subverts the academic process quickly and completely.

Students at Penn, particularly the Student Committee on Undergraduate Education (SCUE), have called forcefully for greater emphasis on the centrality of "academic integrity" in the classroom and laboratory. The University has a well thought out Code of Academic Integrity by which all students and faculty members are bound.

The following actions are among the violations of this Code and will be fully prosecuted under its procedures:

- Plagiarism
- Use or Performance of Another Person's Work

- Cheating During an Examination
- Prior Possession of a Current Examination
- Falsifying Data
- Submission Without Permission of Work Previously Used
- Falsification of Transcripts or Grades

These and similar actions may result in serious consequences, including transcript notations, suspension and/or expulsion from the University.

It is important that all students and faculty recognize the importance of academic integrity in their own actions and the behavior of others. No form of discipline or sanction is more effective than the opinions and reactions of peers when the behavioral standards of a community are breached. In the final analysis, every member of this community is responsible, through acts of omission or commission, for the academic integrity of campus life. The Code of Academic Integrity defines those standards at Penn, and I urge you to help students, faculty and administrators make them a living and vital component of academic experience.

You should feel free to contact SCUE, faculty members, your undergraduate dean's office, the Judicial Inquiry Officer, or the office of the Vice Provost for University Life, if you have questions or comments regarding academic integrity, the Code, or instances of its possible infraction.

With best wishes for a successful semester and an enjoyable holiday season.

—Michael Aiken, Provost

## Speaking Out

### Aid for Salvadorans

To help civilian victims of the intensified fighting in El Salvador, Penn CASA (Central America Solidarity Alliance) will be collecting funds for emergency medical aid and food supplies. Over 70,000 people have been left homeless as a result of the war in the capital and the government's bombing of civilian neighborhoods and villages. Checks can be made to SHARE (Salvadoran Aid, Research, and Education) Foundation, a non-profit organization which works closely with the Catholic, Lutheran, and Baptist Churches and refugee support organizations in El Salvador. All contributions to SHARE are tax-deductible, and can be sent to Penn CASA, c/o Christian Association, 3601 Locust Walk/6224.

—Bill Westerman, Grad SAS

### Means of Achieving Diversity

The Subcommittee on Admissions of the Planning Committee on Undergraduate Education has submitted a splendid report. Indeed, faculty involvement in admissions policy at the school level will help keep our eye on the academic aims of the process. The Subcommittee's list of possible studies of the admissions process illustrates that admissions cannot be separated from the four years of education, or dropping out of education, that follows matriculation. As the Committee says, the recruitment of minority students must be accompanied by a hospitable climate on campus.

I was pleased with the Subcommittee's reference to "intellectual diversity" rather than that shibboleth, "geographic diversity." The report, though, neglects to weigh the means of achieving diversity. The ethical issues lie in the selection of these means.

—Samuel Klausner, Professor of Sociology

### On a Non-Admission

I was privileged to have read the Forum articles by Professors Klausner and Regan that appeared in the September 19, 1989, issue of *Almanac* regarding the undergraduate admission policy of the University of Pennsylvania. I am writing as a member of the Asian American community whose 18-year old child may have been one of the victims who paid a price for the discriminatory admission policy adopted under the name of "national diversity."

I do not know what Predictive Index the following records will translate to by your university's standard:

1. SAT: 1390
2. 4-yr GPA: 3.86/4.0
3. Graduate class ranking: Top 10 among 200 from the top high school in Delaware
4. National Honor Scholarship Finalist
5. Activities: Tennis Team, Drama Club, National Honor Society Treasurer, Church Youth Group Leader, Senatorial Campaign Worker

They were apparently not good enough to receive an admission from the University of Pennsylvania, but ironically, good enough to earn an admission from Duke, Northwestern and Washington U. of St. Louis. He is now happily enrolled in Duke. It turned out to be a blessing in disguise, since while Duke was ranked 5th in a national survey, Pennsylvania was 20th.

My family is but one of many among area Chinese community who experienced similar scenarios, since I can easily name a handful of other Asian American students who achieved equally outstanding performances. All of them were accepted and now are attending universities equally or more prestigious than Pennsylvania.

Despite the discussions both professors presented for or against the needs for the University of Pennsylvania to gain "national" status, the fact remains: *those top students who are rejected based on discriminatory reasons by Pennsylvania are generally recognized and recruited by other top universities.* Even though it's debatable whether this leads to a decline in student quality for Pennsylvania, I couldn't help wondering that it is one price the University is paying for its policy.

It also points to one possible reason why the Asian community has been "soft spoken on the issue": an outstanding student will generally be recognized and accepted by a truly outstanding university. Pennsylvania simply is not worth fighting for.

