



# Almanac

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### Council: Change of Time

The University Council's December 12 meeting will start at 3 p.m. instead of 4, adjourning at 5 to allow Council members to join the final celebration of the Penn 250th (see timetable at right).

On the agenda are a proposed By-laws change concerning *Persons entitled to attend*, and a GAPSA resolution of GAPSA asking increased graduate student representation on University committees (see page 2 of this issue).

Council will also resume discussion on proposed revision of the University's Racial Harassment Policy. The proposed revisions were published on October 2 and discussed initially at the October meeting. For the December session there is now an alternative draft proposal (see page 4 of this issue).

### Lindback Governing Board

The newly-reorganized Lindback Society, which includes all winners of the Lindback Award for Distinguished Teaching, has elected a ten-member governing board and adopted a constitution.

Dr. Sohrab Rabi, who was the organizing chair of the Society during its reestablishment, will serve as convener until officers are elected by the board, which consists of:

Dr. Jacob Abel, Engineering  
Dr. Roger Allen, Arts and Sciences  
Dr. Ann Matter, Arts and Sciences  
Dr. Helen Davies, Medicine  
Dr. Charles Dwyer, Education  
Dr. Abba Krieger, Wharton  
Dr. Charles Newton, Veterinary Medicine  
Dr. Irving Shapiro, Dental Medicine  
Dr. Neville Strumpf, Nursing  
Dr. Sohrab Rabi, Engineering

### Penn's Way: Reach for the Stars

The filled-in stars at left show that pledges have passed the 90% point in the 1990-91 Penn's Way campaign to raise \$300,000 for United Way/Donor Option agencies and four umbrella groups. As the December 14 target date approaches, Dr. Barbara Butterfield announced a grand prize in the series of raffles which are entered by making a pledge—a pair of airline tickets to any place in the continental U.S., donated by Rosenbluth Travel. See page 7 for announcement of the raffle and for a breakdown of pledges to date by school and administrative unit.

### Timetable for the 250th's December 12 Party

For the 250th's grand finale on the Green, to which all members of the faculty, staff and student body are invited, these are key times Wednesday, December 12:

**Noon:** Seventeen booths\* begin selling crafts and memorabilia in a tent near Sweeten Alumni Center. Outdoors, ice sculptor Kim Fong welcomes onlookers. Members of the University begin placing small, *unwrapped* gifts for the neighborhood needy (small toys, warm clothing, canned foods) in a sleigh near Ben Franklin's statue.

**4 p.m.:** Food-and-drink booths fire up: roast chestnuts, hot cider, cookies and such. Entertainment begins all around the Green: a campus brass band, choir and a *capella* singers; and, from off-campus, the Royal Pickwickians stroll the Green performing scenes from Dickens.

**About 5:15 p.m.** Singalong opens a short presentation led by Benjamin Franklin (Ralph Archbold) and President Sheldon Hackney.

Food and festivities—including the shopping—continue until about 7 p.m. Gifts from the sleigh are taken to local churches for distribution to West Philadelphians.

\* The goods and their makers:  
Candy, Charlotte Taylor  
Dried flowers, Lee Eckardt  
Dried flowers & wood, Denise Ciotti  
Jewelry, Nashid Ali, Susan Clayton,  
Richard Mays, Sioux Zanne Messix,  
and Lawrence Kurtz  
Memorabilia, Penn 250th Office

Photo albums, Beth Mundell  
Pottery, R. Meta Guth  
Silk scarves, Diane Fetterly  
Sleigh bells, '76 Carriage Company  
Stained glass, Barbara Friel  
Tie-dyed clothing, Mame Simbo  
Wearables, Stephanie Williams  
Wooden Toys, Sgt. Ed Walters

*The following Resolution, passed by the Philadelphia City Council on November 2, 1990, will be presented to Dr. Hackney at City Hall on December 13.*

City of Philadelphia Resolution No. 972

### Commemorating the 250th Anniversary of the University of Pennsylvania

*Whereas*, The University of Pennsylvania, America's first University, was the brainchild of Benjamin Franklin's revolutionary theory of education: That the great aim and end of all learning should be service to mankind, country, friends and family; and

*Whereas*, For two hundred and fifty years, Penn has been putting Franklin's best idea to work in ways uniquely its own: connecting the arts and sciences with the learned professions, joining theory with practice, and uniting the world of thought with the world of action; and

*Whereas*, As a result of the application of Franklin's practical approach to education, the University of Pennsylvania can point with pride at its many historic firsts, such as the nation's first liberal arts curriculum, first medical school, first University teaching hospital, first collegiate school of business and the world's first psychological clinic; and

*Whereas*, Over the past two and a half centuries Penn Scholars have displayed an intellectual daring and imaginative brilliance that led to the use of burning anthracite as fuel, to the use of tungsten as a suitable filament for the electric bulb and most recently ushering in the Electronic Age with the invention of ENIAC, the world's first general purpose, all-electronic digital computer; therefore

*Resolved*, by the Council of the City of Philadelphia, That we hereby recognize the University of Pennsylvania for its outstanding contributions over the past two hundred and fifty years, contributions too numerous to mention, that have profoundly affected the economic, social and cultural areas beyond the campus.

*Resolved*, That an Engrossed copy of this Resolution be presented to Dr. Sheldon Hackney, President of the University of Pennsylvania, as evidence of the sincere sentiments and deep appreciation for an institution that has become a research university of impeccable credentials as well as one of this nation's major intellectual resources.

