

Almanac

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— OF RECORD —

Good Friday/Passover Reminder

I wish to remind you that this spring, Good Friday is on April 9, while the first two days of Passover are on Tuesday and Wednesday, April 6 and 7 (starting at sundown on April 5). I wish to remind faculty and students of the University's policy on religious holidays that stipulates that no examinations shall be given or assigned work made due on these days. Some students also may wish to observe the last two days of Passover, April 12 and 13. Because University policy does not prohibit examinations on these days, students who are unable to take examinations then because of religious observances must have made arrangements with their instructors within the first two weeks of this semester.

— Michael Aiken, Provost

Countdown

Meetings

University Council: April 7, May 5 meetings at Hoover Lounge, Vance Hall, 4-6 p.m. See April 7 agenda items, page 2.

Faculty Senate: April 21, Annual Senate meeting, 3-5:30 p.m., B-1 Meyerson Hall; see page 2 for agenda and proposal on Retirement Transition Benefit; April 28, Senate Executive Committee, Faculty Club, 3-5:30 p.m.

A-1 Assembly: May 7, Annual Election and meeting with President Sheldon Hackney and Executive VP Janet Hale, Annenberg School Auditorium, noon-2 p.m.; see page 7.

A-3 Assembly: April 16, 5-7 p.m. A-3 After-Work gathering at Smart Alex, 36th & Chestnut; April 30 Info Table on Locust Walk.

Trustees: Executive Committee Stated Meetings April 23 and May 21; 2 p.m. in Faculty Club Tea Room. Full Board meeting June 16-18 in Washington, D.C.; details TBA.

Celebrations

Lindback Reception: April 22, 4:30-6:30 p.m., Rare Book Room, Van Pelt Library.

Ivy Day: May 15, Ceremony at Irvine Auditorium, 4 p.m.; keynote speaker Andrea Mitchell, CW '67.

Alumni Weekend: May 14-17, Alumni/Faculty Exchanges, special events, tours, meetings; Alumni Relations, 898-7811.

Baccalaureate: May 16, Concert, 3:30 p.m., Service, 4 p.m. at Irvine Auditorium.

Commencement: May 17, academic procession, 9:35 a.m. down Locust Walk; Exercises, 10:15 a.m. at Franklin Field.

Acting Provost: GSE Dean Lazerson

Dr. Marvin Lazerson, dean of the Graduate School of Education and George and Diane Weiss Professor of Education, will become acting provost July 1 as Dr. Michael Aiken leaves for his new post as chancellor of the University of Illinois at Urbana-Champaign.

Last week President Sheldon Hackney appointed the 12-member search committee to advise on a successor, headed by Dr. Andrew Postlewaite. This week's appointment of an acting provost was made "in consideration of the time it will take to select a new provost," a News and Public Affairs announcement said.

"Marvin Lazerson's knowledge of the University will serve him and us well during this transition," said Dr. Hackney. "Penn as a whole will undoubtedly benefit from the same vision and energy he has so consistently brought to the GSE deanship. I am grateful that he is willing to serve Penn in this generous way."

Provost Aiken said Dean Lazerson will be "a superb Acting Provost. As dean of the Graduate School of Education he has been deeply committed to the values and programs the University is trying to pursue. He is knowledgeable, experienced, and as one of our senior deans will be able to provide continuity in a variety of areas, both educationally and administratively."

Dr. Lazerson was brought to the Penn deanship from Harvard in 1987, and two years later the deanship was endowed with the Weiss chair, created and named for the alumnus and his wife who also initiated the Belmont School "Say Yes to Education" project and endowed the Hum Rosen Professorship in SAS.

In the six years of Dr. Lazerson's deanship, the School's sponsored research has risen from \$114,000 in 1988 to over \$7 million last year, and it has initiated a wide array of collaborative programs with the Philadelphia School District. "The Graduate School of Education



Dean Lazerson

has become an intellectual powerhouse that is deeply committed to the improvement of education," Dean Lazerson said. Aside from the endowed Weiss chair, faculty have been recognized with three new term chairs, and the School is in the process of raising an endowed chair to be named for Dr. Constance Clayton. Enrollment has both risen and diversified, and GSE is one of only two Penn schools projecting surpluses at the end of FY1993, according to the financial report presented to the Trustees Executive Committee last month. (GSE was projecting \$900,000, and Social Work \$250,000.)

Dr. Lazerson took his A.B. from Columbia in 1963 and his M.A. there the following year. He earned the Ph.D. in American history from Harvard in 1970. Joining the Harvard Graduate School of Education faculty as assistant professor in 1969, he then taught also at the University of Washington, Stanford University, and the University of British Columbia where he was professor of education from

(continued next page)

FAS 106: Changes in Retiree Medical Plan— A Three-Year Planning Window for Current Faculty/Staff

The University's decisions on modifying retiree health benefits partly in response to Financial Accounting Standard 106 are announced on pages 6-7 of this issue. The modifications take effect July 1, 1993, for faculty and staff hired on or after that date—but for all other employees, there is a three-year window starting July 1, 1993, allowing eligible retirees to take the current plan. The window, which closes June 30, 1996, was set up "to give University employees ample planning time, particularly in light of the concurrent phasing out of the faculty voluntary early retirement program," says the report signed by President Sheldon Hackney.

A chart in the report shows that early retirees (those who retire at 55-64) will cost-share their health benefits at a higher cost for the whole period of their retirement than do employees retiring at 65 or older. But the impact is minimized because "very few staff and even fewer faculty retire before the age of 65," according to the report.

From the Senate

Agenda for the Annual Meeting of the Faculty Senate

Wednesday, April 21, 1993

3 to 5:30 p.m. in B-1 Meyerson Hall

The agenda will include:

1. Approval of the minutes of the April 15, 1992 plenary meeting
2. Report of the Chair
3. Report of the President
4. Report of the Provost
5. Report of the Committee on the Economic Status of the Faculty
6. Report of the Committee on Administration on Cost Containment
7. Report from the Committee on the Faculty on Uncapping Retirement Age and Proposed Retirement Age Transition Benefit (see proposal below, approved by the Senate Executive Committee)
8. Discussion of Proposed Revision of the Just Cause Procedure and Other Faculty Personnel Policies
9. Discussion of Faculty Senate Agenda for 1993-94
10. Adjournment by 5:30 p.m.

