

To the University Community:

Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty, administrative and professional staff, and A-3 staff to nominate themselves for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 14 key committees listed here. They are the advisory bodies that will help shape academic/administrative policy, administer certain all-University projects, such as honorary degrees and long-term disability, and assist operations, such as the Book Store and Libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. We encourage faculty and staff who have not previously participated to volunteer so that we can have an appropriate blend of new ideas and experience.

Before submitting your name you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which begin on the following page in this issue of *Almanac*.

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in May. In order that we may meet this deadline we ask you to make your nominations by *January 31, 1991*.

The 1991 Committee on Committees

Vicki Mahaffey (English), *chair*
 John L. Bassani (mechanical engineering)
 Charles E. Benson (microbiology/vet)
 Sol H. Goodgal (microbiology/medicine)
 Laura L. Hayman (nursing)
 Ann E. Mayer (legal studies/Wharton)
 Shoshana N. Schwartz (C'93)
 Michael Goldstein (Wh'92)
 Linda C. Koons (A-1, provost's office)
 Neal A. Hebert (A-3, English)
Ex officio: Louise P. Shoemaker (chair-elect, Faculty Senate)

Committees and Their Work

Book Store Committee considers the purposes of a university bookstore and advises the director on policies, developments, and operations.

Communications Committee has cognizance over the University's communications and public relations activities.

Community Relations Committee advises on the relationship of the University to the surrounding community.

***Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities Committee keeps under review the planning and operation of the University's physical plant and all associated services.

***Honorary Degrees Committee** does most of its work, intensively, during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

***International Programs Committee** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

Library Committee is advisory to the director of libraries on policies, development and operations.

Personnel Benefits Committee deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics Committee has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security Committee considers and recommends the means to improve safety and security on the campus.

Student Affairs Committee has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards Committee evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department; all of its work is done, intensively, in October.

Undergraduate Admissions and Financial Aid Committee has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

* Open to faculty only. One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 College Hall/6382

Committee _____
 Candidate _____
 Title or Position _____
 Campus Address _____

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Year-End Reports of Council and Independent Committees 1989-90

Council Committee Reports

Bookstore	III
Communications	III
Community Relations.....	III
Facilities	IV
International Programs	IV
Library	VI
Personal Benefits	VI
Recreation and Intercollegiate Athletics	VI
Research	VII
Safety and Security	VII
Student Affairs	VII
Undergraduate Admissions and Financial Aid	VII

Independent Committee Reports

Long Term Total Disability	VIII
Honorary Degrees	VIII
Open Expression	VIII
Student Fulbright Awards	VIII

Year-End Reports of Council and Independent Committees

Council Committee Reports

Bookstore

The Bookstore Committee met several times during the year with most members regularly participating. At our second meeting Elizabeth Tuft, director of the Bookstore, announced her resignation from her position. The committee continued with the active participation of Michael Knezic, acting director, who was later named director.

The committee discussed current financial reports, marketing strategies such as catalogs and mailing lists, the results of the customer service survey, and plans for the new campus center. The problem of expediting professors' orders was addressed and the idea of a voicemail system is being explored.

The committee also heard from the managers of the Bookstore's Trade and Textbooks departments who explained current procedures, answered our questions, and discussed possibilities for the future.

Members of the committee this year felt that we learned much about the operations of the Bookstore. The Director of the Bookstore felt that he, too, learned from our perceptions, suggestions, and experiences. Mr. Knezic is to be thanked for his enthusiastic response to the committee and for providing us with all the information we requested.

The committee hopes to build on what we have learned, to continue to keep abreast of the situation, to offer ideas and suggestions, and to assist in any other way that we can.

—Lenore R. Wilkas, Chair

Communications

The University Council Bylaws state:

"The Committee on Communications shall have cognizance over the University's communications and public relations activities. In particular, it shall monitor the University's internal communications, the operations of the News Bureau and Publications Office, communications to alumni, and the interpretation of the University to its many constituencies."

This year the committee reviewed four agenda items in four meetings. The library's computer system was reviewed and the committee recommended every effort be made so that the library's computer system be more integrated into the other computer systems on campus. The committee also recommended that an attempt be made to make E-mail services more available so communication on campus can be improved. The telephone system was considered and some recommendations now being implemented were made. The administration, in response to a committee resolution, reopened the Funderberg Information Center before the May celebrations of the 250th anniversary.

The principal open agenda item remains finding ways to make PennNet more accessible to the University community so it can be even more useful. The committee plans to work with the vice provost for computer and information services to assist in accomplishing this goal.

