

Almanac

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Strausz-Hupe Term Chair: Dr. Tilney of Biology



Dr. Lewis Tilney, a leading scholar-teacher in cell biology, has been designated the Robert Strausz-Hupé Term Professor in the School of Arts and Sciences. He is the first recipient of this professorship, named for the Penn Emeritus Professor of Political Science, a former Ambassador to Turkey also noted for his leadership of the Foreign Policy Research Institute. The chair was given by an alumnus, Rodney B. Berens (C '67, WhG '72) of Salomon Brothers, Inc.

Dr. Tilney, who took his A.B. from Harvard in 1960 and his Ph.D. in 1964 from Cornell University Medical School, joined Penn in 1967 as assistant professor of biology after teaching at Harvard and the University of Copenhagen. He became associate professor in 1970 and full professor in 1977.

His work on the fundamental mechanisms that mediate cell motility "has been widely regarded for a generation as the most innovative in the field," said Biology's department chair, Dr. Sally Zigmond.

"He is so well known internationally as an intellectual leader that his presence at Penn has been a major factor in recruiting faculty (me included), postdocs and graduate students." Colleagues cite his enthusiasm for teaching, incisive experiments, and raging intellectual curiosity that leads to interdisciplinary research with colleagues of other schools as well as his own department. He also spends "significant amounts of time expounding the principles of good teaching to young faculty who are daunted at the prospect of venturing out of their laboratories," as Dr. William Telfer put it. His own laboratory research has produced over 100 papers and one of the highest citation rates in the field. During sabbaticals he has ranged the globe to do research in Japan's University of Nagoya, France's Station Zoologique at Villefranch-sur-Mer, and at ILRAD in Nairobi, Kenya.

SEAS Teaching Awards: Dr. Pollack, Dr. McMahon

Dr. Charles J. McMahon, Jr. and Dr. Solomon R. Pollack received the 1992 S. Reid Warren Awards for Distinguished Teaching, presented by the Engineering and Applied Science Undergraduate student body and the Engineering Alumni Society Board of Directors. Dr. Warren, the emeritus professor for whom the award is named, served as undergraduate dean of SEAS (under various titles) from 1954 to 1973 and was renowned for his dedication to teaching and mentoring students. The award recognizes "outstanding service in stimulating and guiding the intellectual development of undergraduate students" at SEAS.

Dr. McMahon is professor of materials science and engineering and a member of Penn's Laboratory for Research on the Structure of Matter. Dr. Pollack is professor of bioengineering and orthopedic surgery.



Left to right: Dr. Pollack, Dr. Warren, Dr. McMahon and Richard Mulford of the SEAS Alumni Society.

Penn's Way: 60% and Counting

With two weeks to go in the 1993 Penn's Way campaign, pledges from 2205 staff and faculty have brought in 60% of the \$425,000 goal.

In the weekly prize drawings (which build up to a Grand Prize for which all who pledge are eligible), the latest winners, both of whom won gold earrings, are Joyce Owens, supervisor of Penn Plan operations, and Reyhan Larimer, project planner in Facilities Planning. (See also page 7 for a message about the campaign.)

Toys for Neighbors: December 16

Penn VIPS (Volunteers in Public Service) is collecting toys as Christmas gifts for children in need in the West Philadelphia area. Wanted are new or used unwrapped toys for boys and girls from pre-school age to adolescence—or small cash donations to help fill in gaps for age groups not covered by the donated toys. Two programs are in progress:

Through Wednesday, December 16, the drive is for 43 youngsters at St. Barnabas Mission, a shelter for men, women and children, and for 20 children at the Philadelphia Guidance At-Risk Pre-School Program. For this drive, there are drop-off points in such locations as Van Pelt Library, Dental School's Oral Diagnosis Clinic, 233 Blockley Hall, Towne Building, Franklin Building, Faculty Club, University Museum, 3401 Walnut, Christian Association, and Nursing Education Building; three University Police mini-stations at 3401 Walnut, 3927 Chestnut and 3914 Locust Walk; and in the 40th Street shopping area Eric Theatre, Radio Shack and Mega Video (3925 Walnut). After work Wednesday, toys can still be taken to the Faculty Club cafeteria. Or, call to arrange donations via Rachelle Nelson, Ext. 8-5938; Kass Evans, Ext. 8-7548; or Bonnie Ragsdale, Ext. 8-2020. Or:

From December 17 through 21, toys are collected for children at Caton House, a shelter for women and children in Powelton Village. For these there is a drop box at Ben Franklin's feet in Blanche Levy Park.