—Chi-Chin Wang, Ph.D.  
Wilmington, Delaware

### Response to Dr. Wang

The letter from Dr. Wang is representative of the many we receive each year from disappointed parents from all backgrounds, all walks of life, all parts of the country and indeed, the world.

It is clear from his son's record that Alex will make an outstanding student at Duke. That we were unable to offer him admission reflects only Penn's increased selectivity. Each year we must turn away many students of this caliber and some even stronger.

We are delighted that the Asian community at Penn is increasing yearly with last year's percentage of the freshman class at an all time high of 16%. In fact, over the past decade this percentage has risen from only 5% to the current high level.

—Willis J. Stetson, Jr.,  
Dean of Admissions

*The following has been issued by Vice Provost for Research Barry Cooperman, effective immediately.*

## Procedures Concerning Misconduct in Research

### Introduction

The University relies on its faculty to establish and maintain the highest standards of ethical practices in academic work including research. Misconduct is forbidden and represents a serious breach of both the rules of the University and the customs of scholarly communities.

Recent public disclosures of instances of misconduct in research, while relatively rare in relation to the total research enterprise, have raised concerns about academe's ability to detect such misconduct and to handle such cases effectively. While the primary responsibility for maintaining integrity in research must rest with those who perform it, the University must establish standards for its faculty to assure a healthy environment for research. These include procedures for dealing with alleged misconduct in research.

For the purpose of these procedures, misconduct is defined as fabrication, falsification, plagiarism, or other serious deviation from accepted practices in proposing, carrying out, or reporting results from research. It does not include honest error or honest differences in interpretations or judgments of data. Some forms of misconduct such as failure to adhere to requirements for the protection of human subjects or to ensure the welfare of laboratory animals are governed by specific federal regulations and are subject to the oversight of established University committees. However, such violations may be covered by these procedures when so determined by such committees or by responsible institutional officials.

The University condemns misconduct in research and is obligated to establish procedures to investigate allegations of misconduct in light of the following:

1. The University expects each faculty member to maintain and further the highest standards of ethical practices in research. Especially important are integrity in recording and reporting results, care in execution of research procedures, and fairness in recognition of the work of all others involved.

2. Improper limitations on access to information are encroachments on the free pursuit of new knowledge within the scholarly community, are unacceptable, and should not be tolerated.

3. Committees on Appointments and Promotions at all levels are encouraged to evaluate in detail the quality of published work in assessing the scholarly productivity of candidates for appointments and promotions. The most specialized internal peer review should take place at the department level. Faculty who make recommendations concerning appointments and promotions should acquire as deep an understanding as possible of the research of the individual under consideration, thereby minimizing the possibility of research misconduct and promoting the highest standards of research.

4. 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.

5. While there is no institutional policy stating who should be named as authors of reported work, authorship implies a definable major contribution to the work and an acceptance of responsibility for the methods and findings of the work.

6. Investigators are expected to keep thorough and verifiable records and to insure that exact copies of these records are preserved for use by the unit in which the work is done.

7. Part of the maintenance and perpetuation of high ethical standards includes the responsibility to report research misconduct. If University colleagues and those elsewhere observe misconduct, they are expected to report it to the appropriate dean.

8. Charges of misconduct must be resolved expeditiously in a fair and objective manner, protecting the rights of the person or persons against whom a complaint has been filed (the respondent) and the person or persons filing the complaint (the complainant). The making of knowingly false or malicious accusations violates acceptable norms of behavior for members of the University community and may result in formal charges being brought against the complainant under University procedures.

### Procedures for handling alleged research misconduct by standing and associated faculty

The procedures which follow recognize the need to protect the rights and reputations of all individuals, including those who are alleged to have engaged in misconduct and those who report the alleged misconduct. These procedures also recognize that ethical standards are not only an individual obligation but represent a responsibility to the institution and to the public and scientific communities as well.

All committees and parties to an inquiry or investigation have the obligation to maintain maximum confidentiality throughout the proceedings. All persons concerned have the obligation to cooperate and furnish all requested information. If any party refuses to do so, the committees of inquiry and investigation will note this in their reports to the dean.

#### 1. Preliminary Inquiry

- 1.1 Before filing a complaint, an individual is encouraged to review the matter with his or her department chair, dean, and/or University ombudsman, to seek advice from individuals he or she trusts, and through such consultation to determine whether the matter should be pursued. Inquiry into misconduct in research should be initiated by written complaint from any individual, whether or not affiliated with the University, filed with the dean of the School in which the respondent has his or her primary appointment who will notify the Provost. The Provost will notify the Chair of the Faculty Senate that a complaint has been filed and the nature of the complaint, but will not identify either the complainant or the respondent, in order to preserve maximum confidentiality at this very preliminary stage of inquiry. The complaint must be detailed and specific, and accompanied by appropriate documentation. The dean and the Provost have the responsibility to protect the position and reputation of the complainant, so long as the complainant's allegations were made in good faith.