—John F. Lubin, Chair

Community Relations

The Community Relations Committee has continued its tradition of promoting better university-community relations by its hands-on participation in program activities and deliberations on university community policy. Discussing the issue of community boundaries the committee concluded that there was no single boundary and elected to define our community as a variety of areas affected by University of Pennsylvania activities at different levels with different intensities. We also recognized that most of our daily interactions occur with people in our immediate vicinity. We share many common concerns with our surrounding neighbors such as safety, parking, clean streets, recreation, cultural activities, housing, etc., and we are committed to working together to explore common solutions.

Our primary objectives for the year were: 1. to continue to use the Community Breakfast Program to promote university-community relations 2. to develop new initiatives to improve communications between the university and the community and 3. to devise programs to expand faculty and staff housing as a means of stimulating cultural and intellectual activity in West Philadelphia.

The Community Breakfast Program has been an extremely successful vehicle for the discussion of topics of common concern to the university and the community. The breakfasts were organized by a sub-committee with the assistance of the director of the Office of Community Relations, Cheryl Hopkins. Members of the community and community organizations are invited to a breakfast discussion in which a panel of knowledgeable faculty and staff and leaders in the community present an analysis of a topic of common interest. This past year the program focused on three very relevant issues: Community Nuisances, Employment and Unemployment in West Philadelphia, and Working Together to Fight Crime in West Philadelphia. We were gratified to learn that as a result of our forum we contributed to the closing of a community nuisance "The Good Times Cafe", which has been a troublesome thorn in a local community for many years.

The community breakfasts have been very effective in bringing together individuals from the university and the community and promoting better relations. On the other hand, the committee felt that within the breakfast format, due to time limitations, it was difficult to engage in extended discussion or to plan effective follow-up for proposals suggested during the meeting. To address this issue the sub-committee on community interaction chaired by Don Cunnigen recommended that the committee sponsor several day-long retreats that could focus in some depth on specific topics of concern to the community. There would be sufficient time for an exchange of views on a subject that required more intensive examination than that available for the breakfast program. In addition, the program would provide time for planning and development of proposals. A pilot retreat is currently being planned.

The Community Relations Committee in 1988-89 organized a sub-committee on Mutual-Awareness whose main objective was to sample attitudes of individuals in the community to ascertain how they perceived the university and its role in the community. The committee report was prepared over the summer of 1989 and presented to the committee by the chair Richard Caputo on February 12, 1990. The results were obtained from a telephone survey of two groups, individuals affiliated or not-affiliated with the university. The report underscores the community's major preoccupation with crime with both affiliates and non-affiliates expressing concern. Many non-affiliates are also looking for leadership to improve child care as well as fighting crime and drugs in the area. Both groups were interested in volunteering time for community service but they were not clear about how this could be done. The report highlights areas of mutual concern as well as the need for an apparatus for stimulating involvement of individuals in projects to serve community interests. The sub-committee report will be submitted to University Council for discussion during 1990-1991.

The University of Pennsylvania faculty is largely a commuting faculty, only about 20% actually live in West Philadelphia and Center City. About 15 years ago a sub-committee of the Community Relations Committee recommended the construction of faculty and staff housing on the site now occupied by The Shops at Penn. After architect drawings and cost estimates were completed the proposal was dropped by the administration for reasons that are still not clear. Since then there have been a number of discussions aimed at the promotion of faculty-staff housing, but no concrete proposals were initiated. During the past year, with the assistance of the committee, the administration has begun to explore the junior faculty and staff need for rental housing. The administration is considering setting aside rental units owned by the university for junior faculty and senior research personnel. If sufficient demand were indicated the program could be expanded. Other initiatives to

encourage development of local housing for all university employees is under discussion. This is a small but significant effort. We should bear in mind that the University Mortgage Program which started as a modest effort is now extensively utilized by faculty and staff to purchase homes in West Philadelphia. It is perhaps worth noting that the Mortgage Program has been in effect for more than 20 years without any monetary loss to the university. What is needed is a comprehensive analysis of housing needs of members of the university, and, if warranted, the construction of additional housing or modification of existing units to meet those needs.

The committee wishes to express our deep appreciation to President Hackney for his continued encouragement and support for good community relations and his recognition of a university's responsibility to provide service to our society.

—Sol Goodgal, Chair

Facilities

During the 1989-90 academic year the Committee held nine meetings in which many and varied problems were discussed. Topics for discussion included asbestos, bicycles, the campus center, energy, landscaping, parking and pets on campus. The Committee suggested that next year's committee should look seriously into the facilities management of the Medical Center and how it relates physically to the rest of campus.

