

Almanac

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A Guide to Peak Week Exchanges

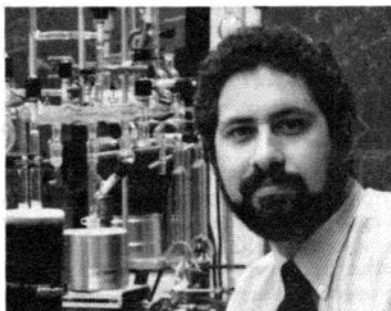
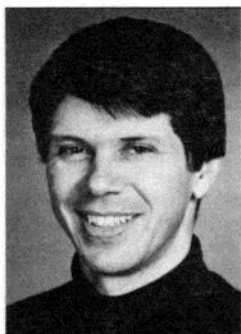
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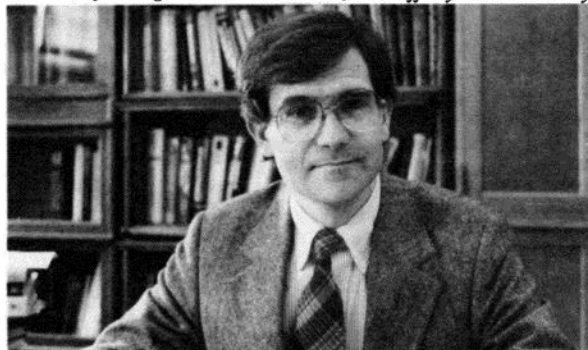
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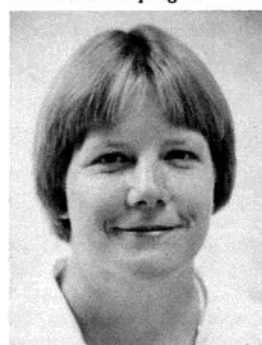
Above, left to right: Dr. DeCraemer, Dr. Tiffany and Dr. Berry.



Dr. Van der Spiegel.



Provost's Award: The Provost's Award, presented along with the Lindbacks May 2 to honor distinguished teaching by nonstanding faculty, goes to Diana Robertson, above, of Wharton School's legal studies department.



Dr. Brown

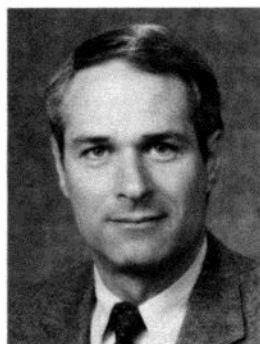
Lindbacks 1990

All faculty, staff and students are invited to the party May 2 when Penn's premier teaching prize, the Christian R. and Mary F. Lindback Award for Distinguished Teaching, will be given to eight members of the standing faculty. As is traditional, four are in the health schools and four in the rest of the University. Page 5 sketches out why students, alumni and colleagues nominated for the 1990 winners:

Donald Berry, chemistry, SAS
Willy DeCraemer, sociology, SAS
Paul Tiffany, management, Wharton
Jan Van der Spiegel, electrical engineering, SEAS

In the Health Schools

Linda Phillips Brown, nursing
Carol Deutsch, physiology/Med
John Hirshfeld, medicine
Gerald Lazarus, dermatology



Dr. Hirshfeld



Dr. Deutsch



Dr. Lazarus

Commencement: Barbara Bush

The speaker for Penn's May 14 Commencement will be First Lady Barbara Bush, wife of U.S. President George Bush and an active volunteer with a strong focus on literacy and reading.

Mrs. Bush, the mother of five and grandmother of 12, is a sponsor of the worldwide Laubach Literacy Volunteers; honorary chairperson of the National Advisory Council of Literacy Volunteers of America, Inc., and the National Committee on Literacy and Education of the United Way; and member of the board of Reading is Fundamental.

She is also honorary chairperson of the Barbara Bush Foundation for Family Literacy, set up to "establish literacy as a value in every family in America, to support the development of family literacy programs, and to break the intergenerational cycle of illiteracy."

Baccalaureate: Roy Vagelos

The Baccalaureate speaker, on May 13 at 2 p.m. in Irvine Auditorium, will be Dr. P. Roy Vagelos, the alumnus/trustee/Penn parent who is chairman and CEO of Merck & Co., Inc. Dr. Vagelos, C'50, is the father of Ellen Vagelos, who will graduate with the Class of 1990.

250th Plenary: Ambassador Klimova

Czechoslovakia's new U.S. Ambassador Rita Klimova, a member of the coordinating committee of the Czech resistance group that brought down the Czech communist government, will lead the third and final Plenary Session during Peak Week of Penn 250th Anniversary celebration.

Her appearance May 19 in the Philadelphia Civic Center is preceded by those of former U.S. President Ronald Reagan (May 17) and Nobelist Oscar Arias Sanchez, president of Costa Rica (May 18).

Ambassador Klimova, who as a child during World War II lived in New York City with her journalist parents, returned with them to Prague following the Munich Pact. After working as a machine lathe operator, she studied industrial and political economy at the Prague School of Economics, earned her master's and a doctorate, and taught the history of economic thought and economics of Anglo-Saxon countries at Prague's Charles University. But in 1970 her Communist Party membership—and with it her job—were taken away as a result of her opposition to Soviet intervention in Czechoslovakia.

She found work as an interpreter and translator, and was active in underground publishing during the two decades before now-President Vucelja Havel sent for her as "the person known to speak the best American English in the country" to translate for a press conference he and other dissidents had called to announce the formation of the revolutionary Obcanske Forum, or Civic Forum.

On Salary Guidelines for 1990-91

The primary planning principle that defines our priorities for Penn is the recognition that our faculty is our most valuable resource. It is essential that we maintain our ability to attract and retain faculty at a level of excellence equal to or better than that achieved by the very best universities; it is also important to attract and retain staff who can provide the support needed to help maintain our academic programs and facilitate the work of the faculty. To that end, we are committed to achieving real growth in salaries for continuing faculty and staff. Within the limits of our financial constraints we have tried to provide as large a salary increment as possible both to reward and retain individuals and to remain competitive with our peer institutions.