- 1.2 Upon receipt of a properly documented complaint, the dean shall inform the respondent of the nature of the charges, making every effort to avoid identifying the complainant. The dean shall also appoint a preliminary inquiry committee consisting of at least two individuals, none of whom are members of the same department as, or collaborators with, the complainant or respondent. The members of the committee shall be unbiased and have appropriate backgrounds to judge the issues being raised. They may but need not be members of the faculty of the University. Upon appointment of the preliminary inquiry committee, the dean will notify the complainant and the respondent of the names of the committee members. The dean shall also make every effort to protect the identities of both complainant and respondent with respect to the larger community. The appointment of the preliminary inquiry committee will ordinarily be completed within two weeks of the receipt of a properly documented complaint.

- 1.3 The preliminary inquiry committee shall gather information and determine whether the allegation warrants a formal investigation. The committee shall then submit a written report of its findings to the dean with a copy to the Provost, the complainant and the respondent. The report shall state what evidence was reviewed, summarize relevant interviews, and include the committee's conclusions. This report shall ordinarily be submitted within 30 calendar days of receipt of the written complaint by the dean. The respondent shall be given the opportunity to make a written reply to the report of the preliminary inquiry committee within 15 calendar days following submission of the report to the dean. Such reply shall be incorporated as an appendix to the report. The entire inquiry process shall be completed within 60 calendar days of the receipt of a properly documented complaint by the dean, unless circumstances clearly warrant a delay. In such cases, the record of inquiry shall detail reasons for the delay.

- 1.4 If the report of the preliminary inquiry committee finds that a formal investigation is not warranted, the dean may propose (i) to initiate a formal investigation despite the recommendation of the preliminary inquiry committee, or (ii) not to initiate a formal investigation, but to take such other action as the circumstances warrant, or (iii)



to drop the matter. This decision shall be reviewed by the Provost. The dean and Provost ordinarily shall complete their review within 10 days of the dean's receipt of the preliminary inquiry committee's report. If the Provost agrees with the dean, the dean shall inform the concerned parties of their decision. If the Provost disagrees with the dean, the Provost shall determine the appropriate course of action, which the dean shall initiate. In the event that the dean and Provost determine to drop the matter, they shall use diligent efforts, as appropriate, to restore the reputation of the respondent and to protect the position and reputation of the complainant if the complaint is found to have been made in good faith. The Provost will notify the chair of the Faculty Senate that the case has been dropped.

**1.5** If no formal investigation of the respondent is conducted, sufficient documentation shall be maintained for at least 3 years following the inquiry to permit a later assessment of the reasons that a formal investigation was not deemed warranted.

**1.6** If the report of the preliminary inquiry committee finds that a formal investigation is warranted or the dean or Provost decides the matter should be pursued through a formal investigation, the dean shall:

- a) notify the complainant and respondent;
- b) identify the complainant to the respondent;
- c) initiate a formal investigation as provided in section 2.

The Provost shall inform both the agencies funding the research and the Senate Consultation Subcommittee, in writing, that a formal investigation has been initiated.

## 2. Formal Investigation

**2.1** To initiate a formal investigation, the dean shall appoint a formal investigation committee of not less than three individuals, none of whom shall have been members of the preliminary inquiry committee but whose appointment shall be subject to the same provisions for appointment of the preliminary inquiry committee as described in section 1.2. The formal investigation shall be initiated within 30 calendar days of completion of any inquiry which finds that such an investigation is merited.

**2.2** The formal investigation committee shall undertake a thorough examination of the charges, including, without limitation, a review of all relevant research data and proposals, publications, correspondence, and memoranda of telephone calls. Whenever possible interviews shall be conducted with the complainant and respondent, as well as with others having information regarding the allegations. Summaries of these interviews shall be prepared, provided to the interviewed party for comment or revision and included as part of the investigatory file. During its proceedings the committee shall have access to and consult legal counsel. When appearing before the committee, the respondent and the complainant may each be accompanied by an adviser, who may be a lawyer but who may not participate in the proceedings. The committee shall not conduct formal hearings. Except in unusual cases, the respondent and the complainant shall not appear before the committee at the same time.

**2.3** Following the completion of its investigation the committee shall submit a written report with full documentation of its findings of fact to the dean with copies to the Provost and the respondent. This report shall describe the policies and procedures under which the investigation was conducted, how and from whom information was obtained, the findings and the basis of the findings, and texts or summaries of the interviews conducted by the committee. This report shall ordinarily be submitted to the dean within 90 days of the appointment of the formal investigation committee. The respondent shall be permitted to make a written reply to the Provost within 21 days of submission of the report to the dean. If appropriate, a copy of the report will also be sent to the complainant, who will also be offered the opportunity to make a written reply to the Provost within 21 days of the sending of the report. Such replies shall be incorporated as appendices to the report of the formal investigation committee. The Provost shall then report the outcome of the investigation to agencies funding the research and the Senate Consultation Committee. The Provost shall also provide a copy of the report to the funding agency, as required. The entire formal investigation process shall be completed within 120 calendar days of its initiation, unless circumstances clearly warrant a delay. In such cases, the reasons for a delay shall be documented.

