

Almanac

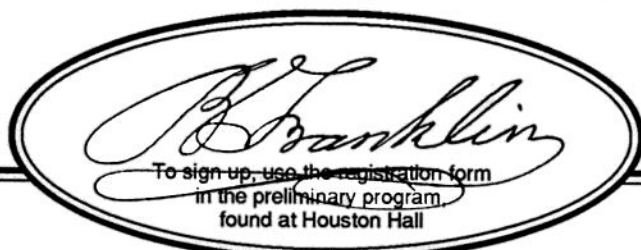
Tuesday, April 24, 1990

Published by the University of Pennsylvania

Volume 36 Number 32

INSIDE

- Senate: The 4/18 Meeting, pp. 2-3
 - Speaking Out: Redaction, Etc., pp. 3-6
 - Of Record: OpEx on Red & Blue, pp. 7-8
 - A-1 Assembly: Slate for Election 4/26, p. 8
 - Council: Summary of 4/11 Meeting, p. 8
 - Endowment: AIF Performance FY90, p. 9
 - HONORS &..., pp. 10-11 ● Deaths, p. 11
 - CrimeStats, Update, p. 8
- Pullout: May at Penn



Invitation to a Party for the Whole Penn Family

By now, we hope, everyone at the University has had a chance to review the registration package for Penn's 250th Anniversary Celebration and to register for various activities during Peak Week. The variety of programs, faculty exchanges and entertainment festivities offered during the week of May 13th is remarkable. We are truly offering something for everyone and we want formally to invite all of you—faculty, staff and students—to participate in any and all aspects of this memorable event. Join us as we celebrate Penn's 250 years of educational leadership and excellence.

Thanks to the tremendous response to our call for volunteers, we have been able to finalize the logistical arrangements of Peak Week. More than 300 faculty, staff and students have volunteered to help in providing information, staffing special events, and administering the program.

The Peak Week program includes over 100 provocative exchanges on subjects that range from the educational to the practical, including "How to Manage Your Money," "Poor, Powerless, and Pregnant: The New Family in America," and "Risks and Returns of Real Estate Investment." Other exchanges include updates on AIDS research, infertility and reproduction, and treatment of heart attacks. More thoughtful topics include "Steinberg on Picasso" and "The Intersection of Law and Art."

Although seating is limited for the colloquia, *The 21st Century: World Without Walls?*, and will be determined on a first come, first serve basis, the program will be produced as a mini-series to be aired on public television in mid-June. Ted Koppel, the anchor of ABC's *Nightline*, will moderate the colloquia and Koppel Communications, Inc. will produce the mini-series.

In addition to the colloquia, exchanges and the three plenary sessions at the core of the Peak Week program, there are numerous performances, exhibitions and festivities focused around the 250th celebration. We encourage you to review the entertainment options and consider participating in several. For example, the architectural walking tour and the campus art tour will generate new ways of looking at our campus.

We hope all of you will also join in the big festivities—PennULTIMATE, Ben's Bandstand Bash, and Penn MayFare.

Operational guidelines and procedures have been established for employees and supervisors during Peak Week (*Almanac* January 16, 1990). Although the University will be open for business that week, the pace will slow to allow staff involvement. If you need a registration package, please stop by the Houston Hall information desk.

Because the 250th is a "family party," we hope that all of us, faculty, staff and students, will attend the many events and festivities and join together as the University celebrates its beginnings as the nation's first university. For those of you who are new to the University, we promise that you will leave Peak Week with a deeper understanding of Penn's role in the formation of higher education in America.

Sheldon Hackney,
President

Michael Aiken,
Provost

Marna C. Whittington,
Senior Vice President

Honorary Degrees: Eleven at Commencement

Ten leaders in their fields, including six from academia, will join Commencement Speaker Barbara Bush in receiving honorary degrees at the University of Pennsylvania's 234th Commencement on Monday, May 14—an occasion when President Sheldon Hackney has promised to explain why, if Penn is celebrating its 250th Anniversary, the Commencement is the 234th.

In the ceremony that begins at 10 a.m. on Franklin Field, three of the scholars being honored are scientists associated with the University. With them and the U.S. First Lady are two Soviet honorees, the head of Edinburgh, the leading expert on chimpanzees in their habitat, the president of Planned Parenthood, the father of the Walkman, and the nation's best known family man.

The Penn scientists:

Dr. Baruch S. Blumberg, the Nobel Prize winner who during anthropological/medical field investigations identified the virus responsible for hepatitis-B, is now Master of Balliol College at Oxford, but continues as professor of medicine and anthropology and is a senior advisor at Fox Chase Cancer Center.

Dr. Raymond Davis, described as the "father of neutrino research," joined Penn as research professor of astronomy and astrophysics in 1985 upon his retirement as a senior chemist at Brookhaven National Laboratory, and is currently investigating energy generation at the sun's center.

Dr. C. Everett Koop, the longtime pediatrics professor and Surgeon-in-Chief at the Children's Hospital of Philadelphia, as Surgeon General of the United States was acclaimed for his influential Report on AIDS, his opposition to smoking and his handling of the "Baby Doe" case among other contributions.

Other honorary degree recipients:

Izrail Moiseevich Gel'fand of Moscow University, one of the world's leading mathematicians, has been highly influential in forging the contemporary unified view of algebra, geometry and analysis, and has made a significant contribution to interaction with mathematical physics.

Also from the U.S.S.R. comes *Tatyana Zaslavskaya*, an economist who has been an advisor to Mikhail Gorbachev. One of the first to use public opinion polls in the U.S.S.R., Ms. Zaslavskaya directs the All-Union Center for Public Opinion Research on Soviet and Economic Problems.

Dr. Jane Goodall, who will also give the School of Veterinary Medicine's commencement (continued next page)

Report to the April 18 Meeting: The Year's Issues and Actions

I thank the Chair-elect, Dr. Almarin Phillips, and the Past Chair, Dr. David P. Balamuth, for the many ways in which they have helped to ensure the smooth running of the Office of the Faculty Senate, Ms. Carolyn P. Burdon for her innumerable contributions to the Senate, the Senate Executive Committee and the many Standing Committees of the Faculty Senate, and Ms. Karen Gaines for her cooperation in ensuring that *Almanac*, the University's journal of record, had material relevant to the Faculty Senate in each of its numbers since our last Annual Meeting. The Senate Executive Committee has had representatives from every one of the constituencies throughout the University and a complete slate of at-large members. The attendance at meetings of the committee has been improved, and I thank its members, and also particularly the Chairs and membership of the various Senate Committees, for their dedication and performance during my term of office.

There will be direct reports later in this meeting from Professors Madeleine Joulle, Louise Shoemaker, Solomon Pollack, and Morris Mendelson about the activities of their Senate Committees, so I will not summarize them here. Other activities of the Senate Executive Committee that have been or will be published in *Almanac* include the following:

We made changes in the Draft Policy on Misconduct in Research, we reviewed and approved the President's Task Force Report on Archival Policy, we passed a motion: "The Senate Executive Committee strongly urges the administration to make available to all retiring faculty the option of taking CREF as cash in a lump sum upon retirement." This has now become University policy.

We discussed a wide range of issues with the Provost concerning the 250th Anniversary Celebration, academic integrity, security, and, of course, problems of faculty salary, benefits, and the growth of the Administration.

We discussed the Campus Center with Stephen Gale and VPUL Kim Morrisson, the Diversity Education Program, the Task Force on University Life with its Chair, Professor Drew Faust, and other members, we passed the following motion on United Way: "The Senate Executive Committee requests that the President open the United Way Program to include other Federated Charities who wish to participate in the coming year."

We adopted the following motion: "The Senate Executive Committee condemns the criminal vandalism and theft committed against Dr. Adrian Morrison's office, and also condemns the vicious personal harassment to which Dr. Morrison has been subjected. We affirm our unequivocal support of Dr. Morrison's right to engage in research on animal subjects, in conformity with the University and Federal standards regarding use of laboratory animals. We also affirm our unequivocal support of his right to express his views publicly without being subjected to reprisals."

The Senate Executive Committee, after hearing a report from Vice Provost Paul Mosher, adopted the following motion: "Whereas the libraries are the one research and educational resource that serves all faculty and students, and whereas the libraries at Penn have been declining on any of several measures for three decades, and whereas the current faculty and administration have the obligation to pass on to future generations a world-class research collection, the Senate Executive

Committee resolves that the share of the libraries in the current billion-dollar campaign should be raised to no less than 2.5% of the total and that, for the same reasons, the annual budgetary allocations be increased significantly."

We completed our reviews of the document "Planning for the Twenty-first Century: Final Reports of the Ten Working Groups" and we accepted the report of the Ad hoc Committee to Review University Council that was published in *Almanac* March 20, 1990. This very important committee, chaired by Professor Marten Estey, was created because of the three questions that were voted on in a mail ballot sent to Faculty Senate members on May 9, 1989. The report proposed a variety of changes in University Council, some of which have already taken place. All the recommendations are presently going through the process of becoming by-law changes in University Council, and will be voted on at its next meeting on May 9.

One of the questions in the mail ballot was "The members of the Senate Executive Committee shall withdraw from the University Council at the end of the 1989-1990 academic year unless the Senate Executive Committee determines, by a formal vote to be taken no earlier than the March meeting, that continued participation in the University Council serves the interests of the faculty." After discussion, SEC voted "that continued participation in the University Council serves the interests of the faculty." SEC also adopted unanimously the motion "that the Senate Executive Committee shall monitor the progress of the implementation of the revised Council By-laws for 1990-91 and vote no earlier than March 1991 and no later than the end of the academic year 1990-91 whether to continue its participation in University Council."

Besides all these activities of the Senate Executive Committee, the past, present and future Chairs of Senate have met with the President and the Provost at least twice a month to discuss all matters relevant to the University that any of us wished to raise. This continuing consultation, and the numerous informal contacts that they generated, are extremely valuable, and, I believe, have been most helpful to all concerned and to the University at large. They provide a mechanism by which any member of the faculty, through the Chairs of Senate, can quickly bring anything to the attention of the President and Provost for discussion and, if necessary, action.

In addition to the above, I have expressed my views on a variety of matters in *Almanac* in the section called "From the Chair" on 17 occasions since our last meeting.