Council: Yes to Photographs

At Wednesday's meeting Council passed, 19 -8 with 4 abstentions, an amended version of the motion published last week, allowing University members other than monitors to photograph persons found in violation of Open Expression Guidelines who refuse to identify themselves. A substitute motion which proposed arrest rather than photographs was defeated 3 -23 with 4 abstentions. The amended motion will be published when *Almanac* returns to weekly publication January 12.

Trustees: Human Gene Therapy

At Friday's meeting the Executive Committee adopted motions for \$2.1 million in space renovation at Wistar to pave the way for PennMed's Human Gene Therapy Initiative, a new program of multidisciplinary study aimed at treatment of diseases such as AIDS, cystic fibrosis, cancer, and many others. A more detailed announcement will be made in January.

Last week's *Almanac* carried the first of two articles related to the adoption of a new accounting standard, known as FAS 106, that requires the University to estimate the projected cost of retiree medical benefits for both current and future retirees and to recognize this amount in its financial statements. That article focused on recent trends in benefits costs and how Penn funds such costs; it also described in some detail the decisions that must be made as a result of the University's adopting the new accounting standard. This article discusses modifications to the current retiree medical benefits program that have been proposed by the FAS 106 Work Group, a task force of faculty and administrators that has been examining the effect of the rising cost of benefits on the total compensation offered faculty and staff. These proposed modifications are presented for comment; your responses should be directed to either Provost Michael Aiken or Acting Executive Vice President John Wells Gould by January 15, 1993.

Proposals for Retiree Medical Plan Modification

(Part II of a Report to the University Community)

Increasing benefits costs, decreasing availability of unrestricted funds, and the impact of the new FAS 106 accounting rule on University budgets could undermine the University's goal of providing medical benefits to retirees and their families as part of an affordable and competitive benefits program for both active and retired employees. As explained in last week's *Almanac* article, based on the current design of the University's retiree medical benefits plan, independent actuaries have determined the University's liability for these benefits, as of July 1, 1991, to be approximately \$96 million; by July 1, 1993, when the University must adopt FAS 106, this amount could be as much as twenty percent higher.

By making judicious modifications now to the existing plan, the University's liability can be significantly reduced—perhaps by as much as \$18 to \$20 million—thus better enabling Penn to meet its goal of providing affordable and competitive benefits to both active and retired employees.

Three goals guided the FAS 106 Work Group in its examination of the retiree medical plan:

- The University must maintain its ability to offer a competitive total compensation program (salaries and associated benefits) that will continue to play an important role in the recruitment and retention of faculty and staff.
- The University will continue to have as a goal the provision of medical care benefits to retirees and their families.
- If possible, the proposed modifications should not affect the benefits of current retirees.

Current Plan

Currently, Penn's retiree medical benefits are available to employees who retire at age 55 with fifteen years of service, or at age 62 with ten years of service. Service does not have to be continuous. The plan has the following features:

- Medical benefits are available to retired faculty/staff members and spouses and eligible dependent children, with the ability to add spouses and dependents after retirement.
- Retirees age 55-64 have the same medical benefits choices as active faculty/staff.
- Beginning at age 65, all retirees (including those who have retired early) go on Medicare, as do their spouses when they reach age 65, and the University plan becomes a Medicare supplement.
- Like active employees, retirees share the costs of co-payments and deductibles under their plan for the actual care they receive.

— Unlike active employees, retirees do not contribute towards the cost of their medical premiums. Active employees do pay a share of the cost of their medical premiums.*

Proposed Plan Modifications

After lengthy study and discussion, the Work Group is proposing the modifications outlined below. These represent a modest adjustment to the existing plan. The basic program of providing medical benefits for retirees and their families will remain intact. The plan will continue to offer early retirees the same medical plan choices available to active employees and will continue to serve as a Medicare supplement beginning at age 65 for all retirees. However, under the proposed modifications: 1) service for meeting eligibility requirements must be continuous; 2) retirees will share the cost of medical plan premiums; and 3) additional spouses and dependents may not be added after retirement.

While it is our hope that modest changes now will place us on a sound footing for the future, in light of such uncertainties as economic exigencies, legislative reform angles in the health care delivery system, Penn may be compelled at some point to further modify its retiree medical program.

The *active rate* referred to in the chart below represents the premium cost sharing paid by active employees; this rate varies depending on the plan chosen. The "65 Special" rate represents the proposed premium cost sharing to be paid by retired employees enrolled in the Blue Cross 65 Special Plan (Medicare supplement).