The complete facilities report was published in Almanac November 13, 1990, as presented by the chair, Walter Bonner.—Ed.

International Programs

The Committee's major agenda items during the 1989-1990 academic year included:

1. consultation concerning the significantly expanded orientation procedures conducted by the Office of International Programs (OIP) for international students and Visiting Scholars;
2. promoting fuller integration of Visiting Scholars into the mainstream of University life;
3. monitoring the sometimes precarious legal status of Burmese, Chinese (PRC), and other international students whose academic standing is in jeopardy because of political instability within their own countries;
4. expanding formal University linkage programs with other world class universities and research institutions; and,
5. advocating for the relocation of the OIP to larger, more centrally located, quarters.

I. International Students' Orientation

The University continues to receive an increasing number of international students and scholars. The 1989-90 enrollment of 2778 international students from 108 countries represents a 4.5 percent increase over the preceding year. During the past year, international students made up seven percent of all undergraduate students and 18 percent of all graduate and professional students. Overall, more than 12 percent of all full-time students enrolled at the University are from countries other than the United States.¹ In the five-year period since 1985-86 the foreign students enrollment at Penn has increased by almost 30 percent. (Detailed statistics on international student enrollment at the University for 1989-90 are contained in Appendices A and B—*Almanac* May 29, 1990).

Nationwide, Penn ranks fourth among private institutions and ninth among all post-secondary institutions in international student enrollment. Among the Ivy institutions, Penn has the largest total enrollment of international students, ranking first in international undergraduate enrollments and fourth in international graduate enrollments.

The concentration of such a large number of international students on the campus has imposed significantly expanded responsibilities on the OIP. The responsibilities range from pre-arrival correspondence with

international students, attending to visa arrangements, assisting with student communications with virtually all academic units and departments of the University, as well as OIP communications with the University's various student support centers (e.g., housing, health care, etc.). The OIP responsibilities continue with orientation of international students to Penn and the Philadelphia community after their arrival at the University. Students maintain an on-going relationship with an OIP advisor throughout the duration of their residence at the University.

During the past year, the OIP introduced a significantly expanded orientation program for international students and scholars. The components of this program included: publication of a revised *Handbook for Foreign Students and Scholars*; publication of a new booklet, *Living in Philadelphia: A Guide to Housing in Philadelphia for Foreign Students and Scholars*; the appointment of an orientation coordinator and five to eight orientation assistants; an extended period of orientation, with many programs being repeated over several weeks; and an orientation emphasis on safe and secure housing, personal safety, and adequate health insurance. The OIP also arranged for the temporary housing in University residences of international students who arrived prior to the official "move-in" dates.

The expanded approach to orientation was judged to have been highly successful. On the basis of the past year's experience, the Committee recommended that the approach be carried forward in future years. Supplemental funding will need to be provided to the OIP to cover the costs of the orientation coordinator and assistants.

II. Visiting Scholars

Through a variety of administrative and fiscal arrangements, the University succeeds each year in attracting nearly 700 Visiting Scholars from 60 countries (detailed statistics concerning Visiting Scholars for 1989-90 are contained in Appendices C and D on the next page).

Though functioning primarily as teachers and researchers associated within particular schools or departments of the University, Visiting Scholars also contribute to University life in a variety of other ways, e.g., as guest lecturers to other areas of the University, as consultants to Penn faculty members and, not infrequently, as consulting advisors to students. Some Visiting Scholars also become active in the Philadelphia community where they are asked to give lectures or to meet with groups of ex-patriots. Other scholars serve as consultants to area research and academic institutions. Penn also has been fortunate in having many scholars, on their return home, serve as "good will ambassadors" in promoting the University's international research and educational efforts.

The OIP shares major responsibility with the University's hosting units for facilitating the processing of visas and for the general orientation of scholars. The OIP maintains relationships with scholars throughout their stay at the University and, often, the OIP is asked to assist scholars with the location of suitable housing, health insurance, child care arrangements, and the like. As appropriate, the OIP also seeks to help hosting departments integrate Visiting Scholars more fully into the mainstream of University life.

During the past year the committee assisted the OIP in developing a more coherent approach for responding to the orientation and integration needs of Visiting Scholars. The committee obtained a supplemental grant from the Provost for the OIP, for example, to publish a new handbook relating to the hiring and hosting of scholars from abroad. The handbook will be published in Fall 1990 and will provide Deans, Department Chairs, and other official hosts with detailed information concerning invitation and visa requirements, necessary pre- and post-arrival communications, housing arrangements, general orientation procedures, and general policies and procedures of the University relating to library access, photocopy services, parking, child care services and the like.