In conclusion, I wish to tell you of an unexpected event, unique in the history of the University. A past Secretary of the Faculty Senate, Professor Lawson Soulsby, who received an Honorary Degree of Doctor of Science from the University in 1984, has just been made a Life Peer by Her Majesty Queen Elizabeth II, and will become Baron Soulsby. He will continue to serve in the meantime as Head of the University of Cambridge School of Veterinary Medicine, but will soon sit in the House of Lords, a classical example of being kicked upstairs. I have sent him a letter of congratulation.

Robert E. Davies

Honorary Degrees from page 1

ment address, is a primatologist and naturalist famous for her many years of studying the social behavior and demography of chimpanzees in Africa. She currently serves as scientific director of the Gombe Stream research Center in Tanzania.

Sir David Smith, principal (chief permanent senior officer) and vice chancellor of the University of Edinburgh since 1987, is a leading botanist and former head of the Department of Agricultural Science at Oxford.

As president of Planned Parenthood Federation of America, Faye Wattleton heads the country's oldest family planning organization and the largest private, nonprofit health provider with 186 affiliates serving 3 million clients a year. It also contributes to an international program that reaches 120 countries.

Akio Morita, chairman and founder of the Sony Corporation, will deliver the graduation address to Wharton's MBA class. Founding Sony shortly after World War II, Mr. Morita invented or oversaw the invention of many consumer electronic products, including the

Walkman and compact disc players. His firm was the first Japanese company ever listed on the New York Stock Exchange.

Bill Cosby, star of "The Cosby Show," is a Philadelphian who graduated from Temple, and after becoming an Emmy and Grammy award-winning entertainer remained visibly dedicated to the promotion of higher education. He earned his Ph.D. in education from the UMass and is the author of several books including *Fatherhood*, a widely read analysis of parenting; *Bill Cosby's Personal Guide to Power Tennis* and *The Wit and Wisdom of Fat Albert*.

Senate April 18 Meeting : Affirmative Action Resolutions Passed, 40-4

At the Faculty Senate's annual full-membership meeting Wednesday, after the Chair gave the report at left, President Sheldon Hackney delivered a short talk in which he noted that the Campaign for Penn is running ahead of schedule, with \$438 million in gifts and pledges at the end of March; the target is to be at \$500 million (toward the \$1 billion goal) by October. Provost Michael Aiken said that 77 of the envisioned 150 chairs have been raised, and that the majority of chairs filled so far have gone to distinguished present faculty, with impacts on outside appointments still to come.

Action: The meeting's only action item—a vote on affirmative action issues raised in the Report of the Committee on the Faculty (*Almanac* April 10)—ended in passage of a four-part resolution that includes provisions for Senate monitoring of progress toward increased presence of women on the faculty, and for confidential exit interviews with women and minorities who leave the faculty. (The full text of the resolution as passed appears in a gray box on page 4 of April 10. The resolution passed was a substitute motion for the Committee Report's six resolutions, which appear on page 5 of the same issue.) Dr. Peggy Sanday indicated that she would present a further amendment to SEC, on the role of school affirmative action officers.

Economic Status: Dr. Madeleine Joulle as chair did not reiterate the published report (*Almanac* April 17) but introduced discussion

of problems the committee faced in monitoring the distribution of the percentage of salary reserved for merit.

Other Reports: An interim report of the Senate Committee on Academic Freedom and Responsibility by Dr. Louise Shoemaker, and Dr. Solomon Pollack's preliminary overview of a Committee on Administration effort to study the growth of administrative costs, were distributed at the meeting and are available to members on request to the Senate Office. The respective committee chairs suggested that publication await final reports.

Senate Chair Robert E. Davies announced as an unusual occurrence that all members of the Committee on Administration have asked to be reappointed next year to complete the work begun, which involves securing detailed data to account for rising administrative costs that are indicated as overall totals in annual public budget reports of the administration.

Redaction: On behalf of the campus AAUP chapter, Dr. Marten Estey presented a text on the administrative decision to redact documents in the Tung case now being investigated by the EEOC (see *Speaking Out*, below) and asked President Sheldon Hackney to comment. After the President spoke briefly along the lines of his message in this issue's *Speaking Out* (pp. 4-5), Dr. Peter Freyd charged that the President shifted from "I" to "we" in characterizing the decision to engage in litigation, suggesting a distinction be made between "the administra-

tion" and "the University" on a faculty issue. Dr. Morris Mendelson challenged Dr. Hackney's characterization of the national AAUP's *amicus* brief during the Supreme Court phase of the EEOC matter as representing the same position as the University's; Dr. Hackney held that both Penn and the national AAUP urged "balance."

Planning: When Dr. Bernard Shapiro criticized the final reports of the Ten Working Groups as lacking broad input, Dr. Hackney deferred to Provost Aiken for his prepared report. Dr. Aiken described the consultation process, including reviews by the Academic Planning and Budget Committee, and noted that a final Five Year Plan is to be drafted over the summer and distributed to many including SEC in the fall, with a view to adoption in December.

A quorum of 100 members attended the annual meeting, according to a card count following the meeting. At meeting's end, outgoing Past Chair David Balamuth proposed the final resolution:

Before we leave, I think we should take a moment to recognize the dedication which our Chair, Bob Davies, has shown this year in the performance of his job. His performance has been truly astonishing. He always stood ready to make that extra phone call, to attend that extra meeting, or to do anything else that helped him represent all of us as well as he possibly could. We are all in his debt.

Speaking Out

The AAUP statement below was delivered at the Faculty Senate meeting on April 18. Two letters on the same subject (pp.3-4) arrived prior to the meeting. Dr. Hackney's response to all three begins on page 4.

AAUP on Redaction

Members of the University of Pennsylvania Chapter of the American Association of University Professors met to become informed and to discuss the issue of redaction as it relates to tenure review and promotion materials forwarded to the EEOC in situations involving allegations of discrimination. After careful consideration, it was the consensus of those members present and of invited faculty guests that redaction of documents to remove identifying information from letters of reference submitted to EEOC is not in the best interests of the faculty involved. Submission of complete information would not be a violation of general assurances of confidentiality to writers of those letters nor a threat to the tenure review and promotion process.

The Board of Directors along with this faculty group concurred that it was inappropriate for the Administration of the University to pursue lengthy and elaborate legal mechanisms on an important academic matter relevant to all faculty without consulting a representative group of faculty, such as the Faculty Senate.

—Elsa L. Ramsden, President,
Pennsylvania Chapter AAUP

Redaction and the EEOC

We write as faculty and staff who share the conviction that legality and fundamental fairness require that Penn's hiring, tenure and promotion efforts be conducted in a deliberative manner, characterized by processes which ensure accountability, review and oversight. Because of this conviction we applaud the Supreme Court's decision in *University of Pennsylvania v. Equal Employment Opportunity Commission*. And we are appalled by the University's apparent determination to circumvent that decision. We write to urge you [President Hackney] to speak clearly, forcefully and forthrightly on this matter.

Three months ago, the United States Supreme Court rejected the novel arguments advanced by Penn to justify its refusal to submit peer review files needed by EEOC to evaluate a discrimination complaint. That the Justices recognized Penn's argument as pernicious and disingenuous is made clear by the language of the opinion itself:

If there is a smoking gun to be found that demonstrates discrimination in tenure decision, it is likely to be tucked away in peer review files.

Having advanced an argument so lacking in merit as to elicit unanimous rejection from a generally fractious court not known for its sensitivity to civil rights, the University's administration has now been willing to circumvent that decision by submitting

"redacted" documents to the EEOC. In other words, as with the South in the wake of *Brown v. Board of Education*, Penn is prepared to wage its own war of resistance, interposition and nullification. That position is objectionable, embarrassing and inconsistent with the mission, role and interests of this University.

As we understand it, the administration has removed names and other identifying information from material submitted to the EEOC. The submission of redacted documents is not compliance, nor is it a viable alternative. (It should be noted at the outset that Penn's own internal grievance procedure currently requires this same information be provided to the panel). We advance for your consideration the following five points.

1. *The message is inconsistent with the mission.* As an institution of higher education entrusted with many young women and men who will soon be policy makers in their own right, it is particularly inappropriate for the University to countenance circumvention of the clear intent of the law. The tortured logic in support of redaction is transparent, its message is inescapable.

There are more than enough examples of public and corporate officials who hide information for "legitimate" reasons. Penn need not model this behavior.

Moreover, a university such as Penn, concerned about the integrity of its own processes, can ill afford to legitimize such

an attitude.

2. *Redaction is really a non-alternative.* Redaction is, in effect if not by intent, a tactic to submit a record that is as useless as no submission at all. The source of an evaluation, not just its text, infuses it with value and cogency. Two evaluations equally laudatory or negative, well-written and timely, are still not necessarily equal. Nor ought they be if one is from the candidate's dissertation Chair and the other from a "leading light" in the field. The calibration and differential weighing of such letters are integral parts of the decision-making process, and would be impossible without identifying information. This is no less true for those internal and external agencies responsible for review and oversight.

3. *The finances of the case escalate.* Incurring the cost of yet another round of litigation seems particularly profligate as faculty salaries struggle to keep pace with inflation and tuition costs far outpace it.

4. *Academic ventriloquism is not an indispensable facet of academic freedom.* There is something particularly odious and undermining in the argument that anonymity is a necessary pre-requisite for candor. That is the essence of the University's claim:

As more and more peer evaluations are disclosed to the EEOC and become public, a "chilling effect" on candid evaluations and discussion on candidates will result. And as the quality of peer review evaluation declines, tenure committees will no longer be able to rely on them. This will work to the detriment of universities, as less qualified persons achieve tenure, placing strains on faculty relations and impairing the free exchange of ideas that is a hallmark of academic freedom.

Penn thus argues for a version of academic freedom in which generally tenured decision-makers and evaluators are positioned as more vulnerable than the far less powerful academics whose status is at issue and who claim the right to be protected from discrimination.

That curious inversion is made even more so by the realization that this particular argument for academic freedom is less about the freedom to state one's views candidly without fear of professional retribution, than it is about the freedom to discriminate, to ignore accuracy and fair comment without fear of discovery or review.