As the chart indicates, early retirees (ages 55-64) would cost-share at a higher rate for the whole period of their retirement. Given the wide variation in retirement ages, family situations and plans selected, it is not practical to illustrate every possible retirement situation. For Blue Cross Plan 100 single coverage, based on 1992-93 premium cost sharing, active employees now cost share at 30% (active rate: \$48.33/month, single plan). Under the proposed modifications, the impact for this plan is: those retiring between 55 and 61 would currently cost share at 50% (1.67 x active rate=\$80.50/month, single plan) until they are 64; and those retiring between 62 and 64 would

* Last week's *Almanac* article stated that active employees contribute toward the expense of the medical plans through premium cost sharing. While the vast majority of employees have premium cost sharing, employees who have chosen to remain in Blue Cross Plan B (a closed plan) do not have premium cost sharing. — Adrienne Riley, *Human Resources*

	Current Plan	Proposed Modification
Eligibility		
Age and Service	Age 55 with 15 years of service or age 62 with 10 years of service	No change
Continuous Service	Service does not have to be continuous	Service must be continuous
Retiree Medical Plan Choices		
55-64	Same as for active employees	No change
65/+	Medicare Supplement	No change
Cost Sharing on Premium	No cost sharing on premium for either early or regular retirement	Cost sharing at rate based on both age at retirement and the active rate for the plan selected. At age 65, primary retiree coverage converts to Medicare; Penn coverage becomes Medicare supplement.
Age at Retirement is 55-61	Ages 55-64: 1.67 x active rate; ages 65/+ : 1.67 x '65 Special' rate
Age at Retirement is 62-64	Ages 62-64: 1.33 x active rate; ages 65/+ : 1.33 x '65 Special' rate
Age at Retirement is 65 or over	'65 Special' rate; active rate for spouse/dependents under age 65
Co-payments and Deductibles	Cost sharing for actual care received	No change
Family Coverage		
At time of retirement	Spouse/dependents eligible for coverage	No change
After Retirement	Spouse/dependents may be added	Spouse/dependents may not be added

currently cost share at 40% (1.33 x active rate=\$64.40/month, single plan) until age 64. If early retirees chose family coverage or other medical plans, their costs can be projected using the current medical plan rates. (For more information on these rates, see the PENNFLEX Medical and Dental Plan Rate Sheet in *Almanac Supplement* March 24, 1992.)

Regular retirees (65 and older) are eligible for Medicare upon retirement and will premium cost share on the Blue Cross 65 Special Plan. The "65 Special" rate will be the same percent as the active rate for the Blue Cross 100 Plan, currently 30%.

At age 65, all retirees, regardless of the age at which they retire, become eligible for Medicare and share in the cost of the Medicare supplement (Blue Cross 65 Special Plan). Based on 1992-93 Medicare supplement cost and proposed cost sharing rates, the costs to Medicare-eligible retirees (all retirees once they are age 65 or older) would be as shown on the chart below.

In designing the modifications, the Work Group focused particularly on the medical benefits of those who retire before age 65 (the current age for Medicare eligibility), in part because of the high medical expense to the University associated with employees who retire between ages 55 and 64 before Medicare eligibility begins. At the same time, changes in this

Projected Retiree Monthly Premium Cost Sharing for Blue Cross 65 Special Plan (1992-93 Rates)		
Retired at 65/+, upon retirement pay '65 Special' rate	Retired at 62-64, upon attaining 65 pay 1.33 x '65 Special' rate	Retired at 55-61, upon attaining 65 pay 1.67 x '65 Special' rate
\$25.80/person	\$34.50/person	\$43.00/person
Reminder: The costs above are only for retirees after they reach age 65. Before age 65, early retirees' costs vary and could be expected to be higher until 65 is reached. Even after the retirees reaches 65, costs will differ if the retiree's spouse is under 65 and/or if the retiree has dependent children.		

Starting December, 1992, a monthly report will be published by the Judicial Inquiry Office and will appear in the *Daily Pennsylvanian* and *Almanac* to inform the University community at large of the types of complaints brought to this office in any given month during the academic year. The information will be presented in aggregated format, by complaint type. The number of complaints will be indicated by Year to Date (YTD) as well as for the immediately previous month. The number of withdrawn or dropped complaints will be noted, as well as those for which an informal settlement was negotiated, and for which the investigation is still pending.

It is important to recognize that there are certain artifacts in the data as presented. First, with any given complaint, there may be more than one respondent and different outcomes/charges per respondent. Therefore, while the current total number of complaints is 46, the total number of respondents is 59. Secondly, with any given complaint, there may be multiple charges per complaint or per respondent. Thus, while the current total number of complaints is 46, the total number of potential charges is 68. Thirdly, during the process of an investigation of a complaint, additional respondents and/or charges may be added. So, while the current number of respondents is 59 and the current number of potential charges is 68, both of those numbers may change as any investigation progresses and draws to a close. And lastly, as an investigation comes to a close, a complaint may be dropped/withdrawn due to lack of evidence to support the complaint, the complaint type may change, or the complainant may withdraw his/her complaint. Therefore, while there are currently 37 complaints pending, this number does not indicate that all these complaints will result in settlements, nor does it indicate that if a settlement is achieved the charges will be the same as the original complaint.