This year, as in the past, funds will be available through schools to provide salary increases to continuing faculty based on general merit scholarship, research, teaching, and citizenship in the University community. A significant share of these funds is to be allocated to faculty members for outstanding teaching, with the Dean of each school being asked to inform the Provost as to how this provision has been implemented. Furthermore, additional funds will be set aside as a Provost's reserve for continuing standing faculty to cover special cases; (schools also have the option to add to this reserve). These funds are to be used for promotions, extraordinary academic performances, market adjustments and adjustments of salary inequities.

Individual salary decisions are made at the school level, and as an aid, salary guidelines will be issued to department chairs. These guidelines will obviously reflect relevant resource constraints. Certain uniform standards have been established that apply to all schools. For this coming year, the minimum academic base salary for assistant professors will be \$32,000, up from \$30,000 the year before. Since in recent years salary increases have been relatively more rapid for junior faculty than for continuing senior faculty, schools are being urged to consider partially redressing that balance. As was the case last year, there will be no minimum base increment stipulated for individual members of the standing faculty. The entire pool available for salary increases will be allocated on the basis of merit.

This policy was initiated for FY90 and will continue to be monitored by the Senate Committee on the Economic Status of the Faculty. A decision as to its continuation will be made prior to issuing next year's salary guidelines. In the meantime, both faculty and staff have the right to appeal decisions regarding their salaries; for faculty the appeal may be directed to the department chair, the dean, and the Provost; for staff the appeal may be directed through the appropriate chain of supervision, i.e., supervisor, center director, dean or vice president.

Salary guidelines for classified staff (A-1, A-3, part-time and full-time) also will continue to emphasize merit, with increases being based on job performance and internal equity; no increase is to be given to an employee whose performance is less than satisfactory. In addition, as a result of continuing discussions between the Office of Human Resources and administrative units of the University, the Salary Management Program will continue to emphasize strategic salary increases, particularly for individuals in job titles that are in high demand within the regional labor market and/or where salary equity issues exist.

*Sheldon Hackney,
President*

*Michael Aiken,
Provost*

*Marna C. Whittington,
Senior Vice President*

Council: Locust Walk...Harassment...Open Expression...Bylaws

President Sheldon Hackney opened the April 11 meeting of the University Council with his announcement that the decision has been made to diversify the uses of Locust Walk east of 38th Street, and that an ad hoc committee headed by VPUL Kim Morrisson and Dr. David Pope will study and advise on making the transition to include headquarters for women and people of color. (See his full text, page 5.)

Provost Michael Aiken noted that with the conclusion of work by three committees studying the judicial charter, code of academic integrity and open expression guidelines, an umbrella committee will begin to take an overview of the relationship of the three policies.

The University Council passed a motion calling for reevaluation of Penn's harassment policies in relation to the First Amendment, 27-4 with seven abstentions. Discussing documents that come up for vote in May, Council zeroed in on whether Open Expression Guidelines take precedence over other policies (*Almanac* March 20), and on two passages of Senate's proposed changes in Council by-laws (in the same issue)—one on adding "neutral" in front of "moderator" and the other on allowing the moderator to ask "anyone" (as opposed to

"any guest") who does not preserve decorum to leave.

Council also welcomed new chairs of the student organizations, UA's Duchess Harris, and GAPSA's Susan Garfinkel. Council Secretary Duncan Van Dusen's more detailed summary will appear next week.

GSFA Dean's Search Committee

Provost Michael Aiken has announced the selection of the new consultative committee to advise on a successor to Dean Lee Copeland of the Graduate School of Fine Arts, who announced last week that he will leave the deanship June 30, 1991.

Ann Spirn, Landscape Architecture, Chair
Gerald Cope, Alumnus
David DeLong, Architecture
Catherine Evans, Graduate Student
Claire Fagin, Nursing
Renata Holod, History of Art
*Thomas Hughes, History &
Sociology of Science*
John Keene, City & Regional Planning
David Leatherbarrow, Architecture
Joe Nasr, Graduate Student
Howard Pack, City & Regional Planning

Guidelines for the Faculty/Staff Salary Increase Program FY91

I. Funding Parameters

The salary base and the salary increase for FY91 for continuing faculty and staff are to be funded from each school, center or administrative budget. Specific funding instructions, including directions about salary reserves for faculty and staff, will be communicated directly to school deans and appropriate center directors.

II. Faculty Guidelines

A. The minimum academic base salary for assistant professors will be \$32,000.

B. Again this year, there will be no minimum base increment for the individual members of the standing faculty. Deans will exercise their judgment concerning low salary increases without the Provost's approval. Thus this experimental policy will be continued another year.

C. Funds will be available through schools to provide salary increases to faculty based on general merit.

D. A significant share of these funds should be allocated to faculty members for outstanding teaching. In June, the Dean of each School will inform the Provost as to how this provision has been implemented.

E. Additional funds will be set aside as a Provost's reserve for continuing standing faculty to cover special cases; schools also have the option to add to this reserve. These reserve funds are to be used for promotions, extraordinary academic performance, market adjustments, and adjustments of salary inequities.

F. Individual salary decisions are made by schools, which will issue their own salary guidelines to department chairmen.

—Michael Aiken, Provost

III. For Nonacademic Staff

Highlights of the FY91 salary increase program for nonacademic staff are:

1. Annual salary increases for weekly and monthly paid staff are to be based primarily on job performance with some consideration for internal equity. No increase is to be given to an employee whose performance is less than satisfactory. Salary increases may begin at 2% for satisfactory performance, and increase with higher levels of performance, within the limits of available budget dollars. Increases of less than 2% and over 7% must be documented.

2. Salary increase funds available for weekly paid staff (A-3) are to be utilized solely for weekly paid staff and may not be merged with salary increase funds available for monthly paid (A-1) staff.

3. Employees' salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1990, before the application of any merit increase. Detailed guidelines will be distributed to schools and centers.

—Marna C. Whittington,
Senior Vice President

See page 7 for the FY1991 Salary Scales.

Report of the Senate Committee on the Economic Status of the Faculty

April 12, 1990

The Senate Committee on the Economic Status of the Faculty has responsibility for gathering, organizing, and analyzing data on faculty salaries and benefits across the University. This committee is elected by the full faculty to represent its interests in the University's determination of policy on all matters relating to the faculty's economic well-being. The committee is charged to report on its work to the faculty once a year.