## From the Senate Office

*The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair Almarin Phillips or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.*

### **Actions Taken by the Senate Executive Committee Wednesday, December 5, 1990**

- 1. Senate Nominating Committee.** Professor Phoebe S. Leboy was selected as the Chair of the committee. (See full committee membership and posts to be filled below.)
- 2. Discussion with Provost Michael Aiken.** Discussion in this first informal meeting with the Provost focused on faculty salaries and facilities planning.
- 3. Secular and Religious Holidays.** It was moved and adopted unanimously that the Senate Executive Committee expresses concern about the erosion of the academic calendars. SEC urges the administration to study this matter. SEC refers the matter to the Senate Committee on the Faculty for study and requests the committee to report to SEC within a year.

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

**To: Members of the Standing Faculty**  
**From: Almarin Phillips, Chair**

#### **Nominations for Offices Requested**

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

The following posts are to be filled for 1991-92:

Chair-elect of the Senate (1-year term)

(Incumbent: Louise P. Shoemaker)

Secretary-elect of the Senate (1-year term)

(Incumbent: Susan Watkins)

Four At-large Members of the Senate Executive Committee (3-year term)

(Incumbents: Alan Cohen Anne Keane  
 Beverly G. Coleman Howard Lesnick)

One At-large Member of the Senate Executive Committee (1-year term)

(Incumbent: Roger H. Walmsley)

Two Assistant Professor Members of the Senate Executive Committee (2-year term)

(Incumbents: Andrea Barsevick Vijay Kumar)

Three Members of the Senate Committee on Academic Freedom & Responsibility (3-year term)

(Incumbents: Ian Harker Igor Kopytoff Joyce E. Thompson)

One Member of the Senate Committee on Academic Freedom and Responsibility (1-year term)

(Incumbent: Deborah Dougherty)

Three Members of the Senate Committee on Conduct (2-year term)

(Incumbents: Kenneth D. George Ann E. Mayer Sohrab Rabii)

Two Members of the Senate Committee on the Economic Status of the Faculty (3-year term)

(Incumbents: Roger D. Abrahams Madeleine Joulle)

One Member of the Senate Committee on the Economic Status of the Faculty (1-year term)

(Incumbent: Paul Taubman)

#### **Nominating Committee Elected**

The Senate Executive Committee's slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on November 13, 1990. No additional nominations by petition have been received within the prescribed time. Therefore, pursuant to the Senate Rules, the Executive Committee's slate is declared elected. Those elected are:

David P. Balamuth (professor physics)  
 William L. Kissick (professor research medicine)  
 Phoebe S. Leboy (professor biochemistry/dental), *chair*  
 Adrian R. Morrison (professor anatomy/veterinary)  
 Norman Oler (professor mathematics)  
 Teresa Pica (associate professor education)  
 David P. Pope (professor materials science)  
 Phyllis Rackin (professor English general honors)  
 Benjamin S.P. Shen (professor astronomy & astrophysics)

*The following resolution is on the December 12 agenda of the University Council for action. Note that the December 12 meeting begins at 3 p.m. instead of 4.*

### **On Graduate and Professional Student Representation on University Committees, Councils and Task Forces**

We are concerned by the inadequacy or complete lack of graduate and professional student representation on some University committees, councils and task forces. Given this situation, decisions are often made without due regard to the concerns of the largest student constituency at the University.

A recent case in point is the Committee to Diversify Locust Walk, where only one of the 20 appointed members is a graduate/professional student. We feel that graduate and professional students are best qualified to represent the views of this constituency and that the current composition of the committee leads to the under-representation of graduate and professional student concerns.

We therefore resolve that adequate provision be made for graduate and professional student representation in the composition of all current and future University committees, councils and task forces. The current guidelines for the composition of University Council committees provides a model for adequate representation.

— Adopted by the Graduate and Professional Students Assembly  
 November 8, 1990

### **Holiday Mailing: How to Help**

During this holiday season Penn Mail Service is seeking your assistance to insure that our University's mailing needs are met. As you are aware, this time of year is the busiest for the United States Postal Service. In order to insure that all of your outgoing mail is off campus and in the United States Postal Service on the day intended, we need your mail early.

The Post Office provides Mail Service with a pickup at 3:30 p.m. every day. Mail received by the Post Office during this 3:30 p.m. pickup has a better chance of timely processing and delivery. Whenever possible, please try to have as much of your outgoing mail available for our daily pickups.

The holiday season is also one of our busiest times here at Penn Mail Service. We are asking your assistance to help us to meet our daily goal of same-day processing for 100% of the some 13,000 first class letters we handle every work-day. If you have a large mailing, please call (Ext. 8-8665) in advance so we may arrange a pickup. If you are delivering a large mailing in person to the Franklin Building, please try to drop it off by 5 p.m. in order to make Penn Mail Service's evening delivery to the Post Office.

Your assistance will help insure that no important correspondence is delayed. Thank you in advance and best wishes for a safe and joyous holiday season.

— The Management, Administration,  
 and Staff of Penn Mail Service

## Holiday Hours

**Annenberg Center Box Office** Closed December 24-25. Open December 26, noon-6 p.m. Open December 27-30, noon-8 p.m. Closed December 31 and January 1.

**Bookstore** Open December 22, 10 a.m.-5 p.m.; closed December 23-25. Open December 26-29, 10 a.m.-5 p.m. Closed December 31-January 1.