If anyone has any specific questions regarding the data presented in the chart, please contact the Judicial Inquiry Office at Ext. 8-5651. We will gladly answer your questions to the best of our ability.

— Catherine C. Schifter,
Interim Judicial Inquiry Officer

aspect of the program affect a relatively small number of employees since very few staff and even fewer faculty retire before the age of 65. For FAS 106 purposes, however, this aspect of the program is very costly because the University must recognize the potential that many individuals will retire before age 65. Similarly, the Work Group's proposal that service be continuous allows the University to realize a significant reduction in its FAS 106 liability while affecting a limited number of individuals.

In recommending that retirees contribute some part of the cost of premiums, the FAS 106 Work Group concluded that it would be more consistent to treat retirees the same as active employees. Further, the proposed modification of basing premium co-payment rates on the individual's age at retirement parallels the design of pension plans in which individuals taking their pension early receive a reduced benefit because of a longer life expectancy at time of retirement.

Making the Transition

If adopted, the proposed plan would become effective for all employees hired on July 1, 1993, and thereafter. For all other employees, the proposed plan provides for a three-year window, beginning July 1, 1993, and closing on June 30, 1996. Individuals who meet the eligibility requirements before or during the window will have the opportunity to retire on or before June 30, 1996 under the current plan, upon reaching the eligibility requirements. A three-year window creates a relatively long transition period, but the Work Group considered it appropriate for the University community to give University employees ample planning time, particularly in light of the concurrent phasing out of the faculty voluntary early retirement program.

Review of the Proposed Modification

We invite responses from the University community. Comments should be directed to Provost Michael Aiken or Acting Executive Vice President John Wells Gould by *January 15, 1993*.

OFFICE OF THE JIO

Judicial Inquiry Office Incident Report for November, 1992

Type of Complaint	YTD ¹	Number Reported ²	Number Withdrawn ³	Number Settled ⁴	Number Pending ⁵
Code of Academic Integrity	2				
Cheating	2		2		
Code of General Conduct	44				
Alcohol Violations	10	2		3	7
Assault	9	7	2		7
Disorderly Conduct	7	3	1	1	5
Fake ID	2			1	1
Fire Safety	15	8	3	2	8
Harassment	7	6	2		5
Indecent Exposure	1	1			1
Malicious Mischief	1	1		1	
Propulsion of Object	2	2			2
Racial Harassment	1	1			1
Sexual Assault	3	3			3
Sexual Harassment	2	2			2
Security Violations	1			1	
Theft	4	1		3	1
Vandalism	1	1			1
Totals:	66⁶	39	10	12	37

Note: There were no cases reported in November which were taken to a Hearing Board, and there was one Hearing Board held in that month.

¹ YTD stands for Year to Date. These figures indicate the number of complaints which have been reported to the JIO from September 1, 1992 through November 30, 1992.

² Number Reported refers to the number of cases which came to the attention of the Office of the JIO during this month only. Cases come to the attention of this office by one of three main sources: a copy of a University of Pennsylvania Police report is forwarded to us, a copy of an incident report is forwarded to us from one of the University residences, or a complainant comes directly to this office to file a complaint.

³ Number Withdrawn refers to those complaints for which either the complainant has decided to withdraw the complaint or the Office of the JIO determines through its investigation that there is not enough evidence to determine guilt. There is, therefore, no action in the case.

⁴ Number Settled refers to those complaints for which an informal settlement has been reached through the Office of the JIO. An informal settlement indicates an admission of guilt of the complaint and sanctions have been determined and imposed by the JIO.

⁵ Number Pending refers to those complaints for which the investigations were not completed at the time of this report. This occurs due to 1) time when complaint was received in the Office of JIO (i.e., late in the month); 2) discovery of need for further investigation; 3) difficulty in contacting people involved in complaint; 4) scheduling problems.

⁶ This number represents the total number of potential charges, not the total number of respondents to complaints or the total number of complaints.

January at PENN calendar

January at PENN calendar

Three Messages to the University Community

Commemorating Martin Luther King, Jr.: Workshop Proposals by December 22

On January 18, 1993, members of the University community will bring together members of the community to commemorate and celebrate the life of a great American hero, Martin Luther King Jr. Traditionally, the University sponsors a program featuring a keynote speaker of national prominence whose life's work furthers the goals that King aspired to achieve. This year, we are pleased to inform you that our keynote speaker will be Randall Robinson, founder of Trans Africa, an organization advocating for oppressed people in Africa. The program will be held on Monday, January 18, 1993 at 7:30 p.m. in the Annenberg School Theater (3620 Walnut Street).

