

Almanac

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**Pullouts: International Programs
New Safe Transit Schedules**

To the University Community

All members of the University are invited to a celebration of the life of Dr. Martin Luther King, Jr., on Monday, January 18, from noon to 2 p.m. at the Penn Tower Hotel, sponsored by the African American Association of Administrators, Faculty and Staff.

Managers are asked to extend the regular lunch break by an hour in order to allow interested employees to attend the commemoration.

Sheldon Hackney, President

Michael Aiken, Provost

*John Wells Gould, Acting
Executive Vice President*



Three of the late Richard H. Gabel's children are shown with Dr. John Bassani (second from right), the first incumbent of the Richard H. and S. L. Gabel Professorship. At left are Dr. H. Landis Gabel, who took his Ph.D. here in 1977 and is on the faculty of INSEAD near Paris, and Attorney E. Marianne Gabel (L '77) of Delaware, Ohio. At right is Caroline D. Gabel of Washington, D.C., who earned her M.A. in international relations at Penn in 1967.



Evening Salute

Dr. Randall Robinson of Trans Africa leads an evening program honoring Dr. King, open to all at Penn starting at 7:30 p.m. Monday night in the Auditorium of the Annenberg School. For other events in the three-day observance, *Connecting Peoples in the Struggle*, see page 2.

New Gabel Chair in SEAS: Dr. John Bassani

Dr. John Bassani, a 1984-89 Presidential Young Investigator who has been on the engineering faculty here since 1980, has been named the first Richard H. and S. L. Gabel Professor of Mechanical Engineering at Penn.

He takes a new \$2 million chair endowed by the family of Richard H. Gabel, ME '32, a world-renowned industrialist who is in SEAS's Gallery of Distinguished Engineering Alumni. An exceptionally active undergraduate who was class valedictorian as well as a member of the Glee Club, Penn Band, Mask & Wig and an Engineering theater group called Men About Towne, Mr. Gabel was founder and CEO of Superior Tube Company. He kept close ties with SEAS throughout his life—not only with faculty and deans, but with students for whom

he sometimes supplied materials for design projects. Among other honors he won the Alumni Award of Merit and the D. Robert Yarnall Award for Distinguished Service to the Engineering Profession and Society.

Last month his children endowed the new Gabel chair, named for their father and grandfather. By an additional gift they created the Bradley Gabel Memorial Fund (named for a stepbrother who died in 1991) for SEAS. Recalling Richard Gabel's role as benefactor and advisor to SEAS, Dean Gregory Farrington said that Professor Bassani's teaching and research fulfill "the high standards which your father set for us."

Dr. Bassani, who took his B.S. in mechanical engineering and M.S. in applied mechanics at Lehigh, earned his Ph.D. in engineering at Harvard in 1978. He spent a year as assistant professor at MIT before joining Penn in 1980 as assistant professor of mechanical engineering and applied mechanics. He added a secondary appointment in materials science and engineering in 1982, and was promoted to full professor in 1991.

"John Bassani has distinguished himself a true leader in his field of solid mechanics, and is considered by the elder statesmen now to be one of them," said Dr. Ira Cohen, chair of mechanical engineering/applied mechanics. "His research on crack growth and crystal plasticity has been characterized by the giants of the field as classical, his elegant theoretical work as superb, and his numerical calculations as definitive...he has had a profound impact on his field and no one can doubt that he will continue his leadership in the solid mechanics community for many years to come."

SENATE

To: Members of the Faculty Senate
From: David K. Hildebrand, Chair
Gerald J. Porter, Chair-elect
Louise P. Shoemaker, Past Chair
Subject: Faculty Voluntary Early Retirement Program

Dear Colleagues:

Deputy Provost Walter Wales has recently sent a letter to those faculty who are eligible for Penn's Faculty Voluntary Early Retirement (FVER) program stating that the last date to enter this program will be June 30, 1996. That letter indicated that faculty would be unable to sign up for this program after June 30, 1993; however, those faculty signing up for retirement in 1996 could reverse their decision at any time prior to June 30, 1995. The Provost has assured us that all such faculty will be reminded of their decision in ample time to change their mind prior to June 30, 1995. We strongly urge all eligible faculty to preserve their option to retire by signing up for the program at this time. There will be no penalty for cancellation prior to June 30, 1995.

We believe that some form of retirement incentive is valuable to the faculty and to the University. A subcommittee of the Senate Committee on the Faculty, chaired by Jean Crockett, will continue to explore possible options for reinstatement of a program like FVER. She would welcome suggestions and advice from faculty members. In the meantime, we recommend that you maintain your options by filing for the current program prior to the end of June 1993.

Please communicate your comments to Jean Crockett either by telephone (at Penn 898-7628 or at home 566-3687) or by mail to Finance, 2256 SH-DH/6367.

No January Meeting

At its December 16 meeting, the Steering Committee of the University Council passed a motion to cancel the Council meeting scheduled for January 23, 1993.

Bringing Penn's Way in from the Cold

At the end of December, Penn's Way was so close to its goal of \$425,00 that the committee has extended the campaign to the end of January. In this wintry month, thousands of Philadelphians face cold and hunger, pain and illness, homelessness and hopelessness. With just a few more pledges we can relieve the worst of their hardships and give them hope. Please send in your pledge card now, or call Ext. 8-1007 for a new one if you've lost it. You will make everyone's new year happier.

— Gregory Farrington, Chair, Penn's Way 1993

FROM THE PRESIDENT

Looking Ahead

The new calendar year, 1993, starts with an upswing in the mood of the country as measured by the consumer confidence index of the Conference Board. There are also encouraging tax revenue projections from Harrisburg, and we are approaching the inauguration of a new President in Washington who has spoken often of investing in the "human infrastructure" of the country in terms that fan the fading embers of hope in the higher education community.

