

Almanac

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Welcome Back to School—and Work, and Celebration

As we approach a new academic year that holds great promise and many challenges for the University, we join in extending an enthusiastic welcome to returning faculty, students and staff.

We offer an especially warm welcome to our new colleagues on the faculty and staff, and to the newest members of the Penn community—the students of the Class of 1994.

This year should be particularly eventful as we continue the celebration of Penn's 250th Anniversary. The anniversary festivities of last May, including the academic and intellectual programs that were such a key part of the celebration, left the entire Penn family with a new level of pride and appreciation for the work of the University, the contributions it has made to society throughout its history, and the promise of greater things to come. We are confident that the concluding 250th events this

semester will be equally enriching and will offer all of Penn's faculty, students and staff the opportunity to participate at every level in a range of programs and celebratory events.

Beyond the well-deserved 250th celebration, all of us face no small tasks as we continue our five-year planning process and as we move to the next steps of the Campaign for Penn. We are pleased to report that we remain comfortably on target on both the planning process and the capital campaign. Both efforts, however, hold continued challenges and ever-pressing goals and deadlines. We shall need to continue to work hard and creatively in order to achieve success.

We look forward to your help as we move forward, and to working with you in the year ahead.

—Sheldon Hackney, President

—Michael Aiken, Provost

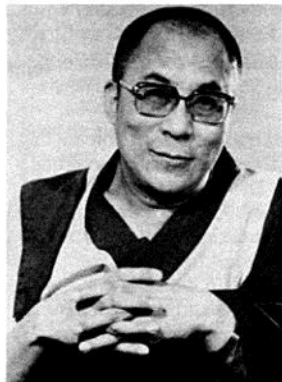
The Dalai Lama at Penn: September 22

Reopening the celebration of Penn's 250th Anniversary on September 22 will be events featuring two Nobel Prize winners. A morning medical colloquium (to be announced in full next week) will be led by Dr. Baruch Blumberg of Penn, the Nobelist in medicine who is now Master of Bailliol College, Oxford.

Just confirmed is an afternoon address the same day by His Holiness the Dalai Lama, winner of the 1989 Nobel Peace Prize for his efforts to resolve by nonviolent means the 40-year Sino-Tibetan conflict of his homeland. The exiled political leader of Tibet and spiritual leader of Tibetan Buddhism will speak at Irvine Auditorium at 2:30 p.m. on *Learning Inner Peace: Developing World Peace*. Proceeds from the talk will benefit the Tibetan Buddhist Center's fund for refugee relief and education. Tickets are available from the Annenberg Center box office (Ext. 8-6791) at \$15 (\$10 for Museum members, senior citizens and full-time students with valid ID).

During his campus visit, the Dalai Lama will be the guest of President Sheldon Hackney and Museum Director Dr. Robert H. Dyson, Jr., at a private reception in the Museum. There he will also tour the University Museum's standing exhibition, *Buddhism: History and Diversity of a Great Tradition*, which opened in 1985 as part of the Museum's program to explore the history and cultural diversity of humankind. Tracing the history and growth of Buddhism in six major streams, the exhibition displays some 130 artifacts from the Museum collections, 40 of them Tibetan.

The 14th Dalai Lama, Tenzin Gyatso, was born to a peasant family in 1935 and was recognized at the age of two, in accordance with Tibetan tradition, as the reincarnation of his predecessor and thus an incarnation of Avalokitesvara, the Bodhisattva of Compassion. He was 15 when the People's Republic of China invaded Tibet and occupied it in 1949-50. In exile since 1959, the Dalai Lama has inaugurated a new constitution based on Buddhist principles and the Universal Declaration of Human Rights; overseen the development of several cultural institutes to preserve 2000 years of Tibetan arts and sciences; and helped establish more than 200 monasteries.



His Holiness the Dalai Lama. Below, from the University Museum's exhibition, a representation of Paden Lha-mo, a female deity who is the special protector of the Dalai Lama.



Guidelines for Leave of Absence Without Pay for Active Military Service

In response to the current situation in the Middle East, the University is issuing general guidelines regarding Leaves Without Pay for Active Military Service.

All faculty and regular staff, including employees covered by a collective bargaining agreement, who volunteer or are called to active military service, will be granted a leave of absence without pay of up to four (4) years. This leave can be extended by federal request if the emergency continues.

Any members of the University community requesting a leave for active military service must submit a copy of the "official orders" to his or her immediate supervisor as soon as possible before reporting to duty. The affected individual must also notify the immediate supervisor of the expected last day of work.

These affected individuals are eligible to use any accumulated vacation or personal days prior to beginning the Leave of Absence Without Pay. They may also exercise the option to use the ten (10) working days available for annual military training, in accordance with University policy, provided this leave time has not been utilized during the fiscal year beginning July 1, 1990.

The University is committed to complying with all laws concerning the return of affected individuals to active University employment status, including the Veterans' Readjustment Assistance Act. These laws generally provide for the return of the individual to the same or substantially comparable position, pay grade, salary and benefits status, without loss of service credit or seniority, at the end of the leave without pay.

In order to return to employment, the faculty or staff member must notify the University of intent to return to work within ninety (90) days after being honorably discharged from active military service.

Questions concerning the above procedure should be directed to the Office of Staff Relations at 898-6093, and the Office of Labor Relations, 898-6019. Faculty members should contact the Office of the Provost, 898-7227. Questions about related benefits issues should be directed to the Benefits Office, 898-7281.

SENATE

From the Chair

The Year Ahead

The Faculty Senate is the official voice of the Standing Faculty at the University of Pennsylvania. Acting through the Senate Executive Committee, its several operating and policy committees and its officers, the Faculty Senate is involved each year on behalf of the faculty in many facets of the activities of the University.

A number of significant matters must be addressed this year. Last year's Senate Committee on Academic Freedom and Responsibility (SCAFR) acted on several important cases. Unresolved cases remain for this year's SCAFR.

There were other issues concerning the recently promulgated Policy on Misconduct in Research considered last year by SCAFR and by the Senate Committee on the Faculty. Important issues of policy and administration in cases alleging misconduct in research will necessarily be on this year's agenda.