From the Senate Committee on the Faculty Subcommittee on Retirement:

Proposed Retirement Transition Benefit

April 2, 1993

The Senate Committee on the Faculty proposes a Retirement Transition Benefit which will serve both University and faculty needs. It will:

- a. alert faculty to the necessity for decisions under the revised retirement policy;
- b. provide sufficient flexibility of timing to allow faculty to retire at an appropriate time;
- c. allow faculty to receive some financial assistance in prompt transition to retirement, if desired.

Faculty members who reach age 65 with a minimum of 15 years of service as a faculty member of the University become eligible for a Retirement Transition Benefit. Within 3 years following the date of reaching eligibility, the faculty member may choose:

1. to apply for retirement and a Retirement Transition Benefit. This benefit shall amount to 33 percent of the average base salary for full professors in the school of the faculty member. The benefit shall be paid for 5 years.
2. to change to reduced duties, with correspondingly reduced salary and salary-related benefits, but with full health benefits, for a period of up to five years, followed by a Retirement Transition Benefit equal to 33 percent of the average base salary for the rank and school for two years.

Of course, an eligible faculty member may choose neither option, and continue his/her appointment into the future.

When the Retirement Transition Benefit program is begun, all faculty members who are then eligible will have 3 years to select one of the three options.

Acting Provost from page 1

1977 to 1986. He returned to Harvard in 1984 as visiting professor.

His books include *Origins of the Urban School: Public Education in Massachusetts, 1870-1915* (Harvard U. Press 1971), *American Education and Vocationalism: A Documentary History, 1870-1970* (with W. Norton Grubb, Teachers College Press 1974); *Broken Promises: How American Schools Fail Their Children* (with Grubb, Basic Books 1982); *An Education of Value* (with Judith Block McLaughlin, Bruce McPherson and Stephen K. Bailey, Cambridge U. Press 1985; Italian edition Armando Editore, Rome, 1987); and *American Education in the Twentieth Century: A Documentary History* (Teachers College Press 1987).

Dr. Lazerson's numerous articles also address themes in the history of education, urban systems, and ethnicity and gender in the schools.

Performance Management Seminar

The Division of Human Resources will present a two-day, free seminar on Comprehensive Performance Management, open to all faculty and administrators who have supervisory responsibilities. It will be held April 27 and 28 from 9 a.m. to 5 p.m.

The program will explore ways to manage an employee's performance, establish expectations, integrate performance management activities into the day-to-day supervisory process, provide guidelines for the development of employee's performance plan, and discuss the disciplinary process. Other topics will include the legal liability of supervisors, worker's compensation issues, and University resources.

Presenters will include Rogers Davis, director, Human Resources; Wanda Whitted, manager, Staff Relations; Joann Mitchell, director, Office of Affirmative Action; and Neil Hamburg, associate general counsel, Office of General Counsel.

The program will be held in the School of Medicine's 1962 Lecture Hall in the John Morgan Building. To register for this program, please call Staff Relations at 898-6093.

Council's April 7 Topics

Two items are on the agenda for discussion Wednesday, April 7, as the University Council meets for the next to last scheduled meeting of 1992-93.

International Programs: For this update, presenters are Provost Michael Aiken; Dr. Joyce Randolph, director of the Office of International Programs; members of the Graduate and Professional Students Assembly and of the Undergraduate Assembly, and the director of International House.

Admissions: Need-blind Admissions and the University Budget will be discussed by the Admissions Committee's chair, Dr. Warren Seider, and by Stephen Golding, executive director of resource planning and budget. (See *Almanac* November 24, 1992, for the Committee's report on need-blind admissions, and *Almanac* March 23 for the University's preliminary budget for FY1994.)

Pluralism: At right is the text of the by-law that establishes a Committee on Pluralism; the United Minorities Council chair was added to the ex-officio membership before the March 17 vote.

The following amendment to the bylaws was adopted by Council March 17, 1993:

The Committee on Pluralism shall advise the Offices of the President, the Provost, the Executive Vice President, and the Vice Provost for University Life on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of pluralism among all members of the University community. The Committee will also address specific diversity issues that may arise on campus. The Committee shall consist of eight faculty members, two A-1 staff members, three A-3 staff members, three graduate/professional students, and three undergraduate students with due regard for appropriate diversity. The chairs of the A-1 and A-3 Assemblies, the directors of the Penn Women's Center, the African-American Resource Center, Student Life Programs, the Office of Fraternity and Sorority Affairs, the Department of Residential Living, and the Office of International Programs, and the president of the United Minorities Council shall be non-voting ex officio members of the Committee.

Charge to the Committee: The areas in which the Committee shall report to the Council include diversity within the educational setting, integration of staff into the larger campus community, and ways to build communities that are non-discriminatory and provide a supportive environment for difference. The Committee will address specific diversity issues that may arise on campus, including the development of guidelines to regulate the distribution of spaces on Locust Walk and elsewhere, formerly inaccessible to the majority of the campus community but now available, to reflect the diversity of the campus community at large. It will also review existing programs aimed at a more pluralistic campus environment and gather data on problems arising among the various constituencies. The Committee will make a special effort to be visible to, and communicate with, the campus community.

In its first year, the Committee will look to the report by the President's Committee on University Life (1990) to further develop its mission and goals.

Council shall activate this Committee as of September 1993.

After one year of operation, the Council will review the committee for process and effectiveness.

Speaking Out

Apology to Dr. Ross

I owe Professor Ross an apology. In my criticism (*Almanac*, March 23) of his letter in *Almanac* of March 23, I made caustic remarks with respect to his criticizing a document that had already undergone several changes. Unfortunately, I am not as conscientious about looking at my e-mail as I should be. I was considerably embarrassed when I finally checked my e-mail for the first time in weeks the day after *Almanac* appeared and found a letter from Professor Ross dated March 13 asking me to send him a revised copy of our proposed procedures if such a revision existed. As anybody who read my letter knows, the proposals had been revised.

A personal apology is not enough. I had criticized him publicly and I owe him this public apology. Jim, I'm terribly sorry. I hope that I did not embarrass you half as much as I embarrassed myself.

— Morris Mendelson
Professor Emeritus of Finance;
Chair, Task Force on the Revision of Just Cause and Other Personnel Procedures

More Objections

In *Almanac* March 23, the new Chair of the Task Force on Revision of Just Cause and other Personnel Procedures, Morris Mendelson had a letter in *Speaking Out*, "Response to Dr. Ross." I take strong exception to his innuendoes, untruths and ranting with righteousness. He calls Dr. Ross' opinion "hysterical and pure nonsense" but apparently considers his opinion on the outcome of several CAFRs including the "latest failure" which precipitated the appointment of the Task Force on Revision of Just Cause and other Personnel Procedures, absolutely correct and neutral and at about the same level as the 11th Commandment.

