

# Almanac

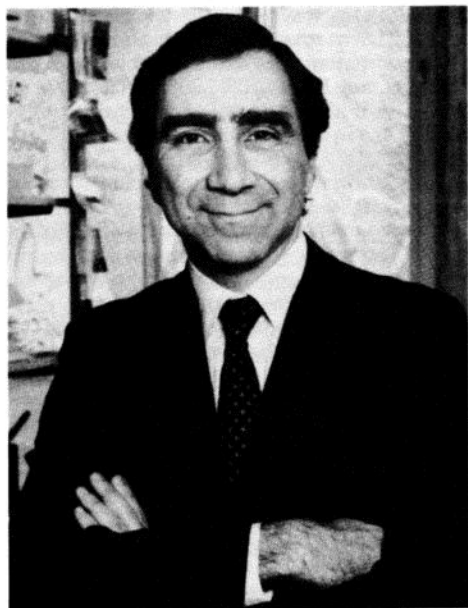
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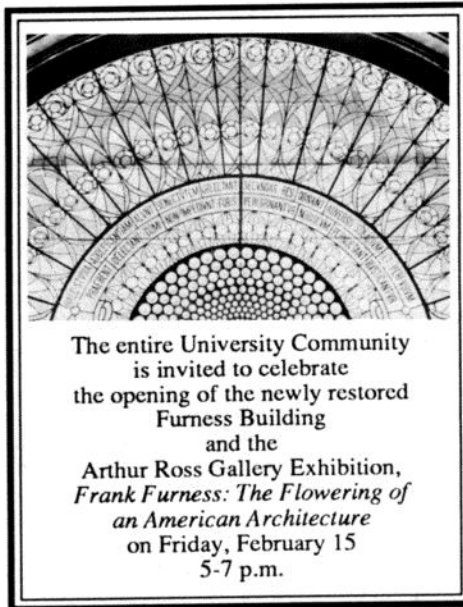
### SAS Dean: Princeton's Provost

Dr. Hugo Sonnenschein, who left the Princeton faculty in 1988 to become Dean of the School of Arts and Sciences at Penn, will return to Princeton as its provost this summer. After a transitional period starting next month, he takes office full-time on July 15.

Dr. Sonnenschein (photo at left), a leading economic theorist who taught at Princeton from 1976 to 1988, succeeds Dr. Paul Benacerraf as chief deputy to Princeton President Harold T. Shapiro. He will have special responsibility for all aspects of academic and nonacademic planning.

"I have become very attached to Penn and have learned a great deal from my experiences here," the 50-year-old SAS Dean said. "I would only leave for a position as attractive to me as the one to which I have now been appointed at Princeton."

"This is a wonderful opportunity for Hugo," said President Sheldon Hackney, "but it is a real loss for Penn. We will all miss his contributions to the School and to the University."



The entire University Community is invited to celebrate the opening of the newly restored Furness Building and the Arthur Ross Gallery Exhibition, *Frank Furness: The Flowering of an American Architecture* on Friday, February 15 5-7 p.m.

### 'Initiative for the 1990s': An Archival Collaboration Based at Penn

The Pew Charitable Trusts have awarded \$2.77 million for a collaborative venture that will add a quarter of a million computerized descriptions of holdings to the two electronic cataloging networks (OCLC and RLIN) that currently link thousands of libraries around the world. Entry of the records of rare books, manuscripts, archives, films, photographs and drawings in 16 area research libraries is a five-year project being undertaken by the Philadelphia Area Consortium of Special Collections Libraries (PACSCL) under the Pew grant, matched by \$1.38 million from other sources. Penn will serve as clearinghouse and the Director of Archives here, Mark Frazier Lloyd, will have administrative oversight of PACSCL's central staff. Members of the Consortium's executive committee, left to right below, are Thomas Horrocks of the College of Physicians, Ellen S. Dunlap of the Rosenbach Museum & Library, Roger W. Moss of the Athenaeum, Mr. Lloyd, and Carol M. Spawn of the Academy of Natural Sciences.