The Senate Committee on the Economic Status of the Faculty attempted last year to initiate a detailed study of faculty salaries, including an evaluation of the general policies governing faculty salaries and the implementation of those policies. This year's committee, I am confident, will wish us to carry forward the work begun last year.

The Senate Committee on Administration is embarked on a two-year study of University budgeting and planning. The aim of the committee is to assess the impacts of the budget and planning processes on the faculty, including the effects on sponsored and unsponsored research. An insightful and probably controversial report can be expected.

There will be, of course, many other topics before the Faculty Senate and its committees. These will include, for example: University policies concerning harassment and their relation to policies permitting open expression; problems and policies with respect to racial, sexual, religious and ethnic discrimination, educational policies, admissions policies, and faculty-student relations; and the administration's plans for Locust Walk. There will be other matters—some foreseeable but many that are not now obvious.

Participation in the activities of the Faculty Senate by members of the Standing Faculty has been increasing in recent years. The nature and significance of the issues now facing the faculty and the University are such that still broader participation is needed and, perhaps, can be expected. The Faculty Senate can be a more effective voice of the faculty only as it comprehends more of the faculty.

Your voice, your concern, your involvement are vital.



The PennBus Plus...

In new publications just coming off press, the University Transportation Office updates the complex of transportation services available on and near campus. A 14-page booklet, *Getting To, From and Around Penn*, describes city and regional transit lines as well as campus ones, with maps of parking lots, emergency phone locations and the like. A one-sheet flyer, the *Campus Transportation Guide*, gives more detailed routes and schedules for what has grown to a seven-part network of free, University-operated vehicular services. The seven, in brief:

PennBus continues its Blue Route west and southwest, Red Route west and north to Powelton, seven nights a week except as shown (*).

Route	HH	36/Wal	39/Spruce	39/Wal
Blue*	4:50	—	4:55	—
Blue*	5:10	5:16	5:22	—
Blue*	5:50	5:56	6:02	—
Red	6:30	6:35	—	6:37
Blue	7:00	7:05	7:08	—
Red	7:30	7:35	—	7:37
Blue	8:00	8:05	8:08	—
Red	8:30	8:35	—	8:37
Blue	9:00	9:05	9:08	—
Red	9:30	9:35	—	9:37
Blue*	10:00	10:05	10:08	—
Red	10:30	10:35	—	10:37
Blue	11:00	11:05	11:08	—
Red	11:30	11:35	—	11:37
Blue	12:00	12:05	12:08	—

* Monday through Friday only

Detailed booklet and flyer available at the Transportation Office, 4th Floor, 3401 Walnut.

Green Route Safety Shuttle, the drop-off-only service east of the Schuylkill now makes four runs, and goes as far as 20th Street. Starting from Houston Hall seven nights a week:

9:45 p.m.	10:45 p.m.
11:45 p.m.	12:45 p.m.

Escort Service's radio-dispatched vans are still reached by calling 898-RIDE, 5 p.m. to 3 a.m., for drop-off to campus and off-campus addresses within set borders (see the map in *Getting To, From and Around Penn*).

The experimental late-night **Study Shuttle** now has four set runs: midnight and 2 a.m. for Van Pelt-Dietrich Library users (34/Walnut) and 1 a.m. and 3 a.m. for those at Steinberg-Dietrich study hall. (37/Locust). Upcoming departures are announced in both study areas.

Wednesday's **Shopping Shuttle** continues, from dorms to Acme and Thriftway (starting the outbound run at 7:15 from Graduate Towers, the bus loops to all dorms). It makes two return trips, at 8 and 8:30 p.m.

The **Remote Parking Shuttle** from Murphy Field (Lot 33) to campus now runs nine morning loops (between 6:30-9:10 a.m.) and eight evening ones (3:30-6:15 p.m.).

Handivan with wheelchair lift continues 8 a.m. to 4:45 p.m. daily; those with disabilities register by contacting the Affirmative Action Office: 898-6993 by voice, 898-7803 by TDD.

SENATE

1989-90 Annual Report of the Committee on Conduct

May 14, 1990

This is the second annual report of the Senate Committee on Conduct, which was established in 1988 as a standing committee of the Faculty Senate in order to help implement the University policies on both racial and sexual harassment.

We received one complaint during this academic year. The complaint was reviewed and accepted as having merit; however, a hearing has not yet been scheduled. The committee chair has received two other inquiries regarding cases of alleged harassment. No formal complaint has yet been filed in either case.

Helen C. Davies, microbiology/Med
Kenneth D. George, Education, chair
Jerry C. Johnson, Medicine
Robert F. Lucid, English
Ann E. Mayer, legal studies
Sohrab Rabii, electrical engineering

Temporary Relocations in Fall

As the phased repair and restoration of College Hall gets under way this fall, the first wave of office relocations has begun. Those involved so far are:

Faculty Senate: Now in the Faculty Club on the third floor, Room B (South Carolina).

SAS External Affairs: Now in 100 Pepper Hall, 3440 Chestnut Street/6187 (enter through the Law School).

SAS Vice Dean Ira Harkavy: Now in 124 Roberts Hall, 3440 Chestnut Street (enter through the Law School). Dr. Harkavy is also the executive director of PARSS (Program for Assessing and Revitalizing Social Sciences) and PPPS (Penn Program for Public Service). The 307B College Hall/6303 address is still used for all mail to him and these programs while they are in their temporary quarters.

Resource Planning & Budget: Scheduled to move to Roberts Hall on September 7.

Office of the Secretary: Scheduled to move to 4200 Pine Street on September 27.

Faculty-Staff ID's: Not via CUPID

While students must go to Hutchinson Gym to have their PENNCards made this week via CUPID, faculty and staff secure their IDs at the normal PENNCard Center location, 3401 Walnut, Suite 323.

But now through Friday, September 7, the Center has restricted hours:

12 noon to 2 p.m. only.

