

Almanac

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Pullout: December at Penn

Coming Retirement of Dr. Clelland and Search for New Deputy Provost

Dr. Richard Clelland, the professor of statistics who in 1982 became Penn's first deputy provost, has announced that he will retire at the end of the spring term 1992. Provost Michael Aiken has named a search committee (below) to advise on the selection of a successor.

"Dick Clelland has done a superb job as Deputy Provost," Dr. Aiken said. "His temperament, his judgment, his even-handed way of dealing with problems is an inspiration to everyone. It will be difficult to find someone who can generate such confidence."

Dr. Clelland, now 70, has been at Penn since 1953, when he joined the Wharton School as assistant professor of statistics. He took his A.B. from Hamilton College in 1944 and A.M. from Columbia University in 1949, then taught at Hamilton and at Syracuse University before enrolling here for the Ph.D.

After service in operations analysis with the Alaskan Air Command in the late 'fifties, Dr. Clelland became associate professor in 1961 and was named full professor and chair of his department in 1966. He chaired the graduate group in operations research in 1969-70; served as acting dean of the Wharton School in 1971-72, and was its associate dean from 1975 to 1981. He also holds faculty appointments in SAS, SEAS, and the School of Nursing, and was a trustee of the Presbyterian-University of Pennsylvania Medical Center.

A longtime associate editor of *The American Statistician*, he has published widely in health journals here and abroad (including *Lancet* and the *Journal of the Indian Medical Profession*) as well in journals of mathematics and statistics.

The search committee named by the president and the provost, in consultation with faculty and students, is made up of:

Nominated by the Faculty Senate:

Ivar Berg, professor of sociology and former associate dean, Arts and Sciences

Helen C. Davies, professor of microbiology and associate dean for student affairs, Medicine

Frank Goodman, professor of law

Ann L. Strong, professor of city & regional planning and associate dean, Graduate School of Fine Arts

Nominated by the President and Provost:

Edward H. Bowman, Reginald H. Jones
Professor of Corporate Management and deputy dean for academic affairs at the Wharton School (*chair*)

Oscar Gandy, professor of communication

Paul McDermott, professor of education

Frank W. Warner, professor of mathematics

Nominated by GAPSA

Pamela Inglesby, Annenberg School Ph.D. Program

To come: Nominee of the UA/NEC.



Deputy Provost Clelland

Search for Social Work Dean

Provost Michael Aiken has named the committee to advise on a new Dean of the School of Social Work to replace Dr. Michael Austin, who will have held the post seven years when he leaves next spring for Berkeley (*Almanac* May 7, 1991). The committee:

Peter Vaughan, associate professor and associate dean of SSW, chair

June Axinn, professor of social welfare at SSW

Fred Burg, vice dean for education at the School of Medicine

Wilbur Hobbs, alumnus and member of the SSW Board of Overseers

Marvin Lazerson, professor and dean of the Graduate School of Education

Jane Lowe, assistant professor, SSW

Joan Lynaugh, associate professor of nursing

Roberta Sands, assistant professor, SSW

Mark Stern, associate professor, SSW

Anthony Butto, SSW Ph.D. program '93

Katarzyna Malinoska, SSW '94

To Staff Grievance Volunteers:

Four orientation sessions have been scheduled for members of the University community who volunteered to serve as panelists and/or employee representatives for the new Staff Grievance Procedure. All sessions will be held from 9 a.m.-12:30 p.m. on these dates:

Dec. 4 Training Room, Blockley Hall

Dec. 9 Conference Room, 2nd Fl. McNeil

Dec. 10 Room 337, Towne Building

Dec. 12 1962 Lecture Hall, Medical School

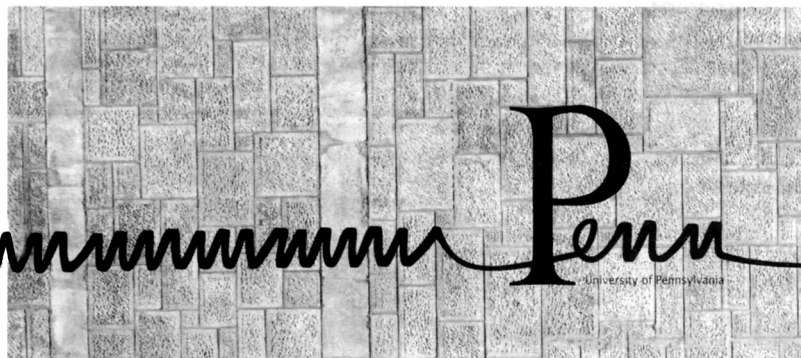
Attendance at one session is required for those who wish to serve as panelists. Those unable to attend but interested in serving may contact the Office of Staff Relations at 898-6093.