**Christian Association** Closed December 23-January 2.

**Class of '23 Ice Rink** Closed December 25-January 1.

**Escort Service/PennBus/Handivan** Closed December 22-January 1.

**Faculty Club** Closed December 21 at 5 p.m. until January 2 at 8 a.m.

**Gimbel Gym** Closed December 21 at 4:45 p.m. until January 14 at 11 a.m.

**Hillel** Closed December 25 and January 1. Open other days during break, 10 a.m.-4 p.m.

**Houston Hall** Open December 21, January 2-January 4, and January 7-January 9, 7:30 a.m.-5:30 p.m. with the Mall open until 7 p.m. Closed December 22 to January 1.

**Hutchinson Gym** Closed December 21 at 4:45 p.m. Reopens January 2-January 11, noon-6:45 p.m. Closed January 12 and January 13.

**ICA** Closed December 24-January 1.

**Morris Arboretum** Public garden closed Christmas Day and New Year's Day. Administrative offices closed December 24-January 1.

**Residence Halls** Kings Court/English House, Hill House, Stouffer, Quadrangle, Van Pelt, Class of '25 closed noon, December 22-January 10. High rises open with restricted access. **University Museum** Closed December 24, 25, 31 and January 1. Otherwise normal hours Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday, 1-5 p.m.

**Van Pelt/Lippincott Libraries** Hours are extended until midnight now through December 20. Closes at 5 p.m. December 21. Closed December 22-25, December 29-30, January 1, January 5-6, January 12-13. Open 8:30-5 p.m. December 21, December 26-28, December 31, January 2-4, January 7-11. **Rosengarten Reserve:** Through December 20, hours are Monday-Thursday, 8:30-7 a.m., Friday 8:30-2 a.m., Saturday 10-7 a.m., Sunday 10-7 a.m. December 21-January 11, same as Van Pelt's.

## Holiday Hours for University Offices

**Accounts Payable**, General Accounting and Payroll open (limited staffing) Wednesday December 26; Thursday, December 27 and Friday, December 28 from 9 a.m.-2 p.m.

**Cashier's Office** Closed December 24-January 1. Any checks from donors can be delivered to Camille Dillard Turnier, Manager, Central Gifts Processing, 433 Franklin Building. **Central Gifts Processing** open 9 a.m.-2:00 p.m. on Wednesday, December 26; Thursday, December 27 and Friday, December 28.

**Registrar's Office** Closed December 24-January 2. Use mail slot for grade sheets that must be dropped off by noon December 24.

**Student Financial Services** Closed during the holidays.

## Overall Schedule

Fall semester ends Friday, December 22. Spring semester classes (day-time) begin Monday, January 14. The University will be officially closed Monday, December 24-Tuesday, January 1. (See also *Almanac* October 23).

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

### Dear Students and Colleagues:

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

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

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

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

- Plagiarism
- Use or Performance of Another Person's Work
- Cheating During an Examination
- Prior Possession of a Current Examination
- Falsifying Data
- Submission Without Permission of Work Previously Used
- Falsification of Transcripts or Grades

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

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

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

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

—Michael Aiken, Provost

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## OF RECORD

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### Rules Governing Final Exams

The rules governing final examinations are as follows:

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

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

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

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

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

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

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

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

—Michael Aiken, Provost



*The President's [December 3] open forum on the Racial Harassment Policy highlighted the issues central to the debate. The present policy is too vague, making it virtually unenforceable, and the proposed draft does not sufficiently protect the positions of campus minorities. Following the meeting, I undertook the creation of this revised alternative, which proposes a definition of harassment different from either we have seen so far.*

*The first section, titled "Conduct," is a hybrid of the present policy (Almanac March 27, 1990) and the President's alternative (Almanac October 2, 1990), with several passages borrowed from both. The key to my alternative proposal is what I call "the Three Test Principle," which is, to the best of my knowledge, original. Note that the failure of any two of these three tests is sufficient for offensive speech or actions to be deemed harassment.*

*Surely, some of the language in this proposal belies my status as an undergraduate. I have, however, invited the President to use any portion of it as he sees fit in the continuing debate. As the author of this alternative proposal, I also invite comment from the University community.—J.S.J.*

## Alternative Draft Racial Harassment Policy

### I. Conduct

As an academic institution, The University of Pennsylvania is committed to the ideas that each individual has dignity and self-worth, and that all people, regardless of race, color, sex, age, sexual preference, religion, national or ethnic origin, handicap or disability, are fundamentally equal. Students, faculty and staff are here at the University with the generally accepted understanding that they share this respect for the individual. Further, we expect that they are also here to enrich themselves through interaction with our diverse community.

In the private University setting, during the course of interaction between persons of contrasting viewpoints, two different sets of rights can potentially come into conflict. As free individuals, every member of our community has the right to hold, vigorously to defend, and attempt to sway others to a particular viewpoint. On the other hand, each person also has the right within the bounds of our institution to be free of all outside influences which may tend to cause an offensive or intimidating academic, living, or work environment. Given this inherent conflict, one of the most important components of our educational mission is to balance these individual rights to create a true intellectual community, free of racial intolerance.

To maintain his or her standing at this University, 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 appropriate rights of free expression.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. 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.

