

# Almanac

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An alumni crowd of 3000 lined Locust Walk, cheering Provost Aiken, Lucy and Sheldon Hackney in their last Parade of Classes.

The following statement on what has become known as the "Water Buffalo" incident was released by the Office of the President late Friday, May 14, following a closed hearing held under the Student Judicial Charter. The ten-day period for rendering a decision is provided in the Charter's Section IV.C.5.d., "As soon as possible after conclusion of the hearing, and in all events within ten days, the Board shall present its written opinion, including findings of fact, and the Board's conclusions therefrom, to the respondent, the complainant, the JA and the JIO." On page 3 of this issue are further excerpts from the Charter concerning the reporting process and the confidentiality of proceedings. Additional restrictions on disclosure are found in federal regulations including the Buckley Amendment.— Ed.

## On the "Water Buffalo" Case

The faculty-student judicial panel heard arguments for and against dismissal of the case this morning. The panel has not informed the administration of their decision, which is due within 10 days. In keeping with the charter [page 3 of this Almanac] of the University's student judicial system, the panel is keeping its conclusions confidential. When the report is received, the University will issue a statement.

In response to news reports and speculation, the University has imposed no gag order. However, all members of the University community are expected to respect the confidentiality of judicial proceedings, mindful of the unfairness that can result from selective disclosures, partisan representations, and the inability to respond to such disclosures and representations.

## Leaving with the Seniors

It was a week-end of farewells not only for Penn's graduating seniors but for Provost Michael Aiken, President Sheldon Hackney and Lucy Hackney as they took part in their last Alumni Day festivities. At its most festive, when all the classes gather in front of Van Pelt Library, and the Penn Band plays and the Glee Club sings while class after class presents giant cardboard checks, Alumni Day 1993 broke some all-time records (see page 2), and the General Alumni Society surprised the Hackneys with certificates, (Mrs. Hackney holds hers, below), then with a giant banner unfurled on the face of Van Pelt.

At Commencement the following Monday, the Trustees added their own surprise. Two unannounced Honorary Degrees were added to the program, calling first upon Lucy Judkins Durr Hackney to receive her Doctor of Laws, "Honoring you for your lifelong commitment to those unable to look out for themselves, admiring your discreet yet radiant presence at the heart of our campus...." and then asked the President to accept his as "a well-earned token of your University's appreciation." (See additional Commencement coverage, pp. 4-5.)



Almanac photos/K.C.G.



## SSW Teaching Award: Johnelle Luciani



Dr. Luciani

Dr. Johnelle Luciani, a Penn alumna who is visiting assistant professor in policy and practice at the School of Social Work, has received this year's Excellence in Teaching Award at the School.

An alumna of Salve Regina College, Dr. Luciani took her M.A. in mathematics at Rhode Island College and spent her early career as a mathematics professor in the U.S. and in Central America. She took an M.S.W. at Rhode Island College in 1988 and came to Penn for a certificate program in the School of Social Work, then took an M.A. in social gerontology (1990) and a Ph.D. in social welfare policy (1992). She won the Herman Levin Award for meritorious academic performance in 1989 and 1990.

She is noted for her work in understanding the motivations of volunteers, especially in work with the elderly, and for explorations of images of aging among adolescents and young adults; a book on this topic is *The New Cultural Rendition of Aging: Is it Changing Old Images?* (Southern Illinois U.) She is also widely sought-after as a consultant and presenter on these topics, on self-help and motivation in third-world cultures, and on ethics.