—Division of Human Resources/
Staff Relations

Coming Soon: The 1991-92 Phone Book

The Penn Telephone Book for 1991-92 starts into distribution next week. This year's cover is based on a closeup photograph of College Hall's southeast facade, marking progress in the five-year project to reclaim the green serpentine stone.

Cover design:
Publications Services
Photo by Tom Bernard



To: Faculty, staff and students involved in graduate education
From: Janice Madden, Vice Provost for Graduate Education

Because other high quality graduate programs—our competition in Ph.D. education—offer full financial support to their strongest applicants, Penn must be in a position to make comparable offers in order to maintain the national prominence of our programs. Offers of partial support will not be as successful as offers of full support in attracting the very best students when other programs are offering full support. In light of the importance of full support in attracting the very best students to Penn, the Council of the Graduate Faculties and the Council of Graduate Deans, at my suggestion, have recommended that University Fellowship funds be exclusively for the full support of graduate students.

The "Proposed Policy on the Use of University Fellowship Funds" below represents a way to implement the policy that these two groups saw as desirable. Please forward any comments on this policy to Professor Janice Madden, Vice Provost for Graduate Education, 106 College Hall/6381 by *December 1, 1991*.

Proposed Policy on the Use of University Fellowship Funds

1. University fellowship funds are provided only to support the academic preparation of students for the Ph.D. degree.

2. Services that are not required from all Ph.D. students cannot be demanded in exchange for these funds. (Research assistantships provided to Trustee Professors as part of their original appointments may be funded from these funds.)

3. All students who receive these funds must be full time students. If they have not completed 20 cus, they must be registered for a minimum of 3 cus. If a student needs less than 3 cus to reach the 20 cus requirement, he or she must register for the number of cus needed to reach 20 in that semester.

4. All students who receive University Fellowship Funds must be supported for a full academic year (unless they graduate) at a level that includes, at a minimum, full tuition and a nine month stipend level of \$9,000.

- Partial awards of University Fellowship Funds can be made if the students are receiving funds from other sources—such as internal or external fellowships, teaching assistantships, or research assistantships—that total to an amount that meets the full funding requirements.
- A student on a leave-of-absence or on GAS 996 for one term may be supported during the other term provided that the student is fully supported during that term.
- All partial awards of University Fellowship Funds to a student must demonstrably comply with item 2. In order to demonstrate that a student, who is receiving a partial University Fellowship to complement a service award, is not performing services for the University Fellowship money, the school or department must have a clearly stated and enforced policy on the service requirements associated with the level of the service award provided to the student and not require the student to provide services in excess of that required of other students getting the same level of service award.

Corrections: The November 5 issue's Three-Year Academic Calendar is correct, but a footnote highlighting the fact that Commencement is on a Thursday in 1994 incorrectly read "1993." For those who wish to reproduce this calendar in bulk, a corrected master is available from *Almanac*.

In the November 12 Honors column *Almanac* named five new Penn members of the National Academy of Sciences' Institute of Medicine—but there were six, the Leonard Davis Institute advises: *Dr. Patricia Danzon*, the Celia Moh Professor of Health Care Systems and Insurance, was missing.

At right is a corrected reprint of tables in the Clelland-Mengel report, which appeared last week. The correction is in the next to last column, "(O)," in the first table, where the number published as 7(.075) should have read 3(.075) as given here.

