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INSIDE

- Of Record: Drug & Alcohol Policy, pp. 2-3
- Council: Draft Alternate Proposals on Racial Harassment Policy, pp. 4-5
- Council: Agenda for October 10, p. 5
- Council: Summary of 1989-90 Recommendations and Actions Taken, pp. 6-7;
- Annual Report of Steering Committee, p. 6
- CrimeStats, Update, p. 8

PEN at Penn: Three in the Fall

Author and critic Alfred Kazin, novelist John Edgar Wideman, and historian Arthur M. Schlesinger, Jr., are the visiting writers in this fall's PEN at Penn program.

This is the fourth year of PEN at Penn, which brings established and new writers from around the world to live temporarily in campus college houses, where they meet informally with undergraduates. At some point each visitor also gives a public lecture. The program, sponsored jointly by the College of Arts and Sciences and the PEN American Center in New York, is funded by alumnus Saul Steinberg. Public lecture dates for the three are:

October 17: At 4 p.m. in Stiteler Hall, Mr. Kazin's "The Almighty Has His Own Purposes: Lincoln, God and the Civil War" focuses on the second inaugural address and Lincoln's religious concerns as sharpened by the war. Other views of divine providence are selected from the writings of Grant, Sherman, Walt Whitman and Frederick Law Olmsted. Mr. Kazin, a reviewer and teacher since the thirties, published *On Native Grounds: An Interpretation of Modern American Prose Literature* in 1942 and none other books including *A Writer's America: Landscape in Literature* in 1988 and his most recent work, with David Finn, *Our New York*. He has written the introductions to some 40 editions of fiction and criticism, and edited volumes on Blake, Fitzgerald, Melville, Emerson, Hawthorne and Henry James. A winner of Guggenheim, Fulbright and other fellowships, he holds seven honorary degrees and numerous literary medals and awards.

November 6: Dr. Wideman, winner of the PEN-Faulkner award for *Brothers and Keepers*, speaks at 4 p.m. in Room 17 Logan Hall. A Penn alumnus, Rhodes Scholar and former member of the English faculty here, he is the author of *A Glance Away*, *Hurry Home*, *Hiding Place*, *Damballah*, *Sent for You Yesterday*, and other works.

December 5: Dr. Schlesinger, the Albert Schweitzer Professor in the Humanities at CUNY, lectures at 4 p.m. in Meyerson Hall. A major figure in American history since his *The Age of Jackson* in 1945, he is known especially for his three volumes on the Roosevelt years and more recently for the 1986 collection of essays, *Cycles of American History*.

Visiting Russian Poets

In a new SAS program, distinct from PEN at Penn though Mr. Steinberg also funds it, two of the Soviet Union's leading poets will be visiting poets: Andrei Voznesensky from mid-October to mid-December, and Yevgeny Yevtushenko for the full spring term. Both will teach and give readings from their work. Dates of those open to the public will be announced.

Carruth Chair at GSE: Dr. Teresa Pica

Dr. Teresa Pica, a 1987 Lindback Award winner who is associate professor of education and chair of the Language in Education Division of the Graduate School of Education, has been named to the School's new Ethel Greasley Carruth Chair in Language in Education.

The Carruth professorship is a term chair that will "advance research and practice in language learning and teaching for many years to come," Dean Marvin Lazerson said. The gift made jointly by Houstonians Allan H. (Wh '42) and Edith G. (Ed '43) Carruth is "yet another example of her devotion to children and education," the dean added. Mrs. Carruth, a charter member of GSE's Board of Overseers, serves on the boards of many Houston organizations that provide care and scholarships for children.

Dr. Pica, an alumna of New Rochelle with her M.A. from Columbia Teachers College, came to Penn in 1978 to work on her Ph.D. in educational linguistics, which she received in 1982. After working as a volunteer with speech- and hearing-impaired children in college, Dr. Pica began to focus on difficulties of language acquisition—native as well as second or foreign—and especially on the impact of social and classroom interactions on teaching and learning language. She has now published over 100 papers worldwide, and is the co-author (with Gregory Barnes and Alexis Finger) of *Teaching Matters: Skills and Strategies for International Teaching Assistants in the United States* (Harper and Row).



Dr. Teresa Pica

A New Provost's Council: International Programs

Provost Michael Aiken has announced the formation of a new advisory body, the Provost's Council on International Programs, which he will chair. Its members include:

Ruzena Bajcsy, SEAS
Peter Berthold, Dental Medicine
Marco Frascari, Fine Arts
George Gerbner, Annenberg
Nancy Hornberger, Education
Charles Mooney, Law
Adrian Morrison, Veterinary Medicine
Stephen Nichols, Arts and Sciences
Vivian Seltzer, Social Work
Patrick Storey, Medicine
Joyce Thompson, Nursing
Jerry Wind, Wharton

Provost Aiken said the idea for the Council grew out of the deliberations of the Working Group on International Dimensions, one of the ten planning committees he established two years ago. In its 1989 report (*Almanac Supplement* December 5), the Working Group urged Penn to take greater advantage of the substantial investments it has made in international programs and to assist faculty as well as departments and programs in establishing ties with institutions and their faculties abroad while creating a more welcoming environment for international students here. The Working Group

recommended a Provost's Council to facilitate these efforts.

The Council is expected to meet monthly to assist the Provost in working with schools to coordinate programs, exchanges, or other international initiatives that would benefit from University-level involvement, and advise him on the activities and programs of the Office of International Programs. It may also advise on interschool and intraschool efforts in the study of foreign language and the need for support for existing and emergent programs with an international focus, he added.