## A Banner Year for Alumni Giving

*They gave to endow scholarships and to improve the Libraries, to help the Penn Club in New York and the lounge in English House—and over \$12 million of it went to the Penn Fund (unrestricted). The class gifts presented Saturday:*

Class	Reunion	Dollars	Donors
1993	Senior	\$12,673	*566
1988	5th	21,833	391
1983	10th	*152,047	447
1978	15th	230,305	269
1973	20th	555,249	337
1968	25th	*1,507,168	*702
1963	30th	1,663,000	328
1958	35th	610,614	257
1953	40th	1,500,735	408
1948	45th	80,556	229
1943	50th	*2,919,469	414
1938	55th	150,143	237
1933	60th	125,852	159
1928	65th	*215,071	*71

### \*Records:

1993 most donors for a senior class drive  
 1983 most dollars raised in a 10th reunion year;  
 largest number new B.F.S. members for a 10th  
 1968 most dollars raised for a 25th reunion project  
 1968 most donors for a 25th reunion gift  
 1943 most dollars ever raised by a 50th reunion class  
 1928 most dollars raised by a 65th reunion class  
 1928 most donors for a 65th reunion class

## OF RECORD

### Recognized Holidays for Fiscal Year 1994

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1993-June 30, 1994) on the dates listed below:

- Independence Day, Monday, July 5, 1993
- Labor Day, Monday, September 6, 1993
- Thanksgiving, Thursday and Friday, November 25 and 26, 1993
- Christmas Day, Friday, December 24, 1993
- New Year's Day, Friday, December 31, 1993
- Memorial Day, Monday, May 30, 1994

In addition, staff are eligible for a floating day off each fiscal year which may be used for any reason, scheduled mutually with one's supervisor. Floating days are not cumulative.

The special vacation granted to faculty and staff between Christmas and New Year's Day will be December 27, 28, 29, 30, 1993. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation can be rescheduled for some other time.

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.

**Note:** Memorial Day, the remaining holiday of the current 1993 fiscal year, will be observed on *Monday, May 31, 1993.*

— Division of Human Resources

## Speaking Out

### Free Speech and the DP

The issue of free speech presented by the trashing of *The Daily Pennsylvanian* because of its racist editorial features and perceived racist policies is not as simple as some would make out.

Like it or not, 99% of the city and a large majority of the campus community view *The Daily Pennsylvanian* as a house organ of the University and a "spokesman" for the administration. Racism by the DP is viewed as just another example of the elite, racist position of the University and its hostility or aloofness from the city and its problems. Thus, as long as the DP is viewed as an official publication of the University, its opinions, racist or otherwise, will be viewed as the official position of the University and therefore these positions are of direct concern to the University community and not merely a free speech play thing of DP editors, under no constraints and responsibilities related to the character and objectives of the University.

Alongside this quasi-official character, DP responsibilities also result from the fact that it has a "captive" audience which can be manipulated in a monopoly situation. The audience requires the DP for vital communication which can be delivered in a manner very much at the whim of the paper's generally and historically white male editors. The paper is under no threat of competition irrespective of its policies; actions such as boycotts of the paper and its advertisers can not be used effectively. In one sense, the trashing of the DP reflects the search for means of influencing editorial policy which is perceived as reflecting University policy

and attitude by sections of the community that are adversely affected by the paper's policies.

Overriding these aspects of DP policy is the question of values, i.e., the moral and ethical goals and standards of the University. A vital communication medium which reaches all members of this community using community resources and sharing the community's moral and ethical authority, should not subvert these values; instead, it should reflect and defend these humane, humanitarian and equalitarian values, not slavishly, but critically as a representative feature of a scholarly community. The University cannot organize its didactic and curricular missions using or depending on a communication channel which confounds the University's ethical and moral stature by its policies and statements. For example, how long would editorial page attacks on a religious or ethnic group be tolerated? How long would DP be allowed to continue its relations to the University if it suddenly denounced white males and reported favorably only on women's activities or Hispanic issues and opinions. And how long would the masthead be *Daily Pennsylvanian*, if a regular feature were Nazi statements praising Hitler and calling for a renewed (perhaps more "civilized") holocaust. In the outside community even an anti-Jewish statement such as swastika graffiti can bring police action. Constraints are placed on the DP by the ethical and moral rules of the University community.