I think Mendelson is rather pompous myself. The "latest failure" is his opinion, pure and simple; it is definitely not fact. He may disagree with the outcome and consider it a failure because of that, but that is rather like considering the election for President a failure because the candidate you voted for didn't get elected. It doesn't mean that procedure is wrong, bad or should be discarded and replaced.

His saying that we need new procedures because "there are few schools on this campus in which pressure from the Dean cannot influence the outcome" is quite interesting. If he knows of such cases he should come forward and expose them. Perhaps it has happened in the past. I would suspect that that is possible, however I think that with care in selection of CAFR members and with counseling between CAFRs especially the from the Senate

CAFR, this could be prevented. I know for a fact that this did not happen in the case he implies was the stimulus for the formation of the Task Force on Revision of Just Cause and other Personnel Procedures.

I will say as I have in previous communications here:

- the present system is not bad in and of itself;
- the wording of the rules need to be clarified;
- the various school CAFRs need more guidance; and
- there has to be overlap of terms of committee members.

There is no need to invoke a totally new complex system to replace a relatively straightforward one and there definitely should not be one created to increase the power of the administration against the faculty.

— Alan M. Klide, Associate Professor
of Veterinary Anesthesia
and Chair, VCAFR

Response to Dr. Klide

Since beauty is in the eye of the beholder, I see no point in addressing the ad hominem remarks in Professor Klide's response to my letter which appeared in *Almanac* of March 23, and I see no reason to withdraw my remarks on the substantive points he notes.

No one who knows my role in University governance can doubt my commitment to academic freedom. I have conferred with many people, both at Penn, and elsewhere who are deeply concerned with academic freedom. No one viewed the Task Force proposals as a threat, and I think that my characterization of the last paragraph of Professor Ross's letter was apt.

A faculty which retains a member that it has found guilty of serious plagiarism is clearly announcing to the world that it values integrity very lightly. Academic freedom without academic integrity is valueless.

Professor Klide himself notes the possibility of a Dean influencing the members of a school committee. It is that potential for abuse that is relevant, not whether there have been specific incidents of such abuse.

I did not say that the present system was bad in itself, but I certainly think that it can stand improvement.

Finally, I don't see how shifting the locus of the final appeal from a self-perpetuating board to the three Chairs of the Senate increases the power of the administration against the faculty.

— Morris Mendelson,
Professor Emeritus of Finance;
Chair, Task Force on the Revision of Just Cause and Other Personnel Procedures

Dumb Pies?

The author, producer, and publisher of the President's report on the 1994 budget (*Almanac* March 23) appear ignorant of Edward R. Tufte's fundamental *The Visual Display of Quantitative Information* and of its importance to any user of data graphics. Indeed, the report is a veritable catalog of the worst of what Tufte calls computer-generated "chart junk."

Here, for example, is Tufte on pie charts: "A table is nearly always better than a dumb pie chart; the only worse design than a pie chart is several of them (*Almanac*, p. 8) for then the viewer is asked to compare quantities located in spatial disarray both within and between pies.... Given their low data-density and failure to order numbers along a visual dimension, pie charts should never be used." He has similar scorn for bivariate histograms rendered in three-dimensional projection (*Almanac*, p. 6).

— Cecil L. Striker
Professor of the History of Art

Haves and Have-Nots

At the risk of appearing ideological on an issue that seems to me only common decency, I would like to respond to the recent *Almanac* article on salary increases. The article's implication is that a 2.5 % pool for salary increases, and a limit of \$2000 on administrator raises, somehow spread the pain equally over the entire faculty and staff.

Perhaps faculty and administrators who are unaware of either the full-time salary levels or the financial obligations of the lower salaried staff can allow themselves to think that 2.5% of relatively low salaries is equivalent in pain to 2.5% of the much higher salaries of senior staff, not to speak of the many faculty whose base salaries are over \$100,000, and who have access to summer salary, consulting, and other income generators.

In reality, 2.5% for these highly paid Penn employees is, after taxes (as they will no doubt complain), a rather measly increase. For lower paid employees, it is the difference in being able to keep up with inflation, never mind adding anything to their quality of life.

Wouldn't it be something if faculty and staff earning, say, over \$100,000, contributed their 2.5% to a pool for employees earning under \$35,000? (The exact cut-offs and percents suggested are only examples.) I have no idea how this might be accomplished, but the principle of keeping the "haves" from getting richer faster than the "have-nots" can keep up with the cost of living must surely have some appeal to an academic community.

— Lois Ginsberg, Associate Director
Dynamics of Organization

Speaking Out welcomes reader contributions. Short, timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.

Dr. Hans G. Borei, emeritus professor of zoology, 79, died March 10 at Swan's Island, Maine.

Dr. Borei received a Ph.D. in zoology in 1941 and a D.Sc. in biochemistry in 1945 from the University of Stockholm. He went on to nine years of laboratory research at the Wenner-Gren Institute. He was a visiting investigator at the Molteno Institute in Cambridge, England, the California Institute of Technology in Pasadena, the Carlsberg Laboratory in Copenhagen, Denmark, and the Marine Biological Laboratory at Woods Hole, Massachusetts.

He was appointed professor of zoology at Penn in 1953 and retired in 1984. While at Penn, he was affiliated with the Mt. Desert Island Biological Laboratory in Maine as a summer investigator for ten years. In 1965 he established a marine station for studies on intertidal communities at Swan's Island, where he also spent his retirement years.

He is remembered in the biology department primarily for his organization of comprehensive laboratory courses on invertebrate zoology, and for his service for 20 years as director of the undergraduate major and major advising.

He is survived by three children

Dr. Elizabeth K. Ralph, former associate director of the University Museum's Applied Science Center for Archaeology (MASCA) and distinguished scholar in the field of radiocarbon dating, died March 23 at the age of 72.

Dr. Ralph graduated from Wellesley College in 1942 with a degree in chemistry. She then went to work as a junior electronics engineer at Foote, Pierson & Co. in New Jersey. She moved on to become a chemist, then assistant to the chief radio engineer and later project engineer. She held a similar position at Kearfott Manufacturing Co. in Newark.

She earned a master's degree in physics from Penn and was hired by the museum in 1951. She became associate director of MASCA in 1962 and retired 20 years later. Keeping busy developing radiocarbon dating at MASCA, she didn't complete her doctorate in geology until 1973.