To maintain the balance of rights, the University also has established policies on behaviors that interfere with these freedoms. Foremost among these is the University's Statement on Non-Discrimination, which prohibits discrimination on any of the bases listed above. 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 truly benefiting from the resources of the University for reasons unrelated to their capacity to participate. To condemn and prevent such behavior, the University has also adopted the following policy concerning racial harassment. The terms "racial harassment" and "harassment" as used throughout are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

### II. Purposes and Definitions

For many years the University has stressed that racial harassment is not tolerated at Penn—not only because it is reprehensible and discriminatory, but because it constitutes a form of unprofessional conduct that seriously undermines the atmosphere of trust and mutual respect that is essential to academic pursuit. Respect for the principles of free expression requires that the University sometimes tolerate expressions of opinion with which it may disagree or find abhorrent. There are, however, limits to this tolerance beyond which the University has the right and the duty to protect members of its community from racial harassment.

The most important distinction the University can make, however, is the distinction between what is merely offensive, and what truly constitutes harassment. To be offended is a very personal experience, and given

the breadth of opinions on such a diverse campus, the offender may not always be aware of the effects of his or her actions. Even if the offender is acting consciously and deliberately, his or her actions may still be protected as contributing to intellectual discourse. It is the purpose of this policy to define under what circumstances offensive speech can be deemed "racial harassment."

In determining whether an act constitutes racial harassment, and, therefore, a violation of University policy, the circumstances that pertain to any given incident in its context must be carefully reviewed. Due consideration must be given to the protection of individual rights, freedom of speech, academic freedom, and advocacy. In making this determination, an action should be passed through three tests. The failure of two of three of these tests is sufficient for an action to be deemed racial harassment. The tests are "Speaker/Actor Identifiability," "Educational Mission," and "Informed Intent."

#### A. The "Speaker/Actor Identifiability Test"

To pass this test, offensive speech or actions must originate from an easily identifiable source. A public speech or a signed document are examples of easily identifiable sources that meet the rigors of this test. The University's commitment to create an arena for the free discourse of ideas does not in any way, however, include an implied or stated right to disseminate offensive material from a position of anonymity. Racially offensive graffiti or postering, the defacement of fliers or speaking or acting in a location unseen by the target, are examples of speech or actions that fail this analysis.

#### B. The "Educational Mission Test"

To meet this requirement, a speech or action must be able to be deemed by a neutral observer to contribute in some way to the educational mission of the University. In making this judgment, the broadest possible definition of this concept must be allowed. Under no circumstances, however, can the use of "fighting words," or their equivalents, be used, except as part of the educational mission. Their operative use fails this analysis.

#### C. The "Informed Intent Test"

The final test in the process requires the offender to be aware of the negative response that his or her activities generate or have generated. If it is found that an offender knew or should have known that his or her actions would cause offense to a specific individual or group, then he or she fails this test. It should be noted that an individual can only pass this test once for a given action. Once the offensiveness of it is explained to the offender, he or she automatically becomes "informed" under this analysis.

When the offender in question is a University-sanctioned organization, including, but not limited to, a fraternity or sorority, a warning to one group under the aegis of a larger University body constitutes a warning to the entire umbrella organization. In the example cited above, for instance, a warning to one fraternity constitutes a warning to the entire membership of the Greek system.

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The failure of two of these three tests 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.

—Jeffrey S. Jacobson, C'92; Drafted December 4, 1990

*The President's Committee on University Life published its report For Comment in Almanac October 16, 1990. The report was discussed at the University Council November 14. Immediately below are comments by member of the committee, and beginning at right is a summary of the November 14 discussion prepared by the Secretary of Council.*

## Comments on the Report of the Committee on University Life

The recent report on University life was the product of a large and diverse committee which made contributions individually and in small groups over a period of more than a year. The report obviously took a great deal of time and effort to prepare, but it could hardly be expected to represent the views of all the participants, let alone their respective contributions.

As one of those participants, I find myself compelled to make comments on several points made in the report. These should not necessarily be taken as dissent from the report, much of which I find admirable, but as elaborations of contrasting points of view in a few areas.

The first comment has to do with the idea of pluralism. I do not join in the "request that each Faculty within the University study its curriculum, asking if it is consistent with the principles of pluralism, and if not, how it might be brought closer to such an ideal." I certainly support what I assume to be the spirit of this request: that inappropriate biases, racial, cultural, sexual, and otherwise, have no place in the curricula or any other parts of the University. However, I would hate to propagate the idea that curricula should serve to promote or safeguard someone's concept of the principles of pluralism, whatever this may mean. To my mind the function of the curricula should be to discover and disseminate the most significant knowledge available about God, man, and the universe.

If some curricula are found, after proper analysis, to be "still focused on the achievements of white men of European origins" (WMOEO's) and to be excluding significant knowledge from other sources, then for goodness' sake, let's expose them for their biases. But let's be specific, not general. If someone knows of subject matter of any kind which should be placed on the same level as something arising from those dreaded WMOEO's and isn't being considered in a curriculum, then let it be brought forward so that it can be judged openly and objectively. Let us not search out non-WMOEO-based achievements, however, just to give some kind of balance to the curricula in the name of the principles of pluralism or any other purely social goal, however worthy.

The report also seems to me to convey the impression that the University is generally remiss in ensuring that equal opportunities for faculty positions are available to women and minorities. I would need much more hard information about that before I could support such a suggestion. This would require a study of an extended nature and the supporting staff to carry it out, neither of which were available to this committee, as far as I know. I do know that the exact opposite is true in SEAS and has been for decades. The SEAS administration has been going to incredible lengths to recruit and retain minority faculty. It would be preposterous to suggest that more should be done. The record on recruiting and retaining women faculty is also superb. My own Department has added five new faculty in the past decade, and two have been women. I must say that whether

any one of these new additions was male or female was purely coincidental. We merely endeavored to find the very best people for each position, and two of them happened to be women. I hope that no one is suggesting that we should have behaved differently. The real issue should be: are women and minorities being given equal opportunities in all ways throughout the University. If not, let's expose the problems and correct them. Mere tables of numbers are not sufficient evidence of a problem which has a short-term solution. Until a proper analysis has been done, I would not be able to judge whether we should be congratulating ourselves for our excellent performance in this area or the opposite.