On Monday, September 10, the Center resumes its normal hours:

9 a.m. to 12 noon, and 1 to 4 p.m.

The Center is also scheduling extended hours later this month for students who miss CUPID or those who were not able to obtain PENNCards during regular hours. The hours on

Tuesday, September 25

Wednesday, September 26

Thursday, September 27

are 9 a.m.-12 noon and 1 p.m.-6 p.m.

Faculty Hospitality to Students: The President's Fund Begins its Eighth Year

The President's Fund for Student-Faculty Interaction is once again available for use by faculty members who wish to entertain groups of their students at home or in local restaurants.

As in past years, each faculty member is asked to limit himself or herself to one function per semester; invite no student more than once; and base reimbursement on figures set at \$3 per student for receptions with light refreshments, \$4 per student for lunches, and \$6 per student for dinners. Reimbursements will be made for *food and non-alcoholic beverages only*, and *cannot be used for departmental (as opposed to individual) functions*.

Faculty members interested in using the Fund should contact Dr. Francine Walker, Director of Student Life Activities and Facilities, 110 Houston Hall/6306, Ext. 8-4340, for a copy of the reimbursement form which requires a social security number and signature, and must be returned with originals of all receipts.

Deans, program directors and department chairs are especially asked to bring the President's Fund for Student-Faculty Interaction to the attention of the faculty.

President's Fund 1989 -1990 Activity by Department and School

Department	# of uses	Department	# of uses
Accounting	2	Military Science	2
American Civilization	1	Music	2
Anthropology	3	Nursing	12
Architecture	1	Ob/Gyn	1
Biochemistry (Dent)	1	Oral Surgery	1
Biochemistry/Biophysics	3	Oriental Studies	17
Bioengineering	4	Pediatrics	1
Biology	3	Physics	2
Cardiology	2	Political Science	1
Chemical Engineering	4	Psychology	4
Chemistry	3	Public Policy & Management	5
Classical Studies	3	Radiology	2
Clinical Studies (Vet)	9	Regional Science	3
Communications	2	Religious Studies	2
Comparative Literature	1	Research Medicine	2
Computer & Info. Science	2	Romance Languages	2
Decision Sciences	9	Slavic Languages	3
Economics	3	Social Work	2
Education	29	Sociology	10
Emergency Medicine	2	South Asia Regional Studies	3
English	35	Surgery (Med)	1
Finance	5	Systems Engineering	2
Folklore & Folklife	2	Urban Studies	1
Geology	1		
Germanic Languages	4	<i>Departments:62</i>	<i>Uses: 271</i>
Historic Preservation	2		
History	8	School	# of uses
History of Art	2	Annenberg	2
History & Soc. of Science	3	Arts & Sciences	126
International Medicine	1	Dental Medicine	2
International Relations	2	Education	29
Landscape Architecture	1	Engineering	13
Lauder Institute	4	Fine Arts	7
Law	15	Law	15
Management	6	Medicine	14
Management & Technology	1	Nursing	12
Marketing	8	Social Work	2
Materials Sci. & Engineering	1	Veterinary Medicine	9
Medicine (Med)	1	Wharton	40
Microbiology (Med)	1	<i>Schools:12</i>	<i>Uses: 271</i>

President's Fund for Student-Faculty Interaction Summary Report 1983-1990

	1983-84	84-85	85-86	86-87	87-88	88-89	89-90
No. faculty uses	246	183	191	197	208	211	271
No. students entertained	3805	3388	4095	4170	4207	4452	6378
Total \$ reimbursed	\$15,699	\$14,487	\$16,089	\$18,478	\$22,217	\$18,892	\$27,849
Avg. \$ per student	\$4.13	\$4.28	\$3.93	\$4.43	\$5.28	\$4.24	\$4.37
Avg. \$ per event	\$63.81	\$79.16	\$84.23	\$93.79	\$106.81	\$89.53	\$102.76
No. departments	73	61	58	57	65	59	62
No. schools	12	11	12	11	11	12	12

Faculty Members and Teaching Assistants Who Sponsored Events at Home

Sussan Ameri, Lauder Institute	Friedrich Kubler, Law
Judith Aronchick, Radiology	Henrika Kuklick, History & Sociology of Science
Nina Auerbach, English	Chong-Sik Lee, Political Science
Andrew Baggeley, Education	Lynn Lees, History
Sara Beasley, English	A. Leo Levin, Law
Herman Beavers, English	Eugene Liu, Oriental Studies
Jere Behrman, Economics	Leonard Lodish, Marketing
David Brownlee, History of Art	John Lucy, Anthropology
Rebecca Bushnell, English	Susan Lytle, Education
Karin Calvert, American Civilization	Janice Madden, Regional Science
Gregg Camfield, English	Vicki Mahaffey, English
Marilyn Cochran-Smith, Education	John McCarthy, German
David De Long, Historic Preservation	David McWhirter, English
Harold Dibble, Anthropology	Elissa New, English
Colin Diver, Law	Abraham Noordergraaf, Bioengineering
Noelle Domke, Lauder Institute	Ruth O'Brien, Historic Preservation
Robert Douglas, Regional Science	David O'Connor, Oriental Studies
Beshara Doumani, History	Teresa Pica, Education
Florence Downs, Nursing	Scott Poethig, Biology
Nancy Easterlin, English	Christine Poggi, History of Art
James English, English	Samuel Preston, Sociology
William English, Economics	Elsa Ramsden, Nursing
Jacqueline Fawcett, Nursing	Jack Reece, History
Barbara Freed, Romance Languages	Michele Richman, Romance Languages
Paula Geyh, Comparative Literature	Edward Rock, Law
Frank Goodman, Law	David Gilman Romano, Classical Studies
Joan Goodman, Education	David Rudovsky, Law
Betsy Granite, Education	James Saeger, English
Bulent Gultekin, Finance	Michael Schill, Law
Christopher Hasty, Music	Julie Silverstein, Medicine
Olga Hasty, Slavic Languages	Harbir Singh, Management
Terri Judge, Education	Patrick Storey, International Medicine
Roland Kallen, Biochemistry & Biophysics	Robert St. George, Folklore & Folklife
Ruth Karras, History	Brian Sutton-Smith, Education
Phyllis Karris, Communications	Corinne Sweeney, Clinical Studies
Anne Keane, Nursing	Jeffrey Tigay, Oriental Studies
Judith King, Education	Vukan Vuchic, Systems Engineering
William Kissick, Research Medicine	Terri Weaver, Nursing
Samuel Klausner, Sociology	William Zucker, Management
Hans Koehler, Management	
Paul Korshin, English	
Klaus Krippendorff, Communications	