**2.4** The Provost and dean, shall, during the course of the formal investigation, take administrative action, as appropriate, to protect funds for sponsored research, and ensure the purpose of any external fi-

nancial assistance. The Provost shall apprise agencies funding the research of any development during the formal investigation which may affect current or proposed funding of respondent's research. If the Provost and dean decide to terminate an investigation before it is completed, the Provost shall notify the funding agencies in writing of the reasons for terminating the investigation.

## 3. Resolution

**3.1** If the report of the formal investigation committee finds the charges to be unfounded, the matter shall be dropped and the concerned parties shall be informed. The dean and the Provost have the responsibility to take an active role to repair any damage done to the reputation of the respondent or the complainant (provided the complainant acted in good faith), and to take appropriate action should they determine that the accusation was knowingly false.

**3.2** If the report of the formal investigation committee finds the charges against a faculty member to be substantiated, the dean shall proceed to impose penalties which are appropriate to the seriousness of the offense and in accordance with University procedures and which take into consideration the previous record of the respondent. For major offenses by standing faculty, the dean shall consult with members of the faculty concerned to aid in determining whether there is substantial reason to believe that just cause exists for suspension or termination, and shall take other steps as may be appropriate under the University's procedure for Suspension or Termination of Faculty for Just Cause. For less serious offenses which do not warrant suspension or termination, possible penalties include, but are not limited to, removal from a particular project, a letter of reprimand, special monitoring of future work, probation, reduction of salary raise, and reduction in rank.\*

**3.3** The respondent shall have access to all established University grievance and appeal procedures in accordance with the stated jurisdiction of such procedures.

**3.4** When the report of the formal investigation committee finds charges have been substantiated, the Provost shall take appropriate steps to correct any misrepresentations resulting from the misconduct in question. Collaborators, professional societies, and other affected institutions and individuals shall be informed. If misrepresented results have been submitted for publication, already published, or otherwise disseminated into the public domain, appropriate journals and other sponsors shall be notified.

## 4. Procedures

**4.1** If the dean is the complainant or in any other way has a conflict of interest or the appearance of a conflict of interest, he or she is obligated to remove him- or herself from the case during the preliminary inquiry and formal investigation and to transfer to the Provost responsibility for carrying out these procedures. In carrying out the latter the Provost shall assume the role specified for the dean and the President that specified for the Provost in sections 1 and 2. Resolution of the complaint shall be carried out according to the procedures of section 3 with the dean and Provost resuming their specified roles and with the proviso that any penalties imposed by the dean for less serious offenses, i.e., those that do not warrant suspension or termination, shall be subject to review and approval by the Provost.

**4.2** Complete records of all relevant documentation on cases treated under the provisions of this policy shall be preserved in the offices of the dean and the Provost for at least ten years, except as indicated below. The records of cases which are dropped under the provisions of sections 1.4 or 3.1 shall be preserved for at least three years following the initial inquiry, but not as part of the personnel record of the respondent.

**4.3** The University may act under these procedures irrespective of possible civil or criminal claims arising out of the same or other events. The dean, with the concurrence of the Provost, after consulting with the general counsel, shall determine whether the University shall, in fact, proceed against a respondent who also faces related charges in a civil or criminal tribunal. If the University defers proceedings, it may subsequently proceed irrespective of the time provisions set forth in these procedures.

\* These examples have been cited in the document "Framework for Institutional Policies and Procedures to Deal with Fraud in Research" by the Association of American Universities, the National Association of State Universities and Land-Grant Colleges, and the Council of Graduate Schools, November, 1988.

## TIAA-CREF: New Plan Options Effective in 1990

Recently TIAA-CREF announced that effective within the first quarter of 1990 institutions will have the option of adding two new investment funds and various options regarding transferability and cashability of CREF balances.

The Benefits Office is bringing these new developments before the appropriate committees. Over the coming months Penn will study these new options and make choices about what changes to incorporate into its retirement program.

Faculty and staff considering retirement in the near future should keep these potential changes in mind as they proceed with their retirement planning. If faculty and staff have specific questions on any of these issues, they may call their Benefits Specialist at 8-7281.

### Information about the Proposed New Options

The first new fund will be the CREF Bond Market Account. It will invest primarily in high and medium grade fixed-income securities and will seek favorable long-term returns, mainly through high current income and the preservation of capital. The Account will try to keep the average maturity relatively short when interest rates are expected to rise, and relatively long when interest rates are expected to fall.

