

# Almanac

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## INSIDE

- More on Size of Administration, pp. 2-4
- Senior VP on Budget Cuts, p. 4
- Of Record: Revised Gift Policy, p. 4
- Testimony on NIH-ADAMHA Funding, p. 5
- Council: ROTC Controversy; Deaths, p. 6
- Speaking Out: Retirement Info Gap, p. 7
- Qualifying for Penn's Way Partnership, p. 7
- SAS Resolution on Writing Program, p. 7
- CrimeStats, Update, p. 8



Ms. Verger



Ms. Guenter

## Teaching Awards in Nursing: Judy Verger, Peggi Guenter

Judy Verger, lecturer in nursing and coordinator of the Clinical Skills Laboratory, has been chosen for the School of Nursing's 1991 Teacher of the Year award.

Nursing's Teaching Assistant of the Year is Peggi A. Guenter, who teaches anatomy and nutrition to undergraduate nursing students.

Ms. Verger has been on the school's faculty for the past five years, teaching pediatric clinical nursing to both graduate and undergraduate nursing students. At the Clinical Skills Laboratory, she helps undergraduate nursing students develop the skills which are regarded as the cornerstone of clinical nursing practice.

Support letters for Ms. Verger say she has

"fostered a nurturing, stimulating and creative environment" in which undergraduate students learn valuable clinical skills.

Ms. Verger holds a master's degree from Penn in nursing of children, and a bachelor's degree in nursing from the University of Delaware. Her funded research and professional lecturing focuses mainly on the protein and caloric needs of critically ill children.

Ms. Guenter, a doctoral candidate in nursing at Penn, has a dissertation in progress on nutrition and AIDS patients. She earned her bachelor's degree at the Medical College of Virginia and her master's from Penn, and has published widely on nutrition support.

## Presidential Young Investigators: Composto, Kumar and Voth

The National Science Foundation's Presidential Young Investigators this year include three young Penn faculty members—two in engineering and one in chemistry.

They bring to 22 the total of Penn men and women who have won this highly competitive award, for which all young faculty of all colleges offering science and math may compete.

(And one of last year's Presidential Young Investigators now adds a Sloan Fellowship—see right)

The NSF award, which provides each of the winners with up to \$100,000 a year for five years, will support the research of:

Dr. Russell Composto, assistant professor of materials science and engineering. Dr. Composto is a Gettysburg College alumnus who took his Ph.D. from Cornell in 1987, then held a postdoctoral fellowship at the University of Massachusetts and served as guest scientist at the Brookhaven National Laboratory before joining Penn. Winner of Cornell's Tau Beta Pi Excellence in Engineering Teaching Award in 1993, he works in polymer physics and engineering, the application of ion beam techniques to solid state and materials characterization problems, and related topics.

Dr. Vijay R. Kumar, assistant professor of computer and information science at SEAS. Dr. Kumar majored in mechanical engineering at the Indian Institute of Technology in Kanpur, took his advanced degrees from Ohio State in the field, and came to Penn in 1987 as a member of the mechanical engineering and applied mechanics faculty of SEAS. He moved to CIS in 1989, and now does research in kinematics, robotics, mechanism design and control while teaching in these and related areas.

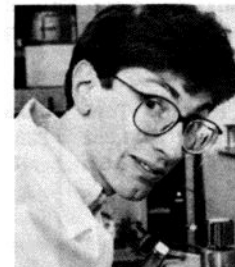
Dr. Gregory Voth, assistant professor of chemistry. The winner of a Packard Foundation Award last year—and earlier of Lilly Foundation and Dreyfus Foundation Awards for teaching and scholarship—Dr. Voth is a

graduate of the University of Kansas with a Ph.D. from CalTech who did postdoctoral work at Berkeley. His research focuses on the theory of chemical reaction dynamics in condensed phase systems.

## Sloan Fellow: Arjun Yodh

Dr. Arjun G. Yodh, assistant professor of physics, is one of the 89 young scientists chosen from over 500 U.S. and Canadian nominees in physics, chemistry, math, neurosciences and economics for the Alfred P. Sloan Research Fellowship, which provide \$30,000 for each Fellow's flexible use over two years.

Dr. Yodh is a Cornell alumnus who took his Ph.D. at Harvard and did postdoctoral research at AT&T Bell Labs before joining Penn in 1988. He has since won a Lilly Award, NSF Presidential Young Investigator Award, and Office of Naval Research Young Investigator Award. His work is in nonlinear optics as a tool for studying phenomena in condensed matter physics.



Dr. Composto



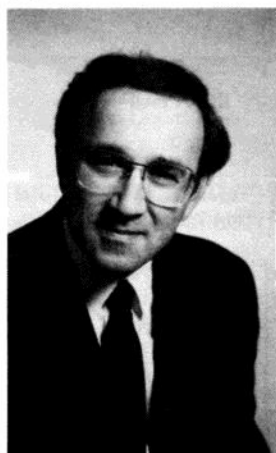
Dr. Kumar



Dr. Voth



Dr. Yodh



SSW's Dean Austin

## Leaving SSW: Dean Austin

The School of Social Work's Dean Michael J. Austin will step down at the end of his seven-year term in 1992 to join the University of California at Berkeley as professor in the School of Social Welfare.

Dr. Austin, who came to Penn from the University of Washington at Seattle, is a Berkeley alumnus who came east for his master's and Ph.D. from Pittsburgh. He cited family ties as a factor in the move: "This is the first time in my career when I will be able to combine professional interests with family priorities."

"Dean Austin has accomplished much during his years here," said President Sheldon Hackney. "Under his guidance, the School of Social Work has doubled in enrollment and in annual giving. We are grateful for the leadership he has brought..." Established under Dean Austin's aegis were a new Ph.D. program alongside the traditional DSW, and three new certificate programs in cooperation with local religious institutions—in Jewish Communal Studies with Gratz College, in Catholic Social Ministry with St. Charles Seminary, and in Lutheran Social Ministry with the Lutheran Theological Seminary. Five dual degrees have also been developed, combining the MSW with the BA, MBA, and other degrees in city planning, law and education.

## A Continued Dialogue on the Size of the Administration *by Stephen Golding*

The "Report on The Size of The Administration" by the Faculty Senate Committee on Administration has generated many questions and much discussion. This is natural given the complexity of the study and the University community's concern about how our resources are being spent. After having met with Dr. Pollock and Dr. Phillips, it is clear that one of the principal aims of the report was to stimulate just such a dialogue on this issue. Therefore, in this report, the Office of Resource Planning and Budget hopes that we can add to the quality of the review by insuring that the discussion

takes place within the context of the total resource allocation decisions of the University, past and future. The University leadership has struggled for some time now and remains committed to managing the escalating costs incurred in support of a major teaching and research institution of the first rank. Our objective, in the spirit of President Hackney's comments to the Faculty Senate in the April 23, 1991, *Almanac*, therefore, is to focus more clearly the discussion, as we believe the issues raised are critical to answering the resource allocation questions of the 1990s.