In another part of the report it is stated that the Committee has the impression that Penn's transformation into a major research University has resulted in a decrease in faculty attention to, and participation in, classroom teaching. I do not share that impression, simply because I do not know what the facts are in this issue. To determine them would require an analysis which has not yet been done. I am sure that many of us could cite examples of faculty who neglect teaching so as to concentrate on research or other activities, but what fraction of our faculty do this, and is it always unjustified? We must remember that sponsored research, and some other activities, bring in income which can be (and is) used to support faculty expansion, which, in turn, allows a lower teaching load per faculty member (e.g., so that the research can be done). It is important to raise the question of whether and to what extent this system is being abused. Also, we should ask how we compare to other research universities, and is there any way to change the system, short of becoming a non-research university. A casual reading of the report may give someone the impression that the answers to these questions are known.

My final reservation has to do with fraternities. We have to remember that, when the fraternity houses on Locust Walk were built, they were sited on Locust Street, which was outside the main campus. Many of them were quite expensive to build, and they would be frightfully expensive now to replace in another location. Clearly, if the campus had its present size long ago, these houses would have been built elsewhere. But before one seriously recommends moving the fraternities off the Walk, one has first to find a suitable alternative location and then to raise the millions of dollars it would take to build structures of comparable size and quality. Is this really the way the University should spend its scarce resources? Can anyone seriously imagine donors giving large sums of money for this purpose? I would rather want to make a systematic analysis of the weaknesses and strengths of the present condition and then make a sustained effort to turn what many see as a liability into an asset. Until such an effort has been made, it is, in my judgement, futile and naive to recommend removal of the fraternities from the Walk.

—Charles J. McMahon, Jr.

### At the November Council Meeting

*(based on minutes of the Secretary)*

Professor Faust made the following comments:

A. The mission statement is an important part of the achievement of the report.

B. The three subcommittees were: Diversity—Professor Barbara Lowery (chair); Faculty and Student Interaction—Professor Robert Lucid (chair); and University and Community—Professor Jere Behrman (chair).

C. The report concluded that the University is a very different place than it was a generation ago and the University should be praised for this fact since it is a difficult task to change ourselves.

D. Pluralism necessitates mobilization of differences and similarities and the inconsistencies are a source of tension. Schools are urged to make inquiries about whether the curriculum serves pluralism and the common commitment to learning.

E. Current physical space reflects a much older University so consideration needs to be given to such facilities transformation as diversifying Locust Walk, redesigning immovable desks in classrooms and reshaping residential space.

F. Interactions of faculty and administrators with staff have revealed a level of "incivility to staff beyond imagining."

G. Security measures need greater integration and coordination.

H. The University is tax exempt because of its mission of service.

Professor Faust asked that the Council discussion focus on staff relations and on the issue of diversity vs. pluralism. [Comment followed:]

**Staff Relations:** Professor R.E. Davies urged that there be a new grievance committee for A-3s similar to the Faculty Senate Committee on Conduct. Mr. Miller added that the A-3 staff office would be helpful and that the A-3 Assembly needed revitalization in part so there could be a legitimate authority to appoint A-3s to committees. He wondered if A-3s feel that involvement in University issues might jeopardize job status. He added that voices that are not heard loudly also deserve consideration and we need to all be more sensitive to privileges and advantages.

Professor Shoemaker said she had noticed that many A-3s cannot use their tuition benefits since their supervisors will not release them to attend classes. Ms. Yeager added that the economic status of A-3 women needs to be aided with day care, time sharing, and flex time programs. She also expressed commendation for the process used in producing the report. Ms. Morris commented that staff are not seen as "intellectuals" and are not invited to join programs.

**Diversity vs. Pluralism:** Professor Tomazinis spoke against "cultural relativism" and suggested that community means global community. He added that we should have the desire to learn what is new since each of us is,



deep in our heart, an intellectual person or we would not be able to justify our stay at the University.

Professor Crockett said that although the University seeks intellectual excellence, the curriculum is still parochial and does not always recognize that increasingly power and resources belong to people of other cultures. She then recommended that a living and learning program be developed for the Castle.

Ms. Harris urged consideration of a Council committee on pluralism and said the UA would address the recommendation of the report. Mr. Singer added that the report indicated the University is "sick", and he expressed the hope that the Vice Provost for University Life would be asked to implement appropriate "remedies."

Professor Bogert asked about support for minority graduate students in addition to the Fontaine Fellowships.

Professor Delluva expressed deep admiration for the report and said that the background information was helpful to the Safety and Security Committee. She urged civility in the treatment of staff.

Dr. Dennis said that he found the vocabulary and the intellectual substance of the report helpful in making the transition from diversity to pluralism.

Mr. Goldstein asked if any society has ever achieved pluralism. He mentioned the melting pot and ethnic tensions as part of the American experience. Mr. Holdad added that pluralism asks us all to engage in a realistic form of understanding.