The Committee also assisted the OIP in securing a second supplemental grant from the Provost for the purpose of hosting a second "Provost's Reception for Foreign Scholars" each year beginning AY 1990-1991.

In cooperation with the student group, *Connaisance*, four University-wide lecture series for Visiting Scholars will commence with AY 1990-1991: in the Humanities, Social Sciences, Physical Sciences, and the Biomedical Sciences. The OIP will assist *Connaisance* in the identification of appropriate persons for the series. The OIP will also continu-

¹Office of International Programs. 1990. *Annual Reports for 1988-89 and 1989-90*.

ously survey new Visiting Scholars upon their arrival on campus to determine their interest in serving as resource persons to the larger University. The names, countries of origin, and areas of research interest of scholars who are willing to contribute to the University in this way will be published at regular intervals in the OIP monthly newsletter, *The International Dimension*. Other outlets for sharing this information with the wider University (e.g., via *Almanac*, *Compass*, etc.) will be explored by the Committee during the next academic year.

Further, renewed efforts were made during the year for the inclusion of Visiting Scholars in faculty holiday celebrations, student association and nationality club activities, host family arrangements, and other activities that contributed to a reduction of the social isolation that many scholars report experiencing while in residence at the University.

III. Legal Standing of Certain Groups of International Students

The academic status of selected groups of international students is sometimes jeopardized by political conditions in their home country. Recent events in Myanmar (previously Burma) and China highlight the difficult politico-legal situation in which these students, and the University, find themselves.

While obviously bound by federal and state laws affecting these students, the University, through the OIP, seeks to do everything legally possible to assist these students with the completion of their education. Sometimes this has required case by case legal action; in other situations, Penn has joined with other educational institutions in pressing for changes in public policy that would allow these students to remain on campus.

The Committee will continue to monitor these difficult situations; as appropriate, timely reports will be made to the full Council concerning a range of protective actions that might be needed from time to time for selected groups of international students.

IV. Expanding International Linkage Programs

The University maintains programs of educational and research exchanges with nearly 30 universities worldwide. Dozens more international exchange programs are known to exist between various University departments and counterpart departments in other countries. The Committee feels strongly that such arrangements add appreciably to the University's pool of research and educational resources.

Recent explorations by the Provost to establish additional programs of University-wide educational and research exchange with world-class universities were strongly supported by the Committee.

A major agenda item for the Committee in the next academic year will be to inventory and review the substance of the University's existing and emerging agreements with foreign universities.

V. Relocation of OIP

The current inadequate space situation for the OIP in Bennett Hall has reached a critical point. The increase in numbers of international students and Visiting Scholars, combined with the growth of international linkage programs, has resulted in a constantly overcrowded office situation. Further, the OIP lacks an adequate lounge for students and scholars to mix with one another and, at present, the OIP director's office doubles as a committee meeting space. The space currently allocated for the OIP international University reference collection is hopelessly inadequate.

During the past year, the Committee reviewed and strongly supported the OIP's request that it be relocated to a considerably larger space in the new Campus Center. The Committee also supported OIP's request that a lounge for international students be included in the plans for the Campus Center; as possible, the Committee also supports the relocation of the University's many nationality clubs to a common, more centrally located area of the campus.

—Richard Estes, Chair

Foreign Scholars at the University of Pennsylvania Academic Year 1989-90 Country of Citizenship

Argentina	7	Japan	111
Australia	10	Kenya	1
Austria	2	Korea	15
Bangladesh	1	Lebanon	1
Belgium	4	Malaysia	1
Brazil	14	Mexico	6
Canada	27	Morocco	2
Chile	1	Netherlands	6
China	149	New Zealand	3
Colombia	4	Nigeria	7
Czechoslovakia	3	Norway	2
Denmark	1	Pakistan	2
Ecuador	1	Peru	1
Egypt	8	Philippines	3
Finland	2	Poland	15
France	19	Portugal	2
Germany	21	Saudi Arabia	1
Ghana	1	Singapore	2
Greece	4	South Africa	5
Guatemala	1	Spain	11
Hong Kong	2	Sweden	6
Hungary	27	Switzerland	2
Iceland	1	Taiwan	5
India	45	Thailand	3
Iran	5	Trinidad/Tobago	1
Iraq	1	Turkey	2
Ireland	8	USSR	6
Israel	14	United Kingdom	33
Italy	1	Venezuela	1
Ivory Coast	1	Yugoslavia	5

Foreign Scholars at the University of Pennsylvania Academic Year 1989-90 Academic Affiliation