The Office of Resource Planning and Budget, at the request of Provost Aiken and Dr. Pollock, has reviewed the information provided in the February 14, 1991 "Report on the Size of the Administration." Our analysis found that the Committee reported several numbers different from those in the University budget documents. (We have sent the Committee our findings under cover of a separate letter.) Some of these differences may simply have been typographical, however, we do not believe the amended numbers change substantially the ratios used in the report to support its conclusions.

Our greatest concern, as highlighted in President Hackney's comments, is that the report presents only a partial analysis, based on one ratio—new tuition dollars compared with increases in unrestricted faculty and staff salaries—to draw some very broad conclusions about fundamental University budget policy and resource allocation decisions. The calculations in the report are accurate, but by themselves do not provide the reader with sufficient perspective to analyze thoroughly broader allocation decisions or to understand the larger context in which decisions on new tuition dollars were made.

It is important when discussing the issue of long-term budgetary growth in general or growth of administrative costs in particular to look at the broad picture of what has transpired in the University over the last decade. In order to accomplish this, we have prepared a series of expanded charts that show what has happened in the areas highlighted in the Senate Committee's report. The data used to develop the first two charts has come from the same documents used by the Senate Committee on Administration.

In the analysis presented here, total budget numbers were used in order to project the most complete picture. This was done, because we believe it is important to understand the interrelationships between restricted and unrestricted funds, and to understand that restricted and unrestricted direct expenditures together play a significant role in defining the resources available to a school. It is also important to understand that General University (subvention) must be included in any spending analysis of academic priorities, as these resources are ultimately distributed to the schools and resource centers in the form of salaries, fellowships, grants, etc. For example, in FY 1991 commitments were made of over \$1.1 million for faculty salaries, \$1.5 million for the Trustee Professor Program, \$9.9 million for Graduate Fellowships and Research Assistants, and \$1.1 million for Research Projects funded by the Research Foundation. In addition, the University earmarked \$2.0 million in indirect cost

### 1. Schools, General University, Student Aid, Resource Centers, Auxiliaries and Administrative Center Budgets In Thousands of Dollars

	Fiscal Year 1980			Fiscal Year 1990			% Change		
	Unrestr.	Restr.	Total	Unrestr.	Restr.	Total	Unrestr.	Restr.	Total
<b>Schools *</b>	90,382	70,970	161,352	223,490	185,720	409,210	147.3%	161.7%	153.6%
Relative %	50.3%	74.2%	58.6%	47.9%	76.5%	57.7%			
<b>Gen'l Univ.</b>	250	0	250	6,315	0	6,315	2426.0%		2426.0%
(Subvention)									
Relative %	0.1%	0.0%	0.1%	1.4%	0.0%	0.9%			
<b>Subtotal</b>	90,632	70,970	161,602	229,805	185,720	415,525	153.6%	161.7%	157.1%
Relative %	50.5%	74.2%	58.7%	49.3%	76.5%	58.6%			
<b>Student Aid</b>	12,030	14,352	26,382	47,983	34,434	82,417	298.9%	139.9%	212.4%
Relative %	6.7%	15.0%	9.6%	10.3%	14.2%	11.6%			
<b>Resource Ctrs.</b>	15,359	6,529	21,888	35,494	16,853	52,347	131.1%	158.1%	139.2%
Relative %	8.6%	6.8%	8.0%	7.6%	6.9%	7.4%			
<b>Auxillaries*</b>	20,912	1,970	22,882	59,745	2,533	62,278	185.7%	28.6%	172.2%
Relative %	11.6%	2.1%	8.3%	12.8%	1.0%	8.8%			
<b>Admin Sv. Ctrs.</b>	40,688	1,802	42,490	93,562	3,188	96,750	129.9%	76.9%	127.7%
Relative %	22.7%	1.9%	15.4%	20.1%	1.3%	13.6%			
<b>TOTAL Univ.</b>	179,621	95,623	275,244	466,589	242,728	709,317	159.8%	153.8%	157.7%
Relative %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			

\* Includes Direct Operation & Maintenance in Unrestricted

\*\* Excludes Direct Operation & Maintenance from Unrestricted

### 2. Academic, Administrative and Clerical Salary Budgets without HUP In Thousands of Dollars

Change	Fiscal Year 1980			Fiscal Year 1990			%		
	Unrestr.	Restr.	Total	Unrestr.	Restr.	Total	Unrestr.	Restr.	Total
<b>Academic*</b>	39,560	28,946	68,506	84,935	125,978	210,913	114.7%	335.2%	207.9%
Relative %	54.0%	61.9%	57.1%	48.6%	75.4%	61.7%			
<b>Admin*</b>	20,361	9,456	29,817	59,012	26,407	85,419	189.8%	179.3%	186.5%
Relative %	27.8%	20.2%	24.8%	33.8%	15.8%	25.0%			
<b>Clerical*</b>	13,356	8,328	21,684	30,866	14,699	45,565	131.1%	76.5%	110.1%
Relative %	18.2%	17.8%	18.1%	17.7%	8.8%	13.3%			
<b>Adm &amp; Cler</b>	33,717	17,784	51,501	89,878	41,106	130,984	166.6%	131.1%	154.3%
Relative %	46.0%	38.1%	42.9%	51.4%	24.6%	38.3%			
<b>TOTAL</b>	73,277	46,730	120,007	174,813	167,084	341,897	138.6%	257.6%	184.9%
Relative %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			

\* Includes Clinical Practices in Restricted

recoveries for the renovation and enhancements of research facilities. These costs ultimately are accounted for in school budgets, but initially budgeted in the General University. *Together, unrestricted, restricted, and General University resources reflect the total allocation decisions that were made in supporting academic programs and other school-based initiatives.*

When discussing subvention allocation decisions, an erroneous comparison that is frequently made is the difference between the assignment of subvention and of central costs allocated to a school. In fact, these two items are not related. In general, allocated costs represent services and facilities costs that are consumed in large measure by the academic enterprise. The assignment of the costs to the schools and centers is based on a series of algorithms which attempt to measure the extent to which the units "consume" central services. Subvention, which in the past has provided greater general program support, is also used to a very large degree to support academic initiatives that are central to the mission of the University. In many ways, the more targeted allocations of subvention funds can be viewed as investments in the academic future of the University. The returns on these investments may lag the initial outlay, but the goal is to maintain the excellence of our academic programs.

The first chart, *Schools, General University, Student Aid, Resource Centers, Auxiliaries and Administrative Service Budgets*, compares the overall budgets for the major organizational units of the University for fiscal years 1980 and 1990. The chart shows no significant change in the percentage of total budgetary resources available to the schools including general University subvention in the decade of the 1980s (58.7% in 1980 versus 58.6% in 1990). The chart also reflects the emphasis on increasing graduate fellowships support and on maintaining the policy of need blind admissions in light of reduced federal support for student financial aid (9.6% in 1980 vs. 11.6% in 1990); that the central administration grew the slowest and now comprises a smaller proportion of the budget (15.4% in 1980 vs. 13.6% in 1990); and it shows the growing importance of restricted funds supporting the academic core of the University that were generated partially as a result of the last campaign (Campaign for the '80s) and more recently by the current Campaign for Penn.