### Update: Revlon Center Planning

In August 1990, the University named the architects Kohn, Pederson, Fox of New York to develop the Master Plan for the Revlon Center and then subsequently, to implement the Master Plan's first phase (new construction). To work with the architects during the master planning phase, Vice President Art Gravina convened an ad hoc planning committee which met with the architects in October and in November to clarify the architects' tasks and to resolve some of the questions (e.g. parking, land mass on site, etc.) which would affect their recommendations on master planning and design. A third meeting was held on January 9 to review the results.

**Next Steps:** Now that the master planning phase is nearing completion, it is time to create the on-campus building committee to work closely with the architect in the implementation process of the Revlon Center.

The committee will be co-chaired by Senior Vice President Marna Whittington and Vice Provost for University Life Kim Morrison and will have two faculty members, appointed by the Provost in consultation with the Faculty Senate leadership; one undergraduate and one graduate/professional student chosen by the appropriate mechanisms of their student constituencies; and two staff members appointed by the president.

The on-campus building committee will be joined with the Trustee's Revlon Center Steering Committee, consisting of the two chairs of the Trustee Student Life and Facilities Committees and the two chairs of the Revlon Center

(continued next page)

**TO: Members of the Faculty Senate**  
**FROM: Almarin Phillips, Chair**  
**SUBJECT: Call for Faculty Volunteers**

In a few weeks the Senate Executive Committee will put together a list of suggested nominees for a wide range of committees to which it appoints faculty members. The Senate Executive Committee invites interested members of the standing faculty to volunteer for committee service. SEC will then vote on the list of nominees to constitute the committees. This means that volunteering is not a guarantee of appointment.

SEC makes faculty appointments to the following committees: Academic Planning and Budget Committee, Committee on Open Expression, Council Committee on Research, Research Foundation, Faculty Liaisons to Trustee Committees (Academic Policy, Budget & Finance, External Affairs, Facilities & Campus Planning, Student Life, University Responsibility), Senate Standing Committees (Administration, Faculty, Publication Policy for Almanac, Students & Educational Policy), Chair of the Faculty Grievance Commission, Hearings List for the Faculty Grievance Commission, Student Judicial System Hearing Board, Fraternity/Sorority Advisory Board, WXPB Governing Board.

When the SEC vote is tallied those nominees receiving the highest number of votes will be contacted regarding their appointment, in most cases at the end of the Spring term. Please note that an invitation to serve on certain committees is extended by the President or Provost, but the majority of the committees are appointed by the Faculty Senate.

If you have any questions regarding the length of term or work of the committees listed above, please call me or Faculty Senate Staff Assistant Carolyn P. Burdon at 898-6943. Please submit your name to us as soon as possible, but no later than *February 20, 1991*.

*Effective February 1, 1991, the following policy replaces the paragraphs entitled "Child Care Leave" that appear on pages 43-44 of the 1989 Handbook for Faculty and Academic Administrators. The old policy indeed spoke to reduction of duties rather than leave of absence. The new version clarifies this and liberalizes the previous policy in several ways. This change has been discussed extensively over several years by the Subcommittee of the Provost's Staff Conference, the Faculty Senate and the Council of Deans.—M.A.*

## Reduction In Duties

Members of the standing faculty and the research faculty may request a reduction in duties for a period not to exceed six years. Such a reduction is granted only for good and sufficient reason such as serious illness or injury, child care, service to the community, or anticipation of a move to emeritus status. Such reductions may be for 10%, 20%, 30%, 40%, or 50% of full duties. Reduction in duties is always accompanied by a proportional reduction in salary and in those benefits, such as life insurance and retirement contributions, that are salary based.

Reduction in duties for child care may be granted to a faculty member to allow him or her to devote a fraction of his or her time to the care of dependent children. For untenured members of the standing faculty on the tenure track, assistant professors on the clinician-educator track, and assistant professors on the research track, one year is removed for the appropriate probationary period for each two years granted with 50% reduced duties for child care. No change in probation period occurs at other levels of reduced duties. For faculty with a normal seven-year (ten-year) probationary period, the total probationary period including time spent at reduced duties for child care cannot exceed ten years (thirteen years). Faculty members who wish to devote full time to child care should consider requesting personal leave as described under the heading "Other Leaves."