The real trouble with the DP is that it has never represented the wonderful diversity of

this community in either its policies or editorial leadership. It has historically been an all-white male bastion, only recently extending toward the female section of the community in a limited fashion and even less so to the diverse ethnic elements of the community, particularly the African-American minority. Nor has it practiced the open expression its policies project, closing its pages on occasion to opinions in conflict with its own position, one of these being my recent letter protesting a racist presentation by one of the paper's racist columnists. It has never been clear why the DP seeks to reflect much of the worst in journalism instead of reflecting the values of the University and the strengths of its diverse student, faculty and staff community.

In response to the past history of the DP and current dissatisfaction with its policy (or lack thereof), the relation of the University to the DP should be reviewed. Since the University has no formal control over the paper, this review could seek for ways by which all elements of the community could help fashion editorial policy and secure editorial leadership more reflective of the diversity of the community and the goals of the institution.

— Robert Rutman,  
 Professor Emeritus of Biochemistry &  
 Animal Biology/Vet.

**Ed. Note:** The editor of *The Daily Pennsylvanian* was not available to provide a response at this time; space has been offered in a future issue. The University-DP separation agreement made in 1984 appeared full-text in *Almanac* last week.

*Speaking Out* welcomes reader contributions. Short timely letters on University issues can be accepted Thursday noon for next Tuesday's issue, subject to right-of-reply guidelines. Number 35, May 25, is the last scheduled issue in Volume 39. A midsummer issue will start Volume 40, on or about July 13. Staff are on duty all summer to assist those planning to contribute to future issues.—Ed.



Following are the excerpts referred to in the box on page 1 concerning the "Water Buffalo" incident.

**From the Charter of the University  
Student Judicial System**  
[pp. 9-14, *University Policies and  
Procedures, 1992-94*]

**VIII. Confidentiality of Records and  
Proceedings**

The identity of individuals in particular cases before the JIO [Judicial Inquiry Officer], the University Hearing Board, the VPUL [Vice Provost for University Life], or the Appellate Panel, and all files and testimony, are confidential, in accordance with University guidelines concerning the confidentiality of students records pursuant to the Family Educational Rights and Privacy Act of 1974, as amended. All members of the University community shall respect the confidentiality of judicial records and proceedings, mindful of the unfairness that can result from selective disclosures, partisan representations, and the inability to respond to such disclosures and representations. Failure to observe the requirement of confidentiality by a member of the University community, other than a respondent, who is involved in a case in whatever capacity, shall constitute a violation of University rules and subject the individual to the appropriate procedures for dealing with such violations. If a respondent discloses, causes to be disclosed, or participates in the disclosure of, information that is otherwise confidential, any person whose character or integrity might reasonably be questioned as a result of such disclosure, shall have a right to respond in an appropriate forum, limited to the subject matter of the initial disclosure.

When guilt is finally determined, the Dean of the respondent's school shall be informed and the record of the case shall be made available to him or her.

**IX. Reports**

Subject to the requirements of Part VIII above, the JIO, in consultation with the JA [Judicial Administrator], shall make public reports at the beginning of each year and periodic reports as may be appropriate. The purposes of such reports are to inform the University community about the character and extent of the work of the Judicial System, including the nature of the violations of University Rules and Regulations and the sanctions imposed.

The reports of the JIO shall deal both with cases that go to hearing and with cases that are settled before hearing, including cases settled with the help of the Ombudsman, and shall include information such as the overall number of cases handled during the preceding year, broken down by cases that were settled and cases heard by Hearing Panels, general descriptions of the type of cases handled, the number of cases in each general category, the range of sanctions imposed, the numbers of determinations of guilt and innocence, and so forth. Periodic reports shall inform the University community about recurring or, as determined by the JA, extraordinary violations of University Rules and Regulations and the sanctions imposed for such violations.