The second chart, *Academic, Administrative and Clerical Salary Budgets without HUP*, (for schools, resource centers and the central administration), looks at the same time period of the 1980s. CPUP salaries are included in this analysis, because a large proportion of academic salaries for clinical faculty in the Medical School are funded by the Clinical Practices. This chart compares the relative proportion of the budgeted payroll by employee classification to see what changes, if any, have taken place. As reflected in the Committee's Report, we do see a change in the ratio of *unrestricted* administrative and clerical salaries (46.0% in 1980 vs. 51.4% in 1990) compared to faculty salaries as a percentage of payroll (54.0% in 1980 vs. 48.6% in 1990). What we also see is that when restricted and unrestricted salaries are combined, academic salaries have grown faster than administrative and clerical salaries and consume a larger proportion of the University's total payroll (57.1% in 1980 vs. 61.7% in 1990) than in 1980.

One valid argument is that gross budget numbers do not provide a clear picture of what has happened to salaries over the decade of the 1980s. Salary data must be combined with other information such as headcounts, employee benefits, and changes in salary policy. Collectively, these measures reflect the decisions that were made and provide a better understanding of the total picture.

The Office of Resource Planning and Budget has worked with the Office of Institutional Research to develop some information regarding changes in University headcounts over the past decade. What we see in chart three is that there has been little change in the number of tenure track faculty over the ten year period—an increase of 55. This does not mean, however, that there has not been substantial growth in academic employment throughout the University as the clinician educator track increased by 212. As can be further seen at the bottom of chart four under the section "Total University" while administration had the highest percentage of growth (55.49%), the actual number of new employees hired in classifications that were either academic or that directly supported the University's academic activities exceeded new administrative employees by 2,589 (3,099+31-541). Much of the 2,275 increase in the three academic categories, or A-2, is due not only to tenure track and clinician educators in the standing faculty, but also to growth in the number of lecturers, instructors, research assistants, and teaching assistants who are classified as associated and academic support faculty, and all of whom support the University's academic and research enterprise.

We also believe that comparisons dealing with salary policy should be made as a part of total budgetary policy in order to understand how all the resources are being used. Chart five, *Changes in Unrestricted and Restricted*

(continued next page)

### 3. Head Count Summary—Standing Faculty University Total (Including Medical School)

	Fall 79	Fall 89	Change	% Chge
Full Professor	674	754	80	11.87%
Associate Professor	355	309	(46)	-12.96%
Assistant Professor	449	470	21	4.68%
<b>Total Trad'l Prof</b>	<b>1,478</b>	<b>1,533</b>	<b>55</b>	<b>3.72%</b>
Full CE Professor	10	82	72	720.00%
Associate CE Professor	49	150	101	206.12%
Assistant CE Professor	50	89	39	78.00%
<b>Total CE Prof</b>	<b>109</b>	<b>321</b>	<b>212</b>	<b>194.50%</b>
<b>TOTAL</b>	<b>1,587</b>	<b>1,854</b>	<b>267</b>	<b>16.82%</b>
Senate Committee Report	1,442	1,454	12	0.83%

### 4. Head Count Summary by Employee Classification

#### A-1 Admin/Professional

	Fall 79	Fall 89	Change	% Incr.
Admin Centers	523	914	391	74.76%
Schools & Resource Ctrs	911	1,539	628	68.94%
Ctrs, Schools & Rsc	25	63	38	152.00%
Libraries	83	108	25	30.12%
<b>Total</b>	<b>1,542</b>	<b>2,624</b>	<b>1,082</b>	<b>70.17%</b>

#### A-2 Standing Faculty

	Fall 79	Fall 89	Change	% Incr.
Admin Centers	1	4	3	300.00%
Schools & Resource Ctrs	1,586	1,850	264	16.65%
Ctrs, Schools & Rsc	0	0	0	
Libraries	0	0	0	
<b>Total</b>	<b>1,587</b>	<b>1,854</b>	<b>267</b>	<b>16.82%</b>

#### A-2 Associated Faculty

	Fall 79	Fall 89	Change	% Incr.
Admin Centers	9	10	1	11.11%
Schools & Resource Ctrs	1,655	1,962	307	18.55%
Centers, Schools & Rsc	3	4	1	33.33%
Libraries	0	1	1	
<b>Total</b>	<b>1,667</b>	<b>1,977</b>	<b>310</b>	<b>18.60%</b>

#### A-2 Academic Support

	Fall 79	Fall 89	Change	% Incr.
Admin Centers	8	18	10	125.00%
Schools & Resource Ctrs	2,637	4,317	1,680	63.71%
Centers, Schools & Rsc	4	11	7	175.00%
Libraries	0	1	1	
<b>Total</b>	<b>2,649</b>	<b>4,347</b>	<b>1,698</b>	<b>64.10%</b>

#### A-3 Clerical/Technical

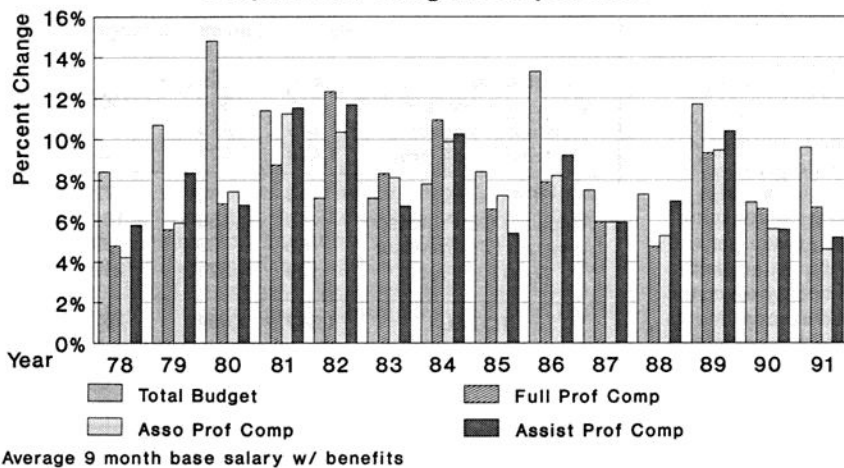
	Fall 79	Fall 89	Change	% Incr.
Admin Centers	434	570	136	31.34%
Schools & Resource Ctrs	1,377	1,597	220	15.98%
Centers, Schools & Rsc	31	40	9	29.03%
Libraries	154	158	4	2.60%
<b>Total</b>	<b>1,996</b>	<b>2,365</b>	<b>369</b>	<b>18.49%</b>

#### Total University

	Fall 79	Fall 89	Change	% Incr.
Admin Centers	975	1,516	541	55.49%
Schools & Resource Ctrs	8,166	11,265	3,099	37.95%
Centers, Schools & Rsc	63	118	55	87.30%
Libraries	237	268	31	13.08%
<b>TOTAL</b>	<b>9,441</b>	<b>13,167</b>	<b>3,726</b>	<b>39.47%</b>

Note: Associated Faculty and Academic Support include, for example, Lecturers, Instructors, Teaching and Research Assistants, Post Doctoral Fellows, and others.

