

Almanac

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Nominee to Washington: Lani Guinier of Law

Penn Law Professor Lani Guinier has been nominated by President Bill Clinton for assistant attorney general for civil rights. Professor Guinier, at Penn since 1988, is a Radcliffe alumna who took her Yale law degree in 1974, a year after the Clintons. She clerked for two years for U.S. Court of Appeals Judge Damon J. Keith (then chief judge of the Eastern District of Michigan), then served as a Referee in Juvenile Court in Wayne County for a year. After three years as special assistant to Drew S. Days, head of the Justice Department's Civil Rights Division in the Carter administration, Professor Guinier joined the NAACP Legal Defense Fund in 1981, heading the voting rights litigation and legislative program. Among the cases she argued and won was a North Carolina case (*Thornburg v. Gingles*) which helped define the 1982 amendments to the Voting Rights Act. She also brought a case in 1983 naming Arkansas Governor Clinton as defendant; it was settled out of court with a consent decree, liberalizing election laws. Professor Guinier is one of four women and three men nominated to be assistant attorneys general; all appointments require Senate confirmation.



Laura Meyerson Term Chair: Dr. Primosch



Dr. James Primosch

Dr. James Primosch, an award-winning composer and pianist who has been assistant professor of music since 1988 and directs the Presser Electronic Music Studio here, has been named to the new Laura Jan Meyerson Term Chair in the Humanities in the School of Arts and Sciences.

The chair was established last year by President Emeritus Martin Meyerson and Margy Ellin Meyerson in memory of their daughter, a gifted writer who was a member of the University's donor relations office.

Dean Rosemary Stevens applauded the selection of Dr. Primosch, whom she called "a valuable member of the School."

James Primosch, who took his B.A. magna cum laude from Cleveland State University in 1978, came to Penn in 1980 for his M.A., studying with Mario Davidovsky, George Crumb and Richard Wernick among others.

By the time he took his D.M.A. from Columbia in 1988 he had won over 30 prizes, awards and fellowships, and he has continued to gather honors such as the 1992 Cleveland Arts Prize and this year's Goddard Lieberman Fellowship of the American Academy of Arts and Letters (whose Charles Ives Scholarship he held earlier) and a designation as 1994 Regional Visiting Artist at the American Academy in Rome. Dr. Primosch has also won a Guggenheim Fellowship, and in addition to numerous composition prizes he placed, as pianist, in Rotterdam's International Gaudeamus Competition for Interpreters of Contemporary Music in 1977.

Dr. Primosch has published some 14 works, and his instrumental, vocal and electronic compositions have been performed by over 30 ensembles in the U.S. and Europe including the Los Angeles Philharmonic, the St. Paul Chamber Orchestra, Collage, the Twentieth Century Consort, and Speculum Musicae. His *Icons* was played at the ISCM/League of Composers World Music Days in Hong Kong. He has received commissions from the Koussevitzky and Fromm Foundations, and both his compositions and his performances as piano soloists have been recorded on a number of labels including CRI, Crystal Records and the Smithsonian Collection.

Council: May 5 Elections

The University Council's May 5 agenda includes election of members to the Steering Committee, comments on behalf of the A-3 Assembly by its chair, Rochelle Fuller, and two discussion items on "Improving the Intellectual Environment at Penn."

The discussion items are a report by Provost Michael Aiken on the Visiting Committee on Undergraduate Education's first visit to Penn, and a preliminary report of the Student Affairs Committee, led by Dr. Stephen Gale.

Consultative Committee for the Selection of a President

The Trustees of the University of Pennsylvania have no more important responsibility than the selection of a president. Now faced with the need to identify a successor to Sheldon Hackney, the Executive Committee of the Trustees has formed a Consultative Committee to invite and review applications and nominations for the University's next president.

The Consultative Committee is composed of students, faculty and trustees. It is my hope that the Committee will be able to submit recommendations to the Executive Committee of the Trustees by the end of October. While individual Committee members are free to rank candidates, it is intended that the Consultative Committee itself will present a roster of at least three candidates to the Executive Committee of the Trustees. The Executive Committee is responsible for making a recommendation or recommendations to the full board; the full board in turn has the responsibility to elect Penn's next president.

Of utmost importance to the integrity of the search is confidentiality. Therefore, confidentiality with regard to all aspects of the search, including the names of specific candidates and the proceedings of the Committee, is expected of every committee member. I will act as the group's sole spokesperson to the press and other groups.

The University of Pennsylvania is an affirmative action/equal opportunity employer, and every effort will be made to identify all qualified candidates, including women and minority candidates.

The outcome of our search will affect the University far into the future. The goal of the Trustees, in which they seek the Committee's assistance, is to identify the best available individual to become the new president of this extraordinary institution.

— Alvin V. Shoemaker, Chairman of the Trustees

Consultative Committee

Trustees

Mrs. Susan W. Catherwood
Dr. Gloria Twine Chisum
Mr. Stephen J. Heyman
Mrs. Norma P. Killebrew (alumni trustee)
Mr. Paul F. Miller, Jr.
Mr. Russell E. Palmer
Mr. Alvin V. Shoemaker (Chair)
Dr. P. Roy Vagelos

Faculty

Dr. Houston Baker, Albert M. Greenfield Professor of Human Relations
Mr. Stephen B. Burbank, Robert G. Fuller Professor of Law
Dr. Drew G. Faust, Annenberg Professor of History
Dr. Peter J. Hand, Professor of Animal Biology
Dr. David K. Hildebrand, Professor of Statistics
Dr. Barbara J. Lowery, Professor of Nursing
Dr. Donald H. Silberberg, Professor and Chair of Neurology

Students

Ms. Jun S. Bang, Col. '94
Ms. Susan L. Garfinkel, GA&S
Ms. Sharon A. Molinoff, Col. '94
Mr. Douglas H. Thamm, Vet '95

Ed. Note: See also page 2.

SENATE

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair David K. Hildebrand or Executive Assistant to the Faculty Senate Chair Carolyn Burdon, 15 College Hall/6303, 898-6943.

Actions Taken by the Senate Executive Committee Wednesday, April 28, 1993

1. Academic Planning and Budget Committee. The Past Senate Chair stated that many of the issues have been brought directly to SEC through regular attendance by the President and Provost. She further stated that with a new administration coming in the Academic Planning and Budget Committee becomes an important place for the faculty to be represented.

2. Faculty Participation in University Council. It was moved, seconded and carried "that the Senate Executive Committee at this time intends to continue its participation in University Council. SEC will discuss the proposed modifications of University Council when the report becomes available and will vote no later than January 31, 1994 on its continued participation."