School of Medicine	259
School of Arts and Sciences	155
School of Engineering and Applied Sciences	46
Wharton School	40
School of Veterinary Medicine	39
School of Dental Medicine	26
Graduate School of Fine Arts	10
Law School	6
Graduate School of Education	3
Annenberg School of Communications	3
School of Social Work	3
School of Nursing	1
University Museum	2
Radiation Safety Office	1
Van Pelt Library	1
Hospital of the University of Pennsylvania*	25
Children's Hospital of Philadelphia*	24
Monell Chemical Senses Center	9
Scheie Eye Institute	3
Graduate Hospital	2
Pennsylvania Hospital	2
Graduate Hospital	1

Total

661

*The figures for the School of Medicine, HUP and CHOP (as well as the affiliated hospitals) do not include those foreign nationals affiliated with the institute for the purpose of graduate medical training.

Appendices to International Programs: Two appendices appear at right. Omitted here are data previously published in the *International Programs Annual Report*, *Almanac* May 19, 1990, including Appendices A and B, *Foreign Students: Listing by Citizenship, 1989-1990* and *Foreign Students: School Affiliation, 1989-1990*.—Ed.

Library

The full report was published in *Almanac* November 27, 1990. It began with an official summary, below.—Ed.

Executive Summary

Over the past sixty years, the Library of the University of Pennsylvania has been allowed to decline from what was clearly a library of a quality befitting a top rank university, to what is now, good as it is, a library of the second or possibly third rank. We view this with alarm, as we cannot hope to maintain and improve our position among the great research institutions of the world should this trend not be dramatically reversed, nor can the University of Pennsylvania continue to fulfill its obligations to the future.

The cause of this decline is easily identified: relative to the rate of growth of information, and its costs of acquisition and dissemination, and also, with respect to the efforts of the leading research universities the Library of the University of Pennsylvania has been, and is, substantially underfunded. We thus recommend that ...

Over the next five years internal University budgeting processes must be developed to insure growth of the overall Library budget from 2.5 to 4.0% of the general and educational operating budget over a 15-year period beginning in 1991; and that the Library, the Trustees and the Development Office work together to lay the groundwork to place the Library system as a central element of the University fundraising efforts for the next century, with the goal of bringing the Penn Library back into the ranks of the top ten university libraries in North America.

—William P. Reinhardt, Chair

Personnel Benefits

During the past academic year, the Personnel Benefits Committee dealt with several major issues regarding the employee benefits program at the University. Some of these issues were considered because of environmental or regulatory changes, while others were brought to the attention of the Committee by members of the Penn community, either to make the benefits program more responsive to faculty and staff needs, or to introduce more effective and efficient administration of the benefits program.

TIAA-CREF and Other Mutual Fund Retirement Carriers

The singularly most dramatic change which occurred as a result of the Committee's work was the recommendation that Penn allow for cashability and transferability of balances in CREF and other mutual funds upon termination and retirement. Specific recommendations from the Committee resulted in Penn being one of the first universities in the nation to extend these new flexibilities to faculty and staff under its retirement program.

The committee brought together resources within the University to engage in a comprehensive study, yet was able to arrive at an expeditious set of outcomes. A member of the insurance department faculty served as expert consultant on actuarial impacts, the Benefits Office provided staff research on recent regulatory pronouncements, and Committee members assessed the degree to which these flexibilities benefitted the interests of faculty and staff. Other resource offices at the University assisted with administrative support to make these changes operational on the very first day CREF availed institutions of these new options. This outcome was extremely important for members of the faculty and staff who retired last year.

Additionally, the Committee extended benefits and plan options in other ways. The number of available investment funds for retirement contributions under mutual fund carriers was extended from 18 to 27.

Disability Insurance

Immediate participation in the long-term total disability program was extended to assistant professors. This latter plan change was the result of cooperative discussions with the Long Term Disability Board.

Other Questions Considered by Committee

Other evaluations of current programs were made. Some suggested

changes were not recommended or implemented because the Committee felt either these changes were not appropriate or were imprudent at this point in time given changing environmental factors or limits on available internal resources.

Among some of the matters considered were: elevation of the maximum group life insurance coverage to exceed \$300,000; deletion of a core life insurance benefit under the Pennflex program; and mandatory plan participation for monthly-paid staff eligible for the tax deferred annuity program.

Questions Requiring Further Research

Certain issues were discussed yet were viewed as requiring further study before formal recommendations could be made. The Committee engaged in discussion on benefits for part-time employees, consideration of tiered health insurance rates, tuition remission for employees at other academic institutions, and administrative guidelines to assist in administering the direct grant and faculty/staff tuition programs.