—Michael Aiken, Provost

## Revlon Center *continued from page 1*

Legal/Finance and Program Liaison subcommittees to form the Building Work Group, which is charged with the following tasks:

1. allocating space in accordance with the approved program;
2. working closely with the architects to assure that the interior design of the space is appropriate for its utilization;
3. assuring that program implementation falls within the defined budget;
4. keeping the community informed about the progress of the project; and
5. addressing other implementation/construction decisions and issues as they occur.

We expect that the on-campus building committee will continue to function through the completion of the project and that its workload will be both regular and intense over at least a two-year period. In addition to the core members, the chairs of the committee will add to the group at the appropriate time representatives of those areas which are stakeholders for different portions of the facility—e.g. reserve library, computer laboratory, student activity space, student services space, etc. In this way, we believe the process will provide both continuity and integrity to assure that the particular spaces address both the needs and the actual functions of users.

We expect that the building committee should be ready to begin to work in February with the architects to implement the next phases of the building program.

It will be the responsibility of the building committee, primarily through its chairs, to make updates to University Council and to any constituent bodies and/or committees regarding progress of the Revlon Center and to answer resultant questions.

—Michael Aiken, Provost

*At the January Council meeting where two sides gave presentations on the issue of charitable campaigns in the workplace, time ran out during Dean Austin's portion of the United Way presentation. He was invited to complete his remarks in print (below). Both sides also published texts in Almanac January 22. Other questions, answers and points of view will also be welcome in print as the campus prepares for additional discussion in February and for a referendum early in March.—Ed.*

## Informing the Penn Donor

As a Penn employee it seems important to me that everyone who contributes at the workplace ought to receive accurate information about the current debate over the United Way/Penn's Way approach to fund-raising. Information sharing becomes even more important when employees are asked to vote on a University-wide referendum designed to advise President Hackney on how to proceed with the Fall, 1991 campaign. The referendum involves a vote on whether or not to change from the traditional United Way campaign with the option for donors to designate their gift to a particular organization to the listing of several federated fund-raising organizations to provide direct access for donors to their favorite charities.

In order to inform all interested employees, there are key questions which ought to be answered by the professionals administering the various federated campaign organizations. Here are a few:

1. Which community service agencies receive the contributions made by Penn employees?
2. How much does it cost to raise money for these agencies so that Penn employees can see how much of their donated dollar goes to fund-raising costs?
3. To what extent is the recent fund-raising campaign at Penn a combined campaign?
4. When the argument is made that the 1990 campaign represented an important increase over prior years, what does that really mean with respect to setting a goal, organizing volunteer coordinators on campus, sharing printed information, and providing choices for donors?
5. What is the difference between the United Way's donor option program and the donor choice approach of listing several federated fund-raising organizations in addition to United Way?
6. What has been the experience in other campaigns in Philadelphia and/or other cities when changes were made in the campaign approach?
7. What has been the experience on other university campuses when changes are made in the campaign approach?
8. If we agree to change the approach from a United Way only campaign to a United Way plus others campaign, to what extent will this change contribute to an increase in the formation of new federated groups seeking inclusion in the Penn campaign?
9. What does it mean when both sides of this debate talk about "marketing advantage?"
10. If we approve a change, which agencies are expected to gain and which are expected to lose?
11. Why is the change in the Penn campaign important to make at this time?

Answers to such questions ought to inform Penn employees when they vote on the referendum. It is my view that informed employees will make the best choice.

—Michael J. Austin, Dean, School of Social Work



## Houston Hall/Irvine Auditorium Drawing Contest

In honor of Houston Hall's 95th Anniversary, the Office of Student Life Activities and Facilities is conducting a drawing contest, open to all persons affiliated with the University. The winner will receive \$100. Some entries may be used to decorate Houston Hall.

**Contest Rules:** The drawings should be made using pen and ink or pencils since prints will be made of the winning drawing. The pictures may be black and white or in color. The drawing, which should measure at least 18" X 24", can be of any view of Houston Hall and/or Irvine Auditorium (i.e. frontal, rear, side, interior, a combination, etc.).

Contestants' names, campus addresses and phone numbers should be printed on the back side of the drawing. Do not sign the front of the drawings as the drawings will be judged blindly. All entries become the property of the Office of Student Life Activities and Facilities and may be used in any way that the office deems appropriate. The winning drawing will be selected by a judging panel made up of students and a staff member from the Office of Student Life Activities and Facilities. All entries should be submitted to the Office of Student Life Activities and Facilities no later than 5 p.m. on *Monday, February 25*. For further information, contact Paul Reynolds at Ext. 8-2754.