3. Task Force on Just Cause and Other Personnel Procedures. Extended discussion ensued on how and when to vote on the revised procedure, which included the suggestion that voting be done by each of the schools versus the faculty as a whole and that a motion at this meeting be taken as the beginning of a lengthy, gradual discussion and amendment process that would lead to a vote on the revised procedure. No school should be able to veto a majority vote of the entire faculty. It was urged that decision on what proportion of the faculty voting would decide the vote be deferred until a full discussion among the faculty had taken place and the faculty view had been heard on how to vote. It was moved: "that the Senate Executive Committee calls for a vote by the entire faculty on the Proposed Revision of the Task Force on Just Cause Procedure and Other Personnel Procedures. SEC will determine the percent of the vote required for adoption at a later date. No school shall have a determining vote." A motion to table failed and the amendment was adopted.

4. Senate Committee on Committees. Nominations were made for membership on the Consultative Committee for a President, University Council Steering Committee, and Exit Interview Panels.

5. Faculty Senate Agenda for 1993-94. SEC agreed that Senate Chair Gerald J. Porter should proceed with his proposal for the faculty to articulate a vision of the University and to reexamine the fundamental structures of the University with the goal of presenting the faculty plan for the future of the University to the new administration.

On the "Water Buffalo" Case

The first exchange in this week's *Speaking Out* concerns a student disciplinary case now pending. No University statement on the facts of the case was available, under the Buckley Amendment protecting student records and under Penn restrictions on discussion of pending cases. Questions about the case have arisen nationally, however (beginning with a *Wall Street Journal* editorial April 26), and a general response was given by President Sheldon Hackney in a letter to the *Philadelphia Inquirer* April 29 that,

"Whether a student has engaged in racial harassment according to our very narrowly defined policy is now up to a judicial panel of students and faculty to determine. If errors are made, ample avenues of appeal are available after the judicial panel has reached its conclusion. Those who think they know what the outcome should be are impatient with the process, but that process must be allowed to run its course."

— K.C.G.

Memorial Day Reminder

This is a reminder to the University community that the last recognized holiday in this fiscal year (July 1, 1992—June 30, 1993) is Memorial Day, which will be celebrated on *Monday, May 31, 1993*. Staff members who are absent from work either the work day before a holiday, the work day after a holiday, or both days, will receive holiday pay, provided that absence is charged to pre-approved vacation or personal days, or to sick days substantiated by a written note from the employee's physician.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements. —Division of Human Resources

FROM THE HANDBOOK

From the Handbook for Faculty and Academic Administrators, the section on selection of presidents at the University of Pennsylvania.

E. Policies Concerning Academic And Administrative Officers

I. Consultative Procedures for the Election of a President (Source: Standing Resolution of the Trustees, adopted on June 17, 1983)

Article 3.2 of the Statutes of the University states: "When it becomes necessary to elect the President, the Executive Committee of the Trustees shall convene a consultative committee, composed of trustees, faculty and students, to identify and recommend candidates for review by the Executive Committee. The consultative committee shall be advisory to the Executive Committee. The composition of and procedures governing the consultative committee shall be specified in a Standing Resolution of the Trustees."

The consultative committee to advise the Executive Committee in the nomination of a candidate or candidates for president shall be chaired by a trustee and, in addition, shall be composed of an equal number of trustees and members of the Faculty Senate and half that number of students. The Executive Committee shall determine the overall size of the consultative committee. The trustee members shall be selected by the Executive Committee and shall include at least one alumni trustee. The faculty members shall be selected by the Faculty Senate Executive Committee. Half of the student members shall be undergraduates, and half shall be graduate/professional students. The student members shall be selected by the appropriate student governance organizations. The charge to the consultative committee shall come from the Executive Committee and shall be reviewed by the consultative committee. The consultative committee shall endeavor to carry out a broad search and solicit suggestions from the entire University community, alumni, and friends of the University.

Acceptance of appointment to the consultative committee signifies full acceptance of the obligation to preserve the confidentiality of the

identity of the candidates and the proceedings of the committee, except where disclosure of such matters is expressly authorized by the consultative committee as part of its efforts to obtain information about and to evaluate candidates. The members of the consultative committee shall, in a manner consistent with their obligation of confidentiality, attempt to obtain information about inside and outside candidates from a broad range of faculty, students, and administrators at this and other institutions.

In reporting to the Executive Committee, the consultative committee shall endeavor affirmatively to recommend at least three candidates. The consultative committee may rank-order the candidates that it affirmatively recommends to the Executive Committee.

Members of the Executive Committee shall endeavor to make a nomination or nominations for president from among the candidates affirmatively recommended by the consultative committee. In making a nomination or nominations, members of the Executive Committee are not bound by any rank-order recommended by the consultative committee. If members of the Executive Committee, after review of the recommendations of the consultative committee, wish to nominate a candidate or candidates not affirmatively recommended by the consultative committee, the Executive Committee shall so inform the consultative committee and seek the consultative committee's specific advice about the proposed nomination or nominations before presenting such nomination or nominations to the Trustees. When presenting a nomination or nominations for president to the Trustees, the Executive Committee shall communicate to the Trustees the views of the consultative committee regarding the candidate or candidates so nominated.

The consultative committee shall submit a final report to the University community which shall include the relevant facts necessary to inform the University about the search process.

Speaking Out

Racism/Civility: A Two-Way Test

Since one test of the fairness of a rule is the consistency of its application, I am wondering whether the sorority members who produced an inconsiderate level of midnight noise that irritated a dormitory full of sleeping and studying students will be asked to apologize to the students thus disturbed for action that "has the purpose or effect of interfering with an individual's academic or work performance" [referenced both in the Sexual and Racial Harassment Policies], and if the appropriate notations will be made on their transcripts, and if they will be required to go to seminars about courteous ways to behave at midnight on campus.

I am wondering as well just who would have been up before the JIO for lack of civility if white male fraternity members had been engaged in this level of disturbance.

Finally, I am wondering whether, if "water buffalo" can be interpreted as a punishable sexist or racist term, the term "pig," as applied to males, and most often white males, is also to be eliminated from the possibilities of passionate discourse.

As for the assistant JIO's analysis that the relevant criterion for judgment is the interpretation of Jacobowitz's remarks by the young women complainants, I am wondering where this leaves the assistant JIO's comments about the incident, which can be seen as offensive on the grounds of both logic and fairness. (The assistant JIO's analysis is not quoted directly in the *Philadelphia Inquirer* account, but is paraphrased by Eden Jacobowitz. It is possible Jacobowitz is not interpreting her correctly, but if the only rule is what the hearer believes, perhaps this does not matter.)