This year the committee met several times, including two meetings with the Provost. During its discussions the committee considered several issues, which are reported in the following paragraphs.

First, the committee noted with approval the administration's apparent continued commitment to increasing faculty salaries in real terms. The fact is, however, that the present administration has only managed to restore the real losses suffered by the faculty in the 1970's. In 1989, for example, the real income of the average Penn faculty member is about the same as it was in 1972. In a similar vein, the committee was also concerned by the rhetoric emerging from the administration regarding the slowing down of revenue growth and the perceived strong linkage of faculty salaries to tuition. A specific worry here is that under a regime of tightened budgetary constraints, the perhaps inevitable trend towards utilizing a disproportionate share of available resources to combat real or perceived "market pressures" may accelerate.

Second, the committee was pleased with the effort being undertaken by the Senate Committee on Administration to investigate the continuing question of the apparent growth of the administrative costs of the University, both centrally and in the schools.

Third, at the time Pennflex was instituted, it was decided that this committee would request an annual report from the Benefits Office on Pennflex, and in particular on the effects of adverse selection. The committee continues to be concerned by potential erosion of the benefits package. For example, the fraction of the cost of health plans paid by the University has declined in recent years, and the University's draft Benefits Philosophy (dated 3/31/89) does not commit the University to halting or reversing this trend. The committee and its successors would be well advised to monitor issues of benefits very closely in the coming years.

The committee also considered at length the issue of what information it needs in order to discharge its responsibility to represent the faculty in salary matters. Specifically, the issue of making salary data from the schools available to the committee on a confidential basis

(aggregated by department, and always conforming to the principle that individual salaries should not be revealed) was discussed with the Provost, but was not satisfactorily resolved. The committee feels that questions such as the extent to which various schools contribute from their own funds to the pool available for salary increases is entirely relevant to the economic status of the faculty; at present the committee has no way to obtain this information. Specific requests to the deans of the schools have not produced the desired result. The committee remains optimistic that future negotiations with the University administration will produce some progress in this direction.

The committee also heard a presentation from the Provost and former Budget Director Glen Stine on how salary increases had been implemented (University-wide) last year. The committee found no evidence that the experiment of permitting zero salary increases without specific approval of the Provost is being abused, although this should clearly continue to be monitored on a year-by-year basis. The committee voted to continue this experiment for an additional year. The committee also reiterated its concern, which had come up in previous years, that there be a clear mechanism available for members of the faculty who feel that they have not been treated fairly in the salary process. The Provost noted that appeals could be made to the department chair, the dean, the Provost, and/or the ombudsman.

Finally, the Provost shared some data with the committee concerning the comparison of Penn salary data (again University-wide) with peer institutions. There has been more progress in the salaries of junior faculty members than for full professors. The committee noted that the data are difficult to interpret because of the large scale of aggregation; this is related to the problems the committee had in obtaining data by schools referred to above.

Senate Committee on the Economic Status of the Faculty

*Roger D. Abrahams (folklore & folklife)
W. Bruce Allen (public policy & management)
David P. Balamuth (physics), Past Senate Chair
Robert E. Davies (veterinary), Senate Chair
Madeleine M. Joulie (chemistry), Chair
Morris Mendelson (finance)
Almarin Phillips (public policy & management), Senate Chair-elect
Vukan R. Vuchic (transportation engineering)*

Past Reports on Academic Freedom and Responsibility: *Below and on page 4, two annual reports not submitted at the end of the academic years 1987-88 and 1988-89 are published to complete the record. For the current year, 1989-90, a report is expected for a future issue.*

I. Report of the 1987-88 Senate Committee on Academic Freedom and Responsibility:

Iraj Zandi, Chair. Members: A. M. Delluva, R. F. Lucid, S. Kreimer, F. R. Frankel, J. C. Hershey, H. Teune, J. R. Ross, A. C. Kors, D. P. Balamuth, Ex officio.

The Senate Committee on Academic Freedom and Responsibility met 12 times during the year and deliberated over the following two matters:

Two major complaints were lodged with the Senate Committee on Academic Freedom and Responsibility:

A. Infringement of a faculty member's academic freedom by interference with and plagiarism of the work of that faculty member.

B. Infringement of academic freedom by preventing the full exercise of a faculty member's academic role, which includes membership on University committees.

The first complaint was not heard and was put in abeyance, pending the complainant's decision to proceed.

With regard to the second complaint, the Senate Committee on Academic Freedom and Responsibility, on April 11 and 27, 1988, unanimously agreed on the following:

1. The Senate Committee on Academic Freedom and Responsibility did not find evidence that the Steering Committee of the University

Council denied the complainant membership in a University Committee and therefore concluded that the academic freedom of the complainant was not violated by that Committee. (Note: D. Balamuth recused himself from deliberations of this case since he had been a member of the Steering Committee at the requisite time.)

2. The Senate Committee on Academic Freedom and Responsibility (SCAFR) also affirmed its stand that the ability to invoke procedures for redress of grievances in an academic community should be regarded as a crucial aspect of academic freedom. It noted with concern that in a letter the President of the University expressed to the complainant a belief that the filing of a complaint against a department of the University thereby placed the complainant in a position which precluded membership on a University committee evaluating that department. This could be construed as suggesting that the use or invocation of appropriate grievance mechanisms was a legitimate ground for denial of appointment to a University Committee. It would be incompatible with principles of academic freedom for a faculty member to be disadvantaged in any way because of the exercise of his or her academic rights. In a letter SCAFR reminded the President and the University community of this essential principle.

II. Report of the 1988-89 Senate Committee on Academic Freedom and Responsibility:

James Ross, Chair. Members: A.M. Delluva, C.D. Faust, J.C. Hershey, S. F. Kreimer, A. C. Kors, C. R. Reitz, J. E. Thompson, I. Zandi, R. E. Davies, ex officio.

During the 1988-1989 academic year, the Senate Committee on Academic Freedom and Responsibility (SCAFR)

1. Reviewed the actions of one School's Committee on Academic Freedom and Responsibility in two cases concerning academic dishonesty and found defects of procedure in both, so serious as to leave the matters without any resolution.