U.S. Savings Bond Drive

The University's 1990 Savings Bond Drive is on from now through October 31. Bonds can be bought via payroll deduction in various denominations, each costing one-half its face value. The interest earned on Series EE bonds is exempt from state and local taxes and may be exempt from Federal tax if used to pay tuition and fees at a college or university.

For automatic payroll deduction call Paul Winter in the payroll department, Ext. 8-6302. For more information about savings bonds call The Federal Reserve Bank, 574-6176, Monday through Friday, 9 a.m.-4 p.m.

Honorary Degree Nominations : By October 31

The University Council Honorary Degrees Committee is now welcoming suggestions for recipients of honorary degrees at Commencement on May 21, 1991. Nominations (including background biographical information) should be submitted to Duncan W. Van Dusen, Office of the Secretary, 121 College Hall/6382. The deadline is *October 31, 1990*.

On December 12, 1989, President George Bush signed the Drug-Free Schools and Communities Act Amendments of 1989, which placed an obligation on all recipients of Federal funds to adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol on its premises or as a part of any of its activities by its students and employees.

Therefore, the University of Pennsylvania seeks to encourage and sustain an academic environment that both respects individual freedom and promotes the health, safety and welfare of all members of its community. In keeping with these objectives, the University has established the following policy governing alcohol and other types of drugs.

Consistent with its educational mission, the University sponsors programs that promote awareness of the physical and psychological, social and behavioral effects of alcohol consumption and drug use, and provides services and resources for community members who experience alcohol and drug-related difficulties.

Penn's alcohol and drug policies and programs are intended to encourage its members to make responsible decisions about the use of alcoholic beverages and drugs, and to promote safe, legal, and healthy patterns of social interaction. As a part of its alcohol and drug program, the University will enforce its various disciplinary sanctions against individuals who violate its policy or Federal, State or Local alcohol and drug laws. However, nothing in this policy is intended to change in any way the procedures for enforcing or grieving such discipline.

—Sheldon Hackney, President

—Michael Aiken, Provost

—Marna C. Whittington, Senior Vice President

University of Pennsylvania Drug and Alcohol Policy

Standards of Conduct

1. Drugs

The University of Pennsylvania prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by any of its employees in its workplace, on its premises or as part of any of its activities, or by its students. This policy is intended to supplement and not limit the provisions of University's Drug-free Workplace policy.

2. Alcohol

The University of Pennsylvania permits the lawful keeping and consumption, in moderation, of alcoholic beverages on its property or property under its control by persons of legal drinking age (21 years or older). The University prohibits:

- a. the possession and/or consumption of alcoholic beverages by persons under the age of twenty-one on property owned or controlled by the University or as part of any University activity.
- b. the intentional and knowing selling, or intentional and knowing furnishing (as defined by Pennsylvania law) of alcoholic beverages to persons under the age of twenty-one or to persons obviously inebriated on property owned or controlled by the University or as part of any University activity. Pennsylvania law currently defines "furnish" as "to supply, give, or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged."
- c. the consumption of alcoholic beverages by all University employees and students so as to adversely affect job or academic performance and/or endanger the physical well-being of other persons and/or oneself, and/or which leads to damage of property.

In addition, guidelines governing the use of University funds for the purchase of alcoholic beverages, and the manner and location of dispensation of alcoholic beverages on property owned or controlled by the University are provided in the *University Policies and Procedures* manual.

Legal Sanctions

The following is a brief review of the legal sanctions under Local, State, and Federal law for the unlawful possession or distribution of illicit drugs and alcohol:

1. Drugs

- a. The Controlled Substance, Drug, Device and Cosmetic Act, 35 Pa. C.S.A. 780-101 *et seq.*, sets up five schedules of controlled substances based on dangerousness and medical uses. It prohibits the manufacture, distribution, sale or acquisition by misrepresentation or forgery of controlled substances except in accordance with the Act as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the Act range from thirty days imprisonment, \$500 fine or both for possession or distribution of a small amount of marijuana or hashish, not for sale, to fifteen years or \$250,000 or both for the manufacture or delivery of a Schedule I or II narcotic.

A person over eighteen years of age who is convicted for violating The Controlled Substance, Drug, Device and Cosmetic Act, shall be sentenced to a minimum of at least one year total confinement if the delivery or possession with intent to deliver of

the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which a university is located, the person shall be sentenced to an additional minimum sentence of at least two years total confinement.

- b. The Pharmacy Act of 1961, 63 Pa. C.S.A. 390-8 makes it unlawful to procure or attempt to procure drugs by fraud, deceit, misrepresentation or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year's imprisonment, a \$5,000 fine, or both.
- c. The Vehicle Code, 75 Pa. C.S.A. 3101 *et seq.*, which was amended effective July 1, 1977, prohibits driving under the influence of alcohol or a controlled substance, or both, if the driver thereby is rendered incapable of safe driving. A police officer is empowered to arrest without a warrant any person whom he or she has probable cause to believe has committed a violation, even though the officer may not have been present when the violation was committed. A person so arrested is deemed to have consented to a test of breath or blood for the purpose of determining alcoholic content, and if a violation is found it carries the penalties of a misdemeanor of the second degree, which includes imprisonment for a maximum of thirty days.
- d. The Federal drug laws, The Controlled Substances Act, 21 U.S.C. 801 *et seq.*, are similar to the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act, but contain, for the most part, more severe penalties. Schedules of controlled substance are established, and it is made unlawful knowingly or intentionally to manufacture, distribute, dispense, or possess with intent to distribute or dispense a controlled substance. If the quantity of controlled substance is large (e.g. 1,000 kg of a mixture or substance containing marijuana), the maximum penalties are life imprisonment, a \$4,000,000 fine, or both. Lesser quantities of controlled substance (e.g. 100 kg of a mixture or substance containing marijuana) result in maximum penalties of life imprisonment, a \$2,000,000 fine, or both. The distribution of a small amount of marijuana for no remuneration or simple possession of a controlled substance carries a maximum of one year's imprisonment, \$5,000 fine, or both, with the penalties for the second offense doubling. Probation without conviction is possible for first offenders. Distribution to persons under the age of twenty-one by persons eighteen or older carries double or triple penalties. Double penalties also apply to the distribution or manufacture of a controlled substance in or on or within 1,000 feet of the property of a school or college.