Last year, the Black Student League sponsored programs which encouraged students to engage in dialogue on issues of race, King's legacy, and challenging campus problems. The programs were so well received that the Martin Luther King Jr. Commemorative Committee would like to expand BSL's efforts by encouraging other student groups and departments to take part in this year's efforts by sponsoring informal discussions for students, faculty, and staff. These discussion sessions are being scheduled from 10 a.m. to noon and 2 p.m. to 4 p.m. on January 18, 1993.

We would like your organization or department to sponsor a program. Your participation would enable us to reach a broader audience and offer more diverse options for the students and staff during the day. This year's program also serves as an additional opportunity to offer follow-up discussions to the University's New Student Orientation "Multicultural Experiences at Penn" program. You are also welcome to sponsor other programs throughout the week.

— Marina Barnett, Office of Student Life Programs,
3537 Locust Walk/6225

If you are interested in being included in this year's Martin Luther King Jr. Commemorative Program Calendar of Events, please send the following information to Ms. Barnett at 3537 Locust Walk/6225 by December 22, 1992. Or, phone her at Ext. 8-2494 to discuss planning a program.

Name of Organization/
Department
Contact Person
Address and Phone Number
Name of Program
Brief Description
Time and
Location of Program

National Women of Color Day Awards: Nominations by January 22

The National Institute of Women of Color has designated the first day of Women's History Month (March) as National Women of Color Day. For the sixth consecutive year, the University of Pennsylvania will seek to increase the community's awareness of the talents and achievements of women of color. As in past years, we will recognize people in our community whose special commitment and dedicated service to Penn, HUP, and/or the Delaware Valley have made a difference in the lives of women of color. Our awards ceremony will be held Monday, March 1, 1993 from noon to 2 p.m. in the Penn Tower Hotel. Ms. Sharon Parker, Senior Associate Provost and Director of Multicultural Development at Stanford University, will be the keynote speaker.

We need your assistance in identifying nominees for the 1993 awards. Honorees must be students, faculty or staff members at Penn or HUP. Please help us ensure that these talented and committed individuals receive the recognition that they deserve. *Nominations will be accepted from December 7, 1992 until January 22, 1993.*

At right is an outline of the process and criteria. For a detailed nomination form, please contact me at Ext. 8-7645.

— Terri White, Chair, Awards Subcommittee
3537 Locust Walk/6225

Purpose and Criteria

The Women of Color Awards are given in recognition of individuals who have conscientiously endeavored to increase respect for women of color in the Penn, HUP, and Delaware Valley community. Annually, awards are given in three categories: faculty/staff, graduate and/or professional student, and undergraduate student. A special recognition, the Helen O. Dickens Lifetime Achievement Award, is presented to an individual who has demonstrated outstanding service to the community for 20 years or more. Nominees must be affiliated with the University or HUP, and have demonstrated:

- Outstanding leadership
- Distinguished service
- Positive impact on community
- Commitment to enhancing quality of life for and/or serving as a role model for women of color

Some information requested on the nomination form is: How has the nominee contributed to the betterment of the community? Identify the nominee's involvement in activities that are beyond the scope of this individual's job or coursework. Identify a problem within the Penn, HUP, or Delaware Valley community that has been effectively addressed by the nominee. Should your nominee be considered for the Helen O. Dickens Lifetime Achievement Award? (The form will ask you to provide any additional information about your nominee which you believe would be helpful to the Awards Subcommittee's selection process.)

The First Penn VIPS Awards for Faculty, Staff and Students: Nominations by January 31

On Thursday, February 25, 1993, the University of Pennsylvania will honor alumni, faculty, staff and students who help enhance the quality of life for all who live and work in West Philadelphia by participating as a volunteer with Penn VIPS, Alumni Volunteer Activities, Student Volunteer Activities, or with another organization whose focus is to help make improvements in West Philadelphia.

What is our definition of a volunteer?

Volunteers are those who work in some way to help others for no monetary reward.

Volunteers work because they want to, not because they have to. The main motive that gets our volunteers involved is to help enhance the quality of life for all who live and work in West Philadelphia by participating as a volunteer with Penn VIPS, Alumni or Student Activities, or with another organization whose focus is to make improvements in West Philadelphia.

A form is used to nominate outstanding alumni, faculty, staff, and students from Penn; or you may outline a nomination by providing the information listed at right. Please help us to ensure that these talented and committed volunteers receive the recognition that they deserve. *Nominations will be accepted through January 31, 1993.* Please send your nominations to:

PENN VIPS, Executive Vice President's Office
3451 Walnut St., Room 728/ 6293

A PENN VIPS nomination should include the following:

Name and telephone number of nominator.