5. Change in Unrestricted & Restricted Budgets Compared with Change in Compensation



*Budgets Compared with Changes in Compensation*, shows the increase of the average nine-month academic base salary (twelve-month salaries converted to nine months) with benefits compared to the annual percentage growth of the total budget. The chart reflects clearly the policy of the 1980s of providing significant increases to faculty salaries, several years in excess of total budget growth, so that the University's average faculty salary, excluding the Medical School, was ranked fifth for Category I major doctoral-level universities as reported in the March-April issue of *Academe*. In addition, the April 3rd issue of *The Chronicle of Higher Education* reported that Penn faculty salaries continue to rank in the 95th percentile for Category I institutions.

Several conclusions may be drawn from these data. While there was growth in the administration of the University, the rate of growth during the past decade appears to be smaller than was suggested in the Senate Committee Report. While administrative and clerical staff salaries have grown significantly, the same can be said for the growth of faculty salaries. In particular, faculty salaries supported by restricted budgets have shown the greatest rate of growth reflecting a conscious policy arising from the growth of restricted funds for research as well as gifts and endowment from the current and past campaigns. The change in the percentage of dollars spent on faculty salaries compared to administrative and clerical salaries over a ten year period, does not reflect a major shift in University resources away from the faculty.

While the tenure track faculty head counts may not have changed significantly in this time period, the decade of the 1980s does reflect a clear University policy of keeping faculty wages market competitive and at the top of their range. In addition, the greatest growth areas within the standing faculty were for Clinician Educators, while the number of Lecturers, Instructors, and other classifications of part-time faculty grew faster than many other employee types. We also see that a substantial number of new staff has been hired in support of University's academic and research mission in the areas of Environmental Health and Safety, Radiation Safety, Computing, and Governmental Regulations.

The University's plan for FY 1992 sustains these accomplishments and addresses the proposed Commonwealth budget cut of \$18.6 million while not interrupting significantly the initiation of the goals and objectives outlined in the Academic Five-Year Plan. In developing a response to Governor Casey's proposals, the University administration approached the problem from the broadest perspective and developed a strategy that spread the impact of the cuts over the central administration and to a significantly lesser degree the academic units (or the Schools & Resource Centers). We considered all available resources and made trade-off decisions on services and programs in order to protect the academic core. This plan included: higher than anticipated increases in tuition and fees; a cut of \$4.0 million in administrative costs; a redistribution of General University resources (subvention) to the schools and resource centers; a reduction of three hundred positions across the University; and an unbalanced budget for the first time in fifteen years. The true measure of our success will be how effectively all resource allocation decisions made during this process maintain the future quality of our academic programs.

As we look to the future, the Academic Five-Year Plan, therefore, becomes a foundation upon which future resource allocation decisions will be made. Over a year of effort by ten working groups comprised of a broad spectrum of the University community went into the development of the Plan. Today the deans and resource center directors are taking the next step as they develop and blend their own plans with the University Plan. It is only through these plans that the priorities of the University can be judged. What we must do for the future is develop benchmarks to assess how successful we are in meeting the priorities stated in the plans. The "Report on the Size of the Administration" represents a start toward understanding the complex issue of resource allocation decisions and the impact these decisions have on the lives of all members of the Penn community. The task at hand, as President Hackney stated last month, is to move forward from here to insure that future allocation decisions are consistent with and can be measured against the goals and objectives of the University's planning efforts.

## Impacts of Budget Cuts

In the light of the anticipated loss of \$18.6 million from the Commonwealth, Senior Vice President Marna Whittington told the A-1 Assembly Wednesday, there will be a lot of discussion about how Penn spends money. "We will plan in an evolutionary, not a revolutionary, way" to protect the core of the academic enterprise, she echoed the Provost. "You don't start and stop intellectual endeavors."

In the announced reduction of 300 positions (faculty and staff), priority will be given to attrition, reassignment and retirement to limit the number of layoffs. Penn's 2200 A-1 employees have a turnover rate of 16%, which is in fact greater than 300, she said. "There is no need for free-floating anxiety," she added. "Penn is not doing a hiring freeze but rather will establish parameters for units and let line managers make allocations." For layoffs that do occur, there will be a task force to help employees, staff relations support, written guidelines for supervisors and information for the rank and file.

Productivity is another factor she cited: "It is incumbent on us as supervisors to make sure all employees are fully productive... to assess how units are organized and do critical tasks first," eliminating discretionary activities. Penn must continue to be serious about nurturing, cultivating and developing staff skills as has been done under the leadership of Barbara Butterfield, she added.

As employees, Dr. Whittington said, people should understand what's expected of them, know how supervisors perceive what they are doing, and use the employee evaluation as a way to improve communication in departments.

Penn is reducing costs in other ways, such as using pre-sorted first class mail rather than regular first class, a 26% cut in essence balancing out the recent postal rate increase. Trash removal's significant expense is being reduced by increased recycling (now at 30 tons of paper per week) and by re-examination of the removal process.

Other reductions would be to eliminate such perks as first-class air travel and attending multiple conferences in a given year.

In response to a query on indirect cost recovery, she said that Penn's rate of 65% is predetermined for this year and next. Due to new federal regulations, liquor will probably be unallowable for reimbursement in the future, and Penn will review subcode structures to accommodate such changes.

## OF RECORD

### Revised Eleemosynary Policy

The University has had a policy since at least 1986 of not making charitable contributions from University funds to other eleemosynary organizations (i.e., any organization supported by charitable giving regardless of tax-exempt status), unless a written waiver is granted by the President. Because Penn solicits gifts for educational and research purposes of the University, it is inappropriate to transfer those funds to other uses or organizations, no matter how worthy. In light of the current budgetary situation, I wish to re-affirm this policy: payments by the University to other eleemosynary organizations in the form of a gift or contribution are prohibited unless approved in writing by the President. Effective July 1, 1991, I will no longer grant such waivers.

—Sheldon Hackney

# A Point of Strategic Opportunity for Congress

*Testimony presented April 17, 1991, before the  
United States Senate Committee on Appropriations Subcommittee on Labor, Health and Human Services and Education  
by Arthur K. Asbury, M.D., vice dean for research, School of Medicine, University of Pennsylvania,  
on behalf of the Association of American Universities and the National Association of State Universities and Land-Grant Colleges.*

Mr. Chairman and members of the Subcommittee, my name is Arthur Asbury. I am a neurologist at the Medical School of the University of Pennsylvania. It is my privilege to represent today the Association of American Universities and the National Association of State Universities and Land-Grant Colleges. The associations' memberships include 150 university campuses on which the preponderance of medical research conducted in the United States takes place, a fact that all of you are familiar from your own state-based experience. It is the subject of medical research that I address today, most particularly the funding levels for NIH and ADAMHA in the FY 1992 appropriations.