In one matter the School's Dean made a "just cause" complaint alleging plagiarism against a professor. The School's Committee on Academic Freedom and Responsibility (CAFR) violated the "just cause" procedures, as laid down by the Statutes of the Trustees and printed in the Handbook for Faculty and Administrators, by improperly using a Subcommittee to consider facts in the matter and by a factual inquiry at a stage where factual evaluation is explicitly prohibited by the just cause procedures which, instead, require the Committees on Academic Freedom, as a whole, to make a finding as to whether the offenses as stated, if true, amount to a just cause for dismissal or suspension under the general standards stated explicitly in the Statutes. The School's Committee additionally erred by reporting with a recommendation to the Dean to withdraw the charges and failed to report, instead, to the faculty, as such Committees are required to do. The Dean accepted the improper recommendation and dropped the complaint. SCAFR found the process fatally flawed and no prosecution to have occurred.

2. The second matter concerned a complaint by two professors against a colleague, and in some respects against the former Dean and the incumbent Dean, alleging plagiarism of grant proposal material and collusive ousting of the complainants from participation in a research project (eventually funded) that they had helped to prepare, and various invasions, including a written threat of salary reprisals, by a former Dean, should the controversy be continued.

The School CAFR heard the matter as if part of a "just cause" proceeding, and solely on the issue of whether plagiarism was shown "clearly and convincingly," and again improperly used a Subcommittee of Inquiry to assess the evidence. Further the School's Committee did not note that a "just cause" proceeding cannot be instituted by one faculty member against another. Thus they were treating the matter entirely within the wrong category. Further, their Subcommittee reported to the Dean that the complainants did not meet their burden of proof, and, in effect, that the matter was being dropped. No report on the matter was made, as required, to the School's faculty as a whole. Further, the Dean made a request that the complainants apologize to the respondent, a request submitted by the respondent to the School's Committee and improperly forwarded to the Dean and improperly acted on by the Dean. Finally, one of the complaining professors was denied Emeritus status to which he was entitled under University Statutes (Article 9.12, as amended June, 1987).

3. SCAFR corrected the latter denial by securing a reminder, through the Committee on Consultation, to all Deans that Emeritus status is automatic for retiring faculty.

4. SCAFR found that the School's CAFR mistakenly treated this complaint as part of a "just cause" proceeding and, under that misconception, further mistakenly used a Subcommittee of Inquiry—which is not permitted by the "just cause" procedures and, further, violated the prohibition at the first stage against assessing evidence, when the sole issue is whether a "just cause" complaint has been properly stated.

5. SCAFR also found it was improper for the Dean to request an apology from the complainants or for the School's CAFR to have any role in such a request.

6. To avoid further delays, SCAFR resolved to conduct its own inquiry into "these and related matters" in the School, during 1989-1990 (to abate, however, during any formal action that might be taken by the School's Dean). (Note: Two members of SCAFR recused themselves from taking part in these deliberations.)

7. It is to be noted that the incumbent Dean was cooperative with SCAFR's requests for documents. However the Chair of the School's CAFR refused to give SCAFR copies of the procedural advice sought and received from the University General Counsel, by claiming a client's privilege. SCAFR could not determine whether the procedural errors were the invention of the School's CAFR or the result of bad legal advice. Some SCAFR members found the relationship of the School's Committee to its Dean to involve a misunderstanding, on both parts, of the "arm's length" posture each should have in the protection of academic freedom

and responsibility, though there was no formal vote on that point by SCAFR.

8. Separate opinions by two SCAFR members in the above case, indicating that "faculty versus faculty" complaints of academic dishonesty do not fall within the case-jurisdiction of either the Senate or School Committees on Academic Freedom and Responsibility, prompted SCAFR to ask the Senate Chair to secure a decision from the Senate Executive Committee (which has the Statutory powers to make rules for SCAFR) as to what rules they want to enact for such cases. In the meantime, SCAFR will deal with such matters under its Statutory powers of inquiry and recommendation—powers also shared by the School Committees.

9. SCAFR found that School Committees on Academic Freedom and Responsibility sometimes need legal advice, especially in "just cause" inquiries where procedure is strictly interpreted. An agreement was reached with the Provost whereby counsel will be supplied to such Committees, at University expense, and where more than the *pro bono* assistance of faculty who are attorneys is needed. Such attorneys are to be selected jointly by the Senate Chair and the Provost, but to serve entirely at the pleasure of the Committees who are their clients. SCAFR suggested, and voted to approve the arrangement.

10. In response to persistent requests from faculty members, especially in the professional Schools, for assurance of legal indemnity while serving on School CAFRs, the Chair tried to secure administration publication of the Trustees' indemnification policy, that legally indemnifies all faculty acting within the scope of their duties. By year's end that policy had not been circulated by the Deputy Provost, though it is the Chair's impression that all are in agreement that such is the University's policy. SCAFR did not, however, formally vote on the matter.

11. SCAFR notified all the School Committees on Academic Freedom and Responsibility that SCAFR has a positive duty under the Statutes of the University to provide advice on the proper procedures for handling claims that academic freedom or responsibility has been violated or infringed. We made clear that School Committees should *not* undertake to hear such charges without consulting SCAFR.

12. SCAFR also formally decided that it is improper for School Academic Freedom and Responsibility Committees to rely upon the University General Counsel's Office for procedural guidance because of potential conflicts of interest between the University attorneys, as attorney for the Trustees, and the faculty. SCAFR is the first and proper locus of procedural advice to the School Committees and, where necessary, independent legal counsel will be available, as provided above.

13. There were a number of communications between the Committee and the Deputy Provost. The Committee declined to address some questions concerning faculty versus faculty complaints because such matters were pending in particular reviews. We declined to give an opinion as to whether warnings as to what sorts of misdeeds as would trigger "just cause" charges by administrators should be published in the Handbook, though the Chair replied by memorandum to the Deputy Provost's questions concerning performance review of faculty after "uncapped retirement" in 1993, a matter being separately addressed, initially, by the Committee on Retirement.

14. SCAFR advised a School CAFR on some procedural matters prior to a "just cause" hearing; it advised another School Committee on the questions and procedures on a case before it. SCAFR also looked into a complaint that official "documentation requirements" from candidates for academic promotion included a "statement of education" philosophy by candidates. SCAFR expressed concern. The requirement was dropped, though further inquiry was planned for the 1989-90 academic year.