Ms. Garfinkel said that as an undergraduate at Penn, she had not been exposed to situations that had encouraged diversity; that students tend to stay together with others who are like them. She urged that we look toward a model of pluralism as defined in the report. Using the example of Locust Walk, she suggested that small residential groupings should be diverse within themselves and should not follow the homogeneous model that fraternities provide.

Mr. Youderian suggested that Hill House concentrate on pluralism on a small scale. Professor Faust added that attaining pluralism

must be an ongoing process.

Ms. Poss noted that the University is a place where anybody can come so there is a diversity of socio-economic groups. President Hackney added that the University is like a stew which brings together people from diverse backgrounds. He continued that you can still recognize the carrot and the potato but they gain flavor from each other. Professor Tomazinis suggested that we should celebrate the individual if we are going to work together.

Ms. Harris suggested a possible living and learning program in the Castle and Dr. Morrison said the Locust Walk Committee was addressing how does one create a viable residential community. Mr. Singer asked President Hackney if he had the "power" to put a living and learning community in the Castle and president replied that he did not choose to do so at this time. Ms. Garfinkel commented about the lack of communal space available to most students and the fact that the castle had living space, dining space and social space within one facility.

Mr. Meunier spoke on behalf of the Progressive Student Alliance concerning the "hypocrisy" of trying to diversify Locust Walk when the fraternities remained. Mr. Porter and Professor R.E. Davies then spoke about fraternity violence, felonies, and bad behavior.

President Hackney restated that he thought it was possible to accomplish diversification without moving fraternities since there are blank spaces, the Bookstore is going to the Campus Center and is possible to double and triple the number of students living Locust Walk. Mr. Holdad said that he was one of many who enjoyed the planned and beautiful nature of Locust Walk as it now is.

Mr. Lloyd spoke "on behalf of those not here" who agree with President Hackney that it would be more divisive than helpful to relocate fraternities.

Professor Phillips said that the Steering Committee would monitor the future consideration and implementation of the report of the Committee on University Life.

—Duncan Van Dusen

## From the University Police:

### Steer Clear of Parking Tickets

After the year-end Break the University Police Department will be issuing city traffic violations reports for parking violations. University traffic tickets will become a thing of the past. No longer will the honor system be in effect. The city traffic tickets will have some bite and will be administered through the Philadelphia Parking Authority. The fines will range from \$15 to \$100 depending upon the violation. Fines not paid within eight days will be assessed an additional \$23 in penalties. Once an auto has accumulated six or more unpaid traffic tickets the auto will be "booted" on sight.

Campus Police Officers will be enforcing in the same areas they currently enforce. They will, however, enforce on the street where an automobile is impeding the flow of traffic.

The issuance of Philadelphia traffic violation reports will cut down on illegal parking on University property and improve the parking and driving conditions on campus. If you have any questions regarding the new parking tickets call the University Police at 898-7297.

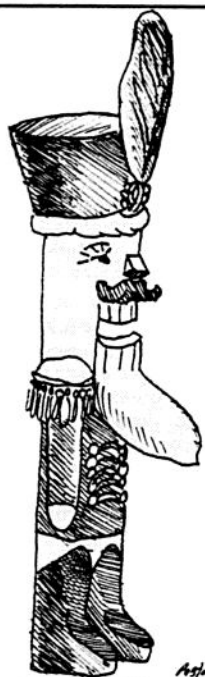
—Capt. John H. Richardson  
University Police Department

### Coupons for Campus Dining

Dining Service now offers coupon booklets containing meal tickets for faculty and staff members. The coupon books have 10 or 25 tickets and allow purchasers to eat breakfast, lunch or dinner at any of the 5 dining halls on campus (Stouffer, Hill House, King's Court/English House, 1920 Commons and Law Dining). Prices are as follows:

Booklet of 10	Booklet of 25
Breakfast \$32	Breakfast \$82
Lunch \$56	Lunch \$132
Dinner \$94	Dinner \$230

Tickets can be purchased at the Dining Services office, Room 323A, 3401 Walnut Street, 9 a.m.-5 p.m., with a PennCard. For further information call Ext. 8-7585.



## Penn Plus: The Nutcracker and Other Holiday Discounts

For faculty and staff, Penn Plus has discounted tickets to the entertainments below. Open 9 a.m.-4 p.m. Monday-Friday. It accepts cash or checks/money orders made payable to Trustees of the University of Pennsylvania. Tickets cannot be held unless full payment has been received, and all ticket sales are handled on a first-come, first-served basis. One may call Ext. 8-7517 to ensure that the preferred tickets are still available. Penn I.D. is required.

**Ice Hockey—Flyers vs. Islanders:** Thursday, December 13, 7:35 p.m.; The Spectrum, upper level; Penn Plus price is \$15.

**The Nutcracker:** Friday, December 14, 7 p.m.; The Academy of Music, balcony; Penn Plus price is \$34—regular price is \$37.

**Lord of the Rings:** Thursday, December 27, 2 p.m.; Annenberg Center; Penn Plus price is \$20 for adults, \$12 for children—regular price is \$24 for adults and \$12 for children.

**Walt Disney's World on Ice:** Saturday, December 29, 11 a.m.; The Spectrum, lower level; Penn Plus price is \$12.50—regular price is \$13.50.

**Garden Passport:** provides admission to area gardens in the area including Longwood Gardens, Morris Arboretum, Winterthur, the Hagley Museum, Tyler Arboretum, Haverford and Swarthmore Colleges' Arboretum programs and many more; Penn Plus price is \$5.50—regular price is \$7.95.