Though I share in this budding optimism, I am painfully aware that the unfavorable forces confronting universities are the result of deep, long-term trends and not simply fleeting political or economic perturbations. We have entered a fundamentally new era characterized by increasing constraints on revenue, severe cost pressures on everything that we do, and heightened public expectations. Whatever favorable things may happen in Washington or Harrisburg, times are going to continue to be tough for us, and we must respond creatively.

Penn and all of higher education will continue to be the focus of increasing public attention, not only from public officials but from business and community leaders, the media, and the families of our students. The fact is that our missions of international leadership in teaching, research and service are simply too important to be ignored by anyone who has a stake in the future of our economy, our society, or our local community. International competitiveness, technology transfer to industry, the quality of the American workforce, the education of foreign and American students for leadership roles in a changing world, solving the health care crisis, providing a working model for social relationships in a diverse and open community, creating an efficient and supportive workplace, and charting a responsible course through our long-neglected environmental dilemmas—all these tasks depend heavily on what we do here at Penn everyday: create new knowledge, teach, and live together.

The invitation that these expectations provide, coupled with the challenging intellectual opportunities that abound in almost every field, hold out the hope of an exciting future for us here at Penn. But if we are to make the most of our prospects, if we are to prove that the nimble can prosper even in parlous times, we are going to have to learn how to do more with less, how to achieve higher levels of quality with fewer resources.

The faculty and administration are already well started upon this path. Several years ago, we began the process of reducing the percentage of our resources that is spent on the administration of the University. This process must continue. In December 1991, Provost Aiken and the Chair of the Faculty Senate, Louise Shoemaker, appointed a joint Faculty Senate-Administration committee on cost containment within the University. I look forward to their advice on further measures we need to implement.

My own rough estimate is that we need to reduce our administrative cost base by 15 percent over the next four or five years. We want to do that carefully and in ways that do not destabilize our operations. This implies a thoughtful re-engineering of all of our administrative processes (both centrally and in the schools and resource centers) through a well-coordinated reassessment program—not simply through crude budget slashing.

Our priorities in this effort were set forth last spring in a series of meetings with faculty and staff on the 1992-93 University budget that responded to the loss of our Commonwealth appropriation. Provost Michael Aiken, Acting Executive Vice President John Gould, and I aim, first, to protect the academic core of the University; second, to utilize normal attrition, transfers and retraining to avoid layoffs to the greatest extent possible, while gradually reducing the total number of staff positions; and third, to manage our way through this restructuring so that we increase the quality of the administrative services we provide even as we lower their unit cost. We have already accomplished some of this kind of careful restructuring through "total quality management" teams and in more traditional ways, and we will be more visibly and extensively engaged in it during the next few years. We will also be energetically seeking new sources of revenue to supplement our traditional sources whose growth is increasingly constrained.

Collectively, this mandatory re-engineering of what we do will make us better, stronger, even happier, but it will not be painless. Fortunately, as compared to a number of our peers, we are in sound fiscal and academic shape, well-managed, well-focused, and with several strategic advantages to help propel us into the 21st century as a model international research university that puts undergraduate education at the center of its efforts.

I will discuss the sources and the implications of this new era for Penn, and for higher education generally, in these pages during the weeks ahead. For the moment, we must each recognize that while these are not times for business as usual, they need not be catastrophic times either. We must bend the times to our own purposes.

Honoring Martin Luther King, Jr.

"Connecting Peoples in the Struggle" is the title of this year's campus-wide commemoration of the life and work of Dr. Martin Luther King, Jr. Below are key events (sponsors' names in parentheses).

Monday, January 18

10 a.m.- noon, Low Rise North

Workshop: Developing Black Empowerment. African American students discuss institutional racism, internalized racism, collective empowerment and self-empowerment. (Black Student League & Black Graduate and Professional Students Assembly)

noon- 2 p.m., Penn Tower Hotel

African American Association Annual Commemorative Program. Poetry readings, speakers from the University of Pennsylvania student community, and selections from the University City High School Vocal Ensemble are presented in honor of Dr. King. Everyone is welcome to attend [see notice, page one, on extension of the lunch hour for interested staff]. (African American Association for Faculty, Staff, and Administrators)

2- 4 p.m., Low Rise North

Workshop: Understanding the Power Play in African American Relationships. A forum explores the power struggle between African American men and women, including economics, lack of commitment, and misunderstanding between the sexes, and begins to develop strategies to deal with the issue personally and collectively. (Black Student League & Black Graduate and Professional Students Assembly)

2 - 4 p.m., Smith-Penniman Room, Houston Hall

Workshop: In the Life: Lesbian/Gay/Bisexual African Americans Speak Out. Prominent members of the African American and Lesbian/Gay/Bisexual communities talk about their lives, the influence of Dr. King and the Civil Rights Movement on the lesbian/gay/bisexual liberation, and oppression from outside and within the community. (Program for the Lesbian, Gay, Bisexual Community at Penn & LAMBDA Grads)

10 a.m.-3 p.m., Christian Association

Banners for King's Walk. Student groups have been invited to come together starting at 10 a.m. to paint a large banner to hang across Locust Walk throughout the week. Groups are invited to design their own banners to be placed up and down Locust Walk. A reception for participants will begin at 4:30 p.m. at the Castle. (Program for Student Community Involvement; groups call Ext. 8-4831 to reserve a sheet.)