## Information Session on New Performance Evaluation

The Office of Staff Relations has scheduled an information session this month for administrators and supervisors on the new performance evaluation process. A new evaluation form is now ready for distribution to the departments of the University community. The information session to help implement it will be held Wednesday, February 13, in Smith-Penniman Room, Houston Hall, 9 a.m.-noon. Questions may be directed to Staff Relations at Ext. 8-6093

## Departing Thoughts of a Visiting Fellow *by Noel Cameron*

I suppose that my expectations of a Visiting Senior Fellowship at Penn were rather different, in some ways, from those of most Visiting Fellows. Like others I anticipated a productive academic relationship with my American colleagues, an opportunity to spend a few months reading those papers and monographs that had been pushed to the side of the desk over the last few months to make room for yet more administrative work and, like others, I arrived with data to be analyzed and a substantial review monograph to be completed prior to my departure. I have, of course, not been disappointed—all of these expectations have been met in abundance and I will return to Africa academically revitalized.

Unlike others, however, I came with an even broader remit. As a Dean or Warden of a non-racial residence at the University of the Witwatersrand in South Africa I have spent four years dealing, on a daily basis, with the problems of integrating 400 male students of all colors and very different cultural backgrounds into a unified whole. I have lived through and personally experienced the major demonstrations against apartheid that occurred on the campus of the University of the Witwatersrand between 1985 and 1989. They are almost familiar to American television viewers—students, both black and white, fleeing before policemen dressed in riot gear, who charged across campus firing tear gas and lashing out with wood baton and plastic sjambok (a particularly nasty, tapered, one-and-a-half meter plastic whip, originally used to spur on oxen pulling the Voortrekkers covered wagons during the "Great Trek" out of the Cape Province in the 19th Century, but latterly associated, more than any other weapon, with the practical administration of apartheid). Between students and police were the "Peace Keeping Force", not another paramilitary organization but members of the University academic staff from Junior Lecturer to Senior Professor who, dressed in academic gowns (so as to be easily distinguished by both students and police) attempted, mostly in vain, to reason with the police and prevent the students from getting beaten and arrested. And if unsuccessful, as they so often were, then at least to be able to find out where the arrested ones were to be detained.

What the viewer did not see, however, was the aftermath both physical and mental of those demonstrations. The evenings spent taking blankets, washing gear and food to one's

detained students in the police station. The mental anguish of trying to rationalize that incredibly irrational situation—how can one rationalize black policemen (for those are who the South African Police prominently deployed in those riots), charging black students—the oppressed, oppressing the oppressed? The months spent negotiating with student organizations to help them find a direction toward a post-apartheid society that involved the greatest good for the greatest number and an end to the bloodshed of the last 40 years. The endless, but fundamental, discussions about the University's role in society—should we sit back in our ivory tower observing social change rather than accept that a university has a commitment to the society in which it functions?

Then, almost suddenly, in the wind of change that blew around the world in 1989 and 1990 there came the feelings of elation and hope that greeted F.W. de Klerk's unbanning of political parties, the release of Nelson Mandela and talk of a "new South Africa." In the last nine months we've achieved a great deal. Sixty percent of the students in my own residence are black. This does not reflect the ratio in the University, which has closer to 25% black students, but does reflect the effect of the Group Areas Act preventing non-white students from finding suitable accommodation close to the University. On the day of my departure from South Africa in mid-September I sat at a table in the warmth of the mid-afternoon sun talking to my new House Committee composed of four black students and five white students—only the second non-racial House Committee in South Africa voted into power by a majority black constituency. Their eyes sparkled with the anticipation of a new era in student politics in which they, as an integrated group with a single goal, could actually make a difference. I was not too surprised, two weeks later, to learn that the University Black Student's League, our equivalent of Penn's Black Student Committee, had disbanded, feeling that its aims of a post-apartheid, non-racial, democratic South Africa could best be served by working with white students as one body committed to the success of "the struggle".