She went to Chicago in the 1950s to study the carbon-dating technique from W.F. Libby, the inventor of the science. During the 1960s and 1970s, she traveled to several archaeological sites around the world to supervise testing of carbon-dating instruments developed by MASCA.

Under Dr. Ralph's direction, MASCA was recognized for its development of artifact-dating techniques. She was a member of the American Association for the Advancement of Science and was recognized by the Archaeological Institute of America in 1987 when she was presented the Pomerance Award for her contributions to the science.

Surviving are three cousins.

To Report a Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students, and other members of the University community either directly or through the Office of the Chaplain who also may assist in other ways. However, notices of death of alumni, should be directed to The Gazette.

1991-92 Report of the Judicial Inquiry Officer

Note: In addition to issuing an annual report (as shown in these pages), the Office of the JIO now reports monthly in *Almanac* and *The Daily Pennsylvanian*. Incidents that took place in December 1992 were in *Almanac* February 2. Those in January and February 1993 were in the February 23 and March 23 issues, respectively. — *Ed.*

I. Statistical Report of the JIO, 1991-92

| | Number | Percentage |
|---|-------------|------------|
| Number of cases | 200 | |
| Number of respondents | 301 | |
| Number of cases involving undergraduates | 194 | 97.00% |
| Number of undergraduate respondents | 293 | 97.34% |
| Number of cases involving graduates | 7 | 3.50% |
| Number of graduate respondents | 8 | 2.66% |
| Number of cases with more than one respondent | 68 | 34.00% |
| Number of cases known to involve fraternity members | 87 | 43.50% |
| Number of respondents known to belong to a fraternity | 120 | 39.87% |
| Number of cases in which no judicial action was taken | 79 | 39.50% |
| Number of respondents in these cases | 111 | 36.88% |
| Number of Suspensions for Code of Academic Integrity | 6 | |
| Number of Suspension for Code of General Conduct | 2 | |
| Number of cases handled by J. Combrinck-Graham | 83 | |
| Number of respondents in these cases | 122 | |
| Number of cases handled by R. Read | 117 | |
| Number of respondents in these cases | 179 | |
| Average time from date of incident to date reported: | 3.31 weeks | |
| Range: 0 – 630 days | | |
| Number of cases resolved by agreement | 130 | 43.19% |
| Average time from date received to agreement: | 14.99 weeks | |
| Range: 2 – 357 days | | |
| Number of cases resolved by hearing | 9 | 2.99% |
| Average time from date received to hearing: | 30.37 weeks | |
| Range: 116 – 432 days | | |
| Charges Filed: | | |
| For Violations of the Code of Academic Integrity | | |
| Use or Performance of Another Person's Work | 6 | |
| Plagiarism | 2 | |
| Misconduct During Exam | 3 | |
| Alter Exam/Paper for Regrade | 1 | |
| Misrepresent Information | 1 | |
| For Violations of the Code of General Conduct | | |
| Miscellaneous Security Violations | 47 | |
| Alcohol Violation - 1st Offense | 31 | |
| Disorderly Conduct | 30 | |
| Harassment | 15 | |
| Propulsion of Object | 12 | |
| Theft | 9 | |
| Criminal Mischief | 7 | |
| Drug Violation | 6 | |
| Fire Code Violation | 6 | |
| Assault | 5 | |
| Retail Theft/Shoplifting | 4 | |
| Trespassing | 4 | |
| Burglary | 3 | |
| Disturbance/Investigation of Person | 3 | |
| Vandalism | 3 | |
| Receiving Stolen Property | 3 | |
| Attempted Theft | 2 | |
| Fraudulent Use of Penn ID | 2 | |
| Hazing | 2 | |
| Forgery | 1 | |
| Tampered ID | 1 | |
| Bounced Checks | 1 | |
| Accomplice in Assault Incident | 1 | |
| For Violations of the Sexual Harassment Policy | | |
| Sexual Harassment | 5 | |

To the University Community:

As required by the Charter of the University Student Judicial System, I am presenting a report on statistics derived from 200 cases opened by the Office of the Judicial Inquiry Officer from September 1, 1991, through August 31, 1992. Please refer to the January 14, 1992 *Almanac* for last year's data.

The Statistical Report (Table I, opposite) includes a listing of the general categories of behaviors that resulted in charges that students violated the University's codes, policies, or guidelines. The Report also states the number of complaints that were received regarding each category of behavior. A single case may have involved more than one category of behavior as well as more than one respondent.

The Sanctions Report (Table II, below) details the range of sanctions that were imposed by category of behavior. Sanctions were combined as appropriate, depending upon the severity of the behaviors which resulted in a finding that one of the University's codes, guidelines, or policies had been violated.

I will be pleased to answer questions from the University community concerning this Report. I can be reached at Ext. 8-5651.

— Catherine C. Schifter, Interim Judicial Inquiry Officer

II. Report of the JIO on Sanctions (by category)

For Violations of the Code of Academic Integrity

Alter Exam/Paper for Regrade

Grade of "F" in Course
Notation on Student's Transcript

Misconduct During Exam

Notation on Student's Transcript
Programming Related to Charge
Suspension

Plagiarism

Grade of "F" on Assignment
Grade of "F" in Course
Notation on Student's Transcript
Reprimand
Suspension

Use or Performance of Another Person's Work

Counseling/Therapy
Notation on Student's Transcript
Suspended Sentence of Suspension
Suspension

For Violations of the Code of General Conduct

Accomplice in Assault Incident

C.A.R.E. (*) Program
Probation

Alcohol Violation – 1st Offense

Apology Letter
C.A.R.E. Program
Community Service Relating to Charge
Fine
Notation on Student's Transcript
Probation
Programming Related to Charge
Psychiatric Evaluation
Residential Probation
Suspended Sentence of Suspension

Assault

Apology Letter
C.A.R.E. Program
Payment of Medical Bills
Probation
Suspended Sentence of Suspension

Attempted Theft

C.A.R.E. Program
Community Service Relating to Charge
Fine
Pledging Activity Suspended
Probation
Psychiatric Evaluation

Bounced Checks

Notation on Student's Transcript
Programming Related to Charge
Psychiatric Evaluation
Restitution
Suspension

Burglary

Apology Letter
C.A.R.E. Program
Fine
Programming Related to Charge
Suspended Sentence of Suspension

Criminal Mischief

Apology Letter
C.A.R.E. Program
Fine
Meeting with Fire/Occupational Safety Staff
Probation
Programming Related to Charge
Psychiatric Evaluation
Restitution