Mr. Chairman, we must note at the outset that we are entirely clear about the extraordinary fiscal constraints under which you and your colleagues in Congress will be forced to operate this year. However, we do not find it a contradiction to place before you proposals the cost of which may exceed what you reasonably believe can be spared for medical research. As it is your obligation to set priorities among the various claimants to available funds in your Subcommittee, it is our responsibility to convey to you our strongest beliefs concerning the funding levels that are essential if medical research in this country is to progress in its mission to prevent, ameliorate, and cure the illnesses that attack all humankind and exact intolerable prices not only in human suffering but, indeed, in tax dollars paid by the citizenry.

It is the dedication and commitment of you and your colleagues and those members of Congress who preceded you who helped create the extraordinary medical research system represented by NIH and ADAMHA that provides the fundamental justification for our request. By now no one can be ignorant of the impact medical research has had on the well-being of our people, but more important is where this research has led. Across so many disciplines medical research has reached a point of strategic opportunity. The lines of basic and applied research are narrowed. New knowledge gained awaits the next state of research that will lead to new surgical techniques, medications, vaccines, and other medical technologies that could soon make inroads on the penalties of sickness and disease and injury. It will be tragic if the paths taken and supported so well by you and your colleagues encounter barriers at this opportune moment. It would be a tragedy in the sense that the ancients define tragedy as opportunities unfulfilled. It is important to note that the Administration has built in this understanding in their FY 1992 proposal. Specifically, the proposed budget is \$500 million short of meeting the real costs of the grants proposed.

Our two associations are active participants in the Ad Hoc Group for Medical Research Funding. In essence, we endorse the appropriations recommendations of the group. They include the following. For 1991, we propose \$9.77 billion for all of NIH programs. This compares with the FY 1991 appropriation of \$8.277 billion and the request for FY 1991 from the administration of \$8.775 billion. At the heart of this recommendation is a conviction that investigator-initiated research is the core of NIH supported medical research. Sustainable growth in this quintessential element of the enterprise is an irreducible part of our perception of the NIH.

We believe that to maintain the nation's leadership position in biomedical research there must be adequate appropriations to fund at the very minimum one-third of the proposals recommended by reviewing study sections. Further, they must be supported at the level of funding determined by experts as required to implement the research plan in the proposal. In recent years, under the pressures of inadequate funds and the demand that reasonable numbers of scientists be supported, the NIH had resorted to regrettable mechanisms that appear to create more funds. In fact, so-called "downward negotiations," now referred to as "adjustable worth" or other terminology, vitiate the health of medical research. We concur with the recommendation of the Congress in last year's appropriations bill that called for scientific judgment to determine proper funding levels and fully funding awards at those levels.

Research centers often serve as bridges between basic research and their application. They take a variety of forms and structures, often in highly specialized areas of research and they include the General Clinical Research Centers. The recommendation that a limitation be placed on their number could help create an arbitrary barrier to research progress. Their number should be determined only by scientific merit and need and

they should be funded adequately.

The notion of "pipeline" is central to the future of research activity. We support the recommendations of the National Academy of Sciences regarding the appropriate number of research trainees in the National Research Service Award (NRSA) Program.

A final area of great concern is the Biomedical Research Support Grant (BRSG). We recommend its funding at the FY 1989 level. While the funds involved are a minuscule portion of the NIH budget, their value is very high. Over the years, they have been a major mechanism for supporting young scientists in establishing themselves prior to reaching the point where they may be funded through the normal competitive process. They have bridged a few months between grants of senior research scientists, have provided just a small amount of dollars needed for additional temporary personnel or computer time, and have been a lever in the total process of academic medical research. Their very flexibility makes their availability imperative.

## ADAMHA

For Alcohol, Drug Abuse, and Mental Health research, we recommend for FY 1992 \$1.254 billion. This compares with \$992 million in FY 1991 and the Administration's request of \$1.073 billion. The Congress' recent substantial increases of funding for ADAMHA manifest its leadership in our society in confronting "closet sickness" that, because of misguided social mores, for so long could not be talked about, and therefore, could not be studied scientifically. As the Committee well knows, great strides have been made in many areas within the ADAMHA jurisdiction.

In the area of mental health, thousands of people who might only a few decades ago have spent their entire lives in the darkness of institutions because of schizophrenia and depression, now, through the assistance of medications developed through research, lead complete and productive lives. There are numerous national plans focused on the disorders in children and adolescents or on specific areas. Parallel progress in medical research will allow study of the genetic aspect of mental illness and interrelationships of drug dependence and other disease. One needs only to note that alcoholism is estimated to cost the nation substantially more than \$100 billion every year to recognize the validity for more research in this agency.

Our recommendation, as in the case of the NIH, is for funding approximately one-third of project grants recommended by study sections. Similarly, we propose a funding level for research centers beyond the administration's request. Quite deliberately, we endorse the funding of trainees at a level substantially beyond FY 1991. These areas of research have been playing "catch up" for a long time while producing remarkable research findings in the face of shortfalls in support. We recognize that unless we do more training of the next generation, there simply will be an inadequate number of scientists in the near future prepared to capitalize on the research of an earlier generation.

One final observation. In recent months, the subject of indirect costs and how they are reimbursed and monitored has been in the press and other media. Because the currency of research universities above all else is credibility, our memberships are committed to working with the appropriate Congressional committees and federal agencies to assure in as quick a time as is practical that our house is entirely in order with regard to the indirect costs charged to federal research activity. In the meanwhile, it is exceedingly important that Congress, under its own serious fiscal pressures, not embark on temporary or expedient actions that might appear to be dealing with one or another problem. There may be a real need for changing the current A-21 system for determining proper indirect costs. That will have to be done with expertise and with the evaluation of the implications of every step. Talk that we hear of the possibility of across-the-board cuts in appropriations subcommittees of indirect costs is unnerving in part, obviously, because of the loss of research funds that such an action involves but also because it implies desperate acts in the face of troublesome circumstances. We urge the Subcommittee to take no unilateral action regarding indirect costs but to encourage all parties to the current discussions and activities to bring this matter to a positive closure for our mutual clientele, the taxpayers of the United States.