The issue, of course, is not whether the assistant JIO's comments or Eden Jacobowitz's offend me or anyone else, but whether speech that people may consider offensive is by that fact, actionable. My understanding is that the Office of the JIO was established to keep campus conflicts from rising to the level of litigiousness and lawyers; yet the message from the JIO's office over the last several years is clearly different—that every real or perceived insult or offense can and ought to be punished by bringing to bear the parental power of the University. If so, the Office of the JIO is acting against accused students out of clear conflict of interest, since these students are not entitled to their choice of independent counsel (they may have advisers, but their choices are hedged round by rules that severely limit who may serve as advisers, and when they may be present) though their transcripts are apparently at risk. Such independent counsel might introduce a note of reality into these proceedings.

— Carolyn Marvin,
Associate Professor of Communication;
Associate Dean, Undergraduate Studies;
The Annenberg School for Communication

Response from the JIO

Dr. Marvin's comments and questions regarding an alleged incident and its adjudication cannot be responded to by the JIO or any member of the JIO staff. It is unfortunate, however, that she would accept any disclosure obviously proffered by one party to a case, as legitimate or accurate.

The nature of what is "actionable" within the University's judicial processes is clearly delineated in its various policies which are published in *Policies and Procedures* and updated in *Almanac*. Dr. Marvin's assertion that "the message from the JIO's office over the last several years is clearly different—that every real or perceived insult or offense can and ought to be punished by bringing to bear the parental power of the University" is unfounded and just plain wrong.

The Office of the JIO exists to provide assurance to the University community that its values and norms will be upheld. The policies it enforces have been created by the various governance units of the University and promulgated by the President. It does not selectively nor capriciously enforce policies in order to unfairly limit student behavior.

The procedures which govern complaints, charges, settlements and hearings were developed with broad community participation. Any student who may be a part of a judicial inquiry is entitled to and can expect fairness and consideration regardless of his/her role in the process.

Any member of the University community who wants further information about the role of the JIO is invited to meet with me or members of the Judicial Advisory Board (comprised of faculty, staff and students). If you have doubts about the integrity of the office, we'd especially like to hear from you.

— Catherine Schifter, Interim JIO

Patent Policy Questions

It needs to be emphasized that the detailed proposals to revise the patent policy published in the *Almanac Supplement* of April 20 target only one part of the range of questions raised by university management of intellectual property. The *Faculty Handbook*'s discussion of copyright is an unintelligible mishmash, which appears to claim that the University owns the copyright to all work created by the faculty. It further makes egregious mis-statements about the legal environment, for it has apparently not yet been revised to take into account the 1976 Copyright Act. At a time when copyright practice is being shaken by the adoption of new techniques of electronic information distribution, the subject deserves urgent attention.

— James J. O'Donnell, Professor of
Classical Studies and Coordinator,
Center for Computer Analysis of Texts

(See response, next column.—Ed.)

Response from Mr. Sammut

Professor O'Donnell's letter is most welcome. The ambiguity he points to in the *Faculty Handbook* discussion of copyright has been mentioned by many members of the faculty. A related policy, Computer Software, is also past its scheduled review date.

The draft policies on patents and inventions, and tangible research property, are only two sections of what will be a comprehensive intellectual property policy. The process for updating policies for copyright and computer software, and creating a policy for trademark, will begin this summer.

Dr. Peter Patton, Vice Provost for Information Systems and Computing, will lead the effort and hopes to assemble a University-wide ad hoc committee for this purpose by the fall semester. The issues are complex and we anticipate that a campus dialogue on the issues will take at least the 1993-94 academic year. Faculty interested in assisting in the process are welcome to contact the Provost's Office or Vice Provost Patton.

— Stephen M. Sammut,
Director, Technology Transfer Center

More on Just Cause/SAS

Morris Mendelson (*Almanac* April 20) still defends the proposed University-wide tribunal and the loss of appeals to one's school faculty and to the trustees by claiming that in one case (in our thirty years) there was a faculty failure to impose a termination or suspension for plagiarism.

The fault was not all the faculty's. That very year, the Provost had secured an amendment to the "just cause" procedures that allows imposition of "a lesser penalty" (despite my vigorous objections), and the school's committee took advantage of that. There were four other administrative failures contributing to that same case:

(1) the original procedural mistakes occurred with procedural advice from the University General Counsel's office (later found by SCAFR to be impermissible);

(2) the school's dean signed an agreement not to prosecute further in exchange for no raise for one year;

(3) the Provost refused to re-open the prosecution because of #2; and

(4) after the recommended lesser penalty, the Provost could have supported the opinions of a majority of SCAFR to the trustees that there were sufficient procedural mistakes to remand the case to the school.

No genuine need for so drastic a change can be based on a failure to which the administration contributed four different times, especially one that decreases faculty autonomy and self-discipline.

The faculty of Arts and Sciences will do very wisely to declare by mail ballot that they

(continued next page)

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.

intend to preserve their self-governance and the right in cases of serious infractions to try the matter themselves.

— James F. Ross
Professor of Philosophy

Adding Queries on Just Cause

In *Almanac* April 20 the chair of the Task Force on Revision of Just Cause and Other Personnel Procedures, Morris Mendelson, had a letter in *Speaking Out*, "Just Cause and the FAS." I am afraid that I must, once again, take exception to his letter. Whether or not one agrees with the stand being taken by the CAFR of SAS, I think Mendelson continues to obfuscate the issues and that there are serious flaws in the report of the Task Force. I realize that I only have the original and that I am not aware of changes which have been made since. I think there is nothing further to be gained by arguing over specific points in his letter. I hope, however, that the ongoing "arguments" and letters caused faculty who

normally do not read *Almanac* to read it and consider the issues.

I think that the procedures relating to "just cause" are extremely important and that it is important for the faculty to take an interest in, and give thought to them. The report of the Task Force must come to a vote of the faculty and they should vote after adequately considering the problems and the report.

Concerning the issues of influence and power by administrators such as Deans, I would suggest, even though it is time-consuming, that faculty read the rules, as they are now, and the Task Force Report and come to their own conclusions. If faculty have any questions, they should discuss them with members of their school's CAFR or the Senate CAFR.

I would lastly like to raise a few more points about the report for consideration. The make-up of the "University Just Cause Panel" and the "University Tribunal" states specifically that they be composed of tenured professors. I do not know if that means only full professors or

if it also includes associate professors. Now, both—and also assistant professors—can serve on school CAFRs; this needs to be clarified and thought about. However, it clearly prevents "clinician educators" from serving. I think this is a major deficit and/or oversight. Those faculty are already fighting the "feeling" of second-class citizens and this will not only reinforce that but cause them to be unrepresented not only in just-cause deliberations but also in deliberations concerning Misconduct in Research and problems related to disability and incapacity.

I hope the faculty will take an interest in the issues, try to understand them, and VOTE.

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

Ed Note: The letters of Dr. Ross and Dr. Klide would normally be accompanied by a response from Dr. Mendelson, who is on a research trip abroad. For an update on the status of the proposals, see *SEC Actions*, page 2 of this issue.