Recommendations Forwarded

The Committee forwarded certain recommendations to other committees and the University administration for consideration. Among these items were recommendations for uniformity in vesting schedules for post-retirement benefits, a draft benefits philosophy, and a family leave policy.

Medical Benefits Study Commissioned

Finally, a preliminary study on the cost effectiveness of accessing the Hospital of the University of Pennsylvania (HUP) for medical services was commissioned. Preliminary results were favorable comparing HUP with other key service providers heavily utilized by the University's employee population. The Personnel Benefits Committee expects to continue study of the possibilities for mutually beneficial cooperation between the University's health benefit programs and HUP.

Summary

In summary, the Personnel Benefits Committee dealt with a number of important issues during the past year. A number of benefit program changes and policy recommendations resulted which the Committee believes are beneficial to both the interests of the University and its faculty and staff. The Committee initiated study of other issues which it believed are of strategic importance to the University, and in the best interest of the faculty and the staff. It is hoped that next year's Committee will continue discussion and consideration of these issues.

I would personally like to extend my gratitude to the members of the Committee and others in the University who made last year a productive and positive year.

—Jerry S. Rosenbloom, Chair

Recreation and Intercollegiate Athletics

The two issues that were the principal concerns of the 1989-1990 University Council Committee on Recreation and Intercollegiate Athletics where: 1) How to fund the rehabilitation of the deteriorating recreational facilities; 2) How to develop a better system for funding women's athletic programs.

Professor David B. P. Goodman, the committee chair, attended the February 28 meeting of the Steering Committee. After discussion the president decided to appoint an ad hoc committee consisting of the provost as convener, the senior vice-president, the director of physical education and athletics and the CRIA chair. The ad hoc committee was charged with developing a multi-year plan with identified sources of funding for rehabilitating the badly deteriorating athletics facilities.

Through many meetings with colleagues with different perspectives, the committee learned that there is no apparent way to improve the funding of women's recreation and athletics without more funds being available. The CRIA hopes that professional development personnel can help develop the necessary funding sources so that the coaches can concentrate on developing the skills of the athletes.

The CRIA intends to pursue the same two topics during the 1990-1991 academic year.

—David B. P. Goodman, Chair

Research

During the academic year 1989-1990, the Committee on Research has addressed the following issues: procedures concerning misconduct in research, conflict of interest policy for faculty members, and technology transfer.

The misconduct policy was finalized during the tenure of the committee, comments on the policy were solicited from the University community, and the policy was approved by the University Council at its January 1990 meeting. Although in place, the policy still requires some revisions. These revisions have been deferred to allow all interested parties sufficient time for a careful review.

The discussion on the conflict of interest policy was initiated in response to NIH/ADAMHA Guidelines on Conflict of Interest which, in the meanwhile, have been withdrawn by the Secretary of Health and Human Services. Thus, no University response to the suggested policy was required. However, since it is likely that some form of regulations concerning this issue will be published in the future, it may be useful for the committee to reexamine and revise, if necessary, current University regulations. For example, it was suggested that PIs submitting proposals to the federal government sign a statement declaring that there is no conflict of interest.

Finally, the committee initiated a discussion on technology transfer. In particular, the committee discussed the desirability of establishing a University arm which would assist investigators in developing products (i.e., bringing ideas from the conceptual stage to commercial products). Professor Cooperman and Mr. Merritt reported on practices at some other universities. This issue will probably require further discussion by next year's research committee.

—Haim Bau, Chair

Safety and Security

A full report was published in *Almanac* November 13, 1990 as provided by the chair, Dr. Helen C. Davies. It indicates that during the past year the full committee held 14 meetings, and subsets of the group held more than 20 smaller ones. Safety and Security joined with the Community Relations Committee on mutual concerns about safety issues; received reports on fire safety, alarms, smoke detectors, and accidents; monitored security systems including lights and security phones, and received and transmitted to appropriate administrators suggestions from students, faculty and staff for enhancing safety and improving the University's Escort and Bus Service. The Committee commended STAAR (Students Together Against Acquaintance Rape) and the Escort Service and proposed a Cyril Leung Memorial Award for individuals or groups whose work and/or actions have greatly improved safety at Penn. The Committee also participated in memorial services for Meera Ananthakrishnan and Mr. Leung—students who were crime victims—and deliberated on the extra vulnerability of foreign students to criminal assault as well as the added security problems in the residences during holiday break periods.—Ed.

Student Affairs

The Steering Committee of the University Council charged the 1989-90 Student Affairs Committee with "re-examining all issues related to the process of student activities funding for both undergraduate and graduate students."