5. *The culture of secrecy is not preferable to one of accountability.* Having assumed an academy devoid of courage, some of our colleagues suggest that without anonymity for written submissions, increased reliance will be placed on telephone calls and other impressionistic information. The fact is that the existing culture of secrecy already allows the inclusion of rumor, hearsay and innuendo, whether derived from telephone conversation, "old boy" network or informal grapevine.

The culture of secrecy fosters an illusion of community in which neither boundaries nor a sense of accountability prevails. Now is as good a time as any for exchanging the presumed secrecy for a deliberative process so that norms are explicit, processes understood, decisions sup-

ported by the record, and records are available for review by appropriate agencies.

—Orneice Dorsey Leslie and Peter B. Vaughn, African American Association
—Michelle Fine, Women for Equal Opportunity at the UofP (WEOUP)
—Louise P. Shoemaker, Association of Women Faculty and Administrators
—Ralph R. Smith, Associate Professor of Law

Redaction and the Tung Case

We are writing in regard to the University's decision to turn over redacted tenure review files of Rosalie Tung to the Equal Employment Opportunity Commission.

Congress, in passing Title VII of the 1964 Civil Rights Act, determined that employment discrimination based on race, gender, religion, or national origin will not be tolerated in our society. We understand that the University has a legitimate concern in protecting the confidentiality of the tenure peer-review system. Yet the Supreme Court has held that the University's concern must yield to the larger societal interest implicated by Rosalie Tung's case.

Wharton professor Rosalie Tung was denied tenure in 1985. She filed charges alleging racial and sexual discrimination with the EEOC, citing Title VII. For the past five years, the EEOC has been trying to investigate her claims but has had to go to court to obtain the tenure review files. The Supreme Court unanimously required to the University to turn over Rosalie Tung's files to the EEOC. We are greatly distressed that the administration chose to respond to the Supreme Court's ruling by removing names and identifying features from the requested files. We recommend that the University submit all the pertinent files in their complete and unredacted form. The EEOC has already stated that redacted documents are largely useless.

The administration has followed the letter of the decision but circumvented the spirit by redacting the files. Serious charges of discrimination have been alleged, and the University should be interested in finding the truth of the matter at hand. The University should seek, as soon as possible, to substantiate or to dispel the claims, and take appropriate action pending the ultimate findings.

Why has the administration been so determined to avoid compliance with the requests of the federal government? Is it trying to protect someone? Is it hoping that the whole affair will be forgotten? Does the administration prefer further litigation than to risk negative publicity from a candid reconstruction of Rosalie Tung's tenure decision? The University's actions, for the past five years, have prompted and continue to invite this type of speculation.

We are concerned with the University's conduct regarding Rosalie Tung's tenure decision, the actions of individuals during her peer review, the University's decision to contest information requests by the United States government, and the significant amount of money the University is willing to spend to resist attempts to obtain an accurate picture of what really transpired at Rosalie Tung's peer review.

—Dr. John Roberts, Afro-American Studies Program
—Damien Lee, Asian/Pacific American Law Students Association
—Christopher Ing, Asian Students Task Force
—Tatiana Olmedo, Asociacion Cultural de Estudiantes Latinos Americanos
—Fayval Johnston, Black GAPSA
—Jonny E. Page, Black Law Students Association
—Buzz Thomas, Black Student League
—Winston Nesfield, Black Wharton Undergrad Association
—Claude Jean-Pierre, Caribbean American Students Ass'n
—Amy Huang, Chinese Students Ass'n
—Eli Pringle, GSAC Minority Affairs Committee
—Margaret Arakawa, Japanese Cultural Society
—Janet Kim, Korean Cultural Society
—Mike Rivera, Latino American Law Students Ass'n
—Vinnie Cousineau, Lesbian, Gay, Bisexual Alliance
—Andrew Brenner, National Lawyers Guild, Penn Chapter
—Priyethan Seebadri, Penn African Students Association
—Rebecca DeVilla, PennPhilippine Association
—Carla Hutton, Penn Women's Alliance
—Elena DiLapi, Penn Women's Center
—Pradeep Mammen, South Asia Society
—Nalini Samuel, United Minorities Council
—Kathy Lee, Wharton Asian Association (Undergrad)
—Ann Bartow, Women's Law Group

Response from the President

I am well aware that there are divided opinions in our community concerning this University's position in the difficult trade-off between the criterion of openness and that of confidentiality in tenure cases, and I welcome your advice on this matter.

Let me say, however, that the University's position before the Supreme Court was supported by most of the major private universities in this country. It was consistent with the position taken by the AAUP—an organization well known for defending the rights of faculty. Many of our faculty support Penn's position. Many people do not think that we are acting foolishly or "odiously" on this important matter of principle.

The universities that join us in thinking confidentiality of tenure review letters is of high priority believe that it is extremely important, both for quality control and for affirmative action, to rely to a considerable extent upon evaluations by leading scholars at other institutions in deciding tenure cases. If one fears that a particular department is paying insufficient attention to the quality and/or diversity of its faculty, one needs to have advice from the outside. Unfortunately, there is reason to

fear that as litigation and investigation by outside agencies beat against the principle of confidentiality, more and more scholars will refuse to participate in the review process. Indeed, this is already happening. In very difficult cases where strong opinions are held, the number of potential faculty reviewers who are "too busy to write," "distant from the candidate's recent work," "leaving the country" or "recovering from influenza" is notably larger than in those cases where the grant of tenure is easy. So, I share the concern that we are in the process of being forced to rely more upon our own resources for evaluation than in the past.

Minimal redaction which removes only names and their equivalent is a compromise position which the recent Supreme Court decision has left open and which has been accepted by the EEOC in other cases around the nation. It seems reasonable to sort this out once and for all so that we will definitely know how to handle these matters in the future. We have no intention of using redaction to impede the EEOC's inquiry into the merits of a complaint. Indeed, we have invited the EEOC to discuss with us the specific documents at issue so we can satisfy the agency's concerns about what has been deleted.

I would point out, additionally, that the University's internal grievance process permits a grievance panel to review all documents on a confidential basis within the University. The issue here is not concealment, but rather disclosure outside the University.

Dr. Tung's case was the first in which we were asked by the EEOC to produce confidential letters of evaluation. There is nothing about the merits of her case that particularly relates to the confidentiality issue; this could have arisen in connection with any case depending upon the EEOC's request.

I hope these remarks are helpful. I look forward to hearing from members of the senior faculty holding various points of view on this matter and to their assistance as the University continues its considerable efforts to recruit and retain women and minority faculty.

—Sheldon Hackney

Recruiting Women: Physics

I read with great interest in the April 10 *Almanac* the report on the assessment of affirmative action at the University of Pennsylvania recently issued by the Senate Committee on the Faculty, chaired by Morris Mendelson. At a time when there is a national cry for more people trained in science and technology, it becomes imperative for us to make every effort to recruit into the sciences as many women as possible, because they are under-represented, because of their importance as role models and, above all, because of their contribution to our intellectual and social climate.

The table provided in *Almanac* [page 4, April 10] lists those departments where there is a substantial difference between the number of available female scholars and the number hired by the department. All of the science departments in SAS were listed

in that table as falling below the national percentage of women in the Ph.D. pool in the proportion of hirings during the 1981-87 period. As chair of the Physics Department I have some quibbles with the "tyranny of small numbers." We are listed correctly as hiring zero women out of a total of fifteen assistant professors during the 1982-88 period while we should have hired eight percent, which amounts to one woman out of twelve new assistant professors. In fact, if the period is extended slightly to cover the full decade of the eighties, one would see that we have hired two women out of a total of twenty assistant professors, a 10% average.

The distressing statistic, from my point of view, is that only eight percent of the pool of Ph.D.s in physics is composed of women. We must make every effort as an institution to seek to change such statistics, and more women faculty members in the sciences is clearly an important part of such a change.

—Gino Segre, Chair,
Physics Department

Recruiting Women: Economics

I think the preamble to the resolutions on recruiting women (*Almanac* April 10) is based on facts observed by blinkered eyes. Most major departments in economics hire several or more assistant professors each year. The Economics Department has made offers to women that were turned down for varied reasons including: a husband didn't want to teach high school in Philadelphia; comparable offers from better departments were accepted; and business school salaries are much higher. Unless we pay women 30 to 50% more than comparable men, we will lose in these circumstances whenever there is an overlap.

I, however, heartily endorse the resolutions.

—Paul Taubman, Professor of Economics

The following was addressed to the faculty of the Oriental Studies Department and sent to the President, Provost, Dean of SAS and others as well as to Almanac. The Department's chair reserves the right to respond in a future issue.

Objection to 'Oriental'

We request that you change the name of your department. Since the late 1960s, Asian Americans have declared that we do not want to be called orientals, nor do we want our countries of origin to be called oriental. We ask that you respect that wish.

We believe that you should change the name for the following reasons.

1) "Oriental" is a term that takes Europe as its point of reference. To define a part of the world by its relation to Europe and European America is ethnocentric.

2) "Oriental" is a construct that posits its opposite—the occident; this opposition contributes to viewing Asians as exotic, alien, and utterly different than the rest of the human race.

3) The use of one word, "oriental", to define all of the people and diverse cultures contained within Asia and Northern Africa beckons prejudice.

We suggest that one way to describe the broad area that your department covers is to use a geographical name such as North African and Asian Studies.

As Asian American students, we have a stake in this matter. The continued use of the name, Oriental Studies, offends us and contributes to our feeling unwelcome and disregarded at this university. Striving to create a university which values racial and cultural diversity means taking seriously the concerns of students of color. We await your decision on our request.

—Ellen Somekawa, for the
Asian American Student Alliance

Correction on Rita Klimova

Information in *Almanac* on speakers at the 250th plenary is welcome. However, we regret an unfortunate error in connection with the Czechoslovak ambassador, Mrs. R. Klimova. Contrary to the April 17 statement, ambassador Klimova returned to Czechoslovakia only after her country was freed from Nazi Germany by Russian and U.S. Armies in 1945, and not after the Munich Pact in 1938, which in fact invited Germany to occupy Czechoslovakia.