Disorderly Conduct

Apology Letter
Banned from Entering a University Residence
C.A.R.E. Program
Community Service Relating to Charge
Fine
Probation
Programming Related to Charge
Psychiatric Evaluation
Reprimand and/or Warning
Requirement to Avoid Complainant
Suspended Sentence of Expulsion
Suspended Sentence of Suspension

Disturbance/Investigation of Persons

Apology Letter
Community Service Relating to Charge
Probation
Restitution

Drug Violation

C.A.R.E. Program
Community Service Relating to Charge
Fine
Probation
Psychiatric Evaluation

Fire Code Violation

C.A.R.E. Program
Community Service Relating to Charge
Counseling/Therapy
Fine
Meeting with Fire/Occupational Safety Staff

Notation on Student's Transcript
Probation
Programming Related to Charge
Psychiatric Evaluation
Restitution
Suspended Sentence of Suspension

Forgery

Apology Letter
Fine
Probation

Fraudulent Use of Penn ID

C.A.R.E. Program
Community Service Relating to Charge
Counseling/Therapy
Fine
Probation
Psychiatric Evaluation
Suspended Sentence of Suspension

Harassment

Apology Letter
C.A.R.E. Program
Counseling/Therapy
Probation
Psychiatric Evaluation
Requirement to Avoid Complainant

Hazing

Probation

Miscellaneous Security Violations

Apology Letter
Banned from Entering a University Residence
C.A.R.E. Program
Community Service Relating to Charge
Fine
Probation
Programming Related to Charge
Psychiatric Evaluation
Residential Probation
Suspended Sentence of Suspension

Propulsion of Object

Apology Letter
Community Service Relating to Charge
Fine
Probation
Residential Probation

Receiving Stolen Property

Community Service Relating to Charge
Fine
Notation on Student's Transcript
Suspended Sentence of Suspension

Retail Theft/Shoplifting

Apology Letter
Community Service Relating to Charge
Fine
Probation
Programming Related to Charge
Reprimand and/or Warning

Tampered ID

Reprimand and/or Warning

Theft

Apology Letter
Community Service Relating to Charge
Counseling/Therapy
Fine
Notation on Student's Transcript
Probation
Psychiatric Evaluation
Reprimand and/or Warning
Restitution
Suspended Sentence of Suspension
Suspension

Trespassing

Community Service Relating to Charge
Fine
Probation

Vandalism

Community Service Relating to Charge
Fine
Notation on Student's Transcript
Programming Related to Charge
Psychiatric Evaluation
Restitution
Suspension

For Violations of the Sexual Harassment Policy

Sexual Harassment

Apology Letter
C.A.R.E. Program
Probation
Psychiatric Evaluation
Reprimand and/or Warning
Suspended Sentence of Suspension

* C.A.R.E. = Campus Alcohol Resource and Education, a Student Health program in conjunction with University Counseling and Residential Living.

Implementing FAS 106: Modifications to Retiree Medical Plan

Background

The December 15, 1992, issue of *Almanac* carried an article For Comment describing modifications to the retiree medical plan proposed by the FAS 106 Work Group. The article was reprinted on January 12, 1993.

This article summarizes the comments received and describes the final plan modifications.

The need for modifications arose in response to increasing benefits costs, decreasing availability of unrestricted funds, and the impact of the new FAS 106 accounting rule. Three goals guided the development of modifications:

- 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 would not affect the benefits of current retirees.

Eleven responses were received regarding the proposed changes. The comments fell into three general categories: questions as to whether the proposed changes would affect current retirees (they do not); proposals that long service employees (more than 25 years) be permitted to retire under the old plan even after the end of the transition window; and questions about the funding alternatives and whether there is a real need to respond to FAS 106. In addition, in January the Provost and the Vice President of Human Resources met with the Executive Committee of the Faculty Senate which inquired whether the proposed cost sharing for retirees could be done on a scale which descended evenly every year between the ages of 55 and 65, based on age of retirement.

Plan Modifications

After careful consideration of all of the comments received, the proposed design changes

have been adopted with the incorporation of the change suggested by the Faculty Senate Executive Committee.

Chart 1, below, describes the final design. The basic goal of providing medical benefits for retirees and their families has been achieved. The plan continues to offer to early retirees the same medical plan choices available to active employees and continues to serve as a Medicare supplement beginning at age 65 for all retirees. Under the modified plan 1) service for meeting eligibility requirements must be continuous; 2) faculty and staff retiring after June 30, 1996 will share the cost of medical plan premiums; and 3) additional spouses and dependents may not be added after retirement.

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 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 expense for faculty and staff retiree benefits by their earliest eligibility date. Similarly, the change that service be continuous allows the University to realize a significant reduction in its FAS 106 liability while affecting a limited number of individuals.

Premium Cost Sharing

Having retirees contribute some part of the cost of premiums is consistent with benefits designed for active employees. Further, the modification of basing premium cost sharing 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 their longer life expectancy at time of retirement.

For active employees the University contributes a fixed dollar amount for medical plan cost in a given plan year regardless of the plan selected. For the 1992-93 plan year, the University's monthly fixed dollar contribution for single coverage is \$112.72 and for family coverage is \$281.58. Employees contribute the difference between the total cost of their selected plan and the fixed dollar University contribution.

Under the modified plan, early retirees (those retiring prior to age 65) would continue to have the same medical plan options as active employees until age 65. However, the University's fixed dollar contribution for a given year will be reduced for early retirees depending on the age of retirement. As a result, in any given medical plan, early retirees will pay a higher share of their medical premiums than active employees in that same plan. The University's fixed dollar contribution will be reduced by nearly 3% for every year that an employee retires before age 65. Those retiring at age 55 will receive 71.43% of the fixed dollar contribution throughout the period of their retirement. Those retiring at age 64 will receive 97.14% of the fixed dollar contribution throughout their retirement. Chart 2 illustrates the percent of fixed dollar contribution by age of retirement.

Eligible employees who retire at age 65 or over (regular retirees) participate in the University's Blue Cross 65 Special Plan, a Medicare supplement. The University will contribute a fixed amount toward the cost of this plan. If there were cost sharing today, the University's contribution would be \$60.20 per month based on 1992-93 plan rates.

At age 65*, all eligible retirees, regardless of the age at which they retire, become eligible for Medicare and share in the cost of the Blue Cross 65 Special Plan. As seen in Chart 3, the level of University and retiree contributions towards the 65 Special Plan varies, depending on the age of retirement, based on the factors shown in Chart 2.