This Bond Market Account will be very different from the traditional TIAA account in which the principal and a basic interest rate are guaranteed (with the opportunity for the crediting of additional dividend interest). The Bond Market Account, on the other hand, will not guarantee principal. It will have to maintain a greater degree of liquidity, since accumulations in this Account, unlike TIAA, are transferable.

The other new account is the Social Choice Account, designed to

provide returns reflecting broad investment performance while giving special consideration to certain social criteria. It will invest in securities, and money-market instruments. Though the fund's social criteria could change, currently it will not invest in securities of companies that:

- have economic ties to South Africa;
- have operations in Northern Ireland and have not adopted the MacBride Principles (a code of fair employment practices for U.S. firms operating in Northern Ireland concerned with preventing religious discrimination in employment), or have not conducted business consistently with these principles and in compliance with the Fair Employment (Northern Ireland) Act of 1989;
- produce nuclear energy; or
- have significant business segments producing or marketing alcoholic beverages or tobacco products.

In regards to cashability, CREF will allow educational institutions to permit lump-sum distributions after termination of employment. Additionally, one could opt to have the entire accumulation paid over a fixed period of between 5 and 30 years. At the end of the selected period, all benefits would cease (unlike a traditional annuity).

In regards to transferability, universities will be given the choice to allow faculty and staff the option to transfer amounts accumulated under their basic CREF retirement plan to other funding vehicles. Universities will have the choice to allow blanket authorization (to any 403B investment vehicle) or specific authorization. Specific authorization would require approval from the institution and could restrict transferability to options provided under the basic retirement plan.

—Office of Human Resources/Benefits

## A-1 ASSEMBLY

### Survey of A-1 Staff

The A-1 Assembly is a group whose membership consists of all monthly paid research and administrative staff at the University. The Assembly provides a forum where its members' opinions can be collected and expressed on issues facing the University and its community. To provide members with the best possible support and services, we need your suggestions. Please take a few minutes to review and respond, then return the completed questionnaire to Frank Jackson, 124 Blockley Hall/6021 by *Wednesday, December 20, 1989*.

1. Have you ever attended a program sponsored by the A-1 Assembly? ☐ Y ☐ N  
If so, which ones:  
☐ *Pay for Performance*  
☐ *Whose Career is it Anyway?*  
☐ *Safety on Campus*  
☐ *Graduate Tuition*  
☐ *Civility on Campus*
2. If programs were offered covering the following broad subjects, which of the following would you be most interested in attending? (Check three).  
☐ Human Resources  
☐ Safety/Security  
☐ Business Services  
☐ 250th Anniversary  
☐ The Campaign for Penn
3. Are there other subjects you would like to see in a future program? (please attach)
4. Do you feel that the A-1 Assembly should hold social events? ☐ Y ☐ N
5. Do you prefer events that are purely informational? ☐ Y ☐ N
6. What time is best for you to attend a program?  
☐ am ☐ noon ☐ early pm ☐ late pm
7. How long have you worked at Penn?  
\_\_\_\_\_
8. In which school/center do you work?  
\_\_\_\_\_
9. What is your job title? (optional)  
\_\_\_\_\_
10. Other comments? (please attach)  
If you are interested in becoming an elected officer, or would like more information about the A-1 Assembly, please send your name and Penn extension. A member of the board will contact you. Thank you for your cooperation.

*Frank Jackson, Chair*  
*Robert Furniss, Chair-elect*  
*Marguerite Miller, Secretary*  
*Eileen Rauscher, Secretary-Elect*  
*Valerie Pena, Immediate Past Chair*  
*Executive Committee Members: Tracy Byford,*  
*John Bandfield, Rene Gonzalez, Michael Brennan,*  
*Jane Combrinck-Graham, Patricia Renfro*

## DEATHS

**C.J. (Smiley) Burnett**, a popular instructor in political philosophy at Wharton for some 30 years, died December 4 at the age of 81. A star in football and lacrosse during his undergraduate days here, Mr. Burnett took his bachelor's degree in education in 1933, and coached Penn freshman football briefly before joining Norristown High as teacher and coach. He also studied in the Law School, but moved to Temple for the law degree he received in 1936. He returned to Penn for an M.A. in political science in 1941. After World War II service in the Army Air Corps, where he rose to captain, Mr. Burnett taught at Wharton until his retirement in 1976. Mr. Burnett is survived by his wife, Margaret Maier Burnett, and by three brothers. The family suggest memorial contributions to the building fund of St. Philip Neri Church or to the Penn Athletic Department.

**Bernice Holden**, a member of Physical Plant from 1943 until her retirement in 1977, died on November 25 at the age of 74. Beginning as a day cleaner, Mrs. Holden became a custodian in 1967. She is survived by a niece, Gloria Williams, and a nephew, Joseph Mathew.