—Arnost Kleinzeller, Emeritus Professor of Physiology, and Lotte Kleinzeller

Dismay over Role Model

I am dismayed at the choice of Barbara Bush as Commencement speaker. No offense to Mrs. Bush, who seems to be a nice lady, and as Presidents' wives go, better than most. A Commencement speaker, however, should be a role model for our graduates, not somebody's wife, nice as she may be. How can we send our women graduates off into the world with a mission, and our men graduates with demands based on the model the University seemingly proposes for women in the 1990's and who embodies the principles:

- make your life a supporting role for your husband's career;
- do not speak out on controversial issues that may affect him;
- do volunteer work at no pay rather than pursue a career.

—Rosane Rocher,
Professor of South Asian Studies

A Vision of Penn

"A University should not be a house but a village," said Thomas Jefferson of his model campus, the University of Virginia in Charlottesville, one of the oldest and best-designed universities in this nation. When it comes to age, our University steps forward with pride as we come to celebrate our two hundred and fiftieth anniversary this summer. Tested against the Jeffersonian ideals of a university community, however, the verdict is a fragmented aesthetic and community environment which weakens Penn's image as a first-rate school. To understand this, come along on two tours of the University, one with Kite and Key and one with us.

Sons and daughters of wealthy trustees, Muffy and Biff's grandchildren, and the brightest of the potential class of 1994 and

their parents are assembled in the back of College Hall ready for their first campus tour. Their decision between colleges will be influenced by how the brief campus visit corroborates the school's reputation. Impressing them is no problem, for Mary Penn from Kite and Key will be their tour guide. Walking down Spruce Street, she points to the elegant Houston Hall on the left, exhibiting the nation's first student union, and on the right she indicates its first medical school. She turns the corner at the magnificent University Museum, looking every bit one of the world's top anthropological museums. Franklin Field is next, and she explains the Penn Relays, the nation's largest track meet. She takes them up lush Smith Walk, pointing out the ornate Towne Building, the cradle of the world's first computer. Expounding on Penn's tradition of firsts, she walks down Locust Walk and turns at 37th, heading into the Quad. By the time she is finished traversing the Queen Anne splendor and heads back to the admissions office, she knows her plethora of awestruck prospectives are putty in the hands of Dean Stetson. She proclaims triumph to herself until little Wally asks excitedly, "Show us more!"

Come now and take an uncensored tour. First, we'll meet in front of DRL, explaining how the bright orange brick pays homage to the "Great Pumpkin," Drexel University. Walking up Walnut Street the prospectives will be shown the trash service corridors of Van Pelt, Penn's distinguished library, whose cubic lines and squat bulk suggest the world's largest window-mounted air-conditioning unit. To the left we explain that the blank walls constitute the Faculty Club, Annenberg Center, and Süteler Hall whose symbolic buttocks are raised to the West Philly community. We now cut across into the Psychology/Graduate Education cement courtyard which, during summer's hottest days, doubles as the nation's largest hibachi. "Watch your step on the cracking slate flagstones," we'll warn the prospects. According to the Landscape Architect and Graduate School of Fine Arts former dean, Sir Peter Shephard, Penn cut costs by making the stones an inch and a quarter thick, ignoring his recommendation of three inches.

Walking over the bridge, we enter the offspring of the modern movement: "StuporBlock." We comment that the plastic facade of the new 1920 Commons resulted from (according to Urban Studies Lecturer George Thomas) building costs so continually slashed by the University that the original architect's daughter, returning to fulfill her father's initial scheme, had to resort to material that could be staplegunned onto the old building. Suddenly, one prospect lurches forward, attempting to recover a brochure snared by the clutches of the high rises' wind tunnel. It doesn't take much explanation to state the failure of the architect's "high" Rises. As Chairman of Archi-

ecture Al Levy explains, the concepts underlying the buildings are paradoxical: "They were built tall so one could see them from the Schuylkill Expressway or landing in Philadelphia International Airport. Unfortunately, as far as density is concerned, there are more students living in the Quad per square foot than there are students housed in all three of 'the nation's first exposed poured concrete buildings.' "

Finally, the walk down Spruce Street couldn't be more appropriate for blank reflection. If China and Berlin boasted of walls for suppression, Penn has its very own formed by the parking garage, the Orlando-esque Aresty, the Vance oil refinery, and the uninviting Wistar Institute and Williams Hall. On our return to College Hall, Mary Penn is with a new tour group who wonders why the returning prospectives have puzzled expressions. Somehow, the impression of Ivy League mystique has faded, and they start to wistfully contemplate their visits to Yale, Harvard, Princeton...

A favorite theme of Urban Studies Lecturer Mark Thompson is the Jeffersonian ideal of institutions: the original university consisted of a professor and students gathered under a tree. Recent architecture at Penn has been insensitive to this concept. Buildings like the High Rises have effectively cut people off from each other, rather than bringing them together. In addition, much recent construction seems to follow the dictum, "form follows fundraising." One can't help but think "cheap" when they see DRL or the bastardized unrenovated Lower Quad.

The short-sightedness of such planning is galling, especially in light of University history. In the early seventies, Penn had trouble getting enough applicants to fill its places, and the school's "lesser Ivy" status was entirely justified. With the creation of College Green, applications increased by three hundred students annually, and Penn began to gain the momentum that propelled us into our 80's "hot school" category. Furthermore, Alumni and Alumnae who lived in the Quad for four years donate at a far higher percentage than those who roomed in the alienating High Rises. Short-term scrimping only mortgages the future; building without cost-cutting is expensive in the short run, but pays off generously in the end.

The Kite and Key tour highlights what Penn architecture and tradition is: brown brick with white stone trimming. New buildings such as Stouffer College House and Steinberg-Dietrich Hall pick up on this theme, and are a success. They have remained faithful to the material and scale which is Penn. At the same time, there is a place for divergent architecture which furthers the Ivy tradition of beauty and grandeur exemplified in the Furness Building, College Hall, and Logan Hall, as does the new Annenberg facade and courtyard. Places like 3401 Walnut merely stick out, screaming for attention and de-

stroying the continuity of buildings which have co-existed in harmony.

On a related note, perhaps the Progressive Student Alliance is not really angered by what the frats on the walk don't represent, but by what they do. They have beautiful houses in the most scenic location on campus, and most important of all, they offer a community. It is no wonder that Greek rushing has doubled in the past years—so have applications for community living in the High Rises. This is why Kim Morrisson and others stress the importance of the new Campus Center being built correctly and completely. It should not be filled with 3401-type retail, nor with offices belonging to student organizations which could be kept in Houston Hall, but should instead offer a space where students could meet after class and play games, hang out in a Handel's Mug or an Underground Cafe, and just purely interact in a sociable atmosphere.

Furthermore, the ambience of University City reflects our commuter past, rather than that of a college town. With a few manipulations, however, we could very well create one. The little stretch of Sansom St. containing the White Dog Cafe, Le Bus, and the International Bookstore offers a "college town" atmosphere, but it is only the shadow of an area such as Harvard Square or the part of Franklin Street adjoining UNC. Sansom's ungainly Maintenance building begs to be replaced by brownstone shops, an independent bookstore, or even a Ritz Movie Theatre. Sansom St. would connect to the new Institute of Contemporary Art, Campus Center, and the Annenberg Center, and further a sense of a college town community.

The two hundred and fiftieth anniversary is a celebration of Penn's proud past, reflected in the grandeur of buildings like the University Museum, Franklin Field, the Furness Building, the Quad, and Kahn's Richardson Labs, to mention a few. This history and tradition has not been carried on in the past half-century. The lack of a stringent planning committee has left students and faculty acutely aware that recent additions to campus have failed to measure up to the standards of the past, and our campus neither offers community nor embodies the essence of what Penn is. During the same period, the other great schools have been at the forefront of architecture, adding to their magnificent legacy. A great school has more than statistics; there is a mystique that surrounds it. To reach a higher plateau, we need a grand campus that is equal to those of our traditional rivals, yet breathes its own distinctive aura. We must create a student committee to work in conjunction with Penn's Planning Committee so that by our Three Hundredth Anniversary, Kite and Key could proudly exhibit the whole campus.

—Sukemasa Kabayama, College '91

—Don Wiest, College '91

—Steve Gross, College '91

Speaking Out welcomes short, timely letters on University issues. The normal Tuesday noon deadline is extended to Thursday noon for time-dependent comments, but advance notice of intention to submit is always appreciated.—Ed.

Following is An Advisory Opinion of the Committee on Open Expression, sent to the Vice Provost for University Life on April 19, 1990, by the Committee's chair, Dr. William G. Grigsby

Concerning the Controversy Between *The Red and Blue* and the Student Activities

The Complaint of *The Red and Blue*

In an undated memorandum submitted to the Committee on Open Expression in November 1989 and in a revised undated memorandum submitted in January 1990, Christopher Matton, publisher of *The Red and Blue*, charges that a violation of the University's Guidelines on Open Expression has occurred in connection with the refusal of the Student Activities Council (SAC) to re-recognize *The Red and Blue* in the Fall of 1989 primarily on the grounds that the following statements made about the Lesbian, Gay, Bisexual Alliance (a member of SAC) in the October 1989 issue of the publication were highly objectionable:

1. "The Lesbian, Gay, Bisexual Alliance received \$2,656 from the Student Activities Council. Need we say more."
2. "In the true spirit of the Diversity Program, the Lesbians and Gays at Penn have changed their name to the Lesbian, Gay, Bisexual Alliance. While we are completely behind such democratic gestures, we would like to know when the heterosexual community will be so included. By the way, do you think we could get a discount on pink paper for *The Red and Blue*?"

Specifically, the complaint charges that:

"Through the invocation of the Harassment Policy, the request to examine future issues of *The Red and Blue*, and the voting procedures of the Council, the continued publication of *The Red and Blue* has been seriously jeopardized."

The complaint argues further that:

1. "The allegations and the subsequent controversy have resulted in the loss of all advertising revenue."
2. "The methods undertaken by the aforementioned (the SAC Steering Committee) represent a threat to the office allocation granted to *The Red and Blue*. The office allocation is provided by the Houston Hall Board. The Student Activities Council holds a position on the Board."
3. "The allegations have resulted in a loss of credibility and a voice in campus affairs. In particular, *The Red and Blue* cannot participate in the allocation of over \$300,000 in student fees by SAC to various student activities on campus."