2. Alcohol

The Pennsylvania Liquor Code, 47 Pa. C.S.A. 1-101 *et seq.*, controls the possession and sale of alcoholic beverages within the Commonwealth. The Code as well as portions of the Pennsylvania Statutes pertaining to crimes and offenses involving minors, 18 Pa. C.S.A. 6307 *et seq.*, provide the following:

- a. It is a summary offense for a person under the age of twenty-one to attempt to purchase, consume, possess or knowingly and intentionally transport any liquor or malt or brewed beverages. Penalty for a first offense is suspension of driving privileges for 90 days, a fine up to \$300 and imprisonment for up to 90 days; for a second offense, suspension of driving privileges for one year, a

fine up to \$500, and imprisonment for up to one year; for subsequent offense, suspension of driving privileges for two years, a fine up to \$500 and imprisonment for up to one year. Multiple sentences involving suspension of driving privileges must be served consecutively.

- b. It is a crime intentionally and knowingly to sell or intentionally and knowingly to furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under the age of twenty-one). "Furnish" means to supply, give or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged. Penalty for a first violation is \$1,000; \$2,500 for each subsequent violation; imprisonment for up to one year for any violation.
- c. It is a crime for any person under twenty-one years of age to possess an identification card falsely identifying that person as being twenty-one years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. Penalties are stated in (1) above.
- d. It is a crime intentionally, knowingly or recklessly to manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birthdate, or age of another. Minimum fine is \$1,000 for first violation; \$2,500 for subsequent violations; imprisonment for up to one year for any violation.
- e. It is a crime to misrepresent one's age knowingly and falsely to obtain liquor or malt or brewed beverages. Penalties are as stated in (1) above.
- f. It is a crime knowingly, willfully and falsely to represent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
- g. It is a crime to hire, request or induce any minor to purchase liquor or malt or beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
- h. Sales without a license or purchases from an unlicensed source of liquor or malt or brewed beverages are prohibited.
- i. It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a State Store or in accordance with Liquor Control Board regulations.

The University will cooperate with the appropriate law enforcement authorities for violations of any of the above-mentioned laws by an employee in the workplace or student.

Disciplinary Sanctions

In addition to sanctions imposed by Federal, State or Local authorities for violations of any of the above mentioned laws, any University student or employee who violates this policy will be subject to the University's disciplinary procedures which impose sanctions up to and including expulsion or termination from employment, and/or referral for prosecution. Nothing in this policy is intended to alter in any way the various University disciplinary or grievance mechanisms. Employees and students may be required to participate satisfactorily in a drug abuse assistance or a rehabilitation program.

Health Risks

The use of any amount of drug—prescription, illicit, or legal (including alcohol)—will alter the chemical balance of the body. Misuse or compulsive use of alcohol and other drugs may lead to life-long chemical dependency, the disease of addiction, and possible death. Abuse and addiction to drugs often cause serious damage to major body organs such as the brain, stomach, lungs, liver, kidneys, heart, as well as the immune and reproductive systems. Pregnant women put the fetus at risk for serious birth defects and at birth addictions. Other health problems include sleep disturbances, malnutrition, convulsions, delirium and greater risk for life threatening accidents and events such as traffic deaths and suicides. Intravenous drug users who share needles are at greater risk for contracting AIDS. Use and/or withdrawal from a substance can also create mental problems including but not limited to depression, anxiety, paranoia and delusion.

What follows is a partial list of drug categories with a few examples of those commonly misused in society today. Alcohol, valium, antihistamines and xanax can be used as sedatives/depressants. Opium, morphine, heroin, and codeine are classified as narcotics. Amphetamines, ice, crack/cocaine, caffeine and nicotine are all stimulants. LSD, mescaline-psyche, and PCP are known as hallucinogens. Marijuana, THC and hashish are cannabis drugs. Inhalants include glue, solvents, and aerosol products. Steroids are in a category by themselves.

Additional information concerning health risks may be obtained from Faculty/Staff Assistance (1227 Blockley Hall) and Alcohol Drug Resource Center (115 Houston Hall).

Available Treatment Programs

Faculty/Staff Assistance Program

The Faculty/Staff Assistance Program is a free and confidential information, assessment, and referral service for both personal and job-related problems. It is available for University faculty, staff and family members. Specific services for alcohol and other drug problems include intervention, treatment referral, back to work conferences, individual/group aftercare, supervisory consultations and trainings, and a variety of educational programs throughout the University. Assistance is available by calling 898-7910.

Drug and Alcohol Resource Center

The Office of Alcohol and Drug Education provides confidential referrals for individual and group therapy, information about in-patient treatment centers, and the schedules of all self-help meetings on or near the Penn campus. Also, a referral hotline is available. For further information call referral hotline (898-3670) or the office number (898-2219).

Resources

The following offices provide information, education and services related to alcohol and other drug concerns. All services are provided free of charge and are available to students, faculty and staff at the University of Pennsylvania. If you are concerned about your own, or someone else's use of substances, please contact one of these offices.