7:30 p.m., Annenberg School Auditorium
University Commemorative Program

Dr. Randall Robinson, founder of Trans Africa, a Washington, D.C.-based organization advocating for oppressed people in Africa, speaks on "United States Policy and Global Human Rights Observance". (Martin Luther King Jr. Commemorative Program Committee)

Tuesday, January 19

7 p.m., Low Rise North

King: His Politics and His Religion As Revealed in His Sermon Against the Vietnam War. Replay of the sermon, "Why I Am Against the Vietnam War," is followed by brief responses by Eric King (politics) and Reverend Lawrence Burnley (religion) and an open discussion. (Christian Association, Alpha Phi Alpha, & Penn NAACP)

Wednesday, January 20

1:30 - 3:30 p.m., Houston Hall Auditorium

Freedom Theater: An Anthology of Black History. A performance is given by one of America's premier African American theater groups. (School of Social Work)

For more information on all events in the three-day celebration: Marina Barnett, Program Assistant, Office of Student Life Programs, Ext. 8-2494.



DuBois House at 20

The House is shown at left and two of its leaders are above: Dr. David Biggs, left, and Dr. Richard Sims, Faculty Master. Dr. Biggs is compiling a history of the house and provided the chronology of leadership below.

W.E.B. DuBois College House, 1972-92

In 1973, a new college house was founded at Penn—one whose mission is to further the study of African-American culture. It was formally dedicated in 1974 as the W.E.B. DuBois House, named for the revered 19th-century leader who had held the position of research investigator at Penn in 1896-97. In its residential setting on three floors of Low Rise North, the House developed rapidly as a place where students of all ethnic backgrounds could explore the African-American cultural heritage.

As DuBois House celebrates its 20th anniversary, the tradition continues: 100 undergraduates and their 6 graduate facilitators live with the current Faculty Master, Dr. Richard Sims; three Faculty Fellows, a Visiting Faculty Fellow and an Assistant Dean. The House has its own Paul Robeson Library and Louis Lattimer Computer Center, a gallery and a guest suite well used as its wide-ranging program of events and activities draws some of the major names in African-American culture to Penn.

Two important ongoing programs are the Afro-American Studies Speaker's Forum, which has investigated such topics as Black Male/Female Relationships, Stereotyping through the Media, and Politics of Literature in South America; and the Visiting Scholars and Artists program which has brought such distinguished figures as Ed Bradley of "60 Minutes," Actress/Author Ruby Dee; Filmmaker Spike Lee, Musician Grover Washington, Jr., Civil Rights Leaders Julian Bond and Rosa Parks, Historian Asa Hilliard, Congressman Walter Fauntroy, Activist/Author Angela Davis and Activist Martin Luther King III.

Students take an integral part in program design and implementation. The DuBois House Council promotes the purposes and goals of the House through its five independently functioning committees: social, cultural, political, community outreach, and building activities.

Soul of DuBois

A special feature this year has been the development of the "Souls of DuBois" conference in

which House members will explore and identify with many of the teachings and writings of W.E.B. DuBois. The conference—scheduled for March 20, 1993 and slated to become annual—will be open to all and will feature national and local art exhibits and a concert. This conference is scheduled for once a year and is scheduled for March 20, 1993. The theme will be "20 Years and Counting, What Have We Learned?"

Chronology of Leadership

While most of the college houses at Penn have consistently been led by senior faculty masters, DuBois leadership has been different, according to Dr. David Biggs's brief history-in-progress, excerpted below: "Since African-American senior faculty were (and still are) scarce at the University of Pennsylvania, junior faculty were often called to serve," he explains. "Professor Howard Arnold of the School of Social Work served as the DuBois House first faculty master, although he did not reside in the building. The first live-in faculty master, according to records, was Dr. Mary Hoover of the English department."

1972-73

Cathy Barlow, CW '71 and Law '76, was part-time director.

1973-74

Law Professor Howard Resnick, a trustee member who had served on the original fact-finding commission that led to the creation of the DuBois College House was non-resident faculty coordinator. William Harvey became the first full-time director, with Wesley Williams as assistant director. Irving McPhail and Lorraine Howard were the first faculty fellows.

1975-76, 1976-77

Irving McPhail left the University and was succeeded by Jacqui Wade as faculty fellow. All others remained in service.

1977-78

Positions were re-evaluated after the departure of William Harvey and Leslie Carter, and the position of administrative fellow created—part-time, and to be filled by a graduate or professional

school student. The first such Fellow was Bill Simms (Law, '80). The first live-in faculty master, Mary Hoover, arrived. Lorraine Howard and Jacqui Wade remained as faculty fellows.

1978-79, 1979-80

Valerie Swain-Cade succeeded as faculty master, and a new position, program director, was filled by Denis Cochran-Fikes. Bill Simms remained as administrative fellow, and the faculty fellows were Ernest Wilson and Lorraine Howard.

1980-81

Non-resident faculty master status returned and Law Professor Ralph Smith served in that capacity, sharing duties with Social Work's Professors Samuel Sylvester and Howard Arnold. The director's position was resurrected, and Eleanor Cox served in that position as well as faculty fellow. The other faculty fellow was Raoul Jordan-Cook.

1981-82

Raoul Jordan-Cook was succeeded by Lorenzo Griffin, and Mark Carter served as administrative fellow in this academic year as well.

1982-83

Resident faculty master status returned and John Roberts served in this year. The faculty fellows at this time were Barbara Turner and Eleanor Cox. Robert Marchman succeeded Mark Carter as administrative fellow.

1983-84, 1984-85

John Roberts remained as faculty master, with a change of faculty fellows: Sociology's Ivar Berg, and GSE's Thomas Parham. Joia Johnson became administrative fellow.

1985-86

In John Roberts's last year as faculty master, the faculty fellows were Joyce Wilkerson and Robert Hill; Virginia Henderson was administrative fellow.

1986-87, 1987-88

The new faculty master was Allen Green; faculty fellows, E. Vanessa Siddle, Ken Shropshire, and Raynard Kington; and administrative fellow Pamela Petty with Lisa Johnson as assistant administrative fellow.

1988-89

Pamela Petty and Ken Shropshire left, and Flora Taylor joined as administrative fellow. All others remained in service. Jeffrey Cusic was added as assistant administrative fellow.