Initially, the complaint was lodged against SAC as a whole, while the revised version is directed at individual members of the Steering Committee. The complaint requests the Committee on Open Expression to recommend the removal of the members of the SAC Steering Committee from their positions.

The Response of the SAC Steering Committee

In an undated response to *The Red and Blue* complaint, the SAC Steering Committee denies having invoked the Harassment Policy to justify its negative recommendation; denies any intent to monitor the content of *The Red and Blue*; and rejects the charge that the voting procedures of the Council are in any way improper. The Steering Committee takes the position that the question of *The Red and Blue*'s recognition by SAC is not an open expression issue.

With respect to charges #1 and #2 listed above, SAC Steering argues that:

1. "The publication is free to print and distribute within the University community." "Lack of SAC recognition does not deprive the organization of its right to function."
2. "*The Red and Blue* can still reserve rooms in University buildings and has the right to maintain a student-group designated office."

In response to charge #3, SAC Steering agrees that lack of SAC recognition:

"deprives the publication of the ability to vote in the Student Activities Council."

SAC Steering explains its negative recommendation, as follows:

"We believe that SAC should not extend membership to groups which directly attack other member groups because of who the members themselves are. Criticizing the ideas or beliefs of a group is acceptable within the forum of SAC; attacking people, for who they are is not."

Elaborating on this view, SAC Steering observes that SAC is "a body which only admits groups which can benefit the community as a whole by contributing to the process of communication and cooperation between student activities." According to the SAC Steering Committee, a review of issues of *The Red and Blue* and an interview with the

publication's editors raised concerns about "*The Red and Blue*'s commitment to the community it wished to join." In addition, the Steering Committee had "other doubts about the publication's fulfillment of its stated purpose to have 'alternative viewpoints, both conservative and otherwise'."

The Purview of the Committee on Open Expression

The Red and Blue complaint raise several issues outside the jurisdiction of the Committee on Open Expression. Sections IV-B-3 and 7 of the Guidelines on Open Expression confer on the Committee the responsibility to: (a) give advisory opinions interpreting the guidelines as a guide to future action; and (b) investigating incidents involving the application of the Guidelines, but not for the purpose of initiation, consideration or disposition of disciplinary proceedings arising from the incidents. Clearly, factual questions, such as whether the Harassment Policy was or was not invoked and whether SAC Steering does or does not intend to monitor future issues of *The Red and Blue*, are beyond the purview of this committee. Nor are the voting procedures of SAC a matter which the committee can consider. Nor can the committee recommend disciplinary action. We confine ourselves to the question of whether the reasons given for the recommendations of the SAC Steering Committee against re-recognition of *The Red and Blue* are in consonance with the Guidelines on Open Expression, and we do so within the context of the three charges set forth in *The Red and Blue* complaint.

Advisory Opinion

In considering the complaint, the committee had to address three questions:

1. Is the controversy of a type which falls within the Guidelines on Open Expression?
2. Is SAC the type of University organization whose membership criteria are subject to the Guidelines?
3. If the answers to the first two questions are affirmative, was there a violation of the Guidelines?

We consider each of these in order.

1. *Does the controversy fall within the Guidelines?* Section I-A of the Open Expression Guidelines states that: "The University of Pennsylvania, as a community of scholars, affirms, supports and cherishes the concepts of freedom of thought, inquiry, speech, and lawful assembly. The freedom to experiment, to present and examine alternative data and theories; the freedom to hear, express, and debate various views; and the freedom to voice criticism of existing practices and values are fundamental rights that must be upheld and practiced by the University in a free society." All sections of the Guidelines except I-A deal with matters having to do with lawful assembly and demonstrations. Section I.A., however, clearly embraces freedom of speech as one of its concerns. The Committee concludes that an issue relating to the content of a publication is one of free speech and therefore within the purview of the Guidelines.

The Committee also concludes that the situation is not affected by the fact that the statements and views of *The Red and Blue* were published. If these statements or views had instead been spoken or otherwise conveyed in a public way, the situation under the Guidelines would have been the same. *The Red and Blue* is a group whose purpose is to publish its statements or views in the form of a newspaper.

SAC is a member organization for University student groups, all of whom have views but not all of whom have the publication of these views as their purpose. All SAC organizations have an equal right to express their views in public; the fact that *The Red and Blue* chooses to publish a newspaper is not material to the protection of its views under the Guidelines.

2. *Is SAC covered by the Guidelines?* The Committee concludes that, because of the authority granted to it by the University to allocate University funds among competing student organizations, SAC is an arm of the University subject to the same constraints relative to open expression as the University Administration itself.

3. *Was there a violation of the Guidelines with respect to any of the three charges brought by The Red and Blue?*

a. *Impairment of freedom to publish:* The Committee concludes that failure of SAC Steering to recommend re-recognition, regardless of the reasons for doing so, does not prevent *The Red and Blue* from dissemin-

Open Expression *continued from page 5*

nating its views. In the context of the issue of publication viability alone, SAC Steering is correct in stating that "Lack of SAC recognition does not deprive the organization (*The Red and Blue*) of its right to function."

b. *Threat of loss of office space*: Apart from any other consideration, the Committee finds this charge too speculative to review.

c. *Denial of a voice in SAC*: SAC Steering agrees with this portion of *The Red and Blue* complaint, but argues that *The Red and Blue* in its October 1989 issue demonstrated a lack of "commitment to the community it wished to join." To explain this point, SAC Steering paraphrased a portion of the Preamble of the Student Activities Council Constitution which states that one of the purposes of SAC is "to provide for greater communication and cooperation among activities and between activities and the University administration." It seems reasonable, according to SAC Steering, that if statements of a member organization are perceived by other member organizations to be in conflict with the purpose of SAC, denial of re-recognition is appropriate.

We thus are faced with a conflict between two values (and their attendant policies)—open expression at the University and the right of a University organization such as SAC, which is an arm of the University and not simply an independent body associated with the University, to deny membership to groups whose positions it finds objectionable and in possible conflict with the organization's guiding spirit of collegiality. The Committee on Open Expression respects both of these conflicting positions. In our judgment, however, the Open Expression Guidelines take precedence over the Preamble of the Student Activities Council Constitution. SAC Steering therefore erred to the extent that it based its recommendation against re-recognition of *The Red and Blue* at least in part on the statements in the October 1989 issue of the publication.

A-1 ASSEMBLY

Annual Meeting and Election

The Annual Meeting and Election of Officers for the A-1 Assembly will be held on Thursday, April 26, from noon to 1:30 p.m. in Rooms 285-287, McNeil Building.

Guest speaker will be Rick Nahm, Vice President for Development and University Relations, on *The Campaign: Keeping Franklin's Promise*—Penn's plan to raise over \$1,000,000,000. Also at this meeting the annual executive board elections will be held. The nominees are:

Chair-elect (one to be elected)

Linda Hyatt, Assistant to the President

Ruth Wells, Director, Victim & Security Support

Secretary-elect (one to be elected)

Helen Mulhern, Cash Manager, Franklin Building

Deverie Pierce, Research Specialist, Biology

Members-at-large (three to be elected)

Ormeice Dorsey, Assistant Dean, Admissions, School of Social Work

Cheryl Hopkins, Director, Community Relations

Cora M. Ingram, Assistant to the Dean for Minority Affairs, SEAS

Robert Kuniewicz, Lab Coordinator, Biology

Nancy Martino, Associate Director of Development, Vet School

The Executive Committee of the Assembly proposes revisions to the By-Laws which will be acted upon at the meeting. Comments or inquiries on these revisions should be directed to *Chairperson Frank Jackson*, Manager, Staffing and Recruitment, Ext. 8-7285; or to *Chairperson-elect Robert Furniss*, Director, Transportation and Parking, Ext. 8-8667.

COUNCIL

Summary of Meeting April 11, 1990

The president read a statement about Locust Walk which was published in *The Daily Pennsylvanian* Thursday, April 12, 1990 (p.5) and is in *Almanac* April 17, 1990. A copy of this statement is attached to [the summary as mailed to members].

The provost reported the conclusion of the SEAS and Wharton's Dean Search and the intention to appoint a Search Committee to recommend a dean for the Graduate School of Fine Arts (Dean Copeland's term ends on 6/30/91 see letters in 4/10/90 *Almanac*).

The provost announced that Professor Carol Smith Rosenberg (History) and Professor Jeffrey Cotton (Music) had been selected for Guggenheim Awards and Professor Houston Baker is the recipient of the Governors Award for Excellence in the Humanities.

The provost alerted the University community to look in the April 17 issue of *Almanac* for the 1990-1991 salary guidelines.

The provost reported that the proposed revisions of the University Student Judicial System Charter and the Academic Integrity Code should be ready soon for open discussion.

Professor Davies made his last report to Council as the chair of Steering. He reported that the Faculty-Senate Executive Committee had voted that the Faculty remain involved in University Council and that the progress of the implementation of the *Ad Hoc* Committee report be monitored.

Professor Davies also expressed thanks to the University Council committees and urged the community to study the forthcoming year-end reports. Professor Davies and many other members of Council applauded the president's statement on Locust Walk.

Mr. Saadi-Elmandjra formally introduced Ms. Susan Garfinkel, his successor as chair of GAPSA. Ms. Garfinkel was applauded. He also expressed appreciation for the attempt to improve counseling services for graduate students and the approval of the concept that the same percent of the General Fee will be made

available for graduate student activities funding as is available for undergraduate student activities funding. He urged letter writing support for HB3267 that would permit Lebanese students to remain in the United States until the political situation in Lebanon stabilizes.

Ms. Duchess Harris was applauded as the new Chair of the UA. She expressed the hope that we could develop a community where racism, sexism and heterosexism were less controlling. Ms. Harris also expressed enthusiasm about the president's statement on Locust Walk. She also expressed interest in the Honor Code implementation and the development and implementation of the plan for the "Vision of Penn's Future." Finally Ms. Harris invited everyone to the 4/22/90 Conference on Student Government.

Professor Estey introduced the "Report of the Senate *Ad Hoc* Committee to Review University Council" which was published in the March 20 *Almanac* and distributed to University Council in the pre-meeting packet. Discussion centered on the recommendation that section IV, subsection 5 of the University Council By-Laws state that "Anyone (previously 'any guest') who, in the opinion of the presiding officer, does not preserve the decorum of the meeting shall be asked to leave." (Messrs. Glasker, Singer, Phaahla and A. T. Miller, Ms. Garfinkel and Professors Cohen, Gross, Lior, Robert Davies, Helen Davies and Harris commented on the questions.) After discussion Professor Hildebrand, the moderator, agreed that when a vote on the proposed by-law amendments was taken a separate vote could be taken on section IV, subsection 5.