A-1 Assembly Annual Meeting and Election: May 7

The Annual Spring Election Meeting of the A-1 Assembly will be held from noon to 1:45 pm on Friday, May 7 in the Annenberg School Theatre. Election of A-1 Assembly officers, and board members-at-large will be held at the beginning of the meeting.

After the ballots are collected, there will be opening remarks from President Sheldon Hackney followed by a discussion with Executive Vice President Janet Hale. A variety of issues related to the current state of the University and its direction in the 1990's will be addressed.

The nominees in this year's election are:

Two for Chair-Elect:

Ralph Maier, Associate Director of the Purchasing Department; formerly Assistant Director, Purchasing Agent, and Buyer in Purchasing. He has been employed at the University for 10 years. Attended Montgomery County Community College and Villanova. Over the past two years has been heavily involved in Total Quality Management (TQM) and Business Re-Engineering.

Drita Taraila, Manager of Administration and Finance for the Chemistry Department. She has been employed at the University for 18 years in a variety of positions in the School of Engineering, Medical School, and School of Arts & Sciences. BBA in Management from Wharton; currently pursuing MS in Dynamics of Organization. Served two years in Peace Corps in Venezuela. Three daughters and spouse are all Penn grads.

Three for Vice Chair-Elect:

Bonnie Ragsdale, Information Management Specialist in the Office of the Executive Vice President. Currently performing dual role as Volunteer Coordinator for the Center for Community Partnerships. Participated in the development of Penn Volunteers in Public Service. Formerly worked in the Office of Collections. Former chair of operations for the Penn's Way campaign. Member of the working group and advisory council for Community Partnerships. A.B.A. in business administration from Wharton.

Lily Wu, Programmer Analyst in University Management Information Services, (UMIS).

She has been employed at Penn for three years. Has been working on projects involving the Payroll/Personnel System.

Eleni Zatz, Director of the Office of Off Campus Living; formerly Coordinator of the International Classroom Program of the Museum. She has served as Penn's Way co-coordinator for VPUL for two years, member of Health Professions Advisory Board, Human Resources Grievance Panel and Faculty/Staff Planning Committee. Founding Member, Phi Beta Delta Honor Society for International Scholars. Member of Association of Women Faculty and Administrators. B.A. in Art History, Diploma in Social Anthropology, Ph.D. in Social Anthropology from the London School of Economics.

Seven for Three Member-At-Large Slots:

Debra Israel, Assistant Dean for Administration in the Graduate Division of SAS; Previously on the faculty of Dickinson College and Western Michigan University. Penn committee service: University Minority Affairs Liaisons Committee, University Judicial Advisory Board, Advisor; SAS teaching assistants Workshop, Co-coordinator and advisor; Humanities Council (SAS), Staff Officer. Ph.D. in the history of art from Bryn Mawr, M.A. and B.A. from Penn State.

Delores Magobet, Office Manager in the Department of Mechanical Engineering and Applied Mechanics; Formerly Clerical Supervisor and Medical/Technical Secretary in Chemistry. She has been employed at Penn for seven years. Formerly Penn's Way coordinator for SEAS. Member of the Penn Volunteers (V.I.P.S.).

Joann Mitchell, Director of the Office of Affirmative Action since 1986. She has served on numerous internal and external committees and boards including: The AIDS Law Project of Pennsylvania, Board of Directors; The Affirmative Action Council; African American Resource Center Advisory Board; The Christian Association Board of Directors; Human Resource Council; Penn Women's Center Advisory Council; and University Council. A.B. in psychology from Davidson College and a J.D. from Vanderbilt University School of Law.

Phillip Silmsker, Business Manager for

University Management Information Services, (UMIS) since 1992. Previously he was Program Manager for Unisys Corporation. BS in Business Administration from Utica College.

Ronald Story, Staffing and Recruitment Specialist in Human Resources-Employment. Served as Assistant Project Manager of the Penn People Automated Employment System. Team leader of Penn's Cancer Pathing Management Team. Prior to Penn, founded and managed EmployNet, Inc., a Human Resources Management and Consulting firm; Actively involved in Penn VIPS. Serves as a board member of the Pennsylvania State Board of Private Licensed Schools. B.S. in Computer and Political Science from the University of Pittsburgh.

Berenice Saxon, Assistant Director in the Office of Research Administration, where she has worked since 1982; Holds an M.S. from the Graduate School of Education. She served as a graduate student representative on the Provost's Academic Planning and Budget Committee. Member of the University's "Bank of Facilitators" for TQM teams.

Ira Winston, Director of Computing and Educational Technology Services in SEAS and Manager of Department Computing for Computer and Information Sciences. Formerly Systems Programmer in CIS. M.S.E. and B.S.E. in C.I.S. from Penn. Chair of the University Council Committee of Communications. Chair of the Elm working group of the University's Electronic Mail Task Force. Member of the Information Systems and Computing Advisory Council and most of its subcommittees. Member to two TQM teams.

Reminder: A-3 Assembly May 14

The A-3 Assembly's Election Meeting will be held Friday, May 14, from noon to 2 p.m. in Room 110, Annenberg School. Guest speaker Patrick Lee, from Credit-Worthy, will speak at 12:30 p.m. and again at 1:30 p.m. Nominations for the positions to be filled (*Almanac* April 27) should be submitted by May 7. Contact Sandy Bates at 898-9457 for more information.

Buy West Philadelphia: An Update

Renewing Penn's Purchasing Commitments to Minority and West Philadelphia Business Communities

To the University Community

Ten years ago the University established a "Buy West Philadelphia" program for the purpose of increasing the number and amount of purchases made from suppliers in the West Philadelphia community. During the intervening years various efforts in support of that program have been designed and carried out. Among those efforts were: the Preferred Vendor Program that was designed to identify and establish minority firms as Penn's primary suppliers for certain requirements; the West Philadelphia Vendor Reception at which Penn's commitment to community businesses was announced; the formal linkages established between Penn and several minority business support groups; and the continuing attendance at various minority business trade fairs by University representatives.

Throughout this period it has been our consistent intention to ensure that minority, women, and West Philadelphia businesses and suppliers be given the opportunity to provide services and materials to the University.

These efforts have helped produce a steady increase in University purchases made from minority, women, and West Philadelphia suppliers: in 1986, \$2.2 million in purchases were made from minority and women suppliers; in just the first 9 months of FY 1993, that amount has grown to more than \$8.9 million. During the same period, purchases from West Philadelphia suppliers have grown from \$1.3 million to more than \$7 million, and purchases from Black-owned businesses have increased almost ten-fold from merely \$147,824 to over \$1.1 million.

Now, as we live through a period of continuing economic sluggishness, we think it is important to highlight and renew our institutional commitment to these objectives, as they serve the mutual interests of both the University and our local community. More than ever before, there is a need to expand and re-emphasize our commitment to businesses owned by racial or ethnic minorities or by women, and to those located in our city and region, and in West Philadelphia in particular. We want to ensure that they receive a fair share of University contracts for goods and services, including design, engineering and construction.