African American Resource Center (Faculty, Staff & Students)
3537 Locust Walk/6225
898-0104

Affirmative Action, Office of (Faculty & Staff)
1133 Blockley Hall/6021
898-6993 (voice)
898-7803 (TDD)

Alcohol/Drug Education, Office of (confidential)
115 Houston Hall/6303 (Faculty, Staff & Students)
898-2219
Referral Hotline 898-3670

Campus Alcohol Resources and Education (CARE) (confidential)
Penn Tower Hotel, Lower Level/4385 (Students)
662-2860

Faculty/Staff Assistance Program (confidential)
1227 Blockley Hall/6021 (Faculty & Staff)
898-7910

Human Resources, Office of
527-A 3401 Walnut Street/6228

Labor Relations (Unionized Employees)
898-6019

Staff Relations (A1, A3, Part-time Staff)
898-6093 (Exempt & Non-Exempt Staff)

Penn Women's Center
119 Houston Hall/6306 (Faculty, Staff & Students)
898-8611

Student Health Services (confidential)
Penn Tower Hotel, Lower Level/4385 (Students)
662-2850

Student Health Psychiatry (confidential)
Penn Tower Hotel, Lower Level/4385 (Students)
662-2860

University Counseling Service (confidential)
3611 Locust Walk, 2nd Floor/6222 (Students)
898-7021

Last spring the University Council Steering Committee asked that the President have prepared an alternative to the current University policy on racial harassment (Almanac March 27). The following draft alternative is the product of advice from the University community and will be discussed at the October 10 meeting of the University Council.

Draft Alternative Racial Harassment Policy

I. Preface

Penn celebrates the plural character of its community. We come to Penn from many different backgrounds and include different colors, races, religions, sexual orientations, disabilities, and ethnic origins. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. We should delight in our differences, and we should seek to appreciate the opportunities for enriched intellectual inquiry and personal growth that our diversity provides.

Each person on campus is to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry while expecting and exhibiting tolerance for constitutional rights of free expression.

Penn is committed to freedom of thought, discourse, speech, and the dissemination of ideas. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

Penn also has established policies regarding behaviors that interfere with these freedoms on the premise that our institution has an obligation to maintain an environment which promotes teaching, research, service, and other scholarly activities. Penn believes that this obligation is not met in an environment in which some members of the community are inhibited from fully benefiting from the resources of the University for reasons unrelated to their capacity to participate. Therefore, policies including the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual orientation, religion, national or ethnic origin, veteran status, or disability, and this institutional racial harassment policy have been established.

The following is the University racial harassment policy. The term "racial harassment" as used throughout is defined as a matter of University policy, and is not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations. Racial harassment, as defined in this policy, is prohibited on the campus of the University of Pennsylvania and this prohibition shall apply to all members of the University community.

II. Purposes and Definitions

A. Purpose

The University of Pennsylvania is committed to the principles of free inquiry and free expression. Members of the community have the right to hold, vigorously defend, and promote their opinions. Respect for this right requires that the University tolerate expressions of opinion with which it may disagree or find abhorrent. Intimidation or attempts at intimidation by violence or threat of violence, when directed against some members of the University community by other members, is abnegation of this right and will not be tolerated at Penn—not only because it is reprehensible and discriminatory, but also because it constitutes a form of unprofessional conduct that seriously undermines the atmosphere of trust and mutual respect essential to our academic pursuits and working relationships.

B. Definition

For the purposes of University policy, the term "racial harassment" refers to any behavior that vilifies and intimidates an individual (or an identifiable group of individuals) on the basis of their race, national or ethnic origin, or color, and employs vilification and intimidation through acts of violence or threats of violence against this individual or group. Speech or other behavior constitutes racial harassment by personal vilification and intimidation if it:

- is intended to demean, insult or stigmatize an individual or an identifiable group of individuals on the basis of their race, color, or national and ethnic origin; and
 - is addressed to the individual or individuals whom it demeans, insults or stigmatizes; and
 - makes use of "fighting words" or their non-verbal equivalents.
- Such behavior is regarded as a violation of the standards of conduct

required of all persons associated with the institution. Violence, including direct threats of violence, and property damage, including defacement, are prohibited in all situations.

The prohibition against racial harassment applies to all activities occurring in the context of University-related activities. It also applies to acts of retaliation against members of the community who have filed complaints under this policy.

Not every act that might be offensive to an individual or a group will necessarily be considered harassment and/or a violation of the University's standards of conduct. In determining whether an act constitutes racial harassment, the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom, and advocacy.

III. Resources

The University believes that a strong system of informal resolution to receive and handle most racial harassment complaints will encourage reporting and resolution of complaints. To this end, school and administrative units should make known to all their members the available resources and the informal procedures for resolving complaints of racial harassment within the unit or at the University level.

These resources include the following:

A. Information, Counseling and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on racial harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

1. A harassment information resource manual has been forwarded to all deans and directors. Additional information on issues of racial harassment is available directly from resource offices named in the policy. Deans and directors may make referrals to resource offices as follows:

- Office of Affirmative Action
- African American Resource Center
- Faculty/Staff Assistance Program
- Gay and Lesbian Peer Counseling
- Office of Labor Relations
- Office of the Ombudsman
- Office of Staff Relations
- Victim Support and Security Services
- Penn Women's Center
- University Counseling Service and the psychiatric service of the Student Health Service.

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Women's Center, all other offices named as resource offices in this policy, the Judicial Inquiry Officer, the Director of Student Life, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the senior vice president are available to assist in the informal resolution of complaints.