Name and telephone number of nominee.

Please circle one: Alumni Faculty Staff Undergraduate Graduate

And please indicate:

For Alumni: organization employed by, year graduated, and school

For Faculty/Staff: school/department affiliation, and length of service

For Students: anticipated year of graduation, school and major

Then describe:

Volunteer Work—on campus (e.g. advisor to student group, mentor, tutor, etc.)

Volunteer Work—off campus (e.g. church, community projects, private businesses, schools, etc.)

Nominees' Committee Work (internal and external)

Honors/Awards (e.g. dean's list, grants, awards, scholarships, commendations, citations)

Non-Academic Activities (e.g. sports, performing arts)

Other Activities or reasons why nominee should be honored

Please feel free to attach supporting documentation. For a nomination form or more information call Ext. 8-2020.

Penn's Way 1993:

A Revealing Self-Portrait

Sometimes all of us forget to reflect on how fortunate we are to be on the faculty or staff at the University of Pennsylvania. We have positions that provide sufficient resources to put food on the table and a climate controlled place to live. Our good fortune should prompt us to remember how others are forced to live. We have an obligation to our students to set an example of mercy, compassion and caring.

If we contribute to Penn's Way we show that we want to share a small percentage of our discretionary money with the fellow members of our community who desperately need us to care. It has been repeatedly said that our checkbooks (or salary deductions) are the most revealing pictures of whether we are good stewards of our resources.

— Duncan VanDusen
Associate Secretary of the University

AIDS Task Force:

A Call for Help and Advice

The Centers for Disease Control predicts that by the year 2000, 40 million people world-wide will have been infected by the HIV virus.

The number of people who have contracted the virus—particularly teenagers and young adults—is growing at an alarming rate. Members of the Penn community are actively engaged in research to identify a cure and educate us about prevention strategies and appropriate interventions for people living with the virus or full blown AIDS. As a premier research university, we have a unique opportunity and a special responsibility to ensure that our community has the benefit of our collective wisdom and expertise.

The Education Committee of the University's Task Force on HIV/AIDS needs your support in two ways.

First, to help us disseminate information about the myriad of activities and materials that are available to assist in addressing issues and concerns that arise either in counseling one of your students, being supportive to a colleague or family member, or a variety of other contexts. Student Health Services—Office of Health Education has copies of their HIV resource Manual available. We would like to hear your comments and/or suggestions on the manual.

Second, we need your advice on additional ways to educate our community about this international health crisis and ways to strengthen current initiatives. If we work together, using our epidemiological, pedagogical and health care expertise and resources, we can make significant progress towards increasing awareness at every level throughout the University and the nation.

The Education Committee can be contacted at the following address:

Ms. Kate Webster, Chair
Office of Health Education
Student Health Services
Penn Tower Hotel, Lower Level/4283
662-7126

We hope to hear from you soon.

*The Education Committee of the
University's Task Force on HIV/AIDS*

Employee Tax Alert

Employees taking graduate courses will be subject to federal income tax and FICA tax starting with the spring semester 1993. On November 4, 1992, President Bush vetoed the Revenue Act of 1992 (H.R.11). H.R.11 contained an extension (until June 30, 1993) of the exclusion for employer-provided educational assistance provided under Section 127 of the Internal Revenue Code. Section 127 of the Internal Revenue Code provides for an exclusion from gross income of the first \$5250 of educational assistance provided by the University to employees. This exclusion expired on June 30, 1992. Since the President has vetoed this legislation, and it is unlikely Congress will override his veto, all graduate tuition benefits will become taxable income to the employee effective with the spring semester (1993). The Benefits Office will begin withholding Federal Income tax and FICA tax from tuition benefits, on a first dollar basis, passed to the Bursar system for the spring semester.

— Alfred F. Beers, Comptroller

Holiday Hours: Mail Service

During the upcoming holidays Penn Mail Service will operate on a limited basis. Below is our operational plan for this time period; the regular schedule will resume Monday, January 4, 1993.

- Wednesday, December 23: regular pickup and delivery.
- Thursday, December 24: only one pickup cycle; no bulk mail pickup. Mail received after 3 p.m. will *not be delivered* to the USPS until Monday, December 28.
- Closed all day Friday, December 25 and Friday, January 1, 1993.
- December 28, 29, 30, and 31, service at Rm. P-231 FB will be open from 8 to 11 a.m. for mail drop-off. Express Service Vendors, such as, Federal Express, DHL, RNT and UPS must be contacted directly by individual departments.

Penn Mail Service urges the University community to help in reusing intramural envelopes. We ask that empty envelopes be bundled, preferably in a box, and labeled as empty intramural envelopes. To have envelopes picked up or dropped off, call Ext. 8-8665; or deliver or pick them up yourself in the mail room, Franklin Building.