## COUNCIL

*For the University Council meeting Wednesday, May 8, three key items on the agenda are the election of Steering Committee members; continued discussion of revisions for the Racial Harassment Policy (Almanac April 30); and discussion of the ROTC on campus in the light of the report below and last May's action, also below.*

### Letter to the Chair of the Steering Committee (4/10/91)

On October 17, 1990, you wrote to me as chair of the Senate Committee on Conduct asking us "to make a recommendation to Steering" "regarding the resolution passed by Council on May 9, 1990 regarding R.O.T.C." (Attachment #1\*) The resolution stated the University Council Steering Committee would monitor the application of the University's policy against discrimination on the basis of sexual or affectational orientation as to the Reserve Officers' Training Corps, and that R.O.T.C. would not be permitted to remain at the University after June, 1993, unless it adheres to the non-discrimination policy. (Attachment #2\*)

This issue was raised by a former student, Peter Laska, in a letter to President Hackney, dated April 29, 1990. (Attachment #3\*) Mr. Laska has expressed to the Committee on Conduct that his desire was to continue his training at the University of Pennsylvania and to be commissioned an officer in the U.S. Navy. He did not wish to terminate his enrollment in N.R.O.T.C. He wanted to serve in the Navy. The Navy, however, would have excluded him from N.R.O.T.C. and from service

\* Of the attachments noted only #2 is published here; see gray box.—Ed.

### 1990 Resolution on R.O.T.C.

*Passed by University Council May 9, 1990*

*Whereas* the University of Pennsylvania is committed to act positively toward the elimination of all pattern of unequal treatment;

*And, whereas* the University in fulfillment of this commitment has adopted a policy statement which affirms it does not discriminate on the basis of sexual or affectational preference (among other categories), which applies (among others) to students and applicants to educational programs and activities;

*Be it therefore resolved* that the University will, through a mechanism to be determined by the University Council Steering Committee, monitor the application of this policy to the Reserve Officers Training Corps (ROTC) and that the ROTC will not be permitted to remain at the University beyond June, 1993, unless it adheres to the spirit and the letter of the University's non-discrimination policy with respect to sexual and affectational preference; the Steering Committee will report back by December 1990 meeting of the Council.

*And be it further resolved* that the University of Pennsylvania will join with the Massachusetts Institute of Technology, the University of Wisconsin, the University of Minnesota, Harvard, Yale, and other universities forcefully to pressure the Department of Defense to abolish its policy of discrimination against gay men and lesbian women.

in the Navy based solely on his homosexuality. Mr. Laska became aware that the N.R.O.T.C. knew about his homosexuality and resigned because of the harassment he claims to have experienced while a student in the N.R.O.T.C. program. (Attachment #4\*) The N.R.O.T.C. program at the University of Pennsylvania unanimously recommended that midshipman Laska be disenrolled from the program because of his homosexuality. (Attachment #5\*) The N.R.O.T.C. program at the University of Pennsylvania then recommended to the Chief of Naval Education and Training that Midshipman Laska be disenrolled from the program, not be recommended for any active enlisted service, and the Government seek recoupment of tuition and fees paid to him because he had admitted to being a "practicing homosexual." (Attachment #6\* and #7\*) At the present time, the R.O.T.C. program at the University of Pennsylvania is governed by the Department of Defense policy on homosexuality. This policy clearly states that homosexuality is incompatible with military service. "The presence of such members (homosexuals) adversely affects the ability of the armed forces to maintain discipline, good order and morale; to foster mutual trust and confidence among service members; to ensure the integrity of the system of rank and command; to facilitate assignment worldwide deployment of service members who frequently must live and work under close conditions affording minimal privacy; to recruit and retain members of the armed forces; to maintain the public acceptability of military service; and to prevent breaches of security." (Attachment #8\*)

Based on the above information, the R.O.T.C. policy discriminates against students on the basis of sexual orientation in contradiction to the policy of the University of Pennsylvania. The Faculty of this university can no longer support a program on this campus that is in direct contradiction to the policies of the University. Therefore, the Committee on Conduct supports the resolution of the University Council that R.O.T.C. not be permitted to remain at the University of Pennsylvania and we recommend that the University Council advise the administration of the University to terminate the R.O.T.C. program in 1993. It is the understanding of the Committee on Conduct that when the R.O.T.C. is not permitted to remain on the campus, it does make arrangements for its cadets to continue their military training at nearby colleges. (Attachment #9\*) We, therefore, recommend that those students seeking a military commission and those seeking financial aid through the R.O.T.C. program be allowed to receive military training at another college or university while a student at the University of Pennsylvania. We further recommend that the University of Pennsylvania join the effort of M.I.T. and other universities to eliminate discrimination based on sexual orientation by the Department of Defense.

*Kenneth D. George, Education, Chair, Committee on Conduct*

*Helen C. Davies, Microbiology/Medicine*

*Jerry C. Johnson, Medicine*

*Robert F. Lucid, English*

*Ann E. Mayer, Legal Studies*

*Sohrab Rabii, Electrical Engineering*

## DEATHS

**Dr. Dorothy Ann Mereness**, 80, dean emeritus of the School of Nursing, died April 20 at Chestnut Hill Hospital following a brief illness. Dr. Mereness, dean of the School from 1965 through 1977, had a long and distinguished career in the field of psychiatric nursing. After taking her nursing degree from Case Western Reserve University in 1941, she received a masters' degree from the University of Pittsburgh and a doctorate in education from Columbia Teachers' College in 1956. A member of the NYU faculty from 1955 to 1963, she wrote several books and numerous articles on nursing, including a textbook used in most undergraduate programs. After leaving Penn she was a consultant to Abdul Aziz University in Saudi Arabia.

Dr. Mereness is survived by a sister, Margaret Hind, brothers James and William, two nieces and three nephews.

Contributions may be sent to the Center for the Study of the History of Nursing at the School of Nursing. A memorial service will be held 5 p.m., May 22 in the auditorium of the School of Nursing, ground floor, Nursing Education Building.

**Dr. Roy D. Schmickel**, 55, a world authority on the molecular biology of human genetic disorders and professor and chairman of human genetics, died April 25 at his home in Stone Mountain, Georgia. Dr. Schmickel was appointed chair of human genetics in 1981. He graduated from Oberlin College and Duke University School of Medicine. He had previously held faculty appointments at the University of Michigan and Johns Hopkins University schools of medicine, as well as positions with the National Institute of Health and the President's Council on Mental Retardation. He had

been on long-term disability leave from the University since November, 1987, when he suffered a debilitating sports accident.

Both a pediatrician and a genetic researcher, Dr. Schmickel specialized in the study of hereditary diseases and was a counselor to expectant mothers. Dr. Schmickel also led research on identifying the genetic material responsible for a kind of muscular dystrophy, work which could have led to a cure for the disease.

He is survived by his wife, Leigh Schmickel, two daughters, Barbara Haan and Suzanne Schmickel, two sons, David and Daniel Schmickel, his parents Bert and Barbara Schmickel, two sisters and a granddaughter.

Donations may be made to the Roy D. Schmickel Scholarship Fund at Duke University Medical School, Medical Center Development, 1100 Swift Avenue, Durham, North Carolina 27705.

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# Speaking Out

## Query on Retirement Info

Last semester I received in the mail at home a large 64-page brochure from Benefits-Human Resources entitled "Summary Plan Descriptions: Pennflex, Health and Welfare." With the brochure was a cover letter dated December 1990 and signed by Andrienne S. Riley and Dennis F. Mahoney which stated in part: "The Summary Plan Descriptions for the University's Retirement Programs will be mailed early next year."