**Almanac Breaks:** The December 19 issue will be the last scheduled one for calendar 1989. Publication resumes with the issue of Tuesday, January 9. Although CA will be locked from December 23 to January 2, copy may be sent by mail, E-mail (to [Almanac@A1.Quaker](mailto:Almanac@A1.Quaker)) or by fax to 8-9137.



## International Programs Fund: February 15 Deadline

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

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

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

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

Applications for 1990-91 awards in the range of \$1000 to \$2500 are invited from individual faculty members, departments, schools, centers and institutes. Awards will be made on a competitive basis by the provost, with the advice of a faculty committee.

**How to Apply:** Proposals should take the form of mini-grant applications three to five double-spaced pages in length. An original and three copies of the proposal should be submitted to Dr. Joyce M. Randolph, director, Office of International Programs, 133 Bennett Hall/6275, by **February 15, 1990**. Each proposal should include the following:

- name of principal investigator or project leader, department, school, signatures of department chair and dean;
- title of proposal;
- amount requested;
- brief description of project of program; objectives; significant contribution towards strengthening the University's international dimension; design, procedures, implementation, time frame;
- amount and source of current funding; other pending proposals for the same project; prospects for future funding;

budget, listing items in order of priority; list of participating faculty, including those at institutions in other countries, with mention of their relevant experience.

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

For further information, contact Dr. Randolph, Office of International Programs, 133 Bennett Hall/6275, Ext. 8-4665 or 8-4661, E-Mail: RANDOLPHJ@A1.RELAY.

### Grants Awarded 1989-90

The faculty recipients of the grants awarded through the International Programs Fund in the year just past are:

**Michael J. Austin** (Social Work). Research on the transfer of social technology from the US to the PRC: the case of the big brother big sister program.

**Harold L. Dibble** and **Alan E. Mann** (Anthropology). Visiting Professor **Andre Debenath** (Universite de Bordeaux).

**Richard J. Estes** (Social Work). Development trends in Central and South America: challenges and possibilities to the year 2000.

**Walter Feldman** (Turkish Language and Culture). The Uzbek Oral Epic.

**Barbara F. Freed** (Language Instruction) and **Etienne van de Walle** (Demography). Sociologie 7: Population et Societe.

**Jeffrey Kallberg** (Music). Participation at the 2nd international Chopin symposium, Warsaw, Poland, September 9-16, 1989.

**Chong-Sik Lee** (Political Science). Travel subvention for lectures and consultation in Yenji, People's Republic of China.

**Cary M. Mazer** (English). New directions in theatre research.

**Virginia B. Reef** (Veterinary Medicine). Color flow doppler echocardiography in horses: comparison of the normal horse and those with cardiovascular disease.

**Charles Rosenberg** (History and Sociology of Science). Survey of Philippines' archives relating to the history of tropical medicine.

**Alvin Z. Rubinstein** (Political Science). A US strategy for the third world.

**Clyde Summers** and **Elizabeth Kelly** (Law). Law of the Pacific Rim: Library resources project.

have no major complications. For further information please call Louise Epperson at 662-3571, or Dr. Juan Grunwald at 662-8039.

### PMS Study

Women between the ages of 18 and 45 who suffer from PMS are needed for a study being conducted by the Premenstrual Syndrome Program in the Department of Obstetrics and Gynecology at HUP. The study examines the effect of BuSpar, an anti-anxiety medication, in relieving PMS. Study participants will receive free diagnostic and laboratory tests, medication, consultations, and monthly evaluations for up to eight months. Information: Barbara Altamari, 662-3329.



## Holiday Hours

A number of University offices and services have announced their projected variations in hours and their closing dates for the year-end holidays; they are listed below.

**Annenberg Center Box Office** Closed December 23-26. Open December 27-30, noon-7:30 p.m.

**Book Store** Closed December 24-26 and December 31-January 1. Open December 17, 11 a.m.-4 p.m.; December 23, 10 a.m.-5 p.m.; December 27-30, 10 a.m.-5 p.m.; January 2-5, 8:30 a.m.-5 p.m.; January 6 and 13, 10 a.m.-5 p.m.; January 7 and 14, 11 a.m.-4 p.m.; January 8, 8:30 a.m.-6:30 p.m.; January 9-11, 8:30 a.m.-8:30 p.m.; January 12, 8:30 a.m.-5 p.m.; January 15-17, 8:30 a.m.-7 p.m.

**Christian Association** Closed December 23-January 1.

**Class of 1923 Ice Rink** Closed December 25 and January 1. Open Mondays 2-4 p.m.; Tuesdays and Thursdays, noon-2 p.m.; Wednesdays 4-6 p.m.; Fridays noon-2 p.m. and 8:15 p.m.-10:15 p.m.; Saturdays 1-3 p.m. and 8:15-10:15 p.m.; Sunday 1-3 p.m. through the holiday break.