* The age for Medicare eligibility is expected to rise. As age changes, appropriate adjustments will need to be considered in the benefits design.

report continued next page

Chart 1: Comparison of Current and Modified Retiree Medical Benefit Plan Designs

| | Current Plan | Modified Plan |
|---|---|---|
| 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 65/+ | Same as for active employees Medicare Supplement | No change No change |
| Cost Sharing on Premium | No cost sharing on premium for either early or regular retirement | Cost sharing at rate based on age at retirement, the plan selected, and dependent coverage selected. See text above under Premium Cost Sharing, and Charts 2 and 3, next page. |
| Co-payments and Deductibles | Cost sharing for actual care received | No change |
| Family Coverage: At time of retirement After retirement | Spouse/dependents eligible for coverage Spouse/dependents may be added | No change Spouse/dependents may not be added |

Effective Date and Transition

These modifications are effective July 1, 1993 for those 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. This three year window is designed to give University employees ample planning time, particularly in light of the concurrent phasing out of the faculty voluntary early retirement program.

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 required to further modify its retiree medical program and other benefit programs in the future. Such modification, however, would involve the community through a consultative process.

— Sheldon Hackney, President

Chart 2:
University Premium Cost Sharing
Factors for Early Retirees

| Penn Employee Age at Retirement | University Contribution Expressed as % of Fixed Dollar Amount |
|---------------------------------|---|
| 64 | 97.14% |
| 63 | 94.29% |
| 62 | 91.43% |
| 61 | 88.57% |
| 60 | 85.71% |
| 59 | 82.86% |
| 58 | 80.00% |
| 57 | 77.14% |
| 56 | 74.29% |
| 55 | 71.43% |

Chart 3:
Blue Cross 65 Special Plan
Premium Cost Sharing

| University and Retiree Contributions under Blue Cross 65 Special Plan | | |
|---|---|----------------------|
| Penn Employee Age at Retirement | Based on 1992-93 Total Monthly Rate per Person of \$86.00 | |
| | University Contribution | Retiree Contribution |
| 65/+ | \$60.20 | \$25.80* |
| 64 | \$58.50 | \$27.50 |
| 63 | \$56.80 | \$29.20 |
| 62 | \$55.00 | \$31.00 |
| 61 | \$53.30 | \$32.70 |
| 60 | \$51.60 | \$34.40 |
| 59 | \$49.90 | \$36.10 |
| 58 | \$48.20 | \$37.80 |
| 57 | \$46.40 | \$39.60 |
| 56 | \$44.70 | \$41.30 |
| 55 | \$43.00 | \$43.00 |

Reminder: The costs above are only for retirees after they reach the age of 65. Before 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.

Call for A-1 Nominations: Deadline April 14

The Assembly is an organization which seeks to serve the technical and administrative staff who serve the teaching, research and business missions of the University. The Assembly seeks to do this in a variety of ways. The Assembly provides a forum where staff can express their opinions on issues facing the University and higher education. The Assembly provides seminars and programs to broaden and expand staff's background and knowledge. The Assembly also seeks to serve as a supportive network in which the goals and objectives of the University may be better achieved and the professional status of staff enhanced.

The A-1 Assembly Executive Board invites nominations of other A-1 Assembly members for the following positions:

Chair-elect (1) will assume duties of the chair during the 1994-95 academic year. Duties will include calling monthly meetings of the executive board, preparing agendas, and presiding over meetings, appointing members to committees, serving as ex-officio of all committees except the Nominating Committee, serving as the A-1 Assembly representative on University Council, and actively supporting the goals of the A-1 Assembly through involvement in committee work. Duration of term is one year as Chairperson elect, one year as Chair, and one year as past Chair.

Vice Chairperson-elect (1) will assume duties of Vice Chair during the 1994-95 academic year. Duties include recording the proceedings of Executive Committee meetings, prepares and maintains an official list of members, handling correspondence to A-1 Assembly and communications to A-1 Assembly voice mail. Duration of term is one year as Vice Chairperson-elect and 1 year as Vice Chairperson.

Executive Board Members At-Large (3) will serve as a consultative body and comprise the Executive Committee at the A-1 Assembly. Duties include nominating persons to serve on consultative committee, offering for guidance in all matters on which action is taken, and participating on committees. Duration of term is two years commencing upon election.

The Assembly has representation on University Council, *Almanac* Advisory Board and the Personnel Benefits Committee. The Executive Board of the Assembly is frequently invited to provide advice and comment on a variety of issues and policies affecting the administrative staff members of the University. To fulfill its purpose as the representative organization for the administrative staff, the Assembly must have energetic and enlightened leadership. We need your assistance in identifying those who will devote their time and talent to assuring its success.

Nominees should represent a cross section of University A-1's and should be willing to be actively involved in the business of the Assembly. If you would be willing to serve the Assembly and its membership, please feel free to nominate yourself. The criteria: being an A-1 and being willing to spend some time furthering the goals of the organization.

Please send names of individuals whom you would like to recommend for any or all of these positions to Rick Ferraiolo, M60A Towne Building/6315, Ext. 8-1807 or E-mail: rick@seas. All nominations should be received by April 14.

Elections will be held on May 7 at our plenary meeting, open to all members of the A-1 staff both administrative and professional. Balloting will precede a forum with President Sheldon Hackney and the new Executive Vice President, Janet Hale.

— Rick Ferraiolo, Chair of the Nominating Committee

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 March 29 and April 4. 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)—2, Simple assaults—2, Threats & harassment—4
 03/31/93 1:39 AM English House Complainant reported being assaulted by resident
 03/31/93 1:47 AM Kings Court Resident receiving unwanted phone calls
 03/31/93 3:19 PM Jr Balcony Dorm Complainant reported being hit with shoe
 04/01/93 9:49 AM Grad B tower Unwanted phone calls received
 04/01/93 6:24 PM Morris Dorm Complainant reported followed by unknown person
 04/03/93 1:28 AM 38th & Walnut Unknown male with gun attempted to rob 4 comp
 04/03/93 2:25 AM Houston Hall Wallet taken by 2 males - 1 w/gun/no injury
 04/03/93 3:10 PM Morris Dorm Harassing phone calls received