The remaining discussion on by-law proposed amendments concerned the addition of the underlined clause to section IV, subsection 3, "The Council, by affirmative vote of a majority of the full membership, may decide to act on a matter not on the agenda for action; otherwise no action, including a straw vote may be taken." (Mr. Glasker, Prof. Gross, and Mr. Goldstein commented on this wording. Mr. A. T. Miller commented "I still feel the

word 'neutral' should appear with moderator, with this clarification: The moderator shall neither solicit opinions from the floor, nor shall the moderator have the power to introduce, comment on second or amend motions in Council." Professor Robert Davies and Professor Harris responded that the word moderator meant all characteristics stated by Mr. Miller.)

The discussion on the proposed revisions of the Open Expression Guidelines centered on the proposed addition to paragraph 1 subsection D which states "In case of conflict between the principles of the Guidelines on Open Expression and other University policies, the principles of the Guidelines shall take precedence." (Ms. Hunt, Mr. Glasker, Prof. Kors, Ms. Inglesby, Ms. Garfinkel and Mr. Phaahla expressed views on this question.)

Also discussed was the question about whether if a person was told they were violating or would violate the guidelines if they continued and then that person desisted, then is the person in violation (Section III b&5c). (Mr. Pringle, Prof. Cohen, Prof. Gross, Ms. Garfinkel and Prof. Lior spoke about this question and evidence.)

The provost reaffirmed that as soon as the proposed recommendation from the committee to consider the revision to the Student Judicial System Charter and the Code of Academic Integrity are received an oversight committee will consider all three reports in order to ensure consistency.

The continued discussion of the First Amendment and the University of Pennsylvania Harassment Policies considered the process by which the policies might be re-evaluated. (Mr. Pringle, Prof. Robert Davies, the provost, Mr. Glasker, Prof. Gross, Mr. Singer, Prof. Kors, Mr. Saadi-Elmandjra, Ms. Elizabeth Hunt, Mr. A. T. Miller, Mr. Phaahla and the president all made comments.) After discussion Prof. Robert Davies moved and many seconded a resolution "that the University of Pennsylvania Harassment Policies be re-evaluated." The motion passed 27 in favor, 4 against and 7 abstentions.

—Duncan Van Dusen, Secretary

Managing the Endowment: FY 1989

Scott C. Lederman, CFA, Treasurer

Lucy S.G. Momjian, CFA, Associate Treasurer for Investments

The University's endowment continued its successful 10-year period ended June 30, 1989, Penn's endowment ranked first in performance among all other college and university endowment funds. This article summarizes the results achieved.

University investments are the responsibility of the Investment Board which John B. Neff, a University Trustee, has chaired since 1980. Investment policies established by the Board are implemented on a day-to-day basis by the Office of Investments, which reports to Scott C. Lederman, CFA, Treasurer.

The University's endowment had a market value of \$761 million as of June 30, 1989. Approximately 91% of the endowment (after adjustments for additions on July 1, 1989) is invested in the Associated Investment Fund (AIF), a pooled investment fund. As of June 30, 1989, the AIF had a total market value of \$683,276,000 and consisted of 1,439,526 participating shares. Due to investment restrictions that prohibit pooling into the AIF, the remainder of the University's endowment is invested in over 140 Separately Invested Funds. Given the magnitude of the AIF, its performance is used to represent that of the University's total endowment.

Performance Results

The AIF is managed for total return, as investment returns are sought from both current income and principal appreciation. For Fiscal Year 1989, ended June 30, 1989, the AIF achieved a total return of 16.19 percent. On a per share basis, funds invested in the AIF on July 1, 1988, when each share was worth \$434.13, increased in value by \$40.52 or 9.33% to \$474.65 on June 30, 1989. These funds also earned interest and dividend income of \$29.76 per share, which represented a 6.86% yield on the July 1, 1988 share value.

For performance comparison, total returns typically are stated in terms of cumulative compounded returns. This approach assumes that all principal and income returns are reinvested or compounded, usually on a calendar quarter basis, over the given measurement period. The above AIF total return figure for FY 1989 stated as a cumulative return compounded quarterly was 16.7%. By comparison, the Standard and Poor's 500 (S&P 500) Common Stock Index and Dow Jones Industrial Average increased 20.4 percent and 18.6%, respectively, on a total return basis during the same 12 month period. Meanwhile, the Shearson Lehman Government/Corporate Bond Index and the Salomon Brothers Broad Index reflected total returns of 12.3% and 12.2%, respectively.

Longer measurement periods provide a more meaningful context in which to evaluate investment performance. The chart below shows the AIF's excellent total return performance relative to various market indices. Also included is a composite index which shows what the AIF return would have been had the AIF been invested in the S&P 500 and the Shearson Lehman Government Corporate bond Index on a weighted basis equivalent to its actual stock and bond allocation over the various periods.

Comparison with the actual performance of other endowment funds is also useful. The National Association of College and University Business Officers (NACUBO) provides a comprehensive annual performance study each spring for the previous fiscal year. Final results for Fiscal Year 1989 have recently been received.

The AIF's ranking among funds reporting in the study its the corresponding percentile are shown for various time periods ended June 30, 1989. These results show that for each of the time periods, the AIF has demonstrated an outstanding performance record compared to other endowment funds.

Spending Policy

A primary concern in managing endowed funds is to preserve the real value of endowment principal, thereby protecting its future purchasing power against inflationary pressures. With this objective in mind, the Trustees implemented a Spending Rule policy for the AIF in FY 1981. This policy requires that, rather than spending all investment returns as they occur, a portion of each year's returns are reinvested into the principal of the endowment to preserve future purchasing power. This

will allow not only a protection against present and future inflation, but also compensation for the effects of inflation experienced during the 1970's and early 1980's.

Under the Spending Rule Policy, a decision is made each year to spend in the following fiscal year a certain rate or percent, called the Spending Rate, of the endowment's market value. A three-year moving average of the June 30 AIF share market values is used for the market value base to smooth the sometimes volatile year-to-year investment returns. To accommodate budgetary planning, this average is set back one year.

The Spending Rate is the key to successful application of this policy. Historical investment return studies suggest a Spending Rate should be no higher than 5.0% to 5.5%; the latest NACUBO study indicates that the average Spending Rate for participating institutions is, in fact, 4.8%. However, to avoid dislocations in existing University programs when the Spending Rule was instituted in Fiscal 1981, a 6.7% Spending Rate was used. It was a stated goal, at that time, to lower the rate in each succeeding year. For this year, Fiscal 1990, the Spending Rate is 5.5%.

The Spending Rate usually would be less than total return and under present market conditions, would likely be less than earnings from income. Any return, in our case, current income earned above the amount available for spending, as calculated under the Spending Rule, is reinvested into endowment principal. Previously, our practice had been to spend all current endowment income. By focusing attention on the trade-off between current spending and future growth, the Spending Rule has enabled us to exercise control over endowment spending and to improve long range planning.

In Fiscal Year 1989, \$10.5 million, representing 25% of total AIF income, was reinvested in the AIF. Since establishment of the Spending Rule, over \$79.0 million has been reinvested, which at a market value of approximately \$108 million, represents over 15% of the AIF's market value as of June 30, 1989. The graph below, which reflects endowment purchasing power, plots the AIF share values both with and without the effect of the Spending Rule against two indices of inflation, the Consumer Price Index and the Higher Education Price Index. As indicated by the graph, the Spending Rule has aided in the preservation of the purchasing power of the AIF, although clearly we have yet to compensate fully for the effects of inflation in the 1970's and 1980's.

Total Return Performance Comparison

Various Periods Ended 6/30/89

Annualized Returns

	AIF Share	Composite Index	S&P 500	Dow Jones Indust'l Average	Shearson Gov't Corporate	Salomon Bros. Broad Index
10 Years	18.4	15.0	16.9	16.7	11.3	NA
5 Years	20.9	18.4	20.0	21.3	14.4	14.8
3 Years	14.0	11.0	11.9	12.8	8.1	8.6
1 Year	16.7	18.2	20.4	18.6	12.3	12.2

NA = Not Available

NACUBO Comparative Performance Study

Fiscal 1989 Results

AIF Ranking

	All Funds	Percentile
10 Years	1/179	1%
5 Years	2/227	1%
3 Years	7/243	3%
1 Year	54/278	19%

HONORS & ... Other Things

Two Guggenheims

Winners of the John Simon Guggenheim Award for 1990-91 are *Dr. Jeffery Cotton*, a composer and recent alumnus who is now a lecturer in music, and *Dr. Carroll Smith-Rosenberg*, professor of history. Dr. Smith-Rosenberg will work on a book tentatively titled *Bodies Politic* during the coming year, and Dr. Cotton plans to compose a chamber opera set during the building of the Berlin Wall.

Honorary Degree

Former Provost *Eliot Stellar*, University Professor of Physiological Psychology in Anatomy, received an honorary doctorate this month from Emory University, which cited him for his pioneering research in the nascent interdisciplinary science of physiological psychology, his statesmanship in the national academies, and his gift for developing institutions. He was recognized for special contributions to Emory where, after serving on the visiting committee for the arts and sciences, he advised on expansion in the life sciences that is coming to fruition as "an important step toward a future you helped us to imagine."

Inventor's Award

Dr. Jeffrey Cohen, associate professor of physics, received the 1990 Best Invention Award of the Franklin Institute for his invention of the high-efficiency solar collector—meaning, at 150 degrees, it is 90% efficient compared to the flat plate collector's 10%. Dr. Cohen began work on the device in 1962 as a hands-on hobby to relax from his theoretical work at the University. It is now in the manufacturing stage, soon to be brought to market.