C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of racial harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to a department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/

she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school for proceedings in accordance with the procedures set out in section II.E.10. of the handbook for Faculty and Academic Administrators 1989).

2. Complaints of racial harassment against a staff member may be brought by a student, staff member or faculty member to a supervisor of the one complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend upon the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman or Office of Affirmative Action do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of individuals involved—to aid in determining an appropriate sanction.

3. Complaints by students of racial harassment may be made to the Director of the Office of Student Life, in accordance with the Student Grievance Procedure set out in *Penn Policies and Procedures*. Grievances associated with racial harassment in student employment may also fall within the director's purview.

4. A complaint of racial harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to racial harassment by a faculty member or by any academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators* 1989), Part II.E.15, provided the complaint constitutes a grievance as defined in section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendation to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter previously has not been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to racial harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This Committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Racial Harassment

1. A decentralized system of resources encourages resolution of complaints of racial harassment. Such a system is useful as well as a means to gather sufficient information to render judgments about harassment generally. To that end, and with the consent of the complainant, those offices described in Sections III A.2, III A.3, and III B of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the school or administrative unit with which the complainant and respondent are affiliated and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified.

Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the appropriate dean or administrative supervisor. These reports will also enable the Ombudsman to act on behalf of the community and to conduct whatever investigation he or she deems necessary to determine whether University regulations are being violated.

2. Summary reports of formal charges of racial harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of racial harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

E. Education and Prevention

The prevention of racial harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on:

- a. available mediation and resolution resources; and
- b. sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of racial harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advising capacity to students will include training about referrals, resources, and methods for handling instances of racial harassment.

4. An overall educational program for students that addresses issues of peer racial harassment and also provides information, definition, support, and the identification of racial harassment resources has been developed by the Office of Student Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate/professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel and assist in the mediation of racial harassment allegations. Information will explain how and where to contact University-wide and school specific resources and will be posted in conspicuous locations.

All members of the University should feel a responsibility to try and prevent racial harassment whenever they observe it. Community members should report racial harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of racial harassment.

Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University Administration will determine, in consultation with the University Council, whether there is need for further efforts to be taken on the issue of racial harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.

Council October 10 Agenda:

Racial Harassment Policy, Academic Integrity, GAPSA Resolution on Open Expression

On the agenda for the first fall meeting of the University Council, Wednesday, October 10, at 4 p.m. in Hoover Lounge, Vance Hall are:

- Draft Alternative Policy on Racial Harassment (herewith)
- Code of Academic Integrity (see *Almanac* May 22)
- A resolution adopted by the Graduate and Professional Students Assembly at its September 13 meeting, "Resolution on incidents surrounding 'Suspension' of Guidelines on Open Expression during the Reagan Speech on May 17, 1990."

Note: On the following pages are two annually published reports of the University Council: (a) a summary of resolutions for the year just past, and their disposition; and (b) the annual report of the Council Steering Committee giving highlights of the monthly meetings.

Summary of University Council Resolutions and Recommendations and Administrative Actions Taken on Them, 1989-90

"RESOLVED, that at the first fall meeting of the Council, the Secretary shall distribute to the Council the actions of Council passed during the previous academic year, including a list of all recommendations and resolutions, the implementation of which would require Administration action. The president or the provost shall indicate what action they have taken or plan to take with respect to each recommendation and resolution."
(University Council: May 8, 1974)

Recommendations from 1989-1990 Academic Year

1. Steinberg-Dietrich Hall (October 11, 1989): Council asked that Steinberg-Dietrich Hall or another comparable facility be open 24 hours a day. *Action:* Arrangements were made for SH-DH to remain open 24 hours a day and plans are being developed for the Rosengarten Reading Room to be open 24 hours a day.

2. House of Our Own Bookstore (October 11, 1989): Council asked that the University make an arrangement with The House of Our Own bookstore that would enable it to remain in business. Reason for this request is the unique service that The House of Our Own provides to the University community. *Action:* The University of Pennsylvania Real Estate Office located long-term accessible space for House of Our Own at a price that would enable that bookstore to remain open.

3. Child Care (October 11, 1989): Council received with gratitude the report of the Subcommittee on Child Care of the Personnel Benefits Committee. *Action:* University administration is in the process of implementing the recommendations.

4. Safety and Security (November 8 and December 13, 1989): Members of Council made recommendations about improving campus safety and security. *Action:* Senior vice president Marna Whittington coordinated implementation of recommendations.

5. Community Diversity Education (December 13, 1989): Council discussed report of the diversity education component of the 1989 Freshman Orientation Program. Members of Council made recommendations for an updated program in 1990. *Action:* Dr. Kim M. Morrisson is coordinating incorporation of the comments into the updated program.

6. Committee on Recreation and Intercollegiate Athletics (February 14, 1990): President Hackney announced that, in response to the report about the serious deferred maintenance problem in Penn's athletic facilities, he had appointed a committee to develop a multi-year plan with suggested mechanisms for funding. *Action:* A committee consisting of the provost, senior vice president, CRIA chair, and director of recreation and intercollegiate athletics is developing plan as requested. In the interim substantial upgrading of Hutchinson is a 1990 summer project.

7. Campus Center (February 14, 1990): Dr. Morrisson and Professor Stephen Gale led discussion of campus center report. *Action:* Dr. Morrisson is continuing to finalize campus center plans.

8. South Africa Investments (February 14, 1990): A resolution advocating the continuation of the University divestment policy until apartheid is legally dismantled was unanimously passed. *Action:* University policy as formalized by Trustees in 1986 and 1987 continues.