On Revising the Staff Grievance Procedure

President Hackney invites comment on the following proposed revised Staff Grievance Procedure. The revised procedure has been drafted by the University's Affirmative Action Council following consultation with various campus organizations. Copies of the current procedure are available from the Office of Staff Relations, 527-A 3401 Walnut Street. Comments should be directed to the President, 100 College Hall/6380.

Introduction

Regular and effective communication between supervisors and staff members reduces the likelihood of misunderstanding and conflict. The University expects and encourages supervisors and staff members to communicate openly and regularly so that the interests of the staff and the University are best served. In addition, the University has Resource Offices such as the Offices of Human Resources/Staff Relations, Office of Human Resources/Labor Relations, Ombudsman, Affirmative Action, and the African American Resource Center, Faculty/Staff Assistance Program, and Penn Women's Center which will assist staff members in resolving issues or concerns.* Staff members who have concerns about the administration of University or departmental policy, are encouraged to try to resolve them by working with their department head or one of the Resource Offices.

The Staff Grievance Procedure is designed to provide a fair and equitable resolution for concerns related to terms or conditions of employment that are not resolved to the staff members satisfaction within the School or administrative unit. Retaliation against a staff member for utilizing this Grievance Procedure violates University policy and will result in appropriate disciplinary action, including termination. Any staff member who believes that s/he has been retaliated against or treated unfairly for utilizing the grievance procedure should contact the Office of Human Resources/Staff Relations or another University Resource Office.

Eligibility

All regular University staff members who have completed their introductory period are eligible to utilize this process to resolve issues arising from their employment. Faculty, ungraded administrators, HUP employees and union employees have separate procedures and are not eligible to file grievances under this procedure.

Complaints regarding compensation and classification are only grievable if a violation of Federal, State or local equal opportunity or labor laws is alleged. Other complaints of this nature are handled administratively. Questions regarding the administrative review process should be directed to the Office of Human Resources/Compensation.

Procedure

The grievance procedure is administered by the Office of Human Resources/Staff Relations. In grievances in which unlaw-

ful discrimination is alleged, the Office of Affirmative Action assists in the administration of the Procedure. All time frames and other procedural requirements must be adhered to unless an extension or exemption is granted by the Office of Human Resources.

Both the grievant and respondent may be assisted throughout this process by an employee representative. These representatives must be regular University employees or retired faculty or staff members. All employee representatives for respondents must be approved by the head of the responding department.

Step 1

To initiate a grievance, the grievant must: notify his/her supervisor (or other person whose actions are being grieved) of his/her intent to file a grievance within twenty (20) working days of the date they knew or should have known of the event giving rise to the grievance.

The respondent must:

meet with the grievant to discuss the issues and concerns raised and provide him/her with a written response addressing each of the issues and concerns raised within ten (10) working days of being notified of the grievance.

Step 2

If the issues are not resolved satisfactorily during Step 1, to proceed the grievant must:

obtain a grievance form and submit the complete form to the Office of Human Resources/Staff Relations within ten (10) working days of receiving a response from his/her supervisor.

The department head must:

submit a written response to the Office of Human Resources/Staff Relations addressing the issues and concerns raised in the grievance within ten (10) working days of receipt of the grievance form. The response must be approved by the dean or administrative unit head before it is submitted.

Step 3

If the grievant is not satisfied with the response from the department head in Step 2, to proceed, the grievant must:

submit a written request for a panel hearing to the Vice President for Human Resources within three (3) working days of receiving the response. The hearing will be convened within twenty (20) working days. The Panel must submit recommendations for resolution in writing to the President within five (5) working days of the completion of the hearing. The President or designee will notify the grievant and respondent of the decision in writing within five (5) working days of receipt of the recommendations from the panel.

* University Resource Offices use different procedures and time frames for receiving and attempting to resolve complaints. The procedures and time frames herein apply to formal grievances filed under this procedure.

Organization of the Library's Information Bases

In 1982-83, the Penn Library announced its plan for the Penn Library Information Network—PennLIN. This Library information network, then conceived of as including an online catalog, acquisitions, circulation, cataloging, serials control, word processing and electronic mail was effectively achieved during this last year. Like all long-range plans, the outcome was somewhat different from the original conception. Notably, word processing and electronic mail have come to be part of the University's interactive electronic services, while the online provision of electronic information bases has become a new and integral part of the library's electronic information network.

Until this year, the whole thing has been referred to as PennLIN. During the last year, it has become increasingly evident that to make PennLIN both understandable and useable, it's important to understand that PennLIN itself has three major components, each of interest and utility to a somewhat different audience, under rather different circumstances. Therefore, the Library is demarking those three subsets of the library information network: *PennLIN*—the term PennLIN itself will continue to mean the entire library information set. *Franklin*—the Library's online catalog database—has been rather confusingly referred to as PennLIN, which is also the generic designation for the entire library network. So we've decided to give the online catalog its own name, one easy to remember and unique to Penn. Within the Library's information network, or PennLIN, we now will refer to the online catalog database of Franklin. *DataLIN* or *InfoLIN*? We are currently looking for a name for the computer-mounted set of large information databases the Library is

making available to the Penn community through PennLIN. Presently we make available three years of MEDLINE to the health sciences community, and ABI/INFORM to the Wharton community, and to social scientists in fields related to business, management and finance. During the year ahead we plan to add PsycINFO and MathSci to the set of informational databases available through PennLIN, and will let you know as soon as we decide on the right name for these bases.