38th to 41st/Market to Baltimore: Robberies (& attempts)—1, Threats & harassment—6
 03/29/93 12:29 AM High Rise North Threatening calls received via phone
 03/29/93 7:55 AM 41st & Chestnut Complainant being harassed by male in vehicle
 03/29/93 8:45 PM 518 Woodland Terrace Complainant receiving threatening letter
 03/31/93 4:55 PM 3800 Block Spruce Males with b.b. Gun stopped after harassing driver
 04/01/93 8:33 AM 4000 Block Spruce Complainant harassed by two persons
 04/02/93 9:39 PM Hamwell House Harassing phone calls received
 04/03/93 10:24 PM 41st & Pine Two unknown males attempted to rob complainant

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—2, Total thefts (& attempts)—21, Thefts from autos—2, Thefts of bicycles & parts—3, Criminal mischief & vandalism—3
 03/29/93 8:32 AM Clinca Research Building Unattended pocketbook taken from office area
 03/29/93 10:02 AM Leidy Labs Unattended property taken from secured room
 03/29/93 2:59 PM 3409 Walnut St. Unattended property taken
 03/29/93 3:13 PM Van Pelt Library Wallet removed from jacket pocket
 03/29/93 9:02 PM 3400 Block Sansom Car window broken/property taken
 03/29/93 9:52 PM 3700 Block Spruce Bike wheel damaged while secured at bike rack
 03/30/93 2:19 PM Steinberg/Dietrich Petty cash taken from office
 03/30/93 4:02 PM Williams Hall Handbags removed from secured bike
 03/31/93 12:51 PM Steinberg/Dietrich Computer taken from secured office
 03/31/93 1:15 PM Williams Hall Unattended wallet taken from office area

continued next page

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| | | | |
|----------|----------|--------------------|---|
| 03/31/93 | 1:26 PM | Williams Hall | Unattended property taken from room |
| 03/31/93 | 2:48 PM | Furness Building | Wallet taken from pocketbook |
| 03/31/93 | 4:24 PM | Steinberg/Dietrich | Secured bike taken from rack |
| 04/02/93 | 5:04 AM | Levy Park | Report of sculpture being painted |
| 04/02/93 | 9:09 AM | Steinberg/Dietrich | Computer equipment and clothing taken from room |
| 04/02/93 | 2:23 PM | Caster Building | CD player and CD's taken from room |
| 04/02/93 | 4:51 PM | 3700 Block Spruce | Secured bike taken |
| 04/02/93 | 5:29 PM | Vance Hall | Unattended wallet taken |
| 04/02/93 | 9:56 PM | 38th & Walnut | Bricks removed from construction site/2 arrest |
| 04/03/93 | 3:36 PM | 3420 Sansom St. | Wallet taken while at establishment |
| 04/03/93 | 4:05 PM | Franklin Building | Vending machine found open/contents to UPPD |
| 04/03/93 | 9:26 PM | 3430 Sansom St. | Purse taken while at establishment |
| 04/03/93 | 10:10 PM | Medical School | Window broken by male who fled area |
| 04/03/93 | 11:33 PM | Lot # 25 | Window broken/various items taken |
| 04/04/93 | 9 28 AM | Stouffer Dining | Door removed from frame/property taken |
| 04/04/93 | 3 39 PM | Houston Hall | Unath. Juveniles in building/property taken |

38th to 41st/Market to Baltimore: Total thefts (& attempts)—7, Burglaries (& attempts)—1, Crim. mischief & vandalism—1, Thefts from autos—1, of bicycles & parts—1, Property taken from unsecured room over weekend

| | | | |
|----------|---------|---------------------|---|
| 03/29/93 | 8:01 AM | Evans Building | Unsecured pocketbook taken |
| 03/29/93 | 1:10 PM | Psychology Building | Unattended jacket taken from unsecured room |
| 03/29/93 | 4:21 PM | Sigma Phi Epsilon | Male with merchandise/no charges pressed |
| 03/30/93 | 1:41 PM | 3915 Walnut St. | Vehicle broken into/property taken |
| 04/01/93 | 9:00 PM | St. Mary's Lot | Wallet taken from unsecured attache case |
| 04/02/93 | 9:48 AM | 4000 Block Locust | Secured bike taken from room |
| 04/02/93 | 1:45 PM | 3900 Block Spruce | |

41st to 43rd/Market to Baltimore: Burglaries (& attempts)—1, Criminal mischief & vandalism—1, Thefts from autos—3, Thefts of bicycles & parts—1, Crim. mischief & vandalism—2

| | | | |
|----------|---------|-------------------|--|
| 04/02/93 | 7:33 PM | 4200 Block Locust | Window broken to vehicle/nothing taken |
| 04/03/93 | 5:57 PM | 4101 Spruce St. | Basement door forced/no entry made |

30th to 34th/Market to University: Total thefts (& attempts)—14, Thefts of auto (& attempts)—1, Thefts from autos—3, Thefts of bicycles & parts—1, Crim. mischief & vandalism—2

| | | | |
|----------|----------|----------------------|---|
| 03/29/93 | 12:48 PM | Franklin Field | License plate removed from vehicle |
| 03/29/93 | 2:26 PM | Hutchinson Gym | Unsecured property taken |
| 03/29/93 | 9:16 PM | 200 Block 33rd | Secured bicycle taken from rack |
| 03/29/93 | 9:28 PM | Hutchinson Gym | Unsecured knapsack taken |
| 03/29/93 | 9:21 PM | Hutchinson Gym | Wallet taken from unsecured jacket |
| 03/30/93 | 1:18 PM | Lot # 5 | Duffel bag removed from vehicle |
| 03/30/93 | 2:21 PM | Hutchinson Gym | Unattended knapsack taken from area |
| 03/30/93 | 4:00 PM | Hutchinson Gym | Unattended knapsack taken from area |
| 03/30/93 | 5:02 PM | Lot # 5 | Window to vehicle broken/property taken |
| 03/31/93 | 10:55 PM | 100 Block 33rd | Auto taken from location |
| 04/01/93 | 11:52 AM | Chemistry Building | Unattended knapsack and contents taken |
| 04/02/93 | 1:02 PM | White Training House | Unsecured knapsack taken from office |
| 04/02/93 | 4:28 PM | Chemistry Building | Unattended knapsack taken |
| 04/03/93 | 4:35 AM | Hill House | Resident broke main entrance glass door |
| 04/03/93 | 3:54 PM | Ice Rink | Driver's side lock forced to vehicle |
| 04/04/93 | 3:40 AM | 200 Block 33rd | Rear window to vehicle broken/items taken |