Outcomes of Timely Tenure Reviews 1990-91

Number of Faculty Members (Proportion)

	Tenure Attained		Tenure Not Attained				Total
	(TT)	(D)	(S)	(U)	(O)		
Women	7(.70)	1(.10)	2(.20)	0(.00)	0(.00)	10(1.00)	
Men	20(.50)	6(.15)	4(.10)	7(.175)	3(.075)	40(1.00)	

Outcomes of Timely Tenure Reviews

1980-81 through 1990-91

Number of Faculty Members (Proportion)

	Tenure Attained		Tenure Not Attained				Total
	(TT)	(D)	(S)	(U)	(O)		
Women	63(.54)	14(.12)	18(.15)	4(.03)	18(.15)	117(.99)	
Men	213(.53)	52(.13)	58(.15)	29(.07)	47(.12)	399(1.00)	

Speaking Out

Query on Costs of Uncapping

I was pleased to read the Report of the Task Force on Retirement (*Almanac*, 10/29/91). The report was fair, detailed, balanced, and constructive as it attempted to examine the possible consequences when mandatory retirement ends in 1994; the results of the emeritus survey should be valuable to both active and retired faculty.

I do have one criticism, however. Several estimates of potential added financial costs after uncapping in 1994 were presented; for example, if three of four faculty annually choose to continue after 70 years of age, the "cost" to the University would be approximately \$500,000. The formula used by an Administrative Working Group assumed that the difference between the salary benefits of a faculty member who continued past age 70 and the salary and benefits of an assistant professor replacement would yield the potential added financial costs of uncapping. As I understand the report, the Task Force applied these same assumptions in examining various scenarios. Recognizing the complexities accounted for by the several models presented, still I wondered whether the comparable fiscal productivity of these hypothetical faculty members was included. How much in tuition income generated, research grants received, and departmental services provided would each contribute to Penn's coffers? How about the costs of replacement, e.g., the search committee, disruptions in departmental routines, the "breaking in" of the assistant professor? Can one put a dollar value on the risks that the replacement would not make tenure or would leave Penn before tenure review? Or the increment when a distinguished professor continues in terms of his/her scholarly output, reputation, students attracted, wisdom about the department and the discipline, mentoring junior faculty, etc. On the other hand, how much does a senile and incompetent professor cost?

My point is that replacement may have fiscal consequences other than the gain realized when the salary of a retiring professor is erased from the ledger. To calculate such costs accurately is a challenge to accountants and economists when they assay academe.

—Arthur A. Dole, Professor Emeritus, Psychology in Education

Clothing the Homeless

A drop-off point has been set up in the lobby of the Franklin Building where clothing in good condition can be donated for the homeless in University City. The building will be open 8 a.m.-5 p.m. through November 25. The drive is sponsored by the Penn Volunteers in Public Service.

Division of Human Resources Annual Report for Fiscal Year 1991

July 1, 1990 - June 30, 1991

Executive Summary*

The University of Pennsylvania is committed to institutional integrity. During this past year, while the news media focused attention on questionable financial practices and issues of bias on campuses across the nation, Penn took effective measures to continue to foster an ethical and equitable environment. Most notably, Penn defined this environment in the University's Statement on Stewardship of Human and Financial Resources, which was published in FY 91.**

The Division of Human Resources is proud to have taken a leading role in the development of this document for the Offices of the Provost and Senior Vice President. It serves not only as a philosophical statement, but also as a guide that directs faculty and staff administrators to existing campus resource offices, training opportunities, and written policies and procedures. In FY 92, Human Resources will continue to reinforce the concept of stewardship through (1) panel presentations which explain the responsible discharge of administrative duties, (2) more seminars on managing a diverse workforce, (3) other supervisory training, and (4) the impartial enforcement of Penn's human resource policies.

Human Resources further supported the University's principle of equity during the fiscal year by improving the comprehensiveness of Penn's human resource data. Ethnicity data was added to almost 500 faculty and staff records, enabling the division to perform more accurate demographic studies of Penn's hiring and promotion practices. The results of these studies were shared with campus groups and University senior management and will be considered in shaping human resource programs.