9. Harassment Policies and First Amendment (March 14, 1990): Professor C. Edwin Baker made a "content neutral" presentation of the issues. Discussion among Council members followed both on 3/14/90 and 4/11/90. On 4/11/90 Council requested Steering Committee to set up a mechanism for review of University harassment policies. *Action:* On April 24, 1990, Steering asked President Hackney to request staff to review University harassment policies to ensure that the policies did not violate the First Amendment. Any proposed changes will be submitted to Steering and subsequently to Council.

10. Locust Walk (April 11, 1990): President Hackney made a statement about the need to consider diversification of Locust Walk. *Action:* A "Committee to Study Diversification of Locust Walk" has been appointed and the report of the committee will be considered by Council.

11. Faculty Senate Committee to Review University Council (April 11, 1990): The committee report recommended changes in Council Bylaws which were discussed. *Action:* On 5/9/90, Council unanimously approved proposed changes in Bylaws.

(President Hackney on his own initiative implemented use of a moderator on 3/21/90)

12. Guidelines on Open Expression (April 11, 1990): Council members considered proposals submitted by the Committee chaired by Professor Larry Gross. *Action:* Provost said that before implementation, "oversight committee" needed to consider recommendations of all three revision committees, (Guidelines on Open Expression, Student Judicial Charter and Code of Academic Integrity) to insure consistency.

13. Charter of University Student Judicial System (May 9, 1990): Council members discussed proposals made by committee chaired by Professor Burbank. *Action:* Further action is awaiting report of "oversight committee."

14. ROTC (May 9, 1990): Council approved resolution that University should require R.O.T.C. to conform to University policies. Council requested Steering to propose implementation mechanism. *Action:* Steering decided at 5/16/90 meeting to assign investigation about whether R.O.T.C. is conforming to University policies to Committee on Conduct.

15. Religious Holidays (May 9, 1990): Council unanimously approved the following addition to University Religious Holiday Policy.

"In case of holidays that cannot be determined within the first two weeks of the semester, the student shall notify the instructor within the first two weeks of his/her intention to observe the holiday."

Action: Provost referred proposed addition to Religious Holiday Policy to SEC, GAPSA, and UA for approval. If approval from these three constituencies is received, the provost plans to add proposed wording to policy.

Annual Report of the Steering Committee of the University Council, 1989-90

This is the eleventh annual report of the Steering Committee of the University Council, prepared in accordance with a requirement in the Council Bylaws that the Steering Committee shall publish an annual report to the University community, providing a review of the previous year's Council deliberations which highlights "both significant discussions and the formal votes taken on matters of substance."

October 11, 1989 Meeting

A resolution of appreciation to University Council Secretary Robert G. Lorndale was unanimously passed. The resolution invites Mr. Lorndale to all future meetings. A framed copy was presented to Mr. Lorndale by the provost at the December 13, 1989 Council meeting.

A resolution requesting that Steinberg-Dietrich Hall or another facility be opened on a 24 hour a day basis was unanimously passed.

The resolution introduced by GAPSA requesting the University support *House of Our Own* bookstore was passed with one vote against and five abstentions.

Council discussed the Committee on Committees recommendations for Bylaws changes:

Recreation/Intercollegiate Athletics: add second graduate student.

Community Relations: add director of Afro-American

Resources Center as non-voting *ex officio* member.

Safety and Security: add director of Afro-American

Resources Center as non-voting *ex officio* member.

Student Affairs: add Chaplain of the University as a

non-voting *ex officio* member.

Council discussed and unanimously received with gratitude report of the *Child Care* Subcommittee of Personnel Benefits.

The proposed policy on *misconduct in research* was discussed and suggestions received. (report continued next page)

November 8, 1989, Meeting

The provost announced: (a) The appointment of Patrick Murphy as Director of the Institute of Contemporary Art; (b) The appointment of Professor J. Stanford Schwartz, M.D. as Director of the Leonard Davis Institute; (c) The completion of the planning reports to be published in *Almanac* (12/5/89); and (d) The successful implementation of PARIS (Penn Automated Registration and Information System).

Proposed *Bylaws* changes about Council committee membership were approved (discussion also held on 10/11/89).

Council asked that the revised policy on *misconduct in research* be promulgated (*Almanac* 12/12/90).

Dr. Whittington made a presentation on *safety and security* and what is being done to improve the situation on campus.

December 13, 1989, Meeting

University of Montreal: Council unanimously passed resolution expressing deeply felt sorrow and sympathy about the killing of 14 women in the School of Engineering and Applied Science at the University of Montreal.

Council discussed the *Community Diversity Education Program* and Dr. Kim Morrisson received comments for use in updating the 1990 Freshman Orientation Program.

Christopher Clemente: Dr. Morrisson (VPUL) gave reasons for the University's decision on Christopher Clemente's student status.

February 14, 1990, Meeting

Director of Community Relations: President Hackney announced the appointment of Ms. Cheryl L. Hopkins as director of Community Relations.

Committee on Recreation and Intercollegiate Athletics: President Hackney announced that a committee had been appointed consisting of the senior vice president, the provost, the director of athletics and the chair of CRIA to develop a multi-year proposal for improving the recreation and athletic facilities with suggested mechanisms for funding.

Vice Provost for Graduate Education: Provost Aiken announced formation of a consultative committee to help identify candidates for the new position of vice provost for graduate education (Professor Robert Dyson is chairman).

University Council Committees: Professor Robert Davies read statement into the record concerning reprisals for comments made in University committee meetings.

Honorary Degrees: The discussion of process was led by University Council Honorary Degree Committee chair, Professor Peter J. Freyd.

Campus Center: Discussion about the proposed campus center was led by Dr. Kim Morrisson (VPUL) and Professor Stephen Gale.