Against this background I came to Penn expecting this home of the Quaker ideal to reflect, in some way, a society that preached and practiced liberalism and tolerance. Instead I have found a mostly conservative student body and a lack of any real group integration between black and white. Of course it is com-

mon to see individual blacks and whites mixing freely on campus, but I have been struck by the banners and posters that reflect a struggle for recognition by black student organizations more at home on the campuses of South Africa five years ago than in America in 1990. I have been struck by the separateness of Penn, by the lack of a perceived need on the part of the majority of white students to work practically toward an integrated society and by the rare excursions that Penn attempts to make into the society of West Philadelphia. I have been struck by the near complacency in the belief that America—the home of the brave, the land of the free—can surmount its future social problems.

South African students decided, in the 1970s and 1980s, that it simply wasn't good enough to allow the politicians, of whatever color, to divide on the format of a future South Africa, they must stand up and be counted. It was their God-given right to demonstrate, to say, "No!", in the face of apartheid, to risk their freedom and their future for the ideal of a non-racial society.

Perhaps the students and young people of South Africa, both black and white, have a great deal to teach America. They are strong in their cultural identity, they know their roots and they have a belief in their future. The students of South Africa, perhaps more than any other group of students in the world today, have had to come to terms with an oppressive political system diametrically opposed to the ideals of the University. Diametrically opposed to freedom of association, free speech, the right to gather and demonstrate against injustice, and even the right to learn through access to uncensored literature. But in America where these rights are taken as fundamental to life itself, I can't help feeling that I am confronted by complacency that I will find very difficult to explain to my students. A complacency that the status quo is appropriate—that "white is right" and "black" is of secondary importance, that America is happy with "multi-racialism" rather than "non-racialism"—a society that ignores racial differences.

Will America and Penn continue to bend the knee to this outmoded ideal, or will it appreciate and practice the truth that tolerance is not just a concept from the minds of William Penn and Ben Franklin? Tolerance, and the subsequent acceptance that cultures may be different but not hierarchical, is a real, practical part of life.

*Dr. Cameron was visiting senior fellow in anthropology through the fall term 1990.*

## The Higher Postal Rates

Starting Sunday, February 3, the nation's postal service rates increased to the levels shown below. These new costs will be reflected in campus mailroom billings to University offices.

1st Class: 1 oz.: \$ .29  
Each additional oz.: \$ .23  
Post cards: \$ .19  
Letter rate to Canada (up to 1 oz.): \$ .40  
Letter rate to Mexico (up to 1/2 oz.): \$ .35  
(up to 1 oz.): \$ .45  
Internat'l airmail letter (to 1/2 oz.): \$ .50

## February : The Gulf Crisis

**7** *The Gulf Crisis: How is it Affecting You?*; weekly faculty/staff support group; noon-1 p.m., Houston Hall, Room 305. Also, February 14, Smith-Penniman Room, Houston Hall. Registration: Ext. 8-7910 (Faculty/Staff Assistance Program).

**8** *Interfaith Community Peace Vigil*; 5:30-6 p.m., every Friday, St. Mary's Church.

**14** *Magic, Vision and Action: Creating Peace in a World at War*; lecture and ritual workshop; Starhawk, author and peace activist; Workshop: 10 a.m.-1 p.m., Christian Association Building, lecture: 7:30 p.m., Harrison Auditorium. (BodyLove, Center for Women, Department of Religious Studies and The Christian Association).

## The University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between **January 28, 1991 and February 3, 1991.**

**Totals:** Crimes Against Persons-0, Theft-15, Burglaries-0  
Thefts of Auto-0, Attempted Thefts of Autos-0

Date	Time	Location	Incident
<b>34th to 38th; Civic Center to Hamilton</b>			
01/28/91	8:56 AM	Blockley Hall	Purse taken from unattended office
01/28/91	4:37 PM	Blockley Hall	Unattended cassette radio taken
01/29/91	9:56 AM	Johnson Pavillion	Male stopped, taken to West Detect.
01/29/91	11:05 AM	Johnson Pavillion	Purse taken from unattended room
<b>37th to 38th; Spruce to Locust</b>			
01/30/91	2:09 PM	McNeil Building	Totebag, contents taken from room
01/30/91	7:32 PM	McNeil Building	Wallet taken from knapsack
<b>34th to 36th; Locust to Walnut</b>			
01/28/91	2:14 PM	Phi Kappa Sigma	Wallet taken from coat during party
01/29/91	5:38 PM	Van Pelt Library	Unattended property taken from room
<b>38th to 40th; Baltimore to Spruce</b>			
01/29/91	10:33 AM	Veterinary School	Stereo part taken from unsecured room
01/31/91	11:04 AM	Veterinary School	Briefcase taken/recovered & returned