A practical fact emerged: No one should accept nomination for SCAFR without a commitment to attend all the meetings, and an understanding that they are frequent, weekly or more often. Too much is at stake for unstable attendance.

In brief, there were serious failures of academic responsibility, not the least by a School's faculty Committee on Academic Freedom and Responsibility, involving matters of great importance and excessive delays in the handling of serious matters by faculty committees and by administrators.

There is, moreover, a need to remind all faculty that just as, regardless of rank, they have the full protection of academic freedom and should not hesitate to seek the help of the School Committees or of the Senate Committee, there is also a *positive* responsibility to understand the sorts of activities that "are such flagrant disregard of the rules of the University or of the customs of scholarly communities as to render the faculty member unfit to continue as a member of the academic staff."

On Diversifying Locust Walk *The President's Statement to University Council Wednesday, April 11, 1990*

As President of the University of Pennsylvania, I have from the very first placed a heavy emphasis on doing things that would help to meet our need to develop and maintain a very strong sense of community, one that celebrates our diversity yet brings us together in a common commitment to a humane and supportive campus community in which every individual feels a special obligation to treat other members of the community with respect.

A decent academic community has plenty of room for disagreement but ought to have no room for incivility or for the verbal or physical abuse of other people. Though we have made some progress in this regard, we still fall far short of my ideal. I am dedicated to achieving that ideal.

The quality of campus life is of fundamental importance to all of us who live, work and study at Penn. I am deeply concerned about security on campus as well as about the wholesomeness, liveliness, friendliness, and level of intellectual and cultural stimulation that is available to students. With the right sort of living environment, the human relationships made possible by Penn will enhance all of our lives; without that environment, this will deteriorate into an unhappy place.

Many different elements go into making the right sort of total environment, but today I will focus on a small but significant part of the full picture: Locust Walk.

As you all are aware, there has been increased concern in the University community about the atmosphere in the core of the campus, especially along Locust Walk east of 38th Street. I continue to think that one of the nice features of the Penn campus is that students are living in the middle of it as well as in residential precincts on the periphery of campus. This not only contributes to the sense of life in the middle of the campus after the close of the working day, but it improves safety. Our long-range campus planning envisions the continuation of student residences in the campus core.

I have decided, however, that the current mix of student residences along Locust Walk must change. Only fraternities are to be found there now, of course, but I am not here criticizing fraternities in general, those fraternities in particular, nor any individual students who happen to live along Locust Walk. It is also appropriate here to note that the current situation is not the result of design. Rather, it is the reflection of history,

accident, luck, legalities, and the vagaries of the waxing and waning interest in fraternities and sororities over the years. While I think that fraternities should continue to be a prominent part of the student residential precinct in that area of campus, I have nevertheless concluded that there are three reasons for taking conscious action now to change the situation.

First, and perhaps least important, everyone's impression of Penn is affected by the character of the student residences along Locust Walk, and the current make-up does not come close to reflecting the full range of students at Penn.

Second, a different mix may encourage the sort of student behavior that would set an exemplary standard for the rest of the university to live up to.

Third, as students view living in the core of the campus a real convenience and privilege, it would be more fair if the experience were more available to a wider segment of the student population. Consequently, we must begin taking steps to transform the area into a more generally welcoming and representative area.

I am establishing a task force to be chaired jointly by Dr. Kim Morrison and Professor David Pope to advise the Provost and me not about whether the mix of student residences along Locust Walk should change (that decision has been made) but about how the changes might be equitably made. I intend to name to the task force the heads of those offices most directly concerned, the student leaders most directly affected, the president of the greek alumni council, and one or two other people in positions related to student residential life. I would hope to get from the task force thoughtfully evaluated options for both short term and long term actions that could accomplish our goal of a more variegated student culture in the middle of the campus. While the semester is almost over, I will urge that task force to work with diligent speed. It is my hope that I will get a set of recommended actions early in the fall, but I also will be open to suggestions at any point along the way if earlier action is possible. We may not be able to achieve our full goal for a number of years, but there are things we can do immediately to start us on our way. The goal is a very important one for the entire University community.

—Sheldon Hackney, President

About the 1990 Lindback Distinguished Teachers

On May 2, the University community gathers at Rare Books in Van Pelt between 4:30 and 6:30 p.m. to honor this year's winners of the Lindback Award and the Provost's Award. All are pictured on page one. Brief summaries of their dossiers: partly tell why each won:

Dr. Donald Berry, assistant professor in SAS's chemistry department for four years, "has aggressively championed his concept of faculty member as being not only an excellent teacher, but also as a personal mentor," serving as freshman advisor, advising first-year graduate students, supervising dissertations and independent studies in addition to classroom teaching and research. Winner of the Young Faculty Award in 1988, he was named a Lilly Foundation Fellow in 1989; lectures world-wide in academic and business/industrial arenas; and "...enjoys the act of teaching and the interaction with students."

Dr. Willy DeCraemer, associate professor of sociology at SAS, came to Penn in 1974, a veteran of teaching, research in Asia, Africa and North America whose "profound universalism and encompassing cross-cultural knowledge enable him to identify with a very pluralistic array of students, and they with him. Intellectually and humanly, the impact...has been as enduring as it has been deep." A former student cites Dr. DeCraemer's intervention with influential sources to finance education for himself and later for ten other black Congolese to study in Belgium. Still another admirer calls him "a profile in courage."

Dr. Paul Tiffany, assistant professor of management at the Wharton School since 1983, won the Anvil Award in 1985 and the Excellence in Teaching Award in 1986--and in a survey conducted by the Wharton Advisory Board was identified as one of the best professors at Penn. His

students call him "interesting, thought-provoking and intellectually entertaining," with significant commitment of time and energy to former students who come to him for advice.

Dr. Jan Van der Spiegel, professor of electrical engineering at SEAS since 1982, "teaches more than a discipline; he is also teaching the attitude that important and difficult problems need patience, perseverance, tenacity and sometimes group effort in order to be solved." A winner of the Engineering school's S. Reid Warren Award for Distinguished Teaching, he is cited for his astounding intellect and breadth of knowledge; sense of humor and devotion to students outside class. His courses are said to be among the most visible and popular on campus, with highest ratings for teaching quality, and he "has clearly motivated his own students to strive for the excellence which he embodies in his own career."