**From the  
Secretary of the University:**

**Notes on Leaving Penn**

I have had an opportunity to view Penn from many perspectives during the past decade, or, indeed, over the past twenty-five years. The varied forms and colors of the campus took on different shapes depending on my vantage point, and I came to realize that there are many ways to interpret so complex an institution as a university. As E.H. Gombrich has said, "no image can represent more than certain aspects of its prototype." As a student, teacher, writer, administrator, I found that the picture I saw invariably had to be supplemented to be understood. It was necessary to learn the grammar of the academy, its conventions, to even begin to make sense of the ambiguities one found everywhere on campus.

Since I am leaving a rather broad paper trail, others will divine when I saw truly and when I imagined incorrectly. The University is surely a construct fashioned by all of us who have invested, are investing, and will invest a portion of our lives in it. But Penn is not that only. It has its own inner life and inner resources independent of contemporary enthusiasms and current undertakings. The learning that occurs here is the heart of the matter whether it takes place in the laboratory or the library, the classroom or the college house, on Franklin Field or on Locust Walk, at a hospital bedside or in the Zellerbach Theater.

I believe the shaping of intellect and of character must go hand in hand. If, to paraphrase not Ben Franklin but Noah Parker, we would impart better tastes and higher aims to our students, we must also teach them to despise intellectual and moral shams else we will have failed to make them "fit for the world," whatever "scrapes and details" they imbibe here. You are all part of the educational enterprise. I am sure you recognize your interdependence even as you delight in particular identification with one or another school or unit and even as you cherish the special independence that is yours as members of an academic community.

The time has come for me to take what I learned here and go west, a few miles west, to St. David's. One lesson is the central lesson about perspective: despite the wonders of computer and satellite technology, I cannot see around corners. So keep talking, keep up the marvelous discourse that distinguishes universities and I will keep listening. My work at the Annenberg Foundation will be to try to make a difference, and I hope I can. Thank you for your friendship and for your prayers and good wishes.

— Mary Ann Meyers

**Up, Up and Away—  
Penn's Way**



Penn people are coming through in a record numbers this year, said Dr. Barbara Butterfield, chair of the United Way/Penn's Way campaign. By presstime Monday, 90.74% of the \$300,000 goal had been pledged by 3,364 givers. In return, Rosenbluth Travel has put up a grand prize to be raffled off at campaign's end.

# GRAND PRIZE

## Two Round Trip Tickets Anywhere In The Continental U.S.

From Palm Beach to San Francisco to Salt Lake City, you could be vacationing in style as the winner of the Penn's Way/United Way grand prize drawing, compliments of Rosenbluth Travel.

Whether your holiday destination is the sandy beach or a snowy slope, you'll have the warm feeling that comes from helping others and contributing to positive change in your community.

Time is running out for the 1990 campaign, so please take the time right now to complete the campaign materials and make a contribution to the charities most important to you. Donations received by December 14 qualify for the grand prize drawing.



*Let's all be winners - - by helping to build a better world.*

# Penn's Way / United Way

*Artwork here is from the campaign committee and is not a paid advertisement.—Ed.*

### Penn's Way/United Way Prize Winners in Mid-Campaign Drawings

Margaret Addario, Electrical Engineering, \$25 gift certificate to Benetton.  
Dr. Gary H. Cohen, Dental School, mini-vacation for two at Penn Tower Hotel.  
Michael Colleluori, Residential Maintenance, fireman's watch from Bernie Robbins Jewelers.  
Dennis Deegan, Hospitality Services, \$50 gift certificate to the Penn Book Store.  
Dr. Donald Fitts, Chemistry, lunch for two at the Hourglass (Faculty Club).  
John Kinney, Admissions, free parking from January 1 through August 31, 1991.  
Elizabeth O'Brien, General Counsel's Office, lunch for four at Beijing Restaurant.  
Dorothy Pastore, CEBS Program at Wharton, lunch for two at Le Bus.  
Dr. Willys Kent Silvers, Human Genetics, Medical School, a ladies watch.

# Update

## DECEMBER AT PENN

### FITNESS AND LEARNING

**12 Sobriety I: Less Than 18 Months In Recovery;** on-going weekly support group addresses the struggles and challenges of maintaining

sobriety from drug and alcohol addictions; Barbara Gilin and Nancy Madonna, F/SAP counselors; noon-1 p.m., Room 301, Houston Hall (Faculty/Staff Assistance Program). Also December 19.

**13 Talking With Your Hands: The Fun of American Sign Language;** workshop demonstrates basic sign language skills that are needed to communicate with a deaf person; Karen Pollack, coordinator of Child Care Resource Network; noon-1 p.m., Harrison Room, Houston Hall (Faculty/Staff Assistance Program).

**18 Caregivers Support Group;** on-going support group for individuals caring for an elderly relative; noon-1 p.m., Room 301, Houston Hall (Faculty/Staff Assistance Program).

### SPECIAL EVENTS

**17 Holiday Office Luncheon Buffet;** \$11.50 plus 18% service charge; 11 a.m.-1:30 p.m., Alumni Hall, Faculty Club. Reservations: Ext: 8-4618. Also, December 18 & 19.

### TALKS

**12 The Molecular Basis of Malignancy;** William Lee, hematology/oncology/HUP; 11 a.m.-noon, Medical Alumni Hall, 1 Maloney, (General Internal Medicine).

**13 University-Community Relationships: Penn's Increasing Engagement in West Philadelphia as a Strategy for Advancing Research, Teaching and Service;** Ira Harkavy, director, Penn Program for Public Service; 9-10 a.m., 313 Nursing Education Building (Gen Internal Med).