Festschrift

The Journal of the American Oriental Society has dedicated a special issue (Volume 109.4, 1989) to the work of *Dr. Ernest Bender*, professor emeritus of Indo-Aryan language and literature in South Asia Regional Studies. In the volume edited by Professors Theodore Riccardi, Jr., of Columbia and Stanley Insler of Yale, scholars from the U.S. and abroad delineate Dr. Bender's contributions to Indological



Dr. Stellar



Dr. Tung

Studies. The Society also named Dr. Bender the Journal's editor emeritus—the first to be so named since the Society was formed in 1842.

Publication Prizes

Dr. Marshall Blume, professor of finance and director of Wharton's Rodney L. White Center for Financial Research, won the Smith Bredeen prize of the American Finance Association for his paper on *Order Imbalances and Stock Price Movements on October 19 and 20, 1987*.

Dr. Karen Buhler-Wilkinson, associate professor of nursing, received the Lavinia L. Dock Award of the American Association for the History of Nursing, for her book *Nursing and the Public's Health*, an examination of public health nursing since the 1880s. She is also at work on another, with Audrey Davis of the Smithsonian, called *Nurses Still Make House Calls: A Hundred Years of Visiting Nurses in America*.

Dr. Morris A. Cohen, professor of decision sciences at Wharton, won the Lauder/TIMS Award for Best Advances in the Theory and Practice of International Management, for his paper on *Resource Development Analysis of Global Manufacturing and Distribution Networks*.

Gold (Again!)

For the second year in a row, WXPB-FM's "Kid's Corner" took the gold award in children's programming at the Corporation for

Public Broadcasting's annual conference. For the daily (7-8 p.m. weeknights) call-in show for youngsters 6 to 14, host *Kathy O'Connell* brings guests who rap with callers about art, music, archaeology and science—and about family dynamics, their feelings, and realities of life such as AIDS, child abuse, racism, sexism and substance abuse. Regulars include a "Science Guy," *Mike Weilbacher*; a family psychologist, *Mary Eisman*, and computer/technology experts *Peter Cook* and *Scott Manning*. Proposals are under consideration for regional or national syndication of the show.

To the Peerage

Dr. E.J. Lawson Soulsby, a member of the Veterinary School's faculty for 14 years and now head of the Cambridge Veterinary School in his native England, was created a Life Peer by Her Majesty Queen Elizabeth II on April 4. The former Penn professor of parasitology and chair of pathobiology received an honorary degree here in 1984 during the Wharton Centenary celebration. His exact title is not yet known, but is reported likely to be Baron Soulsby of Swaffham Prior in the County of Cambridgeshire. He will sit as a Conservative in the House of Lords.

Williams/Paul Awards

The Association of Women Faculty and Administrators presented its 1990 Leonore Rowe Williams Award to *Dr. Rosalie Tung*, a former Wharton faculty member who is now Distinguished Professor at the University of Wisconsin. Dr. Tung was cited for "outstanding contributions to her profession, her University, and her community, and for her special efforts to promote equal opportunities for women and for minority populations."

The award was given April 17 at a Faculty Club breakfast, where the Association also gave seven students the Alice Paul Award for outstanding leadership, scholarship and contributions to the community: College Seniors *Suzanne Maloney*, *Elizabeth Dominik* and *Elena Maria Mortemore*; SAS graduate students *Abby Schrader* and *Ann Cubille*; and Law School students *Ann Bartow* and *Storm Jamison*. The Williams Award was created by a bequest of a former member, whose name is also on the Williams Building with that of her late husband. The Alice Paul Awards, provided by membership contributions, are named for the

Permit Parking Rates-Fiscal Year 1991

The permit parking fee schedule for 1990-1991 has been reviewed with the University Council Committee and Facilities. The general fee structure is responsive to the University policy requiring the Parking Program to be self-supporting. Parking income is used to cover the cost of surface lot improvements (e.g., pavement, fencing, striping, control gates), pay the salaries of attendants, reduce the construction debt on garages, finance new construction of parking garages, pay real estate rental fees, and cover the cost of miscellaneous expenses.

Permit parking fees have increased by \$.50 a week for the new academic year in most University parking lots. This amounts to just \$2.00 per working day and compares favorably with the minimum daily rate of \$5.00 that non-permit holders must pay.

12 Month Rates

	Total	Month	Week
Faculty/Staff Convenience	\$567.00	\$47.25	\$10.90
Faculty/Staff Commuter	477.00	39.75	9.17
F/S Penn Tower/Health Sciences	861.00	71.75	16.56
Faculty/Staff Remote	336.00	28.00	6.46
Student Commuter	396.00	33.00	7.62
24 Hour	756.00	63.00	14.54
Evening	240.00	20.00	4.62
Motorcycle Commuter	96.00	8.00	1.85
24 Hour Motorcycle	189.00	15.75	3.63

9 Month Rates

	Total	Month	Week
Faculty/Staff Convenience	\$450.00	\$50.00	\$11.54
Faculty/Staff Commuter	378.00	42.00	9.69
F/S Penn Tower/Health Sciences	-	-	-
Faculty/Staff Remote	261.00	29.00	6.69
Student Commuter	315.00	35.00	8.08
24 Hour	603.00	67.00	15.46
Evening	189.00	21.00	4.85
Motorcycle Commuter	72.00	8.00	1.85
24 Hour Motorcycle	148.50	16.50	3.18

School of Social Work alumna who wrote the original Equal Rights Amendment.

Truman Awards

Two of the nation's Truman Scholars this year are Joshua Engel and Stephen (Todd) Anderson, both College sophomores who "demonstrate a high potential for leadership and future success in public service." Over 600 institutions nominated 1310 candidates for the prestigious fellowship—which provides each of the 92 winners with \$7000 toward two years' undergraduate and two years' graduate study.

Elections

Dr. Portonovo S. Ayyaswamy, professor of mechanical engineering, has been elected a Fellow of the American Society of Mechanical Engineers, whose Board cited him for twenty years' significant contributions to many specialty areas of heat transfer. He joins three others from Penn elected in earlier years as Fellows of the 110-year-old Society: **Dr. Burton Paul**, **Dr. Alan Soler** and **Dr. Benjamin Gebhart**.

Dr. Houston Baker, Greenfield Professor of Human Relations, has been elected to head the Modern Language Association in 1992. In the intervening years he serves as second, then first vice president of the 32,000-member organization, believed to be the largest scholarly association in the world.

Dr. Franklin Root, professor of international business and management, took office in December as president-elect of the International Trade and Finance Association.

Dr. Alan J. Wein, professor and chair of urology at the School of Medicine, has been elected a trustee of the American Board of Urology, which sets policy for training, examination and certification of physicians in the specialty.

Philip Werner Amram, a former professor of law and associate trustee, died April 20 at the age of 90. Mr. Amram graduated from Penn State with distinction and high honors, and after farming for four years he entered the law school, where he was editor-in-chief of the *Law Review*. He taught at the law school from 1929 to 1942 and served as an associate trustee from 1960 to 1978.

In 1960, he received a Distinguished Alumni Award from the University and in 1970, received the same honor from Penn State. An expert in Pennsylvania law practice, he wrote *Amram's Pennsylvania Common Pleas Practice*, (7th edition 1970; *New Federal Rules in Pennsylvania*, 1938; and *Goodrich-Amram Pennsylvania Procedural Service*, 1940-80. He served as chairman of the Civil Procedural Rules Committee of the Supreme Court of Pennsylvania from 1958 to 1982 and as chairman emeritus in 1986. He was also given a Special Achievement Award from the Pennsylvania Bar Association for 1980-81.

Professor Amram, a resident of Washington for more than 40 years, first served on the Board of Economic Warfare, teaching modern farming techniques to the people of New Caledonia and then moved to the Department of Justice, where he was a special assistant to the U. S. attorney general in charge of litigation against Standard Oil of New Jersey. In 1957, he became a senior partner in the law firm known as Amram & Hahn of Washington and stayed there until his retirement in 1988. He also served as chairman of the U.S. Delegation to the 1972 Hague Conference on International Private Law.

DEATHS

He is survived by a daughter, Mariana Fitzpatrick; a son, David; a brother and five grandchildren. A memorial service will be held at 5 p.m. May 20 at Temple Mikveh Israel in Philadelphia.

Claude Grazier, a longtime Physical Plant employee of the University, died March 11 at the age of 53. Mr. Grazier came to Penn in 1968, and worked as a gardener until 1981 when he became a helper in Physical Plant. He left the University in 1989 on short term disability. He is survived by his mother, Sally V. Grazier.

Richard Greene, a research specialist at the School of Medicine, died at the age of 55 on March 16. Mr. Greene graduated from Siskiyous College in Weed, California in 1966. He was a research specialist in the morphology research labs at the Department of Dermatology. He is survived by his mother, Margaret Greene.

Dr. David M. Robb, professor emeritus of art history, died April 9 at the age of 86. Dr. Robb was a specialist in medieval art history and was one of the founders of Penn's art history department in 1939. Dr. Robb received his bachelor's and master's degrees from Oberlin College in Ohio, and his doctorate from Princeton. He came to Penn after teaching at Colgate and the University of Minnesota. Dr. Robb was a Carnegie Foundation for the Advancement of Teaching Fellow and a Guggenheim recipient.

Dr. Robb was co-author of the textbook *Art in the Western World* and wrote *The Harper History of Paintings* and *The Art of Illuminated Manuscripts*. He was director and president of the College Art Association and a member of the board of directors of the Philadelphia Art Alliance. In his honor, Penn awards the David M. Robb prize to the author of the best senior thesis each year.

Dr. Robb is survived by his wife, Jane H. Robb, two daughters, Martha Spiegel and Sara Yorke, a son, David Jr., three grandsons, and a sister.

Gregory Taicher, a landscaper and graduate student in educational psychology, died April 15 at the age of 30. In 1987, Mr. Taicher worked part-time "on-loan" with the West Philadelphia Improvement Corps (WEPIC) from his job as a landscaper at the University. During the past year, by special arrangement, Mr. Taicher was able to work full-time with the WEPIC program at the John P. Turner Middle School. He held a bachelor's degree in human services from Villanova and was due to receive his master's degree from Penn in May.

He is survived by his fiancée, Diane Thomas, his parents, Herb and Dorothy Taicher, his brothers David and Adam, and his grandmother, Mildred Teicher.

A memorial service will be held for Mr. Taicher Friday, April 27, at 4 p.m. at Hillel. Donations may be sent to WEPIC, 3906 Spruce St., Philadelphia, PA 19104.