The Libraries have also integrated and automated their processing systems so that acquisitions, serials control, circulation and cataloging are carried out online in a way that greatly reduces the time and the cost of making information and knowledge available for use. This electronic interrelationship of different files will increase public access; most notably in connecting circulation data to the online catalog so that someone searching in our catalog database can find out not only whether the library is supposed to possess an item, but also whether it is checked out or not. These operations are carried out through NOTIS, a set of software programs mounted on our computer.

Over the months ahead we will be making it possible for the new and unfamiliar users to enter PennLIN through a computer assisted, menu process which will enable them to find their way through the public subsystems easily and productively. The more familiar user can move directly by a command system to that part of PennLIN that she or he wants to get to quickly and without delay.

—Paul F. Mosher, Director and Vice Provost of Libraries

Summary Annual Report: Retirement, Health and Other Benefits

Summary Annual Reports for the Retirement Plan for Faculty and Executive, Professional and Administrative Staff, TIAA/CREF Tax Deferred Annuity (Supplemental Retirement Annuities) Plan, Health Benefits Program for Eligible Employees of the University of Pennsylvania and the Dependent Care Expense Account for Plan Year ending December 31, 1989.

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning January 1, 1989 and ending December 31, 1989. These Plans are sponsored by The Trustees of the University of Pennsylvania whose federal employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate publication, the reports for the plan year ending December 31, 1989 have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating. If you are uncertain as to your participation, please consult the Personal Benefits Statement mailed to you last March with your Open Enrollment Packet.

Retirement Plan for Faculty and Executive, Professional and Administrative Staff

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by Teachers' Insurance Annuity Association of America/College Retirement Equities Fund (TIAA/CREF) and individually owned fully funded custodial accounts sponsored by the Vanguard Group of Investment Companies and the Calvert Group. The total premiums paid for the plan year ending December 31, 1989 for TIAA/CREF were \$21,336,860.01.*

Supplemental Retirement Annuities: Basic Financial Statement

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by Teachers' Insurance Annuity Association of America/College Retirement Equities Fund (TIAA/CREF). The total premiums paid for the plan year ending December 31, 1989 were \$1,569,876.95.

Health Benefits Program: Insurance Information

The Plan has contracts with Blue Cross-Blue Shield of Greater Philadelphia and with five health maintenance organizations (HMOs) of the Delaware Valley to pay all health insurance claims covered under the terms of the Plan. The total premiums paid for the plan year ending December 31, 1989 were \$20,119,387.10.

Because the Blue Cross-Blue Shield contracts are so-called "experience rated" contracts, as opposed to the HMO contracts which are "community rated" contracts, the Blue Cross-Blue Shield premium costs are

affected directly by the number and size of claims the University participants "experience". Of the total \$20,119,387.10 premiums paid, a total of \$14,209,961.00** were paid under the Blue Cross-Blue Shield "experience rated" contracts and a total of \$17,182,696.00 benefit claims were charged by Blue Cross-Blue Shield under these "experience rated" contracts for the plan year ending December 31, 1989.

Dependent Care Expense Account

The Trustees of the University of Pennsylvania maintain a program providing reimbursement of dependent care expenses funded through salary reduction agreements for full time and part time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

Your Rights to Additional Information

You have the right to receive a copy of the full annual reports, or any part thereof, on request. Insurance information is included in those reports. To obtain a copy of a full annual report, or any part thereof, write or call the office of the Vice President of Human Resources, Room 538 A, 3401 Walnut Street, Philadelphia, Pennsylvania 19104: (215) 898-1331, who is the Plan Administrator. The charge for the full annual report for the Health Benefits Program will be \$1.50; the charge for each other full annual report will be \$2.00; the charge for a single page will be 25 cents.

You also have the legally protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527 A, 3401 Walnut Street, Philadelphia, Pennsylvania 19104.

You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C. or to obtain copies from the U.S. Department of Labor upon payment of copying costs. Request to the Department should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

—Office of Human Resources/Benefits

* This figure does not include payments to the Vanguard Group and the Calvert Group. Payments to the Vanguard Group were \$9,980,174.40 of which \$5,366,644.06 comprised institutional contributions. Payments to the Calvert Group were \$713,162.77 of which \$485,218.71 comprised institutional contributions.

** This figure represents actual payments made in 1989. It includes 1988 premiums paid in 1989 and excludes 1989 premiums paid in 1990.

Speaking Out

The letter below was sent to Robert Furniss, director of transportation and parking, and to *Almanac* for publication. Mr. Furniss's response follows the complaint.

Vandalism at Garage

I am writing to inform you in your official capacity as Director of Parking of a recent incidence of vandalism and theft at Garage #37 (34th & Chestnut Sts.). I am also writing to express my discontent with the lack of safety precautions and the apparent lack of data being collected regarding crimes committed in this University facility.

The right rear window of my 1984 Toyota Corolla was shattered on July 25, 1990, between 8:15 a.m. and 5:30 p.m. The radio and a jacket were taken, and the dashboard heavily damaged. The contents of the car were strewn about, suggesting to me that the vandals were unobserved and able to search through the car thoroughly.

The parking supervisor (Pete) and the man who took my call at the Parking Office both indicated that no data are collected on crimes in this lot. This is particularly concerning to me, given the lack of security in the building. With respect to inadequate security the following come to mind immediately: (1.) As a patron of that garage since it opened, I have never seen any security presence above the entry level; (2.) There are no video monitors, nor indication of other security technology; (3.) Access to the front stairs and elevators is available freely to anyone; and (4.) The design is such that access to the building is merely a matter of crawling through an open "window" at street level.

Although many patrons of this garage perceive it as a safe place to leave cars and to enter after hours, my experience with daytime vandalism and theft suggests otherwise.

—Anne E. Kazak,

Assistant Professor of Pediatrics and
Director of Psychosocial Services,
Division of Oncology, CHOP

Response

It is most unfortunate when vehicles and property are vandalized and I empathize with your frustrations as a victim. Unfortunately, you have been misinformed regarding safety precautions and the collection of data relating to crime in Garage #37 (and all parking lots).