Accordingly the Committee, co-chaired by Andrew T. Miller and Vivian C. Seltzer, issued two reports, both available in *Almanac* October 9, 1990. These reports summarized how funding for student activities is generated and allocated; reported concerns about student activity funding that were brought to the subcommittee's attention; and made recommendations on how the administration might address some of these concerns.—Ed.

Undergraduate Admissions and Financial Aid

The Committee convened in four scheduled meetings which mostly concerned informational reports from the Dean of Admissions and the Director of Financial Aid. The substance of these ongoing reports conveyed the sense of offices functioning smoothly. They are, however,

faced with two difficult situations: (1) a diminishing applicant pool, and (2) a static aid sum which can be stretched only so far toward the expectation of a diverse student body.

For the second semester, the Committee composed itself into subcommittees which examined specific charges. The results of these efforts are summarized here.

Undergraduate Class Size. This subcommittee simply took note of the history and recommendations expressed in the Shaman Report.

Tuition Levels and Financial Aid Packaging. A meeting with the General Counsel resulted in asserting that this is a very sensitive topic and that no interpretation beyond the historical, public, official University statements is appropriate.

Policy on Need-Blind Admissions. Meetings with the Provost, Admissions Dean, and the Student Financial Aid Director were informative. The erosion of a low-income applicant pool by family economic pressures and additional erosion of a middle-income applicant pool by competition from state universities could eventually result in a student body more economically polarized than at present. There appears to be no way now locally to collect major sums of endowed funds ticketed for student aid and so turn around this undesirable trend. The subcommittee report concluded that the University administration is trying to implement the most workable system but that this situation must be watched vigilantly.

Admission from the Asian-American (A-A) Applicant Pool. After lengthy self-education, the subcommittee members met with representatives of the Admissions staff, the University Associate General Counsel, the Asian-American Student Task Force, and individual students. Separating perception from actuality on this topic is probably not complete and some of the interpretation in the Working Group Report (cf. *Almanac* Dec. 5, 1989) is not shared by other University family members. It has emerged that the admit rate for A-A applicants is essentially the same as for Caucasian applicants but it is unclear if any significant fraction of the successful A-A applicants are from disadvantaged families. The last A-A staff member left in 1987 and presently there is no A-A Admissions Officer.

School-Based Admissions Committees. The general sense of this report is to the effect that SEAS, Nursing, and Wharton procedures are well-founded, successful, and can be developed to whatever embellishment is felt appropriate. Furthermore, the relations of these school committees with Admissions staff are good. For SAS, which enrolls the greatest number of students, similar-level functioning of its Admission Committee is an event of the future.

The Chair offers a personal comment on two matters. (1) The backgrounds of the Admissions Office staff members who function in the field and in the office itself as a critical reading group are implicitly addressed within the summaries derived from the last two subcommittees' reports. If every vested-interest group were to be represented on this staff, it is not at all clear that it would function in the best interests of the University. A more appropriate consideration can center around some balance to bring in Admissions staff with recent Bachelor's degrees in business, science, engineering, arts, humanities, and nursing. The task of interesting technical graduates in such positions would not be easy, but numerous B.A.'s and B.S.'s become technically-knowledgeable sales reps and this is, in part, how the Admissions staff functions for the University both on-campus and in the field. (2) There is no evidence that Pennsylvania is aware institutionally of a manpower shortage of the national scientific cadre. It follows that there is no awareness that the University can contribute to overcoming this shortage by thoughtfully and aggressively recruiting secondary school graduates already committed to scientific careers. Several studies show that it is from this pool that scientific leaders emerge. The Chair's personal experience permits him to reject the unfounded statement that the University's natural science faculty is uninterested in teaching undergraduates. Therefore, it is suggested that this recruiting is a meaningful concern for the next incarnation of this Committee.

The Chair wishes to acknowledge the very faithful attendance and participation of the student Committee members as well as the contributions to the Committee by Dean Stetson and Mr. Schilling.

—R. H. Koch, Chair

Independent Committee Reports

Long Term Total Disability

University of Pennsylvania

As of June 30, 1990, 107 Long Term Disability applicants were in benefit status. During the 1989-1990 fiscal year, sixteen new applications were approved, four were disapproved, and fourteen people were removed from the rolls. Of these fourteen, five died while receiving benefits and eight retired and one returned to work.

Five thousand three hundred sixty six members of the University faculty and staff are eligible for Long Term Disability benefits, representing an estimated total base payroll of \$194,483,000. Benefit payments during 1989-1990 aggregated \$888,248 representing a .46% of eligible payroll.