Dr. Julius Winston, associate professor emeritus of medicine died March 25 at the age of 88. A neuro-otologist, Dr. Winston joined the Hospital of University of Pennsylvania in 1927 and became emeritus associate professor in 1970. Dr. Winston is survived by his wife, who lives in North Miami Beach, Florida.

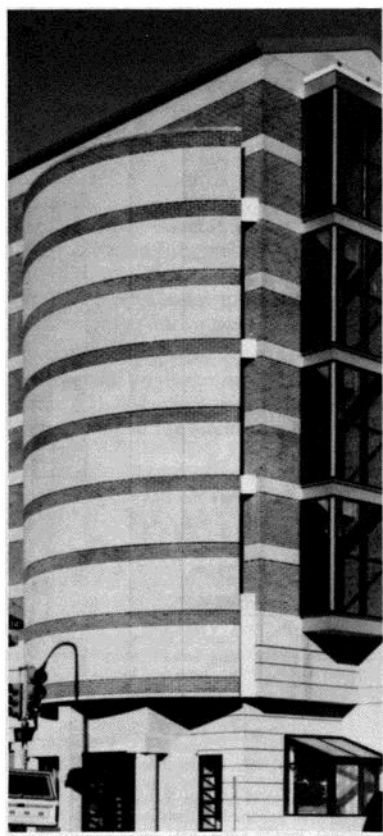
Return of the InfoCenter: May 1

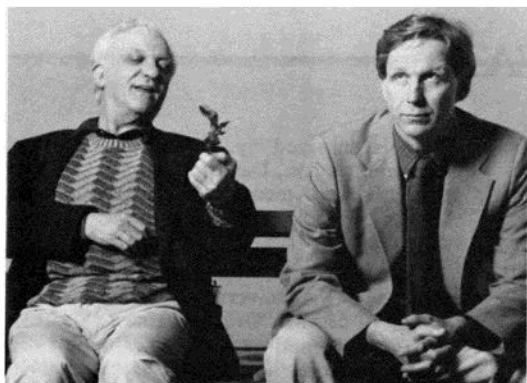
Penn's information center for visitors will reopen May 1, in time for the Peak Week influx of some 10,000 alumni and friends. The center at the corner of 3401 Walnut, named the Funderburg Information Center in honor of a donor who helped outfit it, has been closed for reorganization. It will again be open Monday through Friday, 9:30 a.m. to 5 p.m., under Acting Manager Lynn Oliver with volunteers and work-study staffing.

According to Senior Vice President Marna Whittington and Development Vice President Rick Nahm, who share responsibility for the center, the facility will provide some 1.8 million visitors a year with information on campus events, Penn services, and building locations. After the Peak Week rush, the center will use the summer months to develop additional services such as guided historic tours, written walking-tour aids for self-conducting visitors, and computer kiosks listing conferences, lectures and other events.

"The Information Center needs the cooperation and participation of every academic and administrative department on campus to help its staff stay up-to-date on events," said Dr. Whittington. "As the campus 'concourse,' the center will distribute general catalogues and program brochures, but staff will also need to be informed of conferences, seminars and special events that may generate phone calls and questions."

To list an event with the Information Center: send details similar to those in the *Almanac* monthly "At Penn" calendar and weekly Update (date, time, place, title/type of event, participants; cost, if any; and phone number for reservations or further information) in writing to Ms. Oliver at 3401 Walnut Street/6228. As with *Almanac* listings, notify promptly of any cancellations or changes.





Producing Director Gregory Poggi concludes 11 years at the Philadelphia Drama Guild with the area premiere of Lee Blessing's "A Walk in the Woods," starring Sam Gray (far left) and Terry Layman. Nominated for a 1988 Tony Award, "A Walk in the Woods" is based on the historical account of American negotiator Paul H. Nitze and Soviet diplomat Yuli A. Kvitsinsky, who in 1982 met daily in an outlying forest of Geneva to discuss arms negotiations. Critics say it deals humorously and poignantly with the quest for peace.

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 crimes in the five busiest sectors on campus where two or more incidents were reported between April 16, 1990 and April 22, 1990.

Total: Crimes Against Persons—0, Thefts—25, Burglaries—3, Thefts of Auto—1, Attempted Thefts of Auto—0

Date	Time	Location	Incident
36th to 37th; Spruce to Locust			
04/17/90	1:33 PM	Steinberg/Deitrich	Unattended knapsack taken
04/19/90	2:56 PM	Steinberg/Deitrich	Picture taken from hallway
04/20/90	10:03 PM	3600 Block Locust	Unattended purses taken
04/21/90	3:11 PM	Psi Upsilon	Elk head taken
36th to 37th; Locust to Walnut			
04/18/90	3:21 PM	Phi Sigma Kappa	Jacket taken
04/19/90	11:08 PM	Annenberg School	Secured bike taken from rack
04/20/90	1:35 PM	Christian Association	Backpack taken
04/20/90	10:22 PM	Hillel Foundation	2 Jackets, keys and I.D.s taken
38th to 36th; Spruce to Locust			
04/16/90	7:32 PM	Lot 14	Tapes taken from auto
04/17/90	1:16 AM	Lot 14	Radar detector taken from auto
04/17/90	6:44 PM	Lot 14	Coin change taken from auto
34th to 36th; Locust to Walnut			
04/16/90	6:26 PM	Van Pelt Library	Unattended book taken
04/18/90	9:17 PM	Van Pelt Library	Unattended jacket taken
04/19/90	6:43 PM	Van Pelt Library	Wallet taken from knapsack
34th to 36th; Spruce to Locust			
04/16/90	10:21 AM	Logan Hall	Unsecured bike wheel taken
04/19/90	12:00 PM	200 Block 36th	Bike wheel taken from rack

Safety Tip: Use bicycle racks, which are strategically located on campus, and secure your bike with recommended chains and locks. Report any suspicious people you may see loitering around bike racks to The University Police immediately.

18th Police District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Avenue
12:01 AM April 9, 1990 to 11:59 PM April 15, 1990

Total: 12 Incidents, 1 Arrest

Date	Time Reported	Location	Offense/Weapon	Arrest
04/09/90	1:28 AM	1425 S. Hanson	Aggravated Assault/gun	No
04/09/90	1:50 PM	4201 Chestnut	Aggravated Assault/knife	No
04/09/90	2:10 PM	1215 S. 49	Aggravated Assault/knife	No
04/09/90	2:20 PM	4600 Ludlow	Robbery/strong-arm	No
04/10/90	12:00 AM	4525 Linmore	Aggravated Assault/fists	No
04/11/90	9:27 PM	3400 Sansom	Robbery/gun	No
04/11/90	11:00 PM	3800 Sansom	Robbery/strong-arm	No
04/12/90	1:27 AM	3925 Walnut	Robbery/strong-arm	Yes
04/12/90	1:50 PM	4600 Pine	Robbery/screwdriver	No
04/12/90	5:18 PM	4600 Walnut	Robbery/gun	No
04/14/90	3:25 AM	4513 Kingessing	Robbery/knife	No
04/15/90	3:53 AM	4600 Woodland	Rape/in van	No

Update

APRIL AT PENN

FILMS

27 Neighborhood Film/Video Project: A Soiree with Jessie Jane Lewis; tickets: \$8 for adults and \$6 for students, International House members, and senior citizens (International House).

Blind Ally; 7 p.m.

Improvisations for Electrical Bodies with Two TVs; 9 p.m. Also April 28.

29 Don't Let Them Shoot the Kite; Tunc Basaran, Turkey, 1989; 7:30 p.m. Tickets: \$5 for adults, \$4 for students (International House).

MUSIC

30 Arbel Chorale, Philadelphia's Young Adult Jewish Choir; \$7, \$5 for students; 7:30 p.m., Hillel (Jewish Campus Activities Board).

TALKS

26 Head-hunting and Gene Tweaking in Insect Flight Muscle: Crossbridge and Sarcomere Ultrastructure; Mary Reedy, Michael Reedy, Duke University; 4 p.m., Library 4th floor, Richards Building (Department of Physiology, Pennsylvania Muscle Institute).

Interactions between Dopamine and Gaba in the CNS; Karen Gale, Georgetown University; 4 p.m., Seminar Room, 100-101, John Morgan Building (Psychiatry and Pharmacology).

Speed, Size and the Cost of Running: A New Look at What Muscles Do; C. R. Taylor; 2:30 p.m., Room 109, Leidy Labs (Departments of Physiology and Biology).

27 The Fusion Site of Influenza Hemagglutinin-Expressing Fibroblasts Requires More Than One Hemagglutinin Trimer; Harma Ellens, SKF Laboratories; 12:15 p.m., Seminar Room 1, John Morgan Building (Environmental Medicine).

New Methods in Molecular Biology Applied to the Neurosciences; topics: PCR: How to Clone Any Receptor without Really Trying; M. White; pharmacology; *Bacterial Expression Systems: A New Route for Antibody Production*; R. Pittman, pharmacology; *RNA Amplification: How to Clone from Discrete Brain Regions*; J. Eberwine, pharmacology; 2-3:30 p.m. Lecture Room B, John Morgan Building (Department of Pharmacology, Philadelphia Chapter/Society for Neuroscience).

30 Cloning around with Neuropeptide Receptors; Michael White, pharmacology and pediatrics; noon, Seminar Room, Suite 100-101, John Morgan Building (Department of Pharmacology).

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
(215) 898-5274 or 5275 FAX 898-9137
E-Mail ALMANAC@A1.QUAKER

EDITOR
ASSOCIATE EDITOR
EDITORIAL ASSISTANT
STUDENT ASSISTANTS

Karen C. Gaines
Marguerite F. Miller
Margaret Ann Morris
Ashley M. Dupuy, David K.
Kim, Jung Y. Sarah Kim,
Phuong Nguyen, William
Shraga, Lynn L. Westwater

ALMANAC ADVISORY BOARD: For the Faculty Senate, June Axinn, R.E. Davies, Charles D. Graham (Chair), Almarin Phillips, Lorraine Tulman and Vukan R. Vuchic; for the Administration, William Epstein; for Staff Assemblies, Deverie Pierce (A1), Irma Feldman (Librarians), Joseph Kane (A3).