1989-90

Risa Lavizzo-Mourey, an M.D. with appointments in medicine and health care systems became faculty master at this time; Raynard Kington, and Vanessa Siddle remained as faculty fellows. Kevin Hibbert was added as assistant administrative fellow.

1990-91, 1991-92

New faculty fellows were Vivian Gadsden and Jacqueline Bowles. The administrative fellow position was discontinued and an assistant dean was added: David B. Biggs, who also does academic advising in the College of Arts and Sciences as well as administering the operations of the DuBois College House.

1992

Richard Sims, III, succeeded as faculty master. Johnetta Craig, and Francis Mante joined the House as faculty fellows.

Last month *Almanac* carried 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. The first article (December 8) 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. The second article (December 15) discussed 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 reprinted below for comment; responses should be directed to either Provost Michael Aiken or Acting Executive Vice President John Wells Gould by January 22, 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 [*Almanac* December 8], 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 or changes 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

continued past insert

* An *Almanac* article 12/8/92 stated that active employees contribute towards 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

64 would 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

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 retiree reaches 65, costs will differ if the retiree's spouse is under 65 and/or if the retiree has dependent children.		

the University associated with employees who retire between ages 55 and 64 before Medicare eligibility begins. At the same time, changes in this 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 22, 1993*.

Speaking Out

Questioning FAS 106 Proposals

The University's plans for compliance with Statement 106 of the Financial Accounting Standards Board (FAS 106) raise a number of questions and problems that I can best illustrate by quotations from the two recent *Almanac* articles on the subject (see References below—readers who have not yet read these carefully are strongly urged to do so). The first section that specifically addresses FAS 106 at-tempts, reasonably enough, to assess the magnitude of the problem caused by the requirement to accrue the costs of post-retirement medical benefits over the work-ing career of employees by assigning a number to it:

Penn's FAS 106 liability was approximately \$96 million as of the beginning of FY 1992.(1)

How this number was calculated is not made clear. The Vice President for Human Resources volunteered at a meeting of the Medical Faculty Senate that it had been obtained by outside accountants on the basis of various employee profile data supplied to them by the University, but would say little more about it. (Could we not calculate it ourselves, or were we required to obtain it from an independent source?) Maybe the following sheds some light on its genesis:

... 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. (2)

Its characterization as a "liability" that "recognize(s) the potential" of an admittedly unlikely event suggests to me that it has something of the nature of a worst-case scenario. Does it assume that all employees will retire as soon as they become eligible for retiree medical benefits, in most cases at age 55? If yes, in what other respects is it unrealistic? What figure represents a best estimate of the actual costs of post-retirement medical benefits that would have been accrued by employees at that time?

If, as I conjecture above, actual costs are likely to be substantially less than the calculated liability, why does the FAS 106 Work Group recommend that the University fund the latter in full:

While FAS 106 requires an accounting recognition of post-retirement medical benefits, it does not require an employer to fund the liability. There are advantages in doing so however. (1)

Is this an all-or-nothing choice? The impact of funding only a reasonable estimate of actual costs, or even a conservatively high one, would surely be considerably less severe. Does the answer lie in:

The University could secure the needed monies through an increase in allocated costs to schools and centers, through a reduction in their subvention, or by increasing the employee benefits rate The last option offers the advantage of accelerating collection from third parties, particularly Federal research sponsors... (1)

Clearly an incentive to the University for this approach is that it could transfer a sig-

nificant fraction of the burden from unrestricted funds to restricted income, mainly Federal grants and contracts.

Many employers use early retirement programs as a cost saving tool, since the net reduction in compensation expenses more than offsets the additional benefits. Thus the calculated FAS 106 liability only presents one side of the picture: even if the University should for some reason ex-perience mass early retirements the overall cost to it would be considerably less. The purely fiscal arguments for tinkering with the retirement benefits, even those that affect "very few" individuals, seem less than compelling.

The solution of increasing the em-ployee benefits rate in order to recover part of the inflated liability from restricted funds is presented on the grounds of expedience, without any discussion of its appropriateness or otherwise. Even in this light however, it has negative con-sequences that ought to be considered—I will confine myself to two such. The bulk of the unrestricted budgets of those departments whose faculty research is largely grant-supported tends to be de-voted to compensation. In those cases an increase in the benefits rate of only a few percentage points can represent a substantial portion of the discretionary budget. Faculty whose grants have recently been renewed for multi-year periods will also face a problem, since their budgets are fixed in broad outline

continued next page

for that time. Likewise in their case too only some small fraction of the total may represent funds that can be reallocated without significant disruption.

— *Martin Pring, Associate Professor of Physiology/Med*

References:

1. *Almanac Supplement* 12/8/92.
2. *Almanac*, "For Comment", 12/15/92

Response to Dr. Pring

The issues raised by Dr. Pring on the magnitude and implications of the University's post-retirement medical benefits obligation reflect many of the concerns deliberated by the FAS 106 Work Group. The initial valuation of the retiree medical liability was calculated in June of 1990 by Coopers & Lybrand and amounted to \$127 million. Realizing that the measurement of the University's liability would be highly dependent on many variables, each of the assumptions underlying the calculation was closely scrutinized.

Coopers & Lybrand carried out an extensive analysis of health care costs from data supplied by our health carriers. A series of discussions took place in which baseline costs were verified, checks were made of the eligible population, and actuarial assumptions were reviewed, with the University supplying additional data where available. Several assumptions based upon national patterns were refined using University experiential data. These included retirement ages of faculty and staff and termination patterns for both faculty and staff. The most critical assumption for the projection involved medical cost inflation rates. These rates were reduced based upon recent University cost patterns.

The net result of all of these revisions reduced the estimated liability to \$96 million. Subsequently, modeling was done in-house as plan design modifications were considered. At the later stages of modeling, the University again turned to Coopers & Lybrand. This was done because as the University's auditors, Coopers & Lybrand will have to concur with the calculated liability when they render an opinion on the

University's financial statements.