**Safety Tip:** If you leave the library, study hall, a party, etc. with someone you met, introduce him or her to someone you know. Make sure that the person you are leaving with knows that others are aware that you are leaving together.

## 18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Ave  
**12:01 AM January 21, 1991, to 11:59 PM January 27, 1991**  
**Totals:** Incidents-16, Arrests-6

Date	Time	Location	Offense/Weapon	Arrests
1/21/91	6:52 PM	627 S. 49th	Aggravated Assault/fork	Yes
1/23/91	9:53 PM	816 S. 47th	Robbery/strong-arm	No
1/23/91	11:00 PM	4315 Locust	Robbery/simulated weapon	No
1/23/91	11:38 PM	4000 Chestnut	Robbery/gun	No
1/24/91	12:25 AM	4400 Spruce	Robbery/strong-arm	No
1/24/91	3:25 AM	4300 Locust	Robbery/knife	No
1/24/91	8:24 PM	4700 Hazel	Robbery/strong-arm	Yes
1/25/91	4:36 AM	4700 Sansom	Robbery/knife	No
1/25/91	9:55 AM	115 S. 48th	Aggravated Assault/baseball bat	Yes
1/26/91	12:15 AM	1100 S. 47th	Robbery/shotgun	No
1/26/91	2:08 AM	4200 Spruce	Robbery/strong-arm	Yes
1/26/91	6:22 PM	4500 Locust	Robbery/strong-arm	Yes
1/26/91	10:49 PM	220 S. 40th	Robbery/gun	No
1/26/91	10:45 PM	100 S. Farragut	Robbery/strong-arm	Yes
1/27/91	9:22 PM	4200 Walnut	Robbery/gun	No
1/27/91	11:16 PM	4000 Market	Robbery/strong-arm	No

# Update

FEBRUARY AT PENN

## EXHIBIT

### Ongoing

*When Negro Nurses Are Acceptable to White Patients: The Struggle of the African-American Nurse in the Twentieth Century*; year-long exhibit opens this month in celebration of Black History month; 3rd Floor, Nursing Education Building (Nursing School).

## FILMS

**7** *Alexander Nevsky*; directed by Sergei Eisenstein, Teutonic knights invade Russia in 1241; Room B-6, Stiteler Hall, 7 p.m. & 9:30 p.m. (Penn Film Society).

**14** *Tokyo Story*; directed by Yasujiro Ozu, an elderly couple visit their alienated children in Tokyo; Room B-6, Stiteler Hall, 7 p.m. & 9:30 p.m. (Penn Film Society).

## MEETINGS

**5** *The Association of Women Faculty and Administrators*; brown-bag lunch discussion on opportunities for professional education and advancement for faculty and administrative women; noon-1:30 p.m., Smith-Penniman Room, Houston Hall. Information: Linda Wiedmann, 8-7451.

## SPECIAL EVENTS

**8** *Dining Out for Life*; the Palladium is the campus restaurant participating in this Action-AIDS and MANNA benefit to support services to people with AIDS in Philadelphia. They are one of more than two dozen participating restaurants that are donating a portion of their evening's revenue. For a complete listing call 981-3300 (City Paper).

**14** *Valentine's Day Buffet*; 5-7:30 p.m., The Faculty Club, \$13.50 per guest. Reservations: 8-4618 (Faculty Club).

**15** *Reopening of Furness*; see page 1.

## TALK

**11** *Of Spies and Patriots: an Appraisal of Modern Espionage*; a survey of 20th century developments in the British, Russian and American intelligence communities; Kent Moors, Duquesne University; 3:30 p.m., Anspach Lounge, Stiteler Hall (International Relations).

**Deadline:** The deadline for the March at Penn calendar is February 12. See addresses below.

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