Garage #37 has a parking attendant present from 7:30 a.m.-11 p.m., Monday through Friday, during which time the facility is accessible for the convenience of its patrons. At all other times the facility is completely secured and only authorized persons with cardkeys can enter the facility. On a regular basis, but at random times, the facility is patrolled by Penn Police, Parking Supervisors and the parking attendant. These patrols are increased for a period of time when problems occur which is the practice throughout the parking program.

Crime statistics including incidents in parking lots are provided by the Penn Police Department and published in *Almanac*, the *Compass*, and *The Daily Pennsylvanian*. We concur that an informed public is more aware, and hence, a partner in the deterrent of crime.

—Robert Furniss, Director
Transportation and Parking

University of Pennsylvania Police Department Crime Report

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between July 9, 1990 and August 12, 1990.

Totals: Crimes Against Persons-2, Thefts-2, Burglaries-11,
Thefts of Auto - 1, Attempted Thefts of Auto-4

Date	Time	Location	Incident
Crimes Against Persons:			
07/11/90	1:09 PM	Towne Bldg	Robbery/5 arrests/injuries
07/29/90	12:22 AM	200 Blk 36th	Complainant punched in face by juvenile

34th to 38th; Civic Center to Hamilton

07/11/90	7:09 PM	Med School	Secured bike taken from rack
07/17/90	3:46 PM	Med Ed Bldg	Secured bike taken
07/18/90	6:18 PM	Goddard Labs	Bike bag and contents taken
07/23/90	9:10 AM	Anat-Chem Wing	Books taken from unsecured room
07/23/90	1:02 PM	Leidy Lab	Book taken from room
07/24/90	3:57 PM	Nursing Ed Bld	Wallet taken from unsecured room
08/01/90	8:48 AM	Leidy Lab	Door forced open/VCR taken
08/02/90	6:11 PM	Anat-Chem Wing	Unattended knapsack taken
08/03/90	8:38 AM	Med School	Burglary/property taken
08/06/90	10:02 AM	Med School	Lab knife taken from unsecured drawer
08/07/90	5:32 PM	Johnson Pavilion	Bike taken from rack
08/08/90	5:07 AM	Leidy Lab	Unauthorized males in bldg/3 arrests
08/09/90	9:20 AM	Med School	Unsecured room/keys taken
08/09/90	3:25 PM	Med School	Balance and microscope taken
08/10/90	4:38 PM	Med Ed Bldg	Unattended wallet & credit cards taken
08/12/90	8:36 PM	Richards Bldg	Burglary/equipment taken

34th to 36th; Spruce to Locust

07/11/90	9:09 PM	Williams Hall	Secured bike taken from rack
07/19/90	9:15 AM	Logan Hall	Unattended wallet taken
07/19/90	5:24 PM	Houston Hall	Wallet taken from unattended purse
07/24/90	9:45 AM	Houston Hall	Wallet & contents taken
07/24/90	4:34 PM	Houston Hall	Secured bike taken from rack
07/27/90	12:04 PM	Williams Hall	Secured bike taken
07/29/90	12:22 AM	200 Blk 36th	See above crimes against person
07/30/90	12:22 PM	Williams Hall	Secured bike taken
08/01/90	5:10 PM	College Hall	Two bike wheels taken from rack
08/02/90	6:53 PM	Williams Hall	Bike taken from rack
08/02/90	9:01 PM	Williams Hall	Bike taken from rack
08/02/90	11:50 PM	Williams Hall	Secured bike taken from rack

30th to 34th; Walnut to Market

07/10/90	7:47 PM	LRSM	Bike taken from rack
07/16/90	9:43 AM	Lot 37	Secured bike taken
07/25/90	5:18 PM	Lot 37	Radio taken from auto
07/31/90	6:42 PM	Lot 37	Car window broken
08/01/90	6:52 PM	Lot 24	Auto's steering column broken
08/05/90	5:53 PM	Lot 26	Auto's steering column damaged
08/05/90	5:53 PM	Lot 26	Auto's radio & steering column damaged
08/06/90	7:11 PM	Lot 26	Radar detector cable taken from auto
08/10/90	8:36 AM	Hill House	VCR taken/recovered
08/10/90	3:18 PM	Hill Field	Camera & equipment taken

36th to 37th; Spruce to Locust

07/09/90	9:58 AM	Steinberg/Dietrich	Filing cabinet broken into/cash taken
07/09/90	11:58 PM	200 blk 37th	Motor scooter taken
07/11/90	3:30 PM	Steinberg/Dietrich	Tire taken from bike at rack
07/11/90	8:53 PM	Steinberg/Dietrich	Secured bike taken from rack
07/23/90	4:29 PM	Steinberg/Dietrich	Rear bike wheel taken/arrest at scene
07/23/90	10:08 PM	Steinberg/Dietrich	Wallet taken from unattended desk
07/24/90	3:00 PM	Steinberg/Dietrich	Computers and keyboards taken
07/28/90	3:10 PM	Steinberg/Dietrich	Computer and tennis racquet taken

33rd to 34th; Spruce to Walnut

07/11/90	9:34 AM	Hayden Hall	Secured bike taken
07/12/90	1:09 PM	Towne Bldg	See above under crimes against persons
07/16/90	6:24 PM	Bennett Hall	Bicycle wheel taken from rack
08/01/90	3:38 PM	Towne Bldg	Unattended camera taken
08/01/90	6:49 PM	Chemistry Bldg	Bike wheel taken
08/08/90	3:31 PM	Towne Bldg	Unattended cash & credit cards taken
08/09/90	1:16 AM	Chemistry Bldg	Books and wallet taken from unsecured room

Safety Tip: Engrave all of your valuables with your distinctive, identifying number to deter thieves and help you return stolen property. Because engraved valuables are difficult to sell and hard to pawn most thieves will pass up taking your valuables if they know you have engraved them.