When may we expect to see this second brochure?

—Robert L. Hermann  
Development / University Relations

## Response to Mr. Hermann

The materials referred to by Mr. Hermann, the Summary Plan Descriptions (SPDs), are explanations of the benefit plans in the non-technical language intended to make plan provisions understandable to plan participants. During the past few months the benefits office has sent out two booklets to plan participants—the Health and Welfare SPDs and updated Pennflex materials.

The SPDs for the Retirement Programs have been delayed due to ongoing program design work related to both new legislation and new plan features. For example, the TIAA-CREF made cashability of TIAA balances available this month and after consultation with the Personnel Benefits Committee, this feature has been incorporated into Penn's plan. Since payout options are an integral part of the Summary Plan Description, it was deemed prudent to delay publication and include these new features. Accordingly, we have revised the publication schedule. The SPDs will be issued in the next few months.

We apologize for not alerting the community earlier regarding this delay. The Benefits Office is committed to informing the community about plan provisions and we are pleased to know that people are relying on these documents.

If there are any questions about plan provisions before distribution of the SPDs, feel free to contact the Benefits Office at 898-7281.

—Adrienne Riley,  
Director, Human Resources  
(Total Compensation)

—Dennis F. Mahoney,  
Manager of Benefits

## Funds for Nurse/Physician Projects

Up to \$10,000 per project is available through the School of Nursing's Clinical Collaboration Program to fund projects involving clinical collaboration between a nurse and physician in a practice setting. Projects must involve a nurse who is a full-time faculty member, or doctoral student, at the School of Nursing. Preference will be given to projects which include physicians affiliated with HUP or Children's Hospital.

Application deadline is June 3. For further information, contact the School at 898-1942.

## Criteria for Selection of Partners in the Penn's Way Campaign

Standards for the eligibility of charitable organizations to participate in the Penn's Way Campaign are as follows:

An organization which is either:

(1) a fundraising organization disbursing funds to ten or more constituent organizations providing health, human or educational services primarily in the eight county Philadelphia Metropolitan Area (Philadelphia, Bucks, Chester, Montgomery, Delaware, Camden, Burlington, and Gloucester); or

(2) a joint fundraising organization which is a federation of ten or more constituent organizations each of which is providing health, human or educational services primarily in the eight county Philadelphia Metropolitan area.

Such organizations shall be placed on the list of those organizations certified by the University as eligible to receive contributions from University employees via payroll deduction or direct payment provided that the requirements set forth below have been satisfied. Each applicant organization shall supply the President's Office with the following:

1. A copy of a certificate from the Internal Revenue Service indicating proof of its 501(c) (3) status.
2. A copy of its charitable solicitation registration issued by the Commonwealth of Pennsylvania authorizing it to raise funds within the Commonwealth.
3. A statement by the organization that it is providing health, human or educational services or funding for health, human or educational services primarily in the eight county Philadelphia Metropolitan Area.
4. A copy of its statement of non-discrimination as approved by its Board of Directors. This statement is applicable to each Federation and each constituent member agency.

All eligible organizations shall contribute a fair share of the administrative promotional expenses of the Campaign under an equitable formula to be established by the University.

—Sheldon Hackney, President

## Defining an Undergraduate Writing Requirement

At its meeting on 2 April 1991, the Faculty of Arts and Sciences approved the establishment of an Undergraduate Writing Requirement to be implemented from the fall of 1992.

An undergraduate will be able to fulfill this requirement in one of four ways, by taking:

- 1) a *Freshman English course*: About 65% of freshmen currently enroll in courses in the Freshman English program that focus on writing skills. Several new "writing about" specific subject-matter courses have recently been added as part of this program;
- 2) a *course-affiliated Writing Seminar*: The Writing Committee has helped to institute a series of writing workshops attached as sections to broad undergraduate courses; these laboratory seminars are taught by advanced graduate students in each discipline, with participation by the senior faculty members teaching the subject-matter courses;
- 3) a *Faculty Writing workshop*: The committee requests that faculty with existing or new writing/revision-intensive courses propose them to the committee for approval as part of the requirement; or
- 4) *Two Writing-Across-the-University-affiliated sections of SAS courses*.

Further information may be found in the full report submitted by the Writing Committee. The Committee also has recommended that a survey of writing-intensive courses, majors, and programs be conducted and that appropriate "Writing at Penn" publicity be prepared as part of the implementation of this requirement.

Faculty who wish to propose existing or new courses as "Faculty Writing Workshops" should forward material on the course to Peshe Kuriloff in the WATU office (413A Bennett Hall/6273). Criteria for these workshops require that they be small group courses and involve both extensive writing and supervised revision.

### SAS Writing Committee:

Guy Welbon (Chair)  
Gregg Camfield  
Lance Donaldson-Evans  
Drew Faust

Michael W. Meister  
Margaret Mills  
John Richetti  
David Williams  
Dean Norman Adler, ex officio  
Peshe Kuriloff, ex officio  
Kent Peterman, ex officio

## Free Skin Cancer Screening

Private, individual screenings for skin cancer will be provided without charge by dermatologists from Penn's Medical Center at their King of Prussia offices Saturday, May 18, 9 a.m. to 1 p.m. The service is sponsored by the American Cancer Society in coordination with Penn Medical Center's department of dermatology to raise public awareness of the dangers of skin cancer.

Although melanoma, a deadly form of skin cancer, is considered to be one of the easiest to detect, treat and cure, the number of cases is on the rise. In 1990 alone, the American Cancer Society predicted that the number of new cases of skin cancer would reach 600,000. Of those cases, 27,600 would be melanoma—an increase of seven percent over the previous year.

For an appointment for a free screening by a Penn dermatologist, or more information, call 337-8882. Penn Medical Center's King of Prussia office is located in the Merion Building at 700 Henderson Road at South Gulph Road.



### Can You Sing? Commencement Wants YOU.

Faculty and staff singers, male and female, are sought for the Commencement Chorus, to perform Tuesday, May 21, under the direction of the Glee Club's Bruce Montgomery. No auditions are required—nor are caps and gowns—but two rehearsals are: Wednesday, May 15, 4-5 p.m., and Saturday, May 18, 4:30-5 p.m., in Room 511 Annenberg Center. Accompanied by the U.S. Army Field Band, the student-faculty-staff Commencement Chorus will sing the U.S. National Anthem, The Red and the Blue, and, by request, a repeat of the Montgomery work commissioned for last year's celebration, the 250th Academic Anthem. For more information, call Bruce Montgomery at Ext. 8-7569.