Though we have made significant progress in fulfilling this policy objective over the past decade, the University has committed itself to continue to significantly increase the presence of minority suppliers in future years. For FY 93, extremely ambitious goals of \$12 million in purchases from minority and women suppliers, \$10 million in purchases from West Philadelphia suppliers, and \$1.5 million from Black-owned suppliers, were set by the University, and we expect to meet or exceed those targets by the end of the current fiscal year.

Several new programs have also been initiated, both within the University and externally, for this purpose. Among these are the establishment of a full-time minority business coordinator in the Purchasing Department and the signing of three major contracts with minority business partnerships worth some \$30 million over the next five years (see box at right for details). These minority/majority firm partnerships were initiated and catalyzed by the University to help Penn's existing minority vendors move beyond relatively low levels of business with the University into significantly larger dollar-value, multi-year contracts.

This effort will continue to require the cooperation of the entire University community, including the Medical Center, and we are asking all deans, directors, department heads, managers, business administrators, and purchasing officers to lend a helping hand in reaching our goals for FY94 and beyond. In particular, we have asked the Purchasing Department to assume responsibility for locating and qualifying minority, women, and West Philadelphia suppliers so that they may be included in the procurement selection process. Purchasing will continue to assume a leadership role in this area and will specifically request your use of qualified participating suppliers. Your cooperation in utilizing those suppliers will be a key to the success of this effort.

The University and its administration are deeply committed to the objective of increasing our purchasing of goods and services from qualified minority, women and West Philadelphia suppliers. We ask all members of the University community to join with us in that effort.

Sheldon Hackney, President

Michael Aiken, Provost

Janet Hale, Executive Vice President

Penn Purchasing's Minority Business Program: Annual Dollar Volume Summary

	Minority and Women Owned Businesses	West Philadelphia Businesses	Black Owned Businesses
FY1986	\$2,220,000	\$1,302,305	\$ 147,824
FY1987	2,632,000	2,074,302	113,824
FY1988	3,251,184	3,678,005	330,993
FY1989	3,432,195	4,907,053	612,250
FY1990	7,077,119	5,077,724	683,395
FY1991	4,406,000	5,865,000	969,000
FY1992	7,261,533	7,617,027	1,067,206
FY1993 (first 9 months)	8,920,363	7,125,838	1,111,818

(Source: Department of Purchasing, 4/23/93)

Three Minority Partnership Agreements

The University has signed three significant agreements with partnerships of minority or West Philadelphia businesses and majority firms as part of its renewed efforts to expand the participation of minority, women, and West Philadelphia businesses in providing products and services to the University. The University initiated and catalyzed these minority/majority firm partnerships in order to help Penn's existing minority vendors move beyond relatively low levels of business with the University into significantly larger dollar-value, multi-year contracts. The three contracts with minority/majority business partnerships, worth some \$30 million over the next five years, are described below.

— Janet Hale, Executive Vice President

Office Products (5 Years)

(Office Supplies, Computer Supplies, Xerox Brand Copier Supplies, Non Office Furniture)

Majority Partner:

Philadelphia Stationers, Philadelphia, PA

David Derr, Sales Manager, (215) 632-5200

Minority Partner: Alpha Office Supply, Philadelphia PA

James Brown, President, (215) 226-2690

Projected Annual Volume: \$2,000,000

- Projected cost savings \$220,000 for first year.
- On-site Vendor Coordinator will improve the ordering process and enhance customer service.
- Additional sales representation on campus will improve customer service and problem resolution.
- Credit for returns will be issued when Return Goods Authorization is given to department resulting in improved cash flow.
- Decrease in vendor base and inclusion of several additional commodities into contract will increase the number of invoices processed on tape billing. This will provide relief to Accounts Payable.
- Alpha Office Supply will open a facility in West Philadelphia to support marketing and product delivery while creating employment opportunities for the local community.

Research Products (#1) (5 Years)

(Laboratory Equipment, Laboratory Supplies, Chemicals, Laboratory Safety Products)

Majority Partner: Fisher Scientific, Malvern, PA

Russ Aiello, Sales Manager, (215) 889-1030

Minority Partner: Emsco Scientific, Philadelphia, PA

Evalind Minor, President, (215) 477-5601

Projected Annual Volume: \$2,500,000

- Projected cost saving \$210,000 for first year. (Projected total cost saving is based on the annual volume of both research products agreements).
- Additional sales representation on campus will improve customer service and problem resolution.
- Create an opportunity for Emsco Scientific (an established West Philadelphia minority-owned business) to become a major supplier at the University.
- Satisfy the needs of the Office of Environmental Health & Safety related to chemical tracking by making periodic usage reports available.

Research Products (#2) (5 Years)

(Laboratory Equipment, Laboratory Supplies, Chemicals)

Majority Partner: Baxter Scientific, Edison, NJ

Renard Jackson, Sales Manager (908) 417-4633

Minority Partner: Myers Scientific, Glenside, PA

Contact: Gregory Myers, President, (215) 784-0470

Projected Annual Volume: \$1,500,000

- Additional sales representation on campus will improve customer service and problem resolution.
- Create an opportunity for Myers Scientific to become a major supplier at the University.
- Satisfy the needs of the Office of Environmental Health & Safety related to chemical tracking by making periodic usage reports available.
- Establish a warehouse/distribution facility for the University, to be located in West Philadelphia.
- Baxter will contract the management and operation of that facility over to Myers Scientific, opening employment opportunities to West Philadelphia residents.
- Service to the University community will be enhanced through the involvement of a local stocking facility.

'The Chronicle' on the Internet

The Chronicle of Higher Education now provides highlights of each edition on the Internet, under the title **ACADEME THIS WEEK**. Users can open and read—and even print—files of news synopses, events, grant deadlines, job openings and subscription information. A new edition is posted every Tuesday beginning at noon, EST. Past editions are deleted. *The Chronicle* is reportedly the first major newspaper to offer portions of its editorial contents along with extensive listings of job openings in electronic form.

ACADEME THIS WEEK is available on the Internet on many Gopher servers under "All the Gopher Servers in the World." Users with their own Gopher software can log into it directly at "chronicle.merit.edu". For more information about access to this service, e-mail questions to "help@chronicle.merit.edu".

There are several ways to the *Chronicle of Higher Education's* new service. *Almanac* found it by the route shown at left: from Penn's Home Gopher server (gopher.upenn.edu) window, open "Gopher Servers Worldwide," then "All the Gopher Servers in the World," the location of ACADEME THIS WEEK. Opening the "New in ACADEME THIS WEEK" file provides the set of full-text news briefs shown at left.