18th Police District Report of Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Avenue
Reported crimes against person from 12:01 AM July 9, 1990, to 11:59 PM August 12, 1990.
Total: 70 incidents, 17 arrests

Date/Time Reported	Location	Offense/Weapon	Arrest	Date/Time Reported	Location	Offense/Weapon	Arrest
07/09/90 2:48 PM	4000 Locust	Robbery/strong-arm	Yes	07/28/90 5:50 PM	4700 Chestnut	Robbery/strong-arm	No
07/09/90 6:15 PM	4000 Market	Robbery/strong-arm	No	07/28/90 5:00 PM	3400 Market	Robbery/strong-arm	No
07/10/90 1:24 AM	4046 Walnut	Robbery/gun	No	07/28/90 7:19 PM	4040 Spruce	Robbery/fists	No
07/10/90 1:33 AM	4526 Spruce	Robbery/chair	No	07/30/90 2:50 AM	3600 Chestnut	Robbery/gun	No
07/11/90 12:20 AM	3000 Market	Robbery/gun	No	07/30/90 9:07 PM	4700 Hazel	Robbery/gun	Yes
07/11/90 11:35 PM	4200 Locust	Robbery/knife	No	07/30/90 9:07 PM	4600 Larchwood	Robbery/gun	Yes
07/12/90 1:44 AM	237 S 48	Agg Assault/knife	Yes	07/30/90 12:45 AM	4802 Spruce	Robbery/gun	No
07/12/90 1:33 PM	220 S 33	Robbery/strong-arm	Yes	07/31/90 2:36 AM	3925 Walnut	Robbery/gun	No
07/14/90 11:56 PM	4700 Chestnut	Robbery/strong-arm	No	07/31/90 12:13 AM	4400 Market	Robbery/gun	No
07/14/90 1:35 AM	4200 Pine	Robbery/knife	No	07/31/90 6:31 PM	4000 Sansom	Robbery/gun	No
07/14/90 8:24 PM	300 S 34	Murder/gun	No	08/01/90 2:36 PM	3800 Spruce	Robbery/gun	Yes
07/15/90 4:00 AM	4000 Walnut	Robbery/unknown	No	08/01/90 8:35 AM	224 S Farragut	Robbery/strong-arm	No
07/17/90 1:15 AM	4107 Chester	Robbery/gun	No	08/01/90 10:40 PM	4200 Walnut	Robbery/strong-arm	No
07/17/90 10:30 AM	100 S 38	Robbery/sim weapon	No	08/02/90 1:00 AM	4100 Sansom	Robbery/strong-arm	No
07/17/90 9:23 AM	3901 Ludlow	Agg Assault/knife	No	08/02/90 11:30 PM	3000 Market	Robbery/knife	Yes
07/17/90 1:10 PM	3400 Market	Robbery/unknown	Yes	08/03/90 1:50 AM	4800 Walnut	Robbery/gun	Yes
07/19/90 2:07 AM	4000 Pine	Robbery/unknown	No	08/04/90 2:49 AM	4607 Cedar	Robbery/strong-arm	No
07/19/90 5:18 PM	4600 Ludlow	Robbery/fist	No	08/04/90 11:19 AM	4725 Pine	Robbery/bottle	No
07/20/90 2:25 AM	4600 Pine	Robbery/fist	No	08/05/90 7:47 PM	4100 Spruce	Robbery/knife	No
07/21/90 9:50 PM	3400 Chestnut	Robbery/unknown	No	08/05/90 8:00 PM	4800 Spruce	Robbery/bottle	No
07/22/90 1:37 AM	4600 Chestnut	Agg Assault/bottle	Yes	08/05/90 11:10 PM	4100 Spruce	Robbery/knife	No
07/22/90 2:10 AM	4800 Sansom	Robbery/strong-arm	Yes	08/05/90 11:05 PM	4100 Spruce	Robbery/knife	No
07/22/90 5:00 AM	4256 Chestnut	Agg Assault/bbat	Yes	08/06/90 9:05 PM	810 S 48	Robbery/strong-arm	No
07/23/90 1:45 AM	200 40	Robbery/knife	Yes	08/06/90 5:15 PM	3900 Walnut	Robbery/strong-arm	No
07/23/90 1:52 AM	217 52	Burglary	No	08/06/90 5:15 PM	3900 Walnut	Robbery/strong-arm	No
07/24/90 12:05 AM	4251 Walnut	Robbery/strong-arm	No	08/07/90 1:04 AM	4525 Walnut	Robbery/strong-arm	No
07/24/90 10:20 PM	3424 Sansom	Robbery/strong-arm	No	08/07/90 11:35 AM	4600 Sansom	Robbery/knife	Yes
07/25/90 3:07 PM	3600 Walnut	Robbery/gun	No	08/07/90 9:30 PM	4400 Moravian	Robbery/strong-arm	Yes
07/26/90 12:25 AM	4500 Osage	Robbery/gun	No	08/08/90 8:47 PM	4740 Pine	Agg Assault/knife	Yes
07/26/90 12:55 AM	4800 Spruce	Robbery/strong-arm	No	08/10/90 9:51 PM	4400 Baltimore	Robbery/gun	No
07/26/90 12:30 AM	4833 Woodland	Agg Assault/knife	No	08/11/90 12:00 AM	1000 S 47	Agg Assault/gun	No
07/26/90 12:25 AM	4000 Spruce	Agg Assault/fists	No	08/11/90 5:50 AM	4800 Chester	Robbery/strong-arm	No
07/26/90 9:40 PM	4200 Pine	Robbery/gun	No	08/11/90 5:18 PM	1230 Markoe	Robbery/unknown	No
07/27/90 2:35 AM	4306 Market	Agg Assault/bbat	No	08/11/90 10:30 PM	38 Walnut	Robbery/strong-arm	Yes
07/28/90 12:10 AM	4000 Sansom	Robbery/gun	No				

Why is only *this* Almanac individually addressed?

Weekly addressing delays circulation by several days, so we do it only once a year, to let faculty and staff know the journal of record and opinion is back in weekly circulation—and to encourage them to look for it in their buildings. Our printer and the campus mail service make sure packages arrive at each building—but after that, each building has its own system for internal distribution. To find out how the system works in your building, try the departmental secretary first. If all else fails, report problems via the form below.