In the Health Schools

Dr. Linda Phillips Brown, assistant professor of nursing, began as a lecturer teaching her specialties of maternity and neonatal nursing to undergraduates in 1978 and now, as assistant professor, teaches also master's and doctoral students. She is summed up as an exceptionally gifted educator whose high standards and expectations for patient care are never compromised amid her concern for optimal student learning and whose "...teaching is never-ending...She offers much more than her time or guidance...". Former students' in advanced posts cite her influence.

Dr. Carol Deutsch, associate professor of physiology, "hands you a chisel and asks that, with your own insight, you begin to chip away at the unknown," says one student. Joining physiology in 1978 as assistant professor, she has taught

the department's 100 and 570 courses, and now directs 100A, a special elective for first-year students. Considered an expert in intracellular pH and the application of nuclear magnetic resonance to bacterial and mitochondrial problems, she has served on committees in biomedical graduate admissions, Ph.D. prelims, and the subcommittee on Aging of the Curriculum.

Dr. John Hirschfeld, associate professor of medicine and director of the Cardiac Catheterization Laboratory at HUP, already a prize-winning researcher when he joined Penn in 1974, is on the Medical Student Government Faculty Honor Roll for Excellence in Teaching. He is called a role model for clinician-educator...demanding, fair and honest, treating students as members of his team and articulating criticism in a non-judgmental manner. "His primary purpose is always to seize the educational moment," one writes.

Dr. Gerald Lazarus, professor and chair of dermatology at the School of Medicine since 1982, and the second-year class's recent Professor of the Month, is "intimidating at first" because of his Socratic method, but ultimately "challenging and inspirational." Several students recall his end-of-lecture "pep talks" on "what it means to be a physician, that it's not in your science and not in your drugs, but in your humanity."

The Provost's Award

Diana Robertson, senior fellow and lecturer, is in her 14th year at the legal studies department of the Wharton School. "She will be affecting our students' lives in the many years to come," says a colleague; letters cite the teaching itself, design of curriculum (including work on the introduction of ethics into the MBA program) and influencing the teaching of others.

Summary Annual Report:

*Pennsylvania Annuity Plan, Life Insurance Program,
Dental Plans, Faculty and Staff Scholarship Program and
Retirement Allowance Plan of the University of Pennsylvania
for the Plan Year ending June 30, 1989*

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning on July 1, 1988, and ending June 30, 1989. These Plans are sponsored by the Trustees of the University of Pennsylvania whose employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate a single printing, the reports for the plan year ending June 30, 1989 have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating.

Pennsylvania Annuity Plan: Basic Financial Statement

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by the Equitable Life Assurance Society of the United States. Total premiums paid for the plan year ending June 30, 1989, were \$300,530.00.

Life Insurance Program: Insurance Information

The Plan has a contract with the Equitable Life Assurance Society of the United States to pay all life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1989, were \$2,131,798.

Plan costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1989, the premiums paid under the experience-rated contract during the plan year were \$2,131,798 and the total of all benefit claims paid under the experience-rated contract during the plan year was \$1,969,744.

Long Term Total Disability Income Plan

The Trustees of the University of Pennsylvania have committed themselves to pay all long term disability claims incurred under the terms of the Plan.

Dental Plan (Prudential)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance carrier involved, no insurance premiums were paid during the plan year ending June 30, 1989.

Dental Plan (Penn Faculty Practice)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance carrier involved, no insurance premiums were paid during the plan year ending June 30, 1989.

Faculty & Staff Scholarship Plan

The Trustees of the University of Pennsylvania maintain a program providing scholarships to full time faculty/ staff and their dependents. The University provides these benefits in accordance with the terms of the Plan.

Retirement Allowance Plan: Basic Financial Statement

Benefits under this Plan are provided by an insurance contract with the Equitable Life Assurance Society of the United States and a trust with First Pennsylvania Bank of Philadelphia, PA. Plan expenses were \$1,570,913. These expenses included \$29,738 in administrative expenses and \$1,541,175 in benefits paid to participants and bene-

ficiaries. A total of 4,259 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$56,978,095 as of June 30, 1989, compared to \$50,686,476 as of July 1, 1988. During the plan year the Plan experienced an increase in its net assets of \$6,291,619. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

Minimum Funding Standards

An actuary's statement shows that the Plan was funded in accordance with the minimum funding standards of ERISA.

Additional Information

As described below, you have the right to receive a copy of the full annual report of the Retirement Allowance Plan, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. assets held for investments;
3. transaction in excess of 5 percent of plan assets;
4. insurance information including sales commissions paid by insurance carriers; and
5. actuarial information regarding the funding of the plan.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

Your Rights to Additional Information About These Plans

You have the right to receive a copy of the full annual reports, or any part thereof, on request. Insurance information for the Pennsylvania Annuity Plan, the Life Insurance Program and the Dental Plan (Prudential) is included in those reports.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Vice President for Human Resources, Room 538A 3401 Walnut Street, Philadelphia, Pennsylvania, 19104, (215) 898-1331.

The charge for the full annual report of the Retirement Allowance Plan is \$3.50; the charge for each other full annual report is \$1.50; the charge for a single page is 25 cents.

In addition, you have the legally-protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, Pennsylvania, 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20216.

—Office of Human Resources/Benefits

Summer Jobs Needed: Campus Openings in View?

During the summer months when a majority of the University Dining Halls are closed, Dining Services reduces their work force. We are seeking your help in finding alternate summer employment for these Penn employees who are subject to seasonal layoff. The seasonal layoff period begins May 4, 1990.

Penn is abiding by the terms of the collective bargaining agreement negotiated with the Union representing these University employees, but we want to do more. Penn maintains the insurance benefits for these employees during the summer months. The University guarantees these employees reemployment every September when school (and Dining Services) resume full operation.

Penn notifies local employment service and other agencies of the employees availability. However, we prefer to keep the employees working at Penn. The employees have various skill levels. If your school or center needs summer help (temporary or occasional workers) please contact the Dining Services Personnel Office, Ext. 8-2461. The Personnel Office will provide resumes of qualified individuals.