**Escort Service** Closed December 23 to January 1. Open January 2, 5 p.m.-3 a.m.

**Faculty Club** Closed December 22, 5 p.m.-January 1. Reopens January 2, 8:30 a.m.

**Gimbel Gym** Closed December 22 at 4:45 p.m.-January 7. Reopens January 8. Resumes regular hours January 8.

**Hillel** Closed December 25 and January 1. Open December 26-29, 10 a.m.-4 p.m.; January 2-5, 10 a.m.-4 p.m.

**Houston Hall** Closed December 22, 5:30 p.m.-January 1. Reopens January 2-5 7:30 a.m.-5:30 p.m.; January 6-7, 10 a.m.-8 p.m.

**Hutchinson Gym** Closed December 22, 4:45 p.m.-January 1. Reopens January 2, noon-6:45 p.m. Closed January 6, 7. Resumes regular hours January 8.

**Morris Arboretum** Closed December 24, 25 and January 1.

**Penn Bus** Closed December 23-January 1. Resumes normal hours January 2, 4:50 p.m.-12:30 a.m.

**Registrar's Office** Closed December 25. Open December 26, 9 a.m.-5 p.m.; December 27-29, 9 a.m.-2 p.m.

**Rosengarten Reserve** Closed December 22, 5 p.m.-January 7. Reopens January 8, 8:30 a.m.

**University Museum** Closed December 24-25, 31 and January 1. Open December 22, 23, 26-30, January 2, 10 a.m.-4:30 p.m.

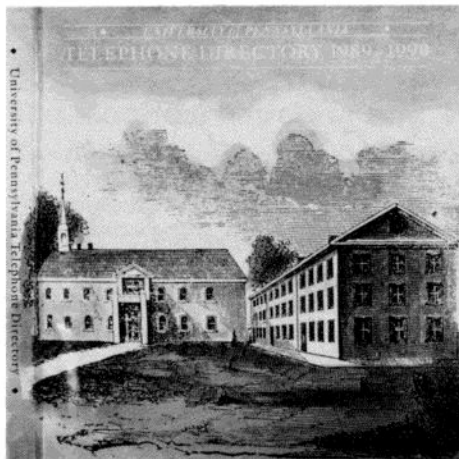
**Van Pelt and Lippincott Libraries** Closed December 23-25, 30, 31; January 1, 6, 7. Open December 22, 26-29, 8:45 a.m.-5 p.m. January 2-5, 8, 8:45 a.m.-5 p.m.

## Volunteers to Help Homeless

The University City Hospitality Coalition (UCHC) needs volunteers to help serve meals to the homeless during the holidays, every weekday at 6:00 p.m. Volunteers should contact UCHC at 898-9643.

## Diabetes Volunteers

The University of Pennsylvania-Scheie Eye Institute is seeking for volunteers for a six month free trial of intensive insulin therapy. Volunteers will receive 6 months of excellent medical care and supplies at no cost. Interested persons should be between the ages of 18 and 45, have had diabetes for 5 years or more, and



From a watercolor by William L. Breton, done in the XIXth Century from a contemporary ink drawing of Pierre Eugene Du Simitiere.

## Penn Phonebook: Another Tribute to the 250th

The *University of Pennsylvania Telephone Directory 1989-90* joins in celebration of the 250th Anniversary by taking its front cover from the only known drawing of the original home of the University at 4th and Arch Streets. The inside back cover tells the story of these early buildings, and of the Academy Bell shown on the back—a bell much moved and fought-over by Philadelphia fire companies and others before winding up in its present location in Houston Hall as a link between the present campus and the first one.

Inside, a major difference is that the "white pages" now contain in one section what used to be in three: it has incorporated the "blue page" information on home address, home phone and spouse's name (where faculty/staff choose to list it); and the E-mail addresses formerly given in the "gray pages" and the gray-page update that appeared midyear in an *Almanac* insert. Production is by Theresa M. Scott of Business Services. Copies have been mailed to all University Offices. Extras are available at \$5 each from Business Services (Ext. 8-9155).

## Department Of Public Safety

This report contains tallies 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 December 4, 1989 and December 10, 1989.

**Total:** Crimes Against Persons—0, Thefts—12, Burglaries—1, Thefts of Auto—1, Attempted Thefts of Auto—0.

### 32nd to 33rd: South to Walnut

12/05/89 1:43PM Rittenhouse Lab  
12/06/89 3:32PM Franklin Field  
89/12/07 3:00PM Franklin Field

Two scales from unsecured room.  
North side bathroom, copper tubing taken.  
Unattended jacket taken.