**14 Management of Acute MI;** Steven Brady, cardiology/HUP; noon-1 p.m., Agnew-Grice Conference Room, 2 Dulles, (Gen Internal Med).

**17 Biochemical and Functional Properties of Somatostatin Receptors;** Terry Reisine, pharmacology; noon, Pharmacology Seminar Room M100-101, John Morgan Building (Department of Pharmacology).

**HMO Incentives at Second Glance;** Alan Hillman, medicine, /HUP; noon-1 p.m., Ralston House, 2nd Floor Conference Room (Gen Internal Med).

**Marketplace Correlates of Nursing Home Staffing and Clinical Practices;** Jacqueline Zinn, assistant professor, Temple University School of Business; 12-1 p.m., 2nd Floor, Ralston Penn Center (Gen Internal Med).

**19 Research in Emergency Medicine;** Bill Spivey, Medical College of Pennsylvania; 8:30-9:30 a.m., E.R. Conference Room, Gr. Silverstein (Gen Internal Med).

**Approach to the Patient with Gallstones;** Peter Malet, gastrointestinal section/HUP; 11-noon, Medical Alumni Hall, 1 Maloney (Gen Internal Med).

**20 Human Papilloma Virus Infection and Cervical Neoplasia;** Marck Shiffman, Environmental Epidemiology Branch/National Cancer Institute; 9-10 a.m., Room 313, Nursing Education Building (Gen Internal Med).

**Consult Service;** Brock Eide, Margaret Lancefield; 12-1 p.m., General Medicine Conference Room, 3 Silverstein, HUP (General Internal Medicine).

**Deadline:** February at Penn: January 15.

## Almanac

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## University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against the person, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between December 3, 1990, and December 9, 1990.

**Totals:** Crimes Against Persons-1, Thefts-19, Burglaries-1, Thefts of Auto-3, Attempt Thefts of Auto-0

Date	Time	Location	Incident
<b>Crimes Against Persons:</b>			
12/05/90	12:45 AM	100 block 36th	Attempted robbery/PPD at site
<b>32nd to 33rd; South to Walnut</b>			
12/03/90	8:10 AM	Rittenhouse Laboratory	Tools taken
12/03/90	9:29 AM	Paley Footbridge	Handle bars taken from bike
12/04/90	8:27 PM	Lott Tennis Court	Bike taken from rack
12/07/90	3:00 PM	Lot #5	Auto taken
<b>34th to 38th; Civic Center to Hamilton</b>			
12/04/90	9:21 AM	Clinical Research Building	Unattended jacket taken
12/04/90	9:37 AM	Clinical Research Building	Unattended cassette deck taken
12/04/90	10:16 AM	Anat-Chem Wing	Purse & contents taken
12/07/90	5:36 PM	Johnson Pavilion	Unattended wallet taken
<b>33rd to 34th; Spruce to Walnut</b>			
12/03/90	11:55 AM	Chemistry Building	Tapes, calculator, watch taken
12/04/90	5:13 PM	Chemistry Building	Wallet, contents taken
12/05/90	9:08 PM	Hayden Hall	Bike taken
<b>34th to 36th; Spruce to Locust</b>			
12/05/90	4:37 PM	Houston Hall	TV & VCR taken
12/08/90	7:25 PM	Houston Hall	Wallet taken from coat pocket
<b>36th to 37th; Locust to Walnut</b>			
12/06/90	10:28 AM	Christian Association	Christmas tree & wreath taken
12/06/90	10:34 AM	Annenberg Center	Various items taken from office

**Safety Tip:** When waiting to catch a bus or trolley be alert, wait at well-lit stops and if possible join other people at the stop. Have a happy and safe holiday season.

## 18th District Crimes Against Persons Report

Schuylkill River to 49th Street, Market Street to Woodland Avenue  
12:00 AM November 26, 1990 to 11:59 PM December 02, 1990

**Total:** Incidents—18, Arrests—3

Date	Time	Location	Offense/Weapon	Arrests
11/26/90	7:50 PM	4600 Walnut	Robbery/strong-arm	No
11/27/90	4:55 AM	4500 Walnut	Purse Snatch/fists	No
11/28/90	1:16 PM	4643 Pine	Robbery/gun	No
11/28/90	10:44 PM	334 S. 43	Purse Snatch	No
11/29/90	12:27 AM	4623 Larchwood	Robbery/gun	No
11/29/90	6:13 PM	4012 Ludlow	Aggravated Assault/knife	Yes
11/29/90	7:05 PM	3601 Walnut	Robbery/strong-arm	No
11/29/90	8:55 PM	4600 Chestnut	Robbery/gun	No
11/30/90	2:20 AM	200 S. 40	Aggravated Assault/fists	Yes
11/30/90	3:25 AM	4510 Locust	Robbery/gun	No
11/30/90	4:17 PM	4200 Chester	Robbery/strong-arm	No
11/30/90	10:53 PM	4800 Paschall	Robbery/knife	No
12/01/90	1:30 AM	4300 Locust	Robbery/gun	No
12/01/90	12:05 PM	4800 Woodland	Robbery/gun	No
12/02/90	2:00 AM	4600 Market	Robbery/strong-arm	No
12/02/90	2:00 AM	4600 Market	Robbery/strong-arm	No
12/02/90	1:10 AM	4300 Chester	Robbery/gun	Yes
12/02/90	9:50 PM	4700 Chestnut	Robbery/gun	No