March 21, 1990, Meeting

Moderator: President Hackney asked for and was granted permission for Professor David K. Hildebrand to serve as moderator.

South Africa Resolution: A resolution advocating the continuation of the University's divestment policy until apartheid is legally dismantled was unanimously passed.

Graduate Student Activity Funding: There was a discussion about General Fee composition.

Harassment Policies: C. Edwin Baker, Nicholas F. Gallicchio Professor of Law, made a "content neutral" presentation about the First Amendment and harassment policies. Discussion followed.

April 11, 1990, Meeting

Locust Walk: President Hackney read a statement about appointing an ad hoc committee to study diversification of Locust Walk.

General Fee: Mr. Saadi-Elmandjra announced that graduate students would receive the same percent of the General Fee as undergraduates.

First Amendment and Harassment Policies: Discussion was continued by Council.

Faculty Senate Committee to Review University Council: Recommendations of committee were discussed by Council.

Guidelines on Open Expression: Council discussed revisions proposed by a committee chaired by Professor Larry Gross.

May 9, 1990, Meeting

Steering Committee Election: Professors Helen C. Davies, Peter J. Freyd, E. Ann Matter, and Susan M. Wachter were elected from the faculty. Mr. A. T. Miller (Am Civ/GAS) and Mr. Daniel A. Singer (C'91) were elected from the student body.

Report of Faculty Senate Committee to Review University Council: Council unanimously approved the committee's report. Approval of report constitutes approval of amendments to the Bylaws.

Charter of University Student Judicial System: Proposed revisions of the charter recommended by a committee chaired by Professor Burbank were discussed by Council.

Resolution on U.S. House bill HR3267 to permit Lebanese nationals who are students in the U.S. to remain in the U.S. temporarily was unanimously passed.

Two resolutions about *R.O.T.C.* compliance with University policy were considered. A Resolution proposed by Professor Gross was unanimously adopted. Vote on a GAPSA resolution was nine votes in favor, two votes against, and no abstentions.

Religious Holidays: The following addition to University Religious Holiday Policy was unanimously recommended:

"In case of holidays that cannot be determined within the first two weeks of the semester, the student shall notify the instructor within the first two weeks of his/her intention to observe the holiday."

Human Resources/Benefits Financial Planning Seminars, Fall 1990

Everyone has certain expectations about what retirement will mean. At the same time, financial security in retirement isn't something you take for granted—it requires planning after all. You'll need to live on your retirement income.

This fall, the University is offering seminars designed to address different aspects of retirement planning and investment strategies. These seminars are of particular interest to persons participating in the tax-deferred annuity plan and/or in the supplemental retirement annuities plan. Additional retirement planning seminars, which focus on the Retirement Allowance Plan, are available this fall as free noon-time programs.

Topics range from payout options at retirement and short-term planning to investment strategies for your pension plan and long-term retirement considerations. Whether retirement is a long way off or right around the corner, these seminars will provide valuable information you'll need.

Registration is limited to 30 per seminar, so early enrollment is advisable. Seminars will be conducted in the Faculty Club by an independent, fee-based Personal Financial Planner. Light hors d'oeuvres and beverages will be served. There is a \$15 fee per person for each seminar. For additional information, call:

—The Benefits Office, Ext. 8-7381.

To register, complete and return this form and your check to

University of Pennsylvania Human Resources/Benefits
3401 Walnut Suite 527A/ 6228
Attention: Financial Planning Seminar

Please enroll me in the following seminar(s):

October 23, 4-7 p.m., Faculty Club:

☐ *Planning for Retirement Within 5 Years*
☐ *Retirement Payout Options from the Tax-Deferred Annuity Plans and Supplemental Retirement Accounts.*

November 6, 4-7 p.m., Faculty Club:

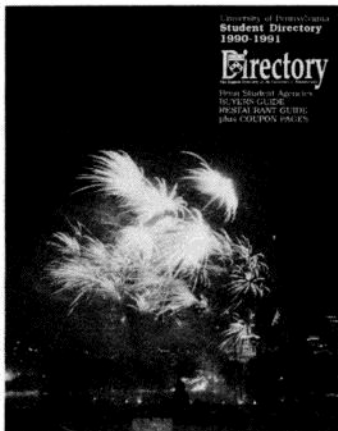
☐ *Long-Term Planning for Retirement*
☐ *Investment Strategy for your Tax-Deferred Annuity Plan*

Employee Name _____

Department _____ Ext. _____

Guest(s) _____

Enclosed is my check in the amount of \$_____ (\$15 per person per seminar) made out to the University of Pennsylvania Trustees.



Hiring Penn Students via PSA

Penn Student Agencies, a not-for-profit organization under the aegis of the VPUL, again offers two services for the Penn community. University budgets can be billed by journal voucher for both.

PENN Temps provides students who can be hired for any length of time to do office functions. Rates are:

Level I, \$8.95/hr, errands, filing, stuffing envelopes;

Level II, \$9.95/hr, receptionists, moving;

Level III, \$10.95/hr, heavy typing, word processing.

Call the PSA office 48 hours in advance to order these services. A discount is given to offices that use the services for more than 10 hours a week.

PSA Messenger Service costs a flat fee of \$200 for the semester. A messenger will come to the office every day between 11 a.m. and 2 p.m. to pick up packages. There is also an option to use the service on a per-use basis. Call PSA at Ext. 8-6815 for information about these services or about the Penn Planner, Penn Calendar or Student Directory (left).