Institutional integrity also relies upon processes that are effective and conserve money. As an early proponent of Total Quality Management (TQM), Human Resources applied this method to eliminate an internal processing backlog and to improve benefits eligibility records. The latter effort produced immediate, substantial savings in University premiums, and more savings are expected. The division's FY 92 activities will include collaboration with the Office of the Senior Vice President to implement TQM techniques throughout Penn. Specifically, the division will provide facilitators for quality improvement teams and offer TQM training opportunities.

This past year was one of achievement for Human Resources. Responsibility for the Penn's Way/United Way Campaign was assumed by the vice president for Human Resources at the request of senior University management. Using the division's considerable automated information processing capabilities to plan goals and monitor progress, the campaign committee, which included representatives from across the campus, led Penn's most successful campaign in history. A record-breaking \$370,000 was pledged by the Penn community to support social service organizations in the greater Delaware Valley.

This past year also was one of change. Near the end of the fiscal year, Barbara Butterfield, vice president for Human Resources, left Penn for a new challenge at Stanford University. Her tenure at Penn culminated in the publication of the division's multi-year Strategic Plan and Business Plan. Projects that were conceived under her direction will move forward as planned. During this transitional period, the division is being directed by the undersigned. Also in the past year, the University modified its administrative structure. The Division of Hospitality Services was reassigned to report to the Division of Human Resources.

Much of the work of the Division of Human Resources was accomplished through close cooperation among the division's departments and with other campus offices and groups too numerous to name. Suffice it to say that without the perspectives of various constituencies and their expertise on matters of law, campus automation, and in other areas, we would have made far less progress on our goals to fulfill Penn's human resource needs.

We submit this record to you, our colleagues, and invite you to continue working with us as stewards of a future of accomplishment for Penn.

—Barry Stupine, Acting Vice President for Human Resources
& Associate Dean for Administration, School of Veterinary Medicine
—Rogers Davis, Director of Human Resources, Recruitment & Retention
—Susanne Iannece, Director, Training & Organization Development
—Adrienne Riley, Director of Human Resources, Total Compensation
—Gary Truhlar, Director, Information Management

Dr. Thomas H. Cannard, emeritus assistant professor of anesthesia, died November 5 at the age of 70. Dr. Cannard graduated from PennMed in 1951, did his residency here from 1952-54, and joined the faculty in 1954. He retired in 1984 after fifty years' service.

He is survived by his wife, Jane Lingle Cannard; a son, Thomas E.; a daughter, Frances; two sisters, Sara Hoover and Mary Lovett; and three brothers, James, Robert and Edward.

Marc Ehrental, an MBA student, died November 7 at the age of 26. After graduating from Michigan accounting in 1987, Mr. Ehrental came to Penn in September 1990, and he took part in biotechnology projects while working toward his Wharton degree. He is survived by his parents, Mr. and Mrs. Herbert Ehrental of East Meadow, NY.

Dr. Derek James Ford, a former lecturer of economics who was a researcher at Wharton Econometric Forecasting Associates for nine years, died September 13 of AIDS-related complications. He was 48. The New Zealand-born economist took his Ph.D. from Penn in 1977 and taught economics while serving as a principal investigator in international modeling and forecasting. Since 1985 Dr. Ford been principal economist for the econometric unit of Organization for Economic Cooperation and Development in Paris, teaching also at the American University there.

He is survived by his parents Isabel and P.J. Ford, brothers Ian and Owen and a sister, Anne Bonner, all of New Zealand; by his sons, Andre and Daniel, of Washington, D.C.; and a companion, Patrick Meyer of Paris.

Teresa Freeman, a long-time member of the University housekeeping staff, passed away June 21. Ms. Freeman had joined the University in 1969 as a night cleaner. After going on long-term disability in 1975, she took early retirement in June 1988.

William M. (Bill) Lennox, who was business manager of athletics at Penn for 35 years before becoming Philadelphia Sheriff in 1952, died October 7 at the age of 91. Mr. Lennox, described during his 20 years as sheriff both as controversial and as "the most popular of all elected city officials," retired from that post at the age of 71 and began another career as a volunteer at St. John's Hospice in Center City. He is survived by his wife, Kathryn; sons William M. Jr. and Benedict M.; daughters Nancy Cline, Jane Klenk and Mary Ellen Domazalski; 22 grandchildren and six great-grandchildren.