### 37th to 38th: Locust to Walnut

12/05/89 3:48PM Psychology Labs  
12/07/89 3:00PM Bookstore

Coat taken from janitor's closet.  
Jacket taken from unsecured locker.

### 34th to 36th: Locust to Walnut

12/05/89 7:19PM Van Pelt Library  
12/05/89 8:51PM Van Pelt Library

Coat and wallet taken.  
Unattended purse taken.

### 36th TO 38th: Walnut to Market

12/05/89 8:07PM Lot # 27  
12/06/89 3:32AM Lot # 1

Window broken / radio taken.  
Vehicle taken from lot.

**Safety Tip:** The holiday season is here. Do not leave packages in plain view.

## 18th Police District

Schuylkill River to 49th Street, Market Street to Woodland Avenue.  
Reported crimes against persons from 12:01 AM November 27, 1989 to 11:59 PM December 3, 1989.

Date	Time	Location	Offense/Weapon	Arrest
11/27/89	4:15 PM	4300 Chester	Aggravated Assault	Yes
11/27/89	7:15 PM	400 S 41st	Robbery/gun	No
11/27/89	9:00 PM	3400 Chestnut	Robbery/strong-arm	Yes
11/27/89	8:46 PM	4723 Walnut	Rape	No
11/27/89	8:25 PM	4800 Walnut	Rape	No
11/28/89	8:40 PM	3901 Chestnut	Robbery/gun	No
11/29/89	9:51 AM	224 S. 40th	Robbery/gun	No
11/29/89	7:11 PM	1 S. 41st	Robbery/gun	No
11/30/89	6:40 AM	4600 Market	Purse Snatch	No
11/30/89	3:15 PM	4800 Walnut	Rape	No
12/01/89	3:40 PM	3900 Chestnut	Robbery/gun	No
12/02/89	12:05AM	4000 Market	Robbery/gun	No
12/02/89	2:05 AM	4626 Woodland	Robbery/gun	Yes
12/02/89	1:13 PM	4000 Chestnut	Robbery/gun	No
12/02/89	11:41 PM	4100 Chestnut	Robbery/gun	No
12/03/89	4:40 PM	3900 Chestnut	Aggravated Assault	Yes
12/03/89	12:30 PM	4000 Chestnut	Robbery/strong-arm	No

# Update

## DECEMBER AT PENN

**Cancellation:** December 18 Pharmacology talk on *Second Messenger Transduction in Ciliary Epithelial Cells*.

## FILMS

**15** *North by Northwest*; 7 p.m., C.A. Lounge (C.A. Cinema).

## ACTIVITIES

### Ongoing

**Volleyball**; Tuesdays, 7-9 p.m., C.A. Auditorium.

**Social Justice: CASA** (*Central America Solidarity Alliance*) Meeting; Wednesdays, 7:30 p.m., C.A. Lobby (CASA).

**Spirituals**: held at the C.A. Chapel, sponsored by the Christian Association.

**Drexel Asbury Methodist Worship Service**; Sundays, 10 a.m.-12:30 p.m.

**When the Well Runs Dry**; spiritual meditations; Wednesdays, noon.

**Taize Prayer**; Thursdays, 7-9 p.m.

**Support Groups**: held noon at the C.A. Lounge **Adult Children of Alcoholics**; Mondays.

**Al-Anon**; Tuesdays and Thursdays.

**Overeaters Anonymous**; Wednesdays.

**13 Christmas Party**; 4:30-6:30 p.m., C.A. Lounge.

**14 Finals Study Breaks**; free munchies, coffee, cocoa and music; 9-11 p.m., Fireplace Lobby, Christian Ass'n, through 12/15 and 12/17-19.

**18 Advent Meditations and Music**; 5-5:30 p.m., Chapel, C.A.

**19 Holiday Skating Party**; 5:45-7:15 p.m., Class of 1923 Ice Rink; admission and skate rental free to Penn faculty, staff, and students with valid PENNcards. Refreshments will be served. Information: 898-1923.

## TALKS

**14 Regulation of Epithelial Sodium Channel**; Haim Garty; 4 p.m., 4th floor, Physiology Library, Richards Building (Department of Physiology).

**Censorship in the Arts**; panel discussion, followed by questions and comments from the audience; 5:30 p.m.; Africa Room, International House (Circle of Reason, International House Roundtable discussion).

**19 Respiratory Muscle Plasticity: Adaptation in Structure and Function in Animal Models of Emphysema**; Steve Kelsen, department of medicine, Temple University; 1-2 p.m., Physiology Library, Richards Building (Respiratory Physiology Group and Department of Anesthesiology).

**Deadline:** For Update: Mondays a week before each issue goes to press. Copy must be in writing (by mail, fax or e-mail, addresses below).

# Almanac

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