The calculated liability is not a worst-case scenario. As discussed, the amount was reduced by using actual University experience rather than national norms. The model did not assume that all individuals retire early. Such an assumption would have resulted in overstatement of the liability. Rather, the model used historical University retirement patterns in calculating the cost of the program. However, FAS 106 requires the University to accrue the cost of retiree medical benefits over the active work life of employees. The accrual period ends when employees become fully eligible for the benefit, i.e., at age 55 with 15 years of service or at age 62 with 10 years of service.

The University and Coopers & Lybrand's actuarial experts worked together to assure that the calculated numbers are in compliance with the requirements of the Financial Accounting Standards Board. It is important to note that the University's obligation will be reviewed annually. Appropriate adjustments will be made in light of actual experience and consistent with FAS 106 requirements.

As indicated in *Almanac* articles, the University must choose to recognize the entire liability in one year or alternatively, amortize the obligation over a twenty-year period. The University will likely choose the latter approach since Penn does not have sufficient fund balances to absorb its full liability all at once. Funding is not an "all-or-nothing" choice. However, to the extent that the University does fund the obligation, interest earnings will partially offset our post-retirement medical benefit costs on an ongoing basis. Additionally, the Work Group concluded that segregating assets for this purpose would give greater assurance to faculty and staff that these commitments could be honored in the future.

The proposed plan modifications were developed through a consultative process in which cost considerations were balanced with expectations of both present and future retirees. Dr. Pring is correct, there are other alternatives. The University has had

an early retirement program for tenured faculty for many years. Although this program has been helpful in transitioning faculty into retirement, its budgetary impact is not of the same order of magnitude as the FAS 106 annual expense. The cost savings from this program are contingent on utilization in any given year and the savings are not recaptured to offset the overall University benefits costs.

Any alternative must result in real savings in the short-term since FAS 106 must be adopted in the next budget year. Any increase in the employee benefits rate is taken very seriously since it affects our competitiveness and puts pressure on both restricted and unrestricted budgets. The recommendations of the Work Group permit the University to determine with certainty the near term budgetary impact and strike an appropriate balance between cost containment and the University's commitment to provide retirement health benefits.

— *Michael Aiken, Provost*
— *John Wells Gould, Acting Executive Vice President*

More on Dr. Needleman

Dr. Shapiro informed the community of the success achieved through 400 signatures from around the world on a petition to obtain open hearings for Dr. Herbert Needleman (a Penn alumnus) at the University of Pittsburgh (*Almanac* December 8, 1992). The positive result for Dr. Needleman is only part of the story, however. He sustained enormous costs in defending himself against the charges. We can be of further assistance by contributing to the Needleman Defense Fund set up under the auspices of the American Association of University Professors in Pennsylvania. Send your check or money order to Dr. Robert Norman, University of Pittsburgh, Graduate School of Public and International Affairs, Pittsburgh, PA 15260. Large or small contributions are gratefully received. Every penny helps!

— *Elsa L. Ramsden, Associate Professor of Physical Therapy, Nursing, and President, AAUP Pennsylvania Division*

HERS 1993: Applications March 5

The Eighteenth Annual Summer Institute for Women in Higher Education Administration (HERS) will be held Sunday, June 27 - Friday, July 23, 1993. HERS is a residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration. The curriculum prepares participants to work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work force.

The program accepts women who are actively seeking increased administrative responsibilities and provides training in the management and governance of institutions of higher education, with special attention to accounting and budgeting, strategic planning, information technology, decision making processes, and policy implementation. One objective of the Summer Institute is to foster a network of peers and mentors who provide information, resources, contacts, and support for one another.

There are two ways for women at Penn to apply to the HERS Summer Institute. First, the University will sponsor two participants chosen in a campus-wide selection process. Second, individuals may be sponsored by their own deans or departments. The deadline for application through the University selection process is Friday, March 5th. For more information about the Summer Institute and an application, please contact Debra Fickler at Ext. 8-7660 or you can send an e-mail message to fickler@A1.QUAKER.

Berlin Funds for Ph.D. Candidates

Scholarships for one-year dissertation research or coursework at the Free University of Berlin (F.U. Berlin) are available October 1993 to July 1994 for Ph.D. candidates in the School of Arts and Sciences. The student must be proficient in German since all instruction is in German. Also, the student's field of study must be available at F.U. Berlin. F.U. Berlin will provide ten months' support to cover housing, meals, health insurance, fees and books. Total value is DM 12,800 (approximately \$8,000). An application and supporting documents should be submitted to the Director of the Office of International Programs by *February 1, 1993*. For more information contact either the home department chair, graduate chair, or Dr. Joyce M. Randolph, Director, Office of International Programs, 133 Bennett Hall/6275, Ext. 8-4665.

Child Immunization Coverage

On November 21, 1992, University Blue Cross Plans* began paying for routine childhood immunizations for dependent children under age 18. This coverage was included due to a new state law. Coverage is included for childhood immunizations, booster doses and the administration of the immunization. However, the cost of an examination or office visit, which may be done at the time of immunization, is not included in the new law. Childhood immunizations are exempt from specific deductibles and dollar limits.

Examples of typical childhood immunizations include the following: measles-mumps-rubella, diphtheria-tetanus-pertussis, polio, hemophilus B and hepatitis B. Your physician will determine when it is appropriate to administer these immunizations to your child.

— Human Resources/Benefits

* Under the HMO plans, these benefits had already been covered.

Children's Classes: January 14

Children's Saturday Morning Classes in fencing, swimming and gymnastics will begin Saturday, January 16. Registration is on a first come basis in the Gimbel Gymnasium office, prior to the first class. Registration deadline is *Thursday, January 14*; there is no registration at classes.