The Long Term Total Disability Board recommended that the Personnel Benefits Committee consider immediate eligibility for Assistant Professors under the plan. This recommendation resulted in extending this coverage to Assistant Professors beginning July 1, 1990.

The Medical Subcommittee met in June to review the files of all disability recipients and held repeated consultations on individual cases. As has been done for several years, the Board utilized the services of the Health Evaluation Center of the Hospital of the University of Pennsylvania, various medical specialists and rehabilitation specialists in evaluating applications.

Hospital of the University of Pennsylvania

As of June 30, 1990 forty-seven Long Term Disability applicants were in benefit status. During the 1989-1990 year, fourteen new applications were Long Term Disability Benefits were filed. Of these, seven applicants were approved and four applicants were disapproved on the basis of the medical evidence submitted.

Two of the applicants were ineligible for benefits and one applicant died before the application could be reviewed by the Medical Subcommittee.

During the same period, nine recipients were removed from benefit status; four of these died while receiving benefits and five were retired with a pension.

Two thousand seven hundred and seventy-nine employees and staff of the Hospital of the University of Pennsylvania were eligible for Long Term Disability benefits, representing a total base payroll of \$88,417,201. The 1989-1990 cost of the program to the Hospital was \$246,173. The Long Term Disability costs for this fiscal year represented .2784% of eligible payroll.

As a result of the efforts of the HUP Human Resources Staff, three Long Term Disability recipients were assisted in obtaining Social Security Disability Benefits. The offset of the benefits resulted in undiscounted savings to HUP of \$600,681.

—Dan M. McGill, Chair

Long Term Disability Board

	Penn	HUP
Number in Benefit Status 7/1/89	105	49
Additions to List 7/1/89-6/30/90	16 ¹	7 ³
Removed from List 7/1/89-6/30/90	14 ²	9 ⁴

Number in Benefit Status 6/30/90	107	47
Number Eligible	5,366	2,779
Base Payroll	\$194,483,000	\$88,417,201
Benefit Payroll	\$888,248	\$246,173
%Benefits to Payroll	.46%	.2784%
SS Disability Benefits Offset	-----	\$600,681

- 20 applications received—four were disapproved.
- Five died, eight retired and one returned to work.
- 14 applications received—seven were disapproved (two were ineligible, one died while under consideration and four were disapproved).
- Four died and five retired.

Honorary Degrees

The Honorary Degrees Committee issued several calls for nominations, and its chair, Peter Freyd, discussed in University Council the workings of the committee and the overall selection process that takes place annually to produce the final rosters of degree candidates.

In Almanac October 16, 1990, Committee Chair Peter Freyd wrote to the community at large, in conjunction with this year's call for nominations. A few remarks on honorary degrees, from the chair of the committee. In it he detailed some of the problems encountered by the Honorary Degree Committee in the recommendations process and gave suggestions for effective nominations and guidelines on qualities which help or hinder candidates' selection.—Ed.

Open Expression

The Committee received four requests to interpret the Open Expression Guidelines and issued one published opinion.

The Committee also provided monitors at several events at which violations of the Open Expression Guidelines appeared to have a reasonable probability of occurring. No violations occurred, however.

—William Grigsby, Chair

Student Fulbright Awards

The Student Fulbright Awards Selection Committee for 1989-90 met as a group once on October 19 to discuss the 35 applications which had been submitted. New committee members were briefed individually by phone about committee operations prior to this meeting.

Each committee member reviewed six or seven dossiers and interviewed three or four candidates. Candidates were interviewed prior to the meeting.

The number of applications has been increasing over the years (1987-28, 1989-30, 1990-35). This year's applicants sought research or teaching positions in various countries around the world. The greatest number of applicants sought positions in Europe (17), with Italy being the most popular destination (6).

Based on the committee's recommendations, the Chair compiled a composite report on each candidate and forwarded these to the International Programs Office, which in turn sent them on to the IIE in New York. Ten of the candidates were rated "Exceptional" by our committee.

By January 31, 1990, 11 candidates had been informed by IIE that their names were being forwarded to the next level for further review and scrutiny. As of this date (August 15, 1990) nine of these have been awarded grants and the remaining two are still pending.

As in prior years, this committee works only in October, as the IIE deadline remains 31 October for the forwarding of dossiers. New members must be made aware of this fact, prior to being appointed.

In prior years, the recommendation has been made that more than one member of the committee be present at the interview of each candidate (e.g. a panel of three members). This would be ideal, but the committee would have to be enlarged to make this a realistic goal.

—Karl F. Otto, Jr., Chair