A Question Anticipated: Where's Penn Printout?

The CRC newsletter launched six years ago as an *Almanac* insert has realized its goal of becoming a separate journal. Expanded and redesigned, it will continue to be distributed free to campus readers, but will arrive by itself rather than inside an *Almanac*. Penn Printout will announce more about its plans next week. Meanwhile, our congratulations to Editor Edda Katz and the staff, with best wishes for their continued success.—K.C.G. and M.F.M.

Almanac

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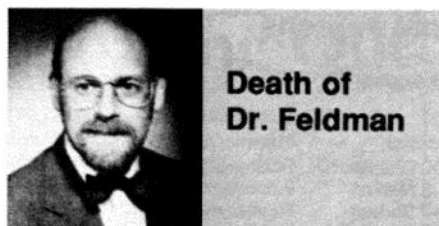
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**Death of
Dr. Feldman**

Dr. Stephen L. Feldman, professor of city and regional planning and director of the Center for Energy and Environment here, died August 18 at the age of 43.

A world figure in energy planning and collaborative education, Dr. Feldman joined Penn in 1979 as associate professor of public policy, and the following year became head of the Center. In 1984 he was named chair of the city and regional planning department, a post he gave up in 1987 when he learned that he had a rare blood disease, aplastic anemia. He continued to teach, write, consult, direct the Center and organize new international projects—including a joint master's degree program between the Penn energy management program and the French Petroleum Institute which enrolled its first class only last year. On researching his own blood disease and finding little known of it, he also organized the Blood Cell Research Foundation to study aplastic anemia and other "orphan" diseases.

Dr. Feldman was a Rutgers alumnus who took his master's degree from Johns Hopkins and his Ph.D. from Hebrew University, then taught at Clark University and at Berkeley before joining Penn. Author of four books and some 70 papers on energy and environmental topics, Dr. Feldman was widely consulted by states (California, Pennsylvania), nations (Jamaica, Israel) and worldwide institutions (the World Bank, United Nations). He helped establish several international consulting firms and was involved in organizing a trade program with the USSR at the time of his death.

Dr. Feldman is survived by his wife, Diana Boxer; two daughters, Marin and Brooke; his mother, Esther, and a sister. The family asked that any memorial contributions be to the Blood Cell Research Foundation, c/o S.M. & R., 6th Floor Bellevue Hotel, Broad and Walnut Sts., Philadelphia 19102.

Colleagues in the University will announce next the week the date of a campus memorial service to be held in September.

September

AT PENN

ACADEMIC CALENDAR

- 4 Deans' Meetings (College, Engineering, Nursing, Wharton)
- 5 Placement Examinations
- 6 First Day of Classes

EXHIBITS

- 4 An exhibit featuring Seth Rozin's Drawings and Rosanne Rozin's Ceramic Masks; this grandson and grandmother show opens with a reception 4:30-6:30 p.m. Through September 28.

FITNESS/LEARNING

FSAP Workshops

Register by calling Ext. 8-7910.

- 11 College Readiness: Helping Your Child Through the Admissions Process; Wendy Robbins, College Information Services; noon-1 p.m., Room 301 Houston Hall.

- 12 Baby Talk: Speech Development in the Preschool Years; Ellen Schwartz, speech-language pathologist and private practitioner; noon-1 p.m., Ben Franklin Room, Houston Hall.

FILMS

- 9 A series of contemporary films from Mexico, Argentina and Colombia and classics from the Golden Age of Mexican Cinema; part of the Festival Latino; International House. Through September 16. Tickets at box office: \$5, \$4 students, senior citizens, \$2 children and Friday matinee.

MUSIC

- 8 Concerts by Puerto Rican musician Roy Brown; part of the Festival Latino, co-presented by International House and Annenberg Center; 7:30 and 10 p.m., International House. Tickets: \$14, \$12 students, senior citizens, \$10 Intl. House members; call Folklife Center box office at 895-6537.

ON STAGE

- 12 Made in Lanus; a play by Argentinean writer Nelly Fernandez Tiscornia will have its Philadelphia premiere as part of the city's first Festival Latino On Tour. All performances are in Spanish with simultaneous English translation available via headphones. Harold Prince Theatre, Ann-

berg Center. Through September 15. Tickets: \$15, \$7 students. Call 898-6791.

SPECIAL EVENTS

- 9 Episcopal Student League Gathering; for students and young adults in the University City area, 6 p.m., Christian Association. For information: Rev. Lawrie Hurtt, 386-3899.

- 12 Faculty Club Open House; 4-7 p.m., no reservations needed. Call 898-4618 for information.

TALKS

- 12 Evaluating the Suicidal Patient; Howard Rosen, senior attending psychiatrist, The Institute of Pennsylvania Hospital; 1-2 p.m., Marriage Council (Marriage Council).

Monthly Calendars: The September 11 issue of *Almanac* will contain the traditional pullout, September at Penn. Those listing events for the October at Penn pullout, to be distributed September 25, are reminded that copy must be received in our offices at 3601 Locust Walk/6224 by September 11. Copies of the deadlines for the remainder of the semester were sent to all regular contributors and are available to others on request at Ext. 8-5274.

Invitation to an Informal Colloquium

Dr. Seymour J. Mandelbaum invites interest in an informal colloquium to discuss "megabooks"—too big to be read completely within the framework of courses and too complex and provocative to be mastered without opportunities for ample discussion. This colloquium—no credit, no tuition, no grades—is open to doctoral students and faculty across the array of programs and fields concerned with social inquiry and theory. They will meet every two weeks at lunch, late afternoon or early evening.

During 1990-91, they will read and discuss James S. Coleman's *Foundations of Social Theory* and Charles Taylor's *Sources of the Self: The Making of the Modern Identity*.

Those interested in participating should send Dr. Mandelbaum a note indicating their name, address, phone number, program or field. Specify the time and day of the week preferred.

Almanac

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