— Jim Bean, Manager Penn Mail Service

The University of Pennsylvania Police Department Community Crime Report

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of December 7, 1992 and December 13, 1992. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on Public Safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Simple Assaults—2, Threats & Harassment—4

12/09/92	1:52 PM	Kings Court	Unwanted phone calls received
12/10/92	2:45 PM	Clinical Res Bldg.	Harassing mail received
12/12/92	1:39 AM	3400 block Sansom	Male struck in face
12/13/92	2:42 AM	Kings Court	Unwanted phone calls received
12/13/92	4:05 PM	Cleeman Dorm	Harassing phone calls received
12/13/92	6:30 PM	36th & Sansom	Biker struck and pushed pedestrian

41st to 43rd/Market to Baltimore: Aggravated Assaults—1, Threats & Harassment—1

12/07/92	2:29 PM	108 S. 42nd St	Landlord/tenant dispute
12/12/92	2:03 PM	4100 block Locust	Male struck on back of head

30th to 34th/Market to University: Robberies (& attempts)—1

12/09/92	12:54 AM	33rd/Market Subway	Actor arrested after shooting victim
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Outside 30th - 43rd/Market - Baltimore: Simple Assaults—2

12/08/92	6:56 AM	30th & Walnut	Street person struck pedestrian
12/13/92	5:26 AM	43rd & Chester	Students assaulted by group of males

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—4, Total Thefts (& Attempts)—17, Thefts of Auto (& attempts)—1, Thefts from Autos—1, Thefts of Bicycles & Parts—6, Criminal Mischief & Vandalism—2, Trespassing & Loitering—1

12/07/92	1:31 AM	Richards Building	Various rooms entered/items taken
12/07/92	11:02 PM	Delta Psi	Unattended jacket taken
12/08/92	1:26 AM	Grad School of Ed	Rooms broken into/items taken
12/08/92	9:10 AM	3700 block Walnut	Secured bike taken
12/08/92	1:04 PM	College Hall	Male cited after in building unauthorized
12/08/92	1:54 PM	3409 Walnut St	Unattended wallet and camera taken
12/08/92	5:24 PM	Hamilton Walk	Secured bike taken
12/08/92	10:35 PM	3700 block Chestnut	Secured bike taken
12/09/92	3:34 PM	Houston Hall	4 Penn sweat shirts taken from store
12/09/92	5:03 PM	Vance Hall	Fax machine taken from room
12/09/92	5:24 PM	Johnson Pavilion	Wallet taken while at library
12/11/92	1:25 AM	Ashhurst Dorm	Fire box pulled
12/11/92	9:59 AM	36th & Walnut	Unattended vehicle running/stolen

continued next page

Holiday Safety Tips: The Season for Crime Prevention on Campus

The Division of Public Safety issues safety tips for members of the University to follow.

Use *on-campus* MAC machines.*

Don't take your safety for granted!

If accosted, don't panic! Get a good description of the suspect if possible (name, age, height, weight, clothing, distinguishing characteristics).

Report all crimes—actual, attempted, or suspected—to police immediately. Cooperate fully. Press charges if attacker is caught.

If someone is following you on foot, cross the street, change directions or vary your pace.

Know that a crime can occur at *any* time.

Use the PennBus or Escort Service if you must travel after dark. It's worth the wait.

Always secure your residence. Do not leave your doors and windows unlocked or open. The criminal looks for opportunities to invade your personal space.

Be aware of your surroundings and the people around you! Trust your intuition! Remember—eye contact is a powerful way to say, "I see you. I am in control."

Be familiar with University resources and services that can be counted upon to assist you in situations that cause you to feel unsafe.

*** Ed. Note:** MACs in campus buildings include those at Steinberg Hall-Dietrich Hall (24 hours), McClelland Hall (til 2 a.m.), High Rise East (24 hours), 3401 Cafe Food Court, Book Store, Houston Hall (til 11 p.m.), Grad Tower A, HUP, CHOP, and the Penn Tower Hotel.

continued from previous page

12/11/92	11:28 AM	Blockley Hall	Transit pass taken from desk
12/12/92	4:01 AM	Chestnut Dorm	Fire extinguisher sprayed
12/12/92	9:57 AM	Bookstore	Banner taken from entrance
12/12/92	5:33 PM	3600 block Spruce	Secured bike taken
12/12/92	7:15 PM	Annenberg Center	PA system taken from closet
12/13/92	2:12 AM	3600 block Locust	2 Incidents/secured bikes taken
12/11/92	10:25 PM	Unit block 38th	Window broken to vehicle/items taken
12/13/92	4:25 PM	Butcher Dorm	Computer taken from room