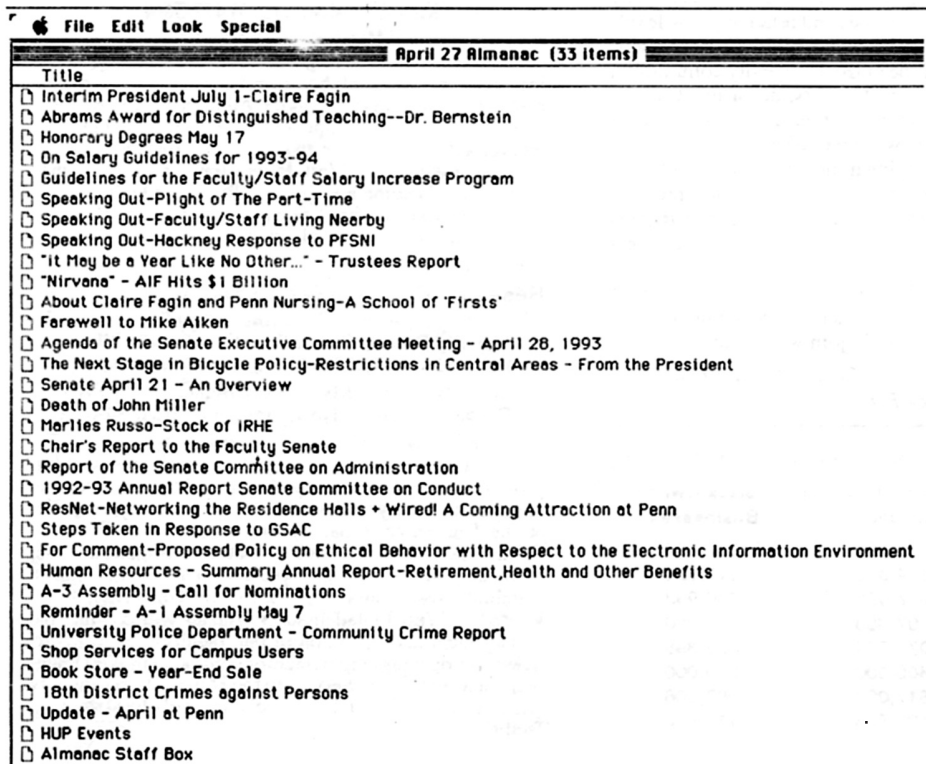
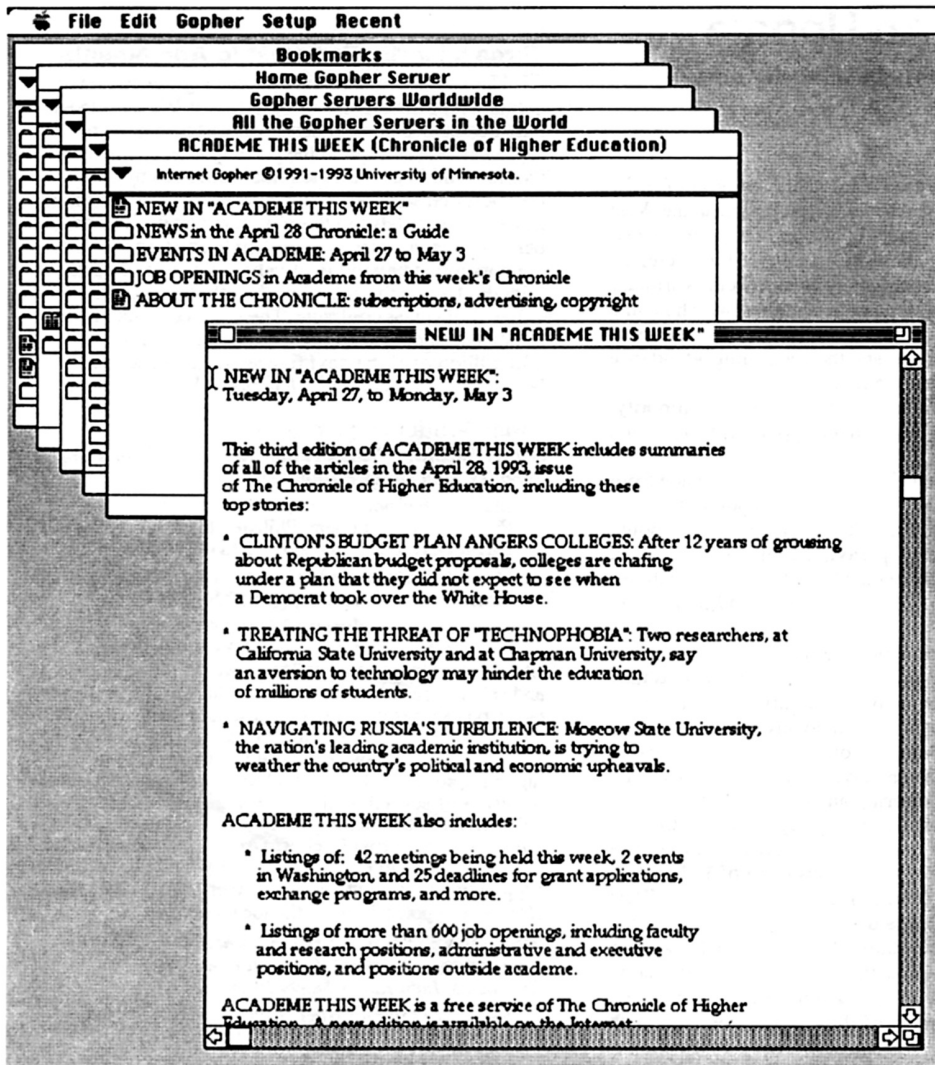
A shorter route to the *Chronicle's* online articles also exists on the Home Gopher Server: simply open the "Internet Sampler" directory to find another copy of ACADEME THIS WEEK.

Almanac on PennInfo

The contents of *Almanac*—complete except for extra-wide tables that resist successful display with the current system—can now be found on PennInfo every week, which makes them available off-campus via the Internet. Contents are posted each week of publication, normally on Wednesday after the Tuesday edition, with keywords enabling users to search for specific sections or documents. Articles appear in text form (not in facsimile—yet; see below). Issues from January 12, 1993, are online at present.

To access *Almanac* on campus, open PennInfo and choose "About the University of Pennsylvania," then "Publications." Open the "Almanac" folder and then select an *Almanac* issue by date. A list will appear as shown at left (articles are in order of pagination). Articles are in full text and can be downloaded. The monthly "At Penn" calendar is also filed in "Almanac" under the "Almanac Monthly Calendars" folder as well as in "Calendars and Events" on the main menu.