Thank you for your assistance in helping these members of this Penn Community.

—Jack Heuer, Human Resources

OF RECORD

Human Resources/Compensation

In addition to the scales below, salary scales which show the breakdown by quintile are also available this year. These new quintile scales are designed as an additional tool to assist managers in making salary decisions. If you would like a copy of the quintile scales, please contact Laura Barnes in the Compensation Office at Ext. 8-3503.

Monthly-Paid Salary Scale (Effective: July 1, 1990)

Grade	Minimum		Midpoint		Maximum	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
PA1	17,600	1466.67	22,000	1833.33	26,825	2235.42
PA2	19,350	1612.50	24,200	2016.67	29,500	2458.33
PA3	21,275	1772.92	26,600	2216.67	32,450	2704.17
PA4	23,425	1952.08	29,275	2439.58	36,575	3047.92
PA5	25,750	2145.83	32,200	2683.33	40,250	3354.17
PA6	28,325	2360.42	35,425	2952.08	44,275	3689.58
PA7	31,175	2597.92	38,950	3245.83	48,700	4058.33
PA8	34,275	2856.25	42,850	3570.83	55,700	4641.67
PA9	37,700	3141.67	47,125	3927.08	61,275	5106.25
PA10	42,225	3518.75	52,800	4400.00	68,625	5718.75
PA11	48,575	4047.92	60,700	5058.33	—	—
PA12	56,750	4729.17	69,200	5766.67	—	—

Weekly-Paid Salary Scale (35 Hour Weekly-Paid) (Effective July 1, 1990)

Grade	Minimum			Midpoint			Maximum		
	Annual	Weekly	Hourly	Annual	Weekly	Hourly	Annual	Weekly	Hourly
G4	9,925	190.87	5.453	12,100	232.69	6.648	14,500	278.85	7.967
G5	10,800	207.69	5.934	13,175	253.37	7.239	15,825	304.33	8.695
G6	11,775	226.44	6.470	14,375	276.44	7.898	17,225	331.25	9.464
G7	12,675	243.75	6.964	15,650	300.96	8.599	18,800	361.54	10.330
G8	13,650	262.50	7.500	17,075	328.37	9.382	20,475	393.75	11.250
G9	14,875	286.06	8.173	18,600	357.69	10.220	22,325	429.33	12.266
G10	16,225	312.02	8.915	20,275	389.90	11.140	24,325	467.79	13.365
G11	17,325	333.17	9.519	22,200	426.92	12.198	26,650	512.50	14.643
G12	19,300	371.15	10.604	24,425	469.71	13.420	30,525	587.02	16.772
G13	21,225	408.17	11.662	26,875	516.83	14.766	34,925	671.63	19.190

Terms:

Salary Scale: A pay structure based upon pay grades. There are two salary scales (PA and G).

Grade: The pay grade to which a job title is assigned. All grades have salary ranges. There are 12 PA grades (monthly-paid) and 10 G grades (weekly-paid).

Work week: The standard work week at the University is five 7-hour work days during the period beginning 12:01 a.m. Monday and ending 12 midnight Sunday.

Salary Range: A salary range is a set of figures that reflect the upper, middle and lower limits for salary decisions. All salary offers must be approved in advance by the Office of Human Resources.

Death of Dr. Robb

At presstime the death of Dr. David M. Robb, the medieval art historian who was a founder of the art history department here in 1939, was reported. Annually the department awards an essay prize named for Dr. Robb, emeritus professor since 1979. His obituary and others will appear next week.

Faculty Info/Access Survey

Faculty who return the Information Access Survey by April 25 are eligible for a \$1,000 raffle for gift certificates to the Bookstore or Computer Connection:

One first prize—\$500

Two second prizes—\$250

The survey seeks faculty input on the information and computing resources Penn will need in the 1990s. The survey is jointly sponsored by the Vice Provost for Libraries and the Vice Provost for Information Systems and Computing. Any faculty member who did not receive a form by mail last week can call Ext. 8-7091.

German Virus: No-Show

No sign of an "April Fools Day" computer viruses were detected on campus, according to Don Montabana, User Services Manager at the Computing Resource Center (CRC).

Based on an urgent warning received via electronic mail from Germany late in March about a destructive IBM PC virus found there, CRC visited several campus computer labs looking for the virus's "signature" and the Office of Data Administration and Information Resource Planning asked *Almanac*, *Compass*, and *The Daily Pennsylvanian* to print warnings to computer users about the importance of making backup copies of all important files.

"We were lucky" said Dan Updegrave, Assistant Vice Provost for Data Administration and Information Resource Planning. "We appreciate the extra effort so many people extended to help us look for this virus as well as the vigilance shown by those who used the publicized risk to backup their files." Further information on available backup software and procedures is contained in the March issue of Penn Printout, available from CRC on Locust Walk opposite the Book Store.

ACE-NIP Conference

Registration forms are available from Donna Kahn Patkin at Ext. 8-3012 for the Ninth Annual Conference of ACE-NIP (the American Council on Education-National Identification Program for the Advancement of Women in Higher Education), to be held May 4 from 8:30 a.m.-4:30 p.m., at the Gregg Conference Center, The American College, Bryn Mawr. The focus this year is on *Women in Charge of Their Future*.

A morning session deals with demography, downsizing and salary compression, and how such changes may affect women in universities; workshops are on roles of women administrators and faculty in institutional growth, and strategies for advancement in a changing university. The afternoon is devoted to related issues affecting women, including workshops on personal financial planning, networking, consulting, and entrepreneurial skills that women may use to further or change their careers and improve their marketability.

The conference fee of \$60 includes materials and lunch. For more information call Barbara McHale, 646-7300 Ext. 489 or Marianne Stewart, 590-8633.

Update

APRIL AT PENN

Cancellation: The April 18th talk on *Regulation of Synaptic Inhibition* by Marc Dichter has been postponed.

FILMS

Neighborhood Film/Video Project: The Asian-American International Video Festival; starting 7:30 p.m. Tickets: \$5, \$4 for students, members and senior citizens (International House).

25 *Sari Red*; Pratibha Parmar, Great Britain,

1988; *Who Will Cast the First Stone*; Sabiha Sumar, Pakistan, 1988.