Helen Richter, a former benefits counselor who joined the University in January 1973, passed away September 11.

Irving Ross, 31, a Ph.D. candidate in anthropology, died September 30 at his parents' home in Colorado. Mr. Ross entered the University in the fall of 1985 and had been working in Michigan on his dissertation, *Constructing Ethnicity: The Iraqi Chaldean Community of Metropolitan Detroit*. He is survived by his parents, Dr. and Mrs. Michael Ross, who suggest contributions in his memory be made to the Rose Medical Center, 4567 East 9th Avenue, Denver CO 80220.

A memorial service will be held for Mr. Ross at the Newman Center, 3720 Chestnut Street, on Friday, December 6, at 2:30 p.m., with a brief reception following.

* Single copies of the full 26-page report are available from Amy Mergelkamp at the Division of Human Resources, Ext. 8-6884

** The guidelines were distributed to senior level management, ie. deans and directors, and will be published in *Almanac* in December.

Update

NOVEMBER AT PENN

EXHIBITS

23 Master of Fine Arts Exhibition: graduate fine arts student paintings, drawings, prints and sculptures; 7-10 p.m., Meyerson Hall Gallery, Mon.-Fri. 10 a.m.-5 p.m. Through December 7.

Ongoing

From the Outside Looking In; self-portraits by undergraduate and graduate Penn students; Bowl Room, Houston Hall. *Through December 8.*

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 crimes in the five busiest sectors on campus where two or more incidents were reported between **November 11, 1991 and November 17, 1991.**

Totals: Crimes Against Persons-1, Thefts-21, Burglaries-3, Thefts of Auto-2, Attempted Thefts of Auto-0

Date	Time	Location	Incident
Crimes Against Persons:			
11/17/91	11:21 PM	Lot 17	Student robbed/cash taken
37th to 38th; Spruce to Locust			
11/11/91	5:15 PM	Vance Hall	Secured bike taken from rack
11/12/91	7:51 AM	Vance Hall	Wallet taken from computer room
11/12/91	5:31 PM	McNeil Building	Wallet taken from unattended bag
11/15/91	7:46 PM	McNeil Building	Wallet taken from room
38th to 39th; Spruce to Locust			
11/11/91	2:47 PM	Dining Commons	Radio taken from unattended bag
11/16/91	4:58 AM	Harnwell House	Snacks taken from commissary
11/16/91	4:01 PM	Harnwell House	Money taken from unsecured drawer
34th to 36th; Locust to Walnut			
11/11/91	8:20 PM	Van Pelt Library	Jacket taken
11/12/91	6:45 PM	Van Pelt Library	Credit cards and ID taken/one apprehension
11/17/91	12:04 PM	Meyerson Hall	Camera taken from room
36th to 38th; Walnut to Market			
11/11/91	5:46 PM	Grad B Tower	Watch taken from secured room
11/16/91	3:01 AM	Lot 17	Auto taken from lot
11/17/91	11:21 PM	Lot 17	See above under crimes against persons
36th to 37th; Spruce to Locust			
11/11/91	4:25 PM	Steinberg-Dietrich	Microwave taken from unsecured room
11/17/91	7:35 PM	Steinberg-Dietrich	Bike recovered/returned to owner

Safety Tip: Care about your neighbor. Watch his house and property. Report all suspicious persons and automobiles to the police. Write down license numbers and descriptions. Call the University Police at 511 for emergencies or 898-7297.

18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Avenue
12:01 AM November 4, 1991 to 11:59 PM November 10, 1991