University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between **September 24, 1990, and September 30, 1990**

Totals: Crimes Against Persons-1, Thefts-24, Burglaries-4, Thefts of Auto-3, Attempted Thefts of Auto-0

Date	Time	Location	Incident
Crimes Against Persons:			
09/28/90	9:32 PM	3700 blk Spruce	Robbery/strong-arm/4 males/apprehension
32nd to 33rd; South to Walnut			
09/24/90	5:19 AM	Franklin Field	Property taken from under stands
09/24/90	7:18 PM	Franklin Field	Auto taken
09/24/90	8:11 PM	Franklin Field	Gold ring and gold football taken
09/28/90	1:03 PM	Weightman Hall	Office machinery and items taken
09/29/90	11:15 PM	Lot #5	Auto taken from lot
09/30/90	8:22 PM	Lot #5	Auto taken from lot
36th to 37th; Locust to Walnut			
09/25/90	4:32 PM	Annenberg Center	Bike taken
09/26/90	8:07 PM	Phi Sigma Kappa	Musical instruments taken
09/26/90	8:38 PM	Annenberg Center	Unattended bag & contents taken
09/29/90	10:08 AM	Annenberg Center	Unattended trombone taken
33rd to 34th; Spruce to Walnut			
09/25/90	10:56 AM	Chemistry Bldg	Wallet taken from unsecured backpack
09/26/90	6:37 PM	Chemistry Bldg	Bike taken
09/27/90	10:05 AM	Bennett Hall	Wallet & contents/ recovered
09/27/90	4:39 PM	Chemistry Bldg	Bike taken from rack
34th to 38th; Civic Center to Hamilton			
09/24/90	11:17 AM	Anat-Chem Wing	A/C unit moved/entry gained/nothing taken
09/24/90	10:12 PM	Johnson Pavilion	Property taken
09/26/90	8:05 PM	Med Educ Bldg	Cash taken from locker
09/30/90	3:11 PM	Hamilton Walk	Theft of bike parts
37th to 38th; Locust to Walnut			
09/24/90	11:54 AM	Caster Bldg	Printer & calculator taken from room
09/26/90	2:26 PM	Bookstore	Knapsack & contents taken
09/28/90	2:22 PM	Bookstore	Money taken

Safety tip: Get to know the people who live around you and allow them to know you. Don't become a loner because criminals prey on loners. You can do this by greeting others and being as friendly as possible. People are more likely to look out for the interests of those they know and like.

18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Avenue
Reported crimes against persons from **September 17, 1990 to September 23, 1990.**

Totals: Incidents—12, Arrests—3

Date	Time	Location	Incident/Weapon	Arrest
9/17/90	2:18 AM	4400 Chestnut	Robbery/gun	No
9/17/90	10:02 PM	3400 Walnut	Robbery/gun	Yes
9/18/90	1:46 AM	100 S 43	Robbery/gun	No
9/18/90	11:40 PM	4000 Walnut	Robbery/strong-arm	No
9/19/90	2:42 AM	4700 Walnut	Robbery/gun	No
9/19/90	6:40 PM	4400 Chestnut	Robbery/knife	No
9/19/90	10:26 PM	4700 Chestnut	Robbery/gun	No
9/20/90	2:30 PM	32 S 32	Agg Assault/knife	No
9/20/90	10:30 PM	4700 Spruce	Robbery/gun	Yes
9/21/90	4:06 AM	3925 Walnut	Robbery/gun	Yes
9/22/90	2:54 AM	4600 Springfield	Robbery/strong-arm	No

Update

OCTOBER AT PENN

FITNESS & LEARNING

Jazzercise; 5:30-6:30 p.m., every Monday thru Thursday and Saturday 9:30-10:30 a.m.; Child Guidance Center gym; \$3.50 per class, \$2 for students. Information: Heidi Hurd Ext. 8-5798.

ON STAGE

5 Anjani's Kathak Music and Dance of India; incorporates music, dance, mime, crisp technique and intricate choreography; 8 p.m., Hopkinson Hall, International House; Tickets \$14, \$12 for students, and \$10 for members. Information: 387-5125 (International House).

SPECIAL EVENTS

2 Bike Auction; University Police Department's annual auction; bike inspection starts at 9:30 a.m.; Auction starts 10 a.m., in front of High Rise North (University Police).

3 Tea and Mixer; Order of Omega, Greek Honor Society; invitation to all faculty and administration; 4-6 p.m., Bodek Lounge, Houston Hall (Order of Omega).

9 Responsible National Health Insurance; workshop for doctoral students and faculty; Mark Pauly, health care systems & public management, and Patricia Danzon, health care systems & insurance; 1:30 p.m., Chestnut Room, Colonial Penn Center (Leonard Davis Institute).

TALKS

3 Eggs, Embryos, and Second Messenger; Richard Schultz, biology; noon, Room 302, Clinical Research Building (Cell Biology Grad Group).

Reinventing The American Stage; Robert Brustein, founder/artistic director of the American Repertory Theatre; 4:30 p.m., Harold Prince Theatre, Annenberg Center (Annenberg Center).

5 On a Presumed Gap in the Derivation of the Categorical Imperative; Henry E. Allison, UC San Diego and Princeton; 4 p.m., Room 310, Logan Hall (Department of Philosophy).

8 Substance: Prolegomena to a Realist Theory of Identity; Michael Ayers, Wadham College, Oxford University; 4 p.m., Room 310, Logan Hall (Department of Philosophy).

9 The Regulation of Senescence in Human Cells; Vincent Christofalo, Medical College of Pennsylvania; noon, Clinical Research Building Auditorium (Cell Biology Grad Group).

Deadlines: For Update, Mondays before each issue goes to press; for November at Penn pullout calendar: **October 16.** See addresses below.

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