38th to 41st/Market to Baltimore: Total Thefts (& attempts)—10, Thefts from Autos—2, Thefts of Bicycles & Parts—4, Criminal Mischief & Vandalism—1

12/7/92	10:30 AM	3900 block Sansom	Tools taken from vehicle
12/7/92	2:08 PM	Harnwell House	Secured bike taken
12/7/92	4:23 PM	Dining Commons	Wallet taken unattended on ledge
12/7/92	6:22 PM	3931 Walnut St	Wallet taken unattended in shop
12/9/92	10:36 AM	Veterinary Hospital	Bull sculpture taken from park
12/9/92	10:51 AM	4000 block Sansom	Passenger side rear window broken
12/9/92	3:24 PM	200 block 41st	Coins removed from auto
12/11/92	2:12 PM	3800 block Locust	2 Incidents/Secured bikes taken
12/13/92	2:44 AM	3900 block Spruce	Secured bike taken
12/13/92	3:52 PM	3900 block Walnut	Cash and MAC card taken

41st to 43rd/Market to Baltimore: Trespassing & Loitering—1

12/8/92	7:48 AM	Divinity School	3 Juveniles cited for trespass
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30th to 34th/Market to University: Total Thefts (& attempts)—6, Thefts of Auto (& attempts)—3, Thefts of Bicycles & Parts—2, Criminal Mischief & Vandalism—2

12/7/92	5:59 AM	Hollenback Center	Window broken
12/7/92	9:50 AM	Weightman Hall	Unattended wallet taken
12/7/92	9:40 PM	Rittenhouse Lab	Secured bike taken
12/8/92	2:00 PM	200 block 34th	Secured bike taken
12/8/92	11:14 PM	3200 block South	Vehicle taken from location
12/10/92	5:25 PM	Lot # 7	2 Incidents/Vehicle taken from lot
12/12/92	12:57 AM	Lot # 36	Exit barricade broken

Outside 30th - 43rd/Market - Baltimore: Burglaries (& attempts)—1, Criminal Mischief & Vandalism—1

12/7/92	2:30 AM	200 block Preston	Driver side window broken
12/12/92	9:53 AM	4314 Spruce St.	Items taken from residence

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly Conduct—1

12/12/92	3:21 AM	Phi Sigma Kappa	Resident refused to comply with Fire Department
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41st to 43rd/Market to Baltimore: Weapons Offense—1

12/8/92	3:20 AM	4200 block Osage	Males with loaded revolvers/arrest
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18th District Crimes Against Persons

11/30/92 to 12/6/92

Schuylkill River to 49th Street, Market Street to Woodland Avenue

Totals: 4 Incidents, 1 Arrest

Date	Time	Location	Offense	Arrest
11/30/92	12:18 AM	4500 Chestnut St.	Robbery	No
11/30/92	9:01 AM	3550 Market St.	Robbery	Yes
12/03/92	1:30 PM	3800 Locust St.	Robbery	No
12/06/92	2:45 AM	4200 Pine St.	Robbery	No

Update

DECEMBER AT PENN

SPECIAL EVENT

16 Open House Holiday Party; 4-6 p.m.; 310 Houston Hall. RSVP at 573-3525 (Student Health Staff of Health Education and Health Insurance).

17 Free Gift Wrapping; for purchases totalling \$25 made at the shops. Packages and receipts must be presented at the Gift Wrap Booth in the 3401 Cafe Food Court; 1-5 p.m. *Through December 19.*

TALK

17 The Genetics of Cancer; Webster K. Cave-nee, Ludwig Institute for Cancer Research, San Diego, and professor of medicine, University of California, San Diego; 4 p.m.; Joseph N. Grossman Auditorium, Wistar (Wistar's Art Stern Memorial Lecture).

Deadlines: The deadline for the January at Penn Update in the January 12 issue is Tuesday, January 5. The deadline for the February at Penn pullout calendar is Tuesday, January 12.

PSA 800

Penn Student Agencies (PSA), a non-profit organization managed by Penn students, wishes to announce its new toll-free number 1-800-633-PENN. Please feel free to give this number to anyone wishing information on the numerous services and products offered by PSA.

— Sharon Livingston, General Manager,
Penn Student Agencies

Corrections

Under the heading *Intangible Gifts* in the holiday gift-giving guide in last week's issue, the cost for memberships to Hutchinson Gym's fitness center was listed incorrectly for dependents of faculty and staff. The cost is \$50 *in addition* to the membership prices listed.

Also in last week's listing of University Approved Caterers, the wrong contact name was given for Penn Student Agencies. The contact name is *Dan Pariser*.



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