The \$70 fee covers seven weeks—January 16, 23, 30 and February 6, 13, 20, 27. Age requirements: Gymnastics 5-12, Swimming 5-15 and Fencing 8-13. More information: Gloria Chapman at Ext. 8-6102.

Elm: A New Electronic Mail Service

DCCS announces the start of another retail electronic mail service offering, effective January 1, 1993. The service is based on Elm, the standard electronic mail package which was selected last year by the Electronic Mail Task Force for use by many of the Schools. (See the September 1992 *Penn Printout* for background information regarding the selection of Elm.)

Elm is a terminal-based package which is simple to learn and use, and which can be accessed by any workstation on campus via PennNet or from home via modem.

The service costs \$100 per year and is available to members of any School or Department that authorizes the account and arranges for payment through the University accounting system.

For more information, please see PennInfo in the "Electronic Mail References" section, where the latest details will be posted. For specific questions or to open an account, contact the PennNet Services Center (psc@dccs or Ext. 8-8171).

— George P. McKenna Director,
DCCS Network Operations

Changes in PennBus and Loop

The Campus Loop has switched from a continuous service to a *scheduled* one, and the PennBus has been rerouted. A new brochure reflecting these changes is in this issue of *Almanac* and was in yesterday's *Daily Pennsylvanian*. It is also available in all vehicles and at all transit stops.

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 14, 1992 and January 3, 1993. 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: Robberies (& attempts)—1, Threats & harassment—2		
12/15/92	2:49 AM	3700 Block Spruce
12/21/92	2:45 PM	3401 Walnut St
12/24/92	11:38 AM	Nursing Ed Bldg
38th to 41st/Market to Baltimore: Homicide & manslaughter—1, Robberies (& attempts)—5, Aggravated assaults—1, Simple Assaults—3, Threats & harassment—2		
12/15/92	10:15 PM	3900 Chestnut
12/17/92	9:42 AM	Evans Bldg
12/19/92	3:10 AM	119 S. 39th st
12/19/92	10:55 PM	4040 Locust St
12/19/92	11:30 PM	200 Block 40th
12/21/92	3:16 AM	3929 Walnut St
12/21/92	11:19 PM	4000 Block Spruce
12/23/92	8:56 PM	40th & Ludlow
12/24/92	2:37 PM	200 Block 40th
12/24/92	11:53 PM	Locust foot bridge
12/31/92	2:40 PM	Veterinary Hospital
01/02/93	10:33 PM	4111 Locust St.
41st to 43rd/Market to Baltimore: Robberies (& attempts)—1		
12/22/92	8:24 AM	4200 Block Pine
30th to 34th/Market to University: Threats & harassment—3		
12/14/92	3:04 PM	Hill House
12/16/92	9:50 AM	Hill House
12/19/92	11:54 PM	Hill House
Outside 30th - 43rd/Market to Baltimore: Simple assaults—1, Threats & harassment—3		
12/14/92	4:20 PM	535 S. 46th St.
12/16/92	4:32 AM	4513 Spruce St.
12/21/92	9:12 PM	4702 Cedar Av
12/24/92	12:57 AM	10th & South st

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—6, Total thefts (& attempts)—54, Thefts of auto (& attempts)—2, Thefts from Autos—5, Thefts of bicycles & parts—16, Criminal Mischief & Vandalism—6, Trespassing & loitering—1		
12/14/92	12:16 PM	3600 Hamilton
12/14/92	2:37 PM	3400 Block Spruce
12/14/92	4:18 PM	3400 Block Walnut
12/14/92	7:12 PM	Van Pelt Library
12/14/92	7:41 PM	University Hospital
12/14/92	9:01 PM	Lot #17
12/15/92	12:42 AM	3400 Block Spruce
12/15/92	4:13 AM	3400 Block Spruce
12/15/92	10:29 AM	Duhring Wing
12/15/92	1:35 PM	Stouffer Dining
12/15/92	4:32 PM	3400 Block Walnut
12/15/92	8:58 PM	Gimbel Gym
12/15/92	10:42 PM	37th & Hamilton
12/16/92	10:49 AM	Medical School
12/16/92	5:03 PM	3700 Block Spruce
12/16/92	8:14 PM	3409 Walnut St
12/17/92	9:05 AM	McClelland Dorm
12/17/92	9:29 AM	Anat-Chem Wing
12/17/92	9:31 AM	Stemmler Hall
12/17/92	11:05 AM	37th & Hamilton
12/17/92	2:09 PM	Goddard labs
12/17/92	3:20 PM	Bookstore
12/17/92	4:20 PM	Richards Bldg
12/17/92	5:21 PM	3402 Sansom St
12/17/92	5:51 PM	Law School
12/17/92	5:58 PM	Houston Hall
12/18/92	6:19 AM	Van Pelt Library
12/18/92	8:43 AM	Gimbel Gym
12/18/92	10:37 AM	Mcneil Bldg
12/18/92	12:23 PM	Bookstore
12/18/92	1:40 PM	Nursing Ed Bldg
12/18/92	2:14 PM	Mcneil Bldg
12/18/92	7:09 PM	3700 Block Locust
12/18/92	10:42 PM	Anat-Chem Wing
12/19/92	2:01 PM	Gimbel Gym
12/19/92	6:13 PM	3700 Block Walnut
12/19/92	11:19 PM	3400 Block Walnut
12/20/92	5:29 AM	3600 Block Locust
12/20/92	6:07 PM	Lower Quad
12/21/92	3:30 PM	3700 Block Spruce
12/21/92	4:04 PM	3409 Walnut st
12/21/92	7:34 PM	Lower Quad
12/22/92	1:28 AM	200 Block 37th
12/22/92	10:11 AM	Van Pelt Library
12/22/92	6:10 PM	Mcneil Bldg
12/23/92	1:18 AM	38th & Ludlow
12/23/92	3:52 AM	Speakman Dorm
12/23/92	5:24 PM	200 Block 38th
12/23/92	9:25 PM	Van Pelt Library
12/24/92	4:06 AM	Steinberg/Dietrich
12/24/92	9:02 AM	Leidy Lab
12/24/92	10:19 AM	Kappa Sigma
12/25/92	10:49 AM	Mcneil Bldg
12/27/92	4:23 PM	Annenberg Center
12/27/92	6:39 PM	36th & Chestnut
12/28/92	9:13 AM	Richards Bldg
12/28/92	12:02 PM	Medical School
12/28/92	12:45 PM	Lot # 18
12/29/92	5:03 PM	Lot #44