26 *Memories from the Department of Amnesia*; Janice Tanaka, U.S.A., 1989; *Home Truths*; Indu Drishnan, U.S.A., 1990; and *Yellowcast*; Grace Lee, U.S.A., 1989.

FITNESS AND LEARNING

The following workshops held from noon-1 p.m., Bishop White Room, Houston Hall (Child Care Resource Network).

24 *When Forgetfulness Becomes an Illness*; Helen-Ann Comstock, executive director, Alzheimer's Disease Association.

25 *The Stress Related to Caregiving*; Peninah Perdugo, MSW, Counseling for Caregivers, Phila-

delphia Geriatric Center.

26 *The Nursing Home Maze*; Pat Kelly, MSW, Geriatric Social Worker, HUP.

MEETINGS

20 *Executive Committee of the Trustees*; 2 p.m., Tea Room, Faculty Club.

MUSIC

Lunchtime Organ Recital Series held from 12:05-12:35 p.m., Irvine Auditorium (Curtis Organ Restoration Society).

18 *Organ Recital*; Timothy Smith, music director, First Congregational Church, Milford, CT.

25 *Organ Recital*; H. L. Smith, organist, Holy Trinity Baptist Church.

ON STAGE

20 *A Walk in the Woods*; by Lee Blessing, produced by the Philadelphia Drama Guild; 8 p.m., Zellerbach Theatre, Annenberg Center. Tickets: Ext. 8-6791 (Annenberg). *Through May 13.*

SPORTS

22 *Penn Relays Distance Classic*; 9 a.m., Franklin Field. Registration: 767-7767.

TALKS

17 *Jewish Politics in Europe and America: The Interwar Years*; Ezra Mendelsohn, Institute of Contemporary Jewry, Hebrew University; 4 p.m., Room 221, College Hall (Department of History).

19 *Sleep and Dreams: A Neurobiological Perspective*; Robert McCarley, associate chief of psychiatry, Brockton, MA; 11:30 a.m.-1 p.m., Lecture Room B, John Morgan Building (Department of Psychiatry).

Structure and Functions of the Oct-2 Pou Domain Transcription Factor; Roger Clerc, MIT Center for Cancer Research, Cambridge; noon, Wistar Auditorium (Wistar Institute).

Interferons and Their Receptors; Sidney Pestka; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).

20 *Calcium Dependent Regulation of Translational Initiation and Elongation in Mammalian Cells by Arachidonic Acid*; Eric I. Rotman, Department of Pharmacology, Rutgers University; 12:15, p.m. Room 1, John Morgan Building (Institute for Environmental Medicine).

24 *CD4-GP120 Interactions*; Brad Jamieson, Fels Institute; noon, Room 404, Anatomy-Chemistry Building (Department of Biochemistry and Biophysics and Cancer Center).

Deadline: For Update: Mondays a week before each issue goes to press. For Summer at Penn pullout calendar: May 15. Submit in writing or by e-mail to addresses shown below.

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The University of Pennsylvania Police Department

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 April 9, 1990 and April 15, 1990.

Totals: Crimes Against Persons-1, Thefts-21, Burglaries-0,
Thefts of Auto-0, Attempt Thefts of -1

Date	Time	Location	Incident
Crimes Against Persons:			
04/11/90	9:18 PM	100 Blk 34th St	Point of gun/actor fled/nothing taken
34th to 36th; Spruce to Locust			
04/10/90	3:37 AM	Houston Hall	Secured bicycle taken from rack
04/11/90	1:50 PM	College Hall	Map taken from room
04/11/90	4:47 PM	Houston Hall	Cash taken from register
04/12/90	12:52 PM	Houston Hall	Wallet taken from purse
04/13/90	1:50 PM	Logan Hall	Books taken from room
34th to 36th: Locust to Walnut			
04/12/90	8:31 AM	Van Pelt Library	Wallet and credit card taken
04/13/90	12:11 PM	Meyerson Hall	Unsecured bike wheel taken
04/13/90	1:14 PM	Meyerson Hall	Bike taken from rail
04/13/90	5:31 PM	Van Pelt Library	Unattended wallet taken
38th to 40th; Baltimore to Spruce			
04/09/90	5:11 PM	Delta Kappa Eps	Coat taken while attending party
04/11/90	10:00 AM	Veterinary School	Coins taken from vending machine
04/11/90	12:05 PM	Pi Lambda Phi	Calculator taken from room
30th to 34th; Walnut to Market			
04/09/90	4:16 PM	Lot #24	Steering column damaged on auto
04/11/90	9:18 PM	100 Block 34th St	See under crimes against person

Safety Tip: Practice the "buddy system" and watch out for your neighbor. If you see something suspicious or someone being victimized, get involved and notify the Campus Police immediately; call 898-7333 or in case of emergency 511.

18th Police District Philadelphia Police

Schuylkill River to 49th Street to Market Street to Woodland Ave
12:01 AM April 2, 1990 to 11:59 PM April 8, 1990

Total: Incidents-14, Arrests-3

Date	Time Reported	Location	Offense/Weapon	Arrest
4/02/90	12:15 AM	4000 Walnut	Robbery/strong arm	No
4/02/90	2:25 PM	3700 Sansom	Robbery/strong arm	No
4/03/90	2:40 AM	4723 Walnut	Agg Assault/feet	Yes
4/04/90	4:00 AM	4800 Locust	Robbery/gun	No
4/04/90	5:45 PM	4700 Sansom	Robbery/gun	Yes
4/04/90	7:50 PM	4100 Chestnut	Robbery/gun	No
4/04/90	7:55 PM	3300 Spruce	Robbery/gun	No
4/05/90	1:35 AM	4200 Walnut	Robbery/gun	No
4/05/90	4:15 PM	3426 Sansom	Robbery/gun	No
4/06/90	1:06 AM	4619 Chester	Rape/strong arm	Yes
4/07/90	11:10 AM	130 S. 34	Robbery/gun	No
4/07/90	1:47 PM	4817 Chester	Rape Attempt/gun	No
4/07/90	9:22 PM	4600 Walnut	Robbery/strong arm	No
4/08/90	6:17 AM	3925 Walnut	Robbery/gun	No