Outside 30th to 43rd/Market to Baltimore: Burglaries (& attempts)—1, Total thefts (& attempts)—1, Forgery & fraud—1

| | | | |
|----------|----------|-----------------|---------------------------------------|
| 03/31/93 | 12:54 AM | 4300 Spruce St. | Kitchen window entered/property taken |
| 04/02/93 | 1:34 PM | 4216 Lancaster | Forged check turned over to UPPD |
| 04/04/93 | 6:51 PM | 1700 Market St. | Wallet taken from unattended backpack |

Crimes Against Society

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

| | | | |
|----------|---------|---------------|-------------------------------|
| 04/04/93 | 7:11 PM | 36th & Spruce | Unruly person/citation issued |
|----------|---------|---------------|-------------------------------|

41st to 43rd/Market to Baltimore: Weapons offenses—1

| | | | |
|----------|---------|---------------|--------------------------------------|
| 04/03/93 | 3:18 AM | 43rd & Sansom | Male in car stopped/gun found/arrest |
|----------|---------|---------------|--------------------------------------|

Outside 30th - 43rd/Market - Baltimore: Disorderly conduct—1

| | | | |
|----------|---------|---------------|--|
| 04/04/93 | 3:43 PM | 30th Chestnut | Operator stopped for disregard steady red signal |
|----------|---------|---------------|--|

18th District Crimes Against Persons

3/15/93 to 3/28/93, Schuylkill River to 49th Street and Market Street to Woodland Avenue
Totals: 36 Incidents, 8 Arrests

| Date | Time | Location | Offense | Arrest |
|---------|----------|-------------------|--------------------|--------|
| 3/15/93 | 2:01 AM | 4600 Farragut | Robbery | No |
| 3/15/93 | 7:18 PM | 300 S. University | Robbery | No |
| 3/16/93 | 4:00 AM | 3300 Walnut | Robbery | No |
| 3/16/93 | 10:21 PM | 300 S. 40th | Robbery | No |
| 3/16/93 | 10:28 PM | 329 S. 42nd | Robbery | No |
| 3/17/93 | 5:10 PM | 200 S. Melville | Robbery | Yes |
| 3/17/93 | 5:27 PM | 4804 Chester | Aggravated Assault | Yes |
| 3/17/93 | 5:27 PM | 218 S. 45th | Robbery | No |
| 3/17/93 | 7:26 PM | 4600 Spruce | Stolen Auto | Yes |
| 3/17/93 | 11:30 PM | 4600 Spruce | Aggravated Assault | Yes |
| 3/18/93 | 9:24 AM | 3900 Chestnut | Robbery | Yes |
| 3/18/93 | 10:30 AM | 4504 Chester | Robbery | Yes |
| 3/18/93 | 10:40 AM | 4504 Chester | Robbery | Yes |
| 3/19/93 | 4:40 AM | 3914 Spruce | Robbery | No |
| 3/19/93 | 3:55 PM | 3401 Chestnut | Robbery | No |
| 3/20/93 | 1:06 AM | 3400 Civic | Robbery | No |
| 3/20/93 | 3:24 AM | 4807 Pine | Robbery | No |
| 3/21/93 | 8:24 PM | 3900 Pine | Robbery | No |
| 3/22/93 | 12:00 AM | 3400 Chestnut | Robbery | No |
| 3/22/93 | 8:07 PM | 235 S. 42nd St. | Robbery | Yes |
| 3/22/93 | 9:44 PM | 4710 Locust | Robbery | No |
| 3/22/93 | 11:37 PM | 200 S. 34th St. | Robbery | No |
| 3/23/93 | 6:30 PM | 1017 S. 47th St. | Rape | No |
| 3/23/93 | 7:35 PM | 4624 Walnut St. | Robbery | No |
| 3/24/93 | 6:43 PM | 601 S. 47th St. | Robbery | No |
| 3/24/93 | 10:58 PM | 4300 Sansom St. | Robbery | No |
| 3/25/93 | 1:19 PM | 600 S. 43rd St. | Robbery | No |
| 3/26/93 | 12:43 AM | 4513 Baltimore | Robbery | No |
| 3/26/93 | 10:00 AM | 4700 Walnut St. | Aggravated Assault | No |
| 3/26/93 | 5:15 PM | 4447 Chestnut St. | Robbery | No |
| 3/27/93 | 9:22 PM | 4600 Osage Ave. | Robbery | No |
| 3/28/93 | 12:28 AM | 635 S. 49th St. | Robbery | No |
| 3/28/93 | 3:14 AM | 409 S. 40th St. | Robbery | No |
| 3/28/93 | 3:34 AM | 4730 Warrington | Rape | No |
| 3/28/93 | 6:13 AM | 4500 Chester | Robbery | No |
| 3/28/93 | 4:55 PM | 307 S. 43rd St. | Robbery | No |



Barbara Cassel

Victim Support: Interim Director

Assistant Vice Provost for University Life Barbara Cassel has been named interim director of Victim Support and Special Services with oversight responsibility to insure that service is provided. Ms. Cassel said she is not a candidate for the post vacated by Ruth Wells' retirement but will assist

until a permanent replacement is hired. University Police Lieutenant Susan Holmes will also join Victim Support and Special Services to allow Rose Hooks to resume her post as assistant director; Ms. Hooks had been doubling as interim director since November.

Update

APRIL AT PENN

FITNESS/LEARNING

Walking Tours at the Arboretum; every Saturday and Sunday throughout April. Fee: \$3 adults, \$1.50 senior citizens, members and children under 6 free. Info: 247-5777 (Morris Arboretum).

TALKS

7 *Limits of Religious Criticism in the Middle East;* Talal Asad, New School for Social Research; for time, location, and to register: 898-6335 (PARSS).

9 *Structure and Assembly of the Shaker Potassium Channel;* Min Li; noon; Physiology Library, 4th Floor Richards Building (Physiology).

Some Aspects of Post-Realist Contemporary Arabic Fiction; Walid Hamarnah, Yale; 1 p.m.; W. Lounge, Wms Hall (Arab Studies Seminar).

13 *Scholarly Information Resources;* forum focusing on electronic access, distribution and use of scholarly information and a discussion of the role of libraries in the future; 2-4 p.m., Wharton Room, Penn Tower Hotel (ITFP).

The Idea of Time in Islam; Gerhard Bowering, Yale; 4:30 p.m.; West Lounge, Williams Hall (Islamic Studies Seminar).

ITFP Location: The Information Technology Forecasting Project's April 7 session on Classroom Technologies (*Almanac* March 23) will be held in Wharton Room of the Penn Tower Hotel.



Almanac

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