Facsimile to Come? Though publications using body type under 12 points can't yet do this without remaking the edition, student editor Nathan Sasser of SEAS's *Don't Panic* presents his quarterly to Mac users as a 5.8" x 8.5" color graphic via PennInfo. Choose "Schools" then "SEAS", then "Dining Philosophers Newsletter" and open a page at a time. In a stand-alone version, pages read continuously.



DEATHS

Dr. John Clayton Kohl, emeritus professor of civil engineering-transportation, died on March 18 at the age of 84. A memorial tribute by the faculty of the School of Engineering and Applied Sciences will appear in *Almanac* May 11.

Marlies Russo-Stock, administrative assistant at the Institute for Research on Higher Education, died April 24 at the age of 38 in an automobile accident. A German native, who became a U.S. resident in 1973, Ms. Russo-Stock earned an associate's degree in applied science at Camden County College in 1983. She began studying toward a bachelor's degree in business administration at the Wharton Evening School in 1991, when she also joined the IHRE staff.

She is survived by her husband, Art Fendt, of Sewell, NJ; her parents, Kurt and Erna Stock; and brother, Dr. Manfred Stock, of Germany. A memorial scholarship is being established in her name in the Wharton Evening School. Contact Susan Shaman or Dan Shapiro, 898-4585, for information about this scholarship.

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 April 26, 1993 and May 2, 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 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—1, Threats & harassment—4

04/30/93	11:12 AM	Stouffer Triangle	Harassing calls received
04/30/93	5:10 PM	Stiteler Building	Reported being followed by male
04/30/93	5:21 PM	Coxe Dormitory	Harassing calls received
04/30/93	10:17 PM	3600 Blk Chestnut	Reported robbery by unknown male
05/01/93	9:05 PM	Grad Tower B	Persons reported running in hall, knocking on doors

38th to 41st/Market to Baltimore: Robberies (& attempts)—1

05/01/93	9:21 PM	3900 Block Pine	Assault/bike taken/PPD arrest
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30th to 34th/Market to University: Robberies (& attempts)—1, Threats & harassment—1

04/29/93	3:45 PM	Hill House	Unwanted calls received
04/29/93	8:24 PM	34th & Walnut	Complainant struck in face by street person

continued next page

OFFICE OF THE JIO

This is the March monthly report from the Judicial Inquiry Office which was reported to *The Daily Pennsylvanian*, *Almanac*, *The Graduate Perspective*, and *The Vision* and is to inform the University community at-large of the types of complaints brought to this office in any given month during the academic year. The information is presented in aggregated format, by complaint type. The number of complaints are indicated by Year to Date (YTD) as well as for the immediately previous month. The number of withdrawn or dropped complaints are noted, as well as those for which an informal settlement was negotiated, and for which the investigation is still pending.

It is important to recognize that there are certain artifacts in the data as presented. First, with any given complaint, there may be more than one respondent and different outcomes/charges per respondent. Therefore, while the current total number of complaints is 129, the total number of respondents is 130. Secondly, with any given complaint, there may be multiple charges per complaint or per respondent. Thus, while the current total number of complaints is 129, the total number of potential charges is 187. Thirdly, during the process of an investigation of a complaint, additional respondents and/or charges may be added. So, while the current number of respondents is 130 and the current number of potential charges is 187, both of those numbers may change as any investigation progresses and draws to a close. And lastly, as an investigation comes to a close, a complaint may be dropped/withdrawn due to lack of evidence to support the complaint, the complaint type may change, or the complainant may withdraw his/her complaint. Therefore, while there are currently 17 potential charges pending, this number does not indicate that all these charges will result in settlements, nor does it indicate that if a settlement is achieved the charges will be the same as the original complaint.

If anyone has any specific questions regarding the data presented in the chart, please contact the Judicial Inquiry Office at 898-5651. We will gladly answer your questions to the best of our ability.

— Catherine Schifter,
Interim Judicial Inquiry Officer

Judicial Inquiry Office Incident Report for March 1993

Type of Complaint	YTD ¹	Number Reported ²	Number Withdrawn ³	Number Settled ⁴	Number Pending ⁵
Code of Academic Integrity	18	3			
Cheating	15	3	9	4	2
Plagiarism	2			2	
Assisting Another	1		1		
Code of General Conduct	169	40			
Alcohol violations	17	1	6	10	1
Assault	10		5	2	3
Computer Misconduct	1	1			1
Disorderly Conduct	13	1	4	9	
Drug violations	1			1	
Excessive Noise	7		3	4	
Fake ID	2			2	
Fire Safety	29	1	11	16	2
Harassment	12	1	7	3	2
Indecent Exposure	2		1	1	
Malicious Mischief	4		2	1	1
Obscene Phone Calls	1			1	
Other violations	4			3	1
Propulsion of Object	5			5	
Racial Harassment	41	34	39	1	1
Sexual Assault	3		2		1
Sexual Harassment	5	1	3		2
Security Violations	1			1	
Theft	9		4	5	
Threats	1		1		
Vandalism	1			1	
Totals:	187⁶	43	98	72	17

¹ YTD stands for Year to Date. These figures indicate the number of complaints which have been reported to the JIO from September 1, 1992 through March 31, 1993.

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

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

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

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

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

In Historic Woodland Cemetery: A Procession for Nursing Pioneers May 7

Four years ago Penn's Center for the Study of the History of Nursing reinstated a tradition dating to 1888—a procession to the graves of early nursing leaders Alice Fisher and S. Lillian Clayton. On May 7, nursing students, faculty, staff and friends meet at noon at 40th and Woodland for ceremonies that also launch the PGH History Project. The procession is piped to the gravesites by William Watson of the Watson Highlanders. A reception follows at Hamilton Mansion. Information: 898-4502.

continued from previous page

Outside 30th - 43rd/Market to Baltimore: Simple assaults—1
05/01/93 4:50 PM 4730 Kingessing Domestic dispute

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—1, Total thefts (& attempts)—25,
Thefts of auto (& attempts)—1, Thefts from autos—1, Thefts of bicycles & parts—2,
Criminal mischief & vandalism—1