### 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 April 29, 1991 and May 5, 1991.

**Totals:** Crimes Against Persons—1, Thefts—29, Burglaries—6, Thefts of Auto—0, Attempted Thefts of Auto—0

Date	Time	Location	Incident
<b>Crimes Against Persons:</b>			
5/04/91	6:21 PM	3900 Block Spruce	Complainant threatened/cash taken/no injuries
<b>34th to 36th; Spruce to Locust</b>			
4/29/91	8:44 AM	Williams Hall	Computer/phones/stereo taken from room
4/29/91	5:35 PM	Furness Building	Site plan taken from archives
4/30/91	2:34 PM	Furness Building	Wallet taken from unattended backpack
4/30/91	10:35 PM	College Hall	Secured bike taken from rack
5/04/91	9:18 PM	Houston Hall	Unattended purse and contents taken
5/05/91	3:33 PM	Williams Hall	Photos taken from room/forced entry
<b>34th to 36th; Locust to Walnut</b>			
4/30/91	7:48 PM	Van Pelt Library	Unattended wallet taken
5/02/91	7:04 PM	Van Pelt Library	Secured bike taken from rack
5/03/91	1:21 PM	Meyerson Hall	Unattended purse & contents taken
5/04/91	9:34 PM	Meyerson Hall	Tools taken from unattended backpack
5/04/91	11:58 PM	Van Pelt Library	Secured bike taken from lamp pole
<b>34th to 36th; Civic Center to Hamilton</b>			
4/29/91	12:27 PM	Blockley Hall	Purse taken from room/recovered w/o wallet
4/29/91	3:29 PM	Nursing Ed Building	Various items taken from room/ forced entry
4/30/91	1:33 PM	Blockley Hall	Wallet taken/ 4 suspects arrested
4/30/91	5:47 PM	Blockley Hall	Unattended wallet taken/recovered
5/02/91	5:32 AM	Hamilton Walk	Secured bike taken from fence
<b>36th to 38th; Hamilton to Spruce</b>			
5/01/91	5:05 PM	Upper Quad	Bike parts taken from secured bike
5/02/91	7:34 AM	Foederer Dorm	Bike parts taken from secured bike
5/03/91	10:24 AM	Foederer Dorm	Bike parts taken from secured bike
5/04/91	6:41 PM	Lippincott Dorm	Secured bike taken from pole
<b>32nd to 33rd; South to Walnut</b>			
5/01/91	5:17 PM	Rittenhouse Lab	Unattended wallet taken from knapsack
5/03/91	4:39 PM	Rittenhouse Lab	Cash taken from snack machine
5/04/91	1:28 PM	Lot #6	Cash taken from parking lot cash register

**Safety Tip:** Protect Your Property—Keep doors and windows secured...Don't prop doors open...Lock your door, even if you're only going to be away momentarily...Don't admit strangers...and never lend keys or have keys made unnecessarily.

### 18th District Crimes Against Persons Report

Schuylkill River to 49th Street, Market Street to Woodland Ave.

12:01 AM April 22, 1991 to 11:59 PM April 28, 1991

**Totals:** Incidents—23, Arrests—5

Date	Time	Location	Offense/Weapon	Arrest
4/22/91	12:00 AM	324 S. 42	Robbery/gun	No
4/22/91	12:00 AM	4303 Locust	Robbery/gun	No
4/22/91	3:45 PM	4600 Chestnut	Aggravated Assault/knife	No
4/22/91	7:45 PM	100 S. 46	Robbery/strong-arm	Yes
4/22/91	10:55 PM	4506 Walnut	Robbery/knife	No
4/22/91	11:05 PM	500 S. 47	Robbery/knife	No
4/23/91	8:05 PM	4700 Walnut	Robbery/strong-arm	Yes
4/24/91	1:55 AM	221 S. Melville	Robbery/strong-arm	No
4/25/91	2:30 AM	4330 Pine	Aggravated Assault/knife	No
4/25/91	10:35 PM	4700 Walnut	Robbery/gun	No
4/26/91	1:30 PM	4000 Chestnut	Robbery/strong-arm	Yes
4/26/91	5:45 PM	4630 Chestnut	Aggravated Assault/bat	No
4/26/91	8:55 PM	4009 Pine	Robbery/strong arm	Yes
4/27/91	1:19 AM	4600 Chestnut	Robbery/strong-arm	No
4/27/91	3:20 AM	921 S. 48	Robbery/strong-arm	No
4/27/91	4:05 AM	4800 Market	Robbery/gun	No
4/28/91	12:02 AM	3400 Civic Center	Aggravated Assault/fists	No
4/28/91	12:05 AM	3400 Civic Center	Aggravated Assault/gun	No
4/28/91	12:07 AM	3400 Civic Center	Aggravated Assault/gun	No
4/28/91	12:35 AM	403 S. 41	Robbery/knife	No
4/28/91	1:35 AM	3200 Chestnut	Robbery/strong-arm	No
4/28/91	2:50 AM	4800 Trinity	Aggravated Assault/fist	No
4/28/91	6:14 PM	4111 Walnut	Rape/strong-arm	Yes

# Update

MAY AT PENN

## FITNESS/LEARNING

**11 Women and Heart Disease;** 8:30 a.m.-12:30 p.m., School of Nursing; registration \$10. Information: Rita Nemchik, Ext. 8-4522. (School of Nursing Center for Continuing Education).

## TALKS

**8 Research Libraries at the Turning Point;** Richard DeGennaro, former Penn libraries director; 3 p.m., Rosenwald Gallery, 6th floor Van Pelt Library (Librarian's Assembly).

**9 Combined Degree Research Day: Poster Session;** display of current and recent work of combined degree candidates; 1 p.m.-3:30 p.m., outside Suite 100, Medical Education Bldg. Information: Ext. 8-8025 (School of Medicine Combined Degree Programs).

**Ethics and Preparation for a Career in Biomedical Research;** Robert Levine, department of medicine, Yale University; 4 p.m., Auditorium, Clinical Research Building (School of Medicine Combined Degree Programs).

**11 What Every Biomedical Scientist Should Know About Lyme Disease;** Sandra Evans, US Army, Cynthia Lord, Princeton University, Durland Fish, New York Medical College; 2:30-5:30 p.m., Woerner Amphitheatre, New Bolton Center (School of Veterinary Medicine).

**Deadline:** The deadline for the Summer at Penn pullout calendar is *Tuesday, May 14*.

## Philadelphia Garden Tours

The Morris Arboretum will offer its Fifth Annual University of Pennsylvania Philadelphia Garden Tour of private gardens in Chestnut Hill and Wyndmoor from 12:30 p.m. to 5 p.m. on Sunday, June 2. The seven private gardens vary in size and style, including large estate gardens and immaculate small gardens. Guests will also visit the Morris Arboretum for refreshments and can purchase a variety of unusual small plants there.

Proceeds benefit both Penn's Arthritis Research Program and the Morris Arboretum. Tickets, maps and a brochure are now available, at \$20; a patron tour ticket, \$40, includes lunch at a bonus garden before the tour. For more information: Betsy Lukens at 247-5777 or Esther Lobb at 662-2792.

# Almanac

3601 Locust Walk Philadelphia, PA 19104-6224  
(215) 898-5274 or 5275 FAX 898-9137  
E-Mail ALMANAC@A1.QUAKER

EDITOR Karen C. Gaines  
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