continued next page

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12/30/92	3:06 PM	3423 Walnut St	Male arrested after removing clothing
12/30/92	7:51 PM	3400 Block Sansom	Items removed from vehicle
12/31/92	10:46 PM	Medical School	Briefcase and contents taken
01/02/93	3:54 AM	Gimbel Gym	Money boxes on vending machines tampered with
01/02/93	9:52 AM	3700 Block Sansom	Window broken to vehicle/Nothing taken
01/03/93	1:53 AM	Phi Delta Theta	Window forced open/items taken/2 arrests
01/03/93	3:43 PM	3400 Block Chestnut	Passenger side window broken to vehicle
01/03/93	11:48 PM	3604 Chestnut St	Male left store with unpaid merchandise

38th to 41st/Market to Baltimore: Burglaries (& attempts)—6, Total thefts (& attempts)—25, Auto thefts (& attempts)—3, Thefts from autos—6, Bicycle thefts—7, Forgery & fraud—1, Criminal mischief & vandalism—3

12/14/92	9:57 AM	3900 Block Pine	Items removed from truck
12/14/92	1:48 PM	1925 house	Clothes and cassette tapes taken from room
12/14/92	4:50 PM	Sigma Alpha Mu	Letters scraped into hood of vehicle
12/14/92	5:18 PM	Sigma Nu	Vehicle taken from location
12/15/92	12:08 AM	Tau Epsilon Phi	Unsecured bike taken from inside house
12/15/92	3:06 PM	Chestnut Hall	Checkbook taken from mail/checks used
12/15/92	6:11 PM	4040 Locust St	Male with stolen merchandise/arrested
12/15/92	8:20 PM	3900 Block Pine	Rear window broken/tools taken
12/16/92	1:33 PM	Harrison House	Secured bike taken
12/17/92	1:07 PM	Sigma Alpha Mu	Unattended purse taken during party
12/17/92	2:59 PM	Lot #23	Vehicle taken from location
12/17/92	9:57 PM	Low Rise North	Credit card taken from desk
12/18/92	12:18 AM	Tau Epsilon Phi	House entered from rear window/nothing taken
12/18/92	1:27 AM	Harrison House	Fire extinguisher discharged
12/19/92	12:28 PM	4000 Block Walnut	Secured bike taken from railing
12/19/92	9:29 PM	3900 Block Delancey	Bike removed from unsecured vehicle trunk
12/20/92	11:22 AM	3900 Block Pine	Window broken to vehicle/property taken
12/21/92	3:09 PM	3801 Chestnut St	Wallet taken from room
12/21/92	6:28 PM	3800 Block Sansom	Briefcase taken from vehicle
12/22/92	1:19 AM	Zeta Beta Tau	Egg thrown/window pane broken
12/22/92	10:51 AM	4000 Block Walnut	Secured bike taken from residence
12/23/92	10:17 AM	Chestnut Hall	Checks removed from mail after delivered
12/23/92	10:48 AM	Harnwell House	Secured bike taken
12/23/92	1:20 PM	Evans Bldg	Unattended jacket taken
12/23/92	2:53 PM	Unit Block 40th	Male tried to pass bad check
12/24/92	2:33 PM	3900 Block Spruce	Bike taken from bike rack
12/25/92	10:50 PM	Delta Kappa Eps	House entered items removed by person
12/26/92	3:35 PM	3900 Block Locust	Males stopped w/bike tires/confiscated
12/28/92	3:24 PM	4009 Chestnut	Items removed from second floor
12/28/92	9:17 PM	3900 Chestnut	Patrons left restaurant without paying
12/29/92	4:36 PM	4039 Baltimore	Speakers taken from third floor
12/31/92	1:06 PM	Veterinary School	Items removed from vending machine
01/01/93	1:42 AM	4000 Block Pine	Jeep taken from location
01/03/93	4:18 PM	Harnwell House	Items removed from vehicle
01/03/93	11:31 PM	Acacia	Property removed from residence

41st to 43rd/Market to Baltimore: Total thefts (& attempts)—2, Thefts of auto (& attempts)—1, Criminal mischief & vandalism—2

12/16/92	2:34 PM	4200 Block Locust	Front window broken to vehicle
12/18/92	2:44 AM	43rd & Spruce	Male kicked out windows of 2 cars/arrested.
12/29/92	7:07 PM	4314 Locust St.	Male arrested after taking money from register
01/01/93	2:10 AM	200 Block St. Mark's	Vehicle taken from location

30th to 34th/Market to University: Total thefts (& attempts)—32, Thefts of auto (& attempts)—8, Thefts from autos—12, Thefts of bicycles & parts—8, Criminal mischief & vandalism—9