04/26/93	8:20 AM	College Hall	Window entered/nothing taken
04/26/93	9:12 AM	McNeil Building	Abusive message written on wall
04/26/93	12:34 PM	Johnson Pavilion	Backpack taken
04/26/93	12:59 PM	3401 Walnut St.	Unattended purse taken
04/26/93	2:07 PM	Christian Ass'n	Unattended wallet taken
04/26/93	4:22 PM	Grad School of Ed.	Wallet taken
04/26/93	5:39 PM	Hamilton Walk	Bike removed from rack
04/26/93	9:19 PM	Johnson Pavilion	Wallet taken
04/27/93	2:06 PM	200 Block 38th	Moped taken
04/27/93	8:05 PM	Van Pelt Library	Wallet taken from unattended/unsecured room
04/27/93	9:54 PM	Houston Hall	Wallet taken from backpack draped over chair
04/28/93	9:46 PM	Houston Hall	Unattended backpack taken
04/29/93	8:59 AM	Lot # 13	Window broken/tote taken from auto
04/29/93	9:36 AM	Furness Library	Unattended wallet taken
04/29/93	10:55 AM	Williams Hall	Sectional bench taken
04/29/93	1:32 PM	3700 Block Locust	Unattended backpack taken from bench
04/29/93	1:38 PM	3408 Sansom St.	Wallet taken from handbag on back of chair
04/29/93	8:22 PM	Van Pelt Library	Unattended wallet taken from 4th floor
04/29/93	10:54 PM	3402 Sansom St.	Unattended wallet taken
04/29/93	11:33 PM	Houston Hall	Unattended backpack taken
04/30/93	12:56 AM	Van Pelt Library	Wallet taken from unattended backpack
04/30/93	12:15 PM	Meyerson Hall	Back pack taken from unsecured room
04/30/93	1:00 PM	Van Pelt Library	Wallet taken from beside chair
04/30/93	2:18 PM	Van Pelt Library	Backpack taken
04/30/93	4:30 PM	200 Block 37th	Front wheel taken from secured bike
04/30/93	6:58 PM	Van Pelt Library	Unattended wallet taken
05/01/93	7:24 PM	Annenberg Center	Unattended dagger taken

38th to 41st/Market to Baltimore: Burglaries (& attempts)—3, Total thefts (& attempts)—10,
Thefts of auto (& attempts)—1, Thefts from autos—2, Thefts of bicycles & parts—2,
Arson (& attempts)—1, Criminal mischief & vandalism—2

04/26/93	1:57 AM	4000 Block Locust	Auto window broken
04/26/93	10:25 AM	Sigma Alpha Mu	Room entered through window/items taken
04/26/93	3:41 PM	3801 Chestnut St.	Money taken from wallet
04/27/93	10:26 AM	224 S. 40th St.	Unattended backpack taken
04/27/93	3:49 PM	3900 Block Pine	Driver side vent window damaged
04/28/93	9:40 AM	Evans Building	Phone taken from office
04/28/93	10:51 AM	Sigma Nu	Secured bike taken from house
04/28/93	6:24 PM	300 Block 39th	Secured bike taken
04/29/93	11:23 AM	Veterinary Hospital	Various items removed from office
04/30/93	10:48 AM	High Rise North	Clothing set fire/fire dept. and marshall notified
05/01/93	12:48 PM	Zeta Beta Tau	Bike and chair removed from living room
05/01/93	1:56 PM	3925 Walnut St.	Videos taken from store
05/01/93	5:24 PM	200 Block 40th	Complainant conned out of currency
05/01/93	9:42 PM	4000 Block Walnut	Auto taken
05/01/93	10:22 PM	3900 Block Sansom	Passenger side window broken/briefcase taken
05/02/93	10:06 PM	40th & Sansom	Auto rear window broken/briefcase taken

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

04/29/93	5:11 PM	4200 Block Sansom	Tape deck taken from auto
04/30/93	9:29 AM	4100 Block Sansom	PPD in pursuit of male with stolen auto

30th to 34th/Market to University: Burglaries (& attempts)—1, Total thefts (& attempts)—8,
Thefts from autos—5, Thefts of bicycles & parts—1, Criminal mischief & vandalism—2

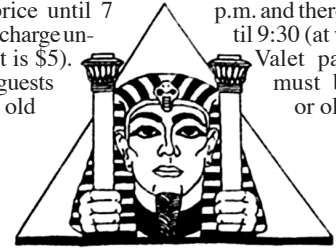
04/26/93	3:24 PM	Franklin Field	Wallet taken
04/27/93	10:56 PM	Hollenback Center	Intrusion alarm/equipment room broken into
04/28/93	9:31 AM	Lot # 7	Registration sticker cut off license plate
04/28/93	4:01 PM	Rittenhouse Lab	Typewriter taken from office
04/28/93	5:04 PM	Lot # 26	Door locks broken on auto
04/29/93	8:32 AM	Lot # 45	Tennis racket taken from auto
04/29/93	10:54 AM	Lot # 37	Window and trunk lock broken/currency taken
04/29/93	3:16 PM	200 Block 33rd	Bike removed from railing
04/30/93	5:03 PM	Lot # 7	Driver side vent window damaged/nothing taken
04/30/93	5:51 PM	Lot # 7	Passenger side window damaged/contents taken
05/02/93	11:39 AM	Lot # 7	Auto window broken/coins taken

Outside 30th - 43rd/Market to Baltimore: Total thefts (& attempts)—2
04/26/93 12:41 PM Septa Route No. 21. Items removed from backpack
04/26/93 3:17 PM 11th & Market Wallet taken while in ladies' room

18th District Crimes Against Persons reported 11 incidents (7 robbery, 4 aggravated assault, with one arrest in aggravated assault. Details next week.

Alumni Eve Party: May 14

All Penn faculty, staff and friends are invited to an ad-hoc alumni party at Egypt (a nightclub/restaurant at Delaware Avenue & Spring Garden Street in Center City) on Friday, May 14. The place is reserved for Penn from 5 p.m. to 2 a.m., with buffet until 9 p.m. Drinks are half-price until 7 p.m. and there is no cover charge until 9:30 (at which time it is \$5). Valet parking is \$5; guests must be 21 years old or older.



Update

MAY AT PENN

FILMS

5 Philadelphia Festival of World Cinema; International film features, documentaries, and shorts; International House; schedules and information: 898-6593. *Through May 17.* (IHouse).

CONFERENCES

7 Cultural Production and Change in the Middle East and South Asia, 1500-1900; Friday, 9 a.m.-7:30 p.m., Saturday, 9 a.m.-5:30 p.m., Sunday, 9 a.m.-4 p.m.; Smith-Penniman Room, Houston Hall; info: David Ludden, 898-7475. *Through May 9.* (South Asia Regional Studies).

11 "Levallois" Stone Age Tool-Making Technology Conference; International Paleolithic archaeologists will discuss and interpret this controversial stone tool-making technology; University Museum; info: Harold Dibble, 898-7073. *Through May 15.* (University Museum; Harvard University).

TALKS

5 The Environmental Situation in the Former Soviet Union; Nikolai N. Vorontsov, Russian Parliament, Vice President, Russian Academy of Natural Science; 4 p.m.; Room A2 DRL (PARSS; Wistar; HSS).

From Penn's Collection: Reva Urban

Now to May 21 the Mangel Art Gallery, 1714 Rittenhouse Square, will exhibit Reva Urban's paintings and pastels from the University's Art Collection. After an opening reception Friday, May 14, 5-7 p.m., hours are Tuesday-Friday, 11 a.m. to 6 p.m. and Saturday, 11 a.m. to 5 p.m.



Almanac

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