Totals: Incidents-15, Arrests-3

Date	Time	Location	Offense/Weapon	Arrest
11/05/91	10:00 PM	1301 S. Melville	Aggravated Assault/gun	No
11/05/91	8:30 PM	4800 Market	Robbery/gun	No
11/06/91	12:00 PM	4807 Chester	Robbery/gun	No
11/06/91	3:10 PM	3900 Walnut	Robbery/knife	No
11/07/91	5:10 PM	3400 Market	Robbery/strong-arm	No
11/08/91	12:05 AM	4631 Spruce	Robbery/gun	No
11/08/91	12:22 AM	4500 Baltimore	Purse Snatch/fists	No
11/08/91	12:30 AM	400 S. 45th	Robbery/gun	No
11/08/91	12:40 AM	4621 Larchwood	Robbery/gun	No
11/08/91	12:49 AM	3900 Walnut	Robbery/strong-arm	Yes
11/08/91	6:36 PM	748 S. Cecil	Rape/strong-arm	Yes
11/09/91	3:05 AM	4700 Chestnut	Robbery/gun	Yes
11/09/91	4:17 AM	4200 Walnut	Robbery/gun	No
11/09/91	2:03 AM	4200 Pine	Robbery/knife	No
11/10/91	7:09 PM	4800 Chester	Aggravated Assault/gun	No

FITNESS/LEARNING

21 NeXT Computer User Group Meeting; 7-9 p.m., Ben Franklin Room, Houston Hall.

22 Representatives from Prudential on Employee Mortgage Program; brown-bag session; noon, 720 Franklin Building (treasurer's Office). Register: Ext. 8-7256.

23 Morris Arboretum Walking Tours; Saturdays and Sundays at 2 p.m. from Widener Education Center. Tickets: \$3 adults, \$1.50 for seniors; members and children under 6 free. Info: 247-5882. 100 Northwestern Ave.

ON STAGE

20 New Views/New Voices; new works by Philadelphian movement and performance artists; 7 p.m.; also *November 21-23*, 8 p.m.;

matinee *November 24*, 3 p.m. Tickets \$15; for discounts to groups, senior citizens, students, call 382-0606 (MTI Tabernacle Theater).

TALKS

20 Unearthing the Unknown: The Verbal Archaeology of Investigative Journalism; James Steele, *Philadelphia Inquirer*; 5 p.m. reception, 5:30 p.m. lecture, 6th floor Van-Pelt Dietrich Library (Friends of the Library).

US-Soviet Relations in a Post-Cold War World; Alvin Rubinstein, political science, 7:30 p.m., Vance Hall B8-B9. (Connaissance).

21 Difficulties in Evaluating a Truly Grass-Roots Community-Based Injury Prevention Program; Leslie Davidson, pediatrics, Columbia; 9-10 a.m., 313 NEB (SGIM).

22 Endocarditis: Diagnosis & Management; David Callans and Howard Eisen, cardiology; noon-1 p.m., Agnew-Grice Conference Room, 2 Dulles (SGIM).

ES Cells, mesoderm, hematopoietic cells; Michael Van Wiles, Basel Institute of Immunology; noon, Wistar Auditorium.

25 Doctors, Patients, and Health; Anne Somers, decision sciences, noon-1 p.m., Ralston House, 2nd floor Conference Room (SGIM).

Isolation of cDNAs expressed in mouse plasmacytomas but not B-Lymphomas (... title continues); Michael Keuhl, Navy Medical College. 1 p.m. Wistar Auditorium (Wistar).

27 Avoidable Errors in Trauma Management; William Schwab, chief, Trauma Service; 8:30-9:30 a.m., E.R. Conference Room, Silverstein (SGIM).

NSAID's—An Important Cause of Ulcer Complication in the Elderly in New South Wales; David Henry, Newcastle, Australia; 11 a.m., Alumni Hall, 1 Maloney, HUP (SGIM).

Intervention, recovery, therapy and A.A.; Richard F. Limoges and Mary Jo Porreca, 1-2 p.m., 2nd fl., Marriage Council, 4025 Chestnut.

VIDEOCONFERENCE

22 Perspectives on Global Chaos: Implications for the United States; Joseph S. Nye, Jr., Harvard University; Simon J. Appatov, Odessa University; Pia Wood, Old Dominion University; John Zhao, U.S. Institute of Peace; 2:30 p.m.-4 p.m., Room 111, Annenberg School. (Phi Beta Delta, Conflict Analysis and Peace Science Graduate Group, Dynamics of Organization Program, Aresty Executive Education Center, History Department, International Relations, Annenberg School).

Reminder: No *Almanac* November 26. *Update* deadline for December 3 is November 25.

Almanac

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