12/14/92	1:39 PM	200 Block 33rd	Secured bike taken from rack
12/14/92	8:08 PM	Lot #5	Steering column damaged to vehicle
12/16/92	10:57 AM	Hutchinson Gym	Wallet taken while at gym
12/16/92	12:08 PM	Franklin Field	Secured bike taken/arrest
12/16/92	5:43 PM	Lot #33	Rear window broken to vehicle
12/17/92	5:26 PM	Lot #5	Vehicle taken from location
12/17/92	8:25 PM	Moore School	Vending machine broken into
12/18/92	4:38 PM	Franklin Field	Jackets and wallets taken while unattended
12/18/92	7:27 PM	Ice Rink	Vent window smashed/articles removed
12/18/92	7:58 PM	Lot #29	Locks and window damaged to vehicle
12/20/92	1:29 AM	Moore School	Secured bike taken
12/20/92	6:49 PM	Lot #5	Coins removed from vehicle
12/20/92	8:23 PM	100 Block 34th	Stereo and Xmas gifts removed from vehicle
12/20/92	10:50 PM	200 Block 33rd	Secured bicycle taken from rack
12/20/92	10:58 PM	200 Block 33rd	Secured bicycle taken from rack
12/20/92	11:19 PM	200 Block 34th	Secured bike/frame bent/front wheel damaged
12/21/92	9:25 AM	Chemistry Bldg	Vehicle entered/items removed
12/21/92	10:49 AM	Lot #45	Vehicle broken into/nothing taken
12/21/92	11:16 AM	200 Block 33rd	Rear bike tire taken from secured bike
12/21/92	6:54 PM	Lot #45	Stereo system taken from vehicle
12/21/92	9:35 PM	Hutchinson Gym	Wallet removed from locker
12/21/92	10:22 PM	200 Block 32nd	Secured bike taken from rack
12/22/92	4:06 AM	200 Block 33rd	Secured bike taken from bike rack
12/22/92	11:36 AM	Rittenhouse lab	Computer taken from room
12/22/92	6:13 PM	Lot #1	Window broken/contents in vehicle taken to hq
12/23/92	3:40 PM	34th & Chestnut	Vehicle broken into and items taken
12/23/92	5:37 PM	Ice Rink	Locks to vehicles damaged/nothing taken
12/23/92	9:10 PM	Lot #5	Column damaged/gloves taken
12/23/92	9:50 PM	Ice Rink	Two vehicles broken into/items taken
12/23/92	9:58 PM	Lot # 5	Items removed from vehicle
12/24/92	7:47 AM	Lot #29	Driver lock damaged to vehicle
12/24/92	3:51 PM	Lot #5	Vehicle broken into/lock and column damaged
12/28/92	5:51 PM	Lot #45	Window broken to vehicle/tools taken
12/29/92	4:42 PM	Lot #5	Rear window broken/items removed
12/29/92	11:24 PM	100 Block 34th	Vehicle removed from highway
12/31/92	5:03 PM	Lot #29	Locks damaged to vehicle/item removed
12/31/92	5:10 PM	Lot #45	Two vehicles with locks damaged
12/31/92	7:37 PM	Lot #45	Ignition damaged/trunk lock damaged
01/01/93	7:51 PM	Lot #1	Steering column damaged/door lock broken
01/01/93	11:06 PM	Lot #5	Door lock damaged and steering column broken
01/03/93	3:38 PM	Lot #5	Items removed from vehicle

Outside 30th - 43rd /Mkt - Baltimore: Total thefts (& attempts)—5, Thefts from autos—2, forgery & fraud—1

12/17/92	2:05 PM	New Bolton Center	Contents and wallet taken
12/20/92	1:03 PM	3818 Chestnut	Items removed from unsecured room
12/21/92	1:24 PM	2125 N. 63rd St	Unauthorized checks passed
12/21/92	1:24 PM	10th Lombard St	Jacket taken from vehicle
12/22/92	1:58 PM	3819 Walnut St	Items taken from vehicle in parking lot
12/28/92	4:19 PM	3400 Block Baring	Wallet taken while on escort van

30th to 34th/Market to University: Alcohol & drug offenses—1
12/30/92 9:31 PM Zeta Psi Male brought to UPPD for drugs found

Ed. Note: Crimes of the 18th District will appear next week.

InfoTechnology Five Years Ahead

To help those involved in long-range planning to make informed decisions about the role of technology in their organizations, the Office of Information Systems and Computing (ISC) has initiated the Information Technology Forecasting Project, which will coordinate eight panel discussions by mid-March. Open to all, these sessions describe the potential landscape of information technologies available to academicians and administrators over the next five years.

Publishing Technologies opens the series at 2-4 p.m. January 22, in Room 105 Lauder-Fisher Hall. Dates will be announced for *Desktop and Mobile Computing*; *Data Management Directions*; *Networking Futures*; *Classroom/Presentation Technologies*; *Work Group Computing Applications*; *High Performance Computing*; and *Scholarly Information Sources*.

Update

JANUARY AT PENN

FITNESS/LEARNING

16 *Zora! Behind the Scenes* (of the Philadelphia Theatre Caravan dramatization of Hurston's life); 10 a.m.-noon; Annenberg Center. *Also January 23 and 30.* For 9-12 graders. Register: Ext. 8-6763. Fee is \$90 (Discovery Program).

20 *The Recognition and Treatment of Obsessions and Compulsions*; Richard Summers, Institute of Pennsylvania Hospital; 1 p.m.; Marriage Council, 4025 Chestnut Street, 2nd floor.

TALKS

18 *Cocaine Update*; John Di Gregorio, pharmacology, Hahnemann University; noon; Mezzanine, John Morgan Building (Pharmacology).

20 *Systems of Support for Scientific Research in France*; Jean-Pierre Dedonder, Président de l'Université de Paris-VII; agreement of cooperation and exchange will also be signed by President Dedonder and President Hackney; 5:15 p.m.; A-4, David Rittenhouse Labs (French Institute).

Deadlines: The deadline for the February at Penn pullout calendar is Tuesday, January 19. The deadline for the weekly updates is a week before the week of publication.

Correction: To *January at Penn* Special Events, January 16; the correct location for the Founder's Day Luncheon is the *Chinese Rotunda at the University Museum*.



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