**CRC Director: Don Montabana**

Don Montabana, who worked in biomedical research at Penn for 15 years before joining the Computing Resource Center in 1987, has been named Director of the CRC, replacing Dr. Jeffrey Seaman. Mr. Montabana had been manager of end user services since 1989, and became acting director of the CRC last summer. "His combined experience has given him a broad understanding of both the academic and administrative environments at Penn," said Michael Eleey, Associate Vice Provost for Information Systems and Computing. "I am grateful to Don for his tireless efforts as acting director and look forward to working with him, our colleagues and clients throughout the University to distinguish Penn among its peer institutions in the quality of its computing systems and support."

**Annual Report of the  
Office of the Ombudsman, 1991-92**

*by Daniel D. Perlmutter, University Ombudsman*

During the 1991-92 academic year a total of 296 individual plaintiffs came to the Ombudsman's Office. For comparison purposes the cases were itemized according to the issues involved in the complaint, the school of the University from which the complainant came, and the complainant's personnel category. The numerical listings that are presented in the tables below and at right show only small variations from the distributions of recent years and are without any obvious trend.

As shown in the tables, job-related issues were the main preoccupation of those using the office, as has been the case in all recent years.

These complaints usually arise from experiences that may be described as hostile atmospheres in the workplace, often attributed directly to a particular supervisor. Typically, the employee feels a lack of predictability, a lack of responsiveness, or identifies an inconsistency with University personnel policy on a particular point. These complaints amount to 29% of all cases. The next most common categories refer to procedural irregularities in workplace or academic setting, accounting together for another 42% of the total. The remaining 29% are distributed in relatively smaller numbers among the variety of headings.

The category of personal issues refers to disputes between individuals who are peers with regard to status or authority. Typically these are students presenting problems with roommates or personal debts, matters which lend themselves to negotiated settlements that make it possible to avoid more adversarial processes. This is in sharp contrast to the usually angry harassment complaints between participants who are very unequal in power. These complainants are usually female students vulnerable to the power positions of male faculty. Allegations of mistreatment included repeated sexual approaches after being refused, unequal opportunity to participate in class, and unwelcome jokes about women and their bodies. Also in this category are complaints about supervisors in nonacademic offices, as well as complaints about insulting ethnic jokes, whatever the setting.

Anyone in the University community who would like to make use of the services of the Office of the Ombudsman should feel free to call Ext. 8261 for an appointment.

**Cases Handled During 1991-92**

<b>A. Categorized by Issues Raised</b>	<b>No.</b>
Employment Problems	86
Procedural	74
Academic/Procedural	49
Personal	20
Academic	12
Harassment	12
Employment Status	6
General Services and Facilities	2
Student Financial Services	4
Academic Integrity	5
Benefits	5
Miscellaneous	21
<b>Total:</b>	<b>296</b>
<b>B. Categorized By Affiliation</b>	<b>No.</b>
Undergraduates	
SAS	33
Wharton	12
SEAS	9
CGS	3
Nursing	2
Sub-total:	59
Graduate Students	
SAS	25
GSFA	11
GSE	8
Wharton (MBA)	7
CGS	3
Medicine	3
Nursing	3
Social Work	3
SEAS	2
Wharton (PhD)	2
Wharton (Evg)	1
Law	1
Dental	1
Veterinary	1
Annenberg	1
Sub-total:	72
A-1 Personnel	64
A-2 Personnel	
SAS	8
Medical	7
Wharton	2
GSFA	3
Nursing	2
Dental	1
Annenberg	1
Sub-total:	24
A-3 Personnel	36
A-5 Personnel	8
Alumni/ae	7
Others (parents, former students or employees)	26
<b>Total:</b>	<b>296</b>

*Dr. Hackney's twelfth Commencement Address, and his last as president of the University of Pennsylvania, was delivered Monday, May 17, at Franklin Field, where the University Trustees surprised the both of the Hackneys with honorary degrees.*

## What Holds Us Together? *by Sheldon Hackney*

Well, here we are, you and I, on this beautiful day, with Fleetwood Mac, "Thinking About Tomorrow."

We are gathered here on this ancient Penn site, so full of the ghosts of our youth, in full realization that our University has been much in the news of late, and that it is experiencing some very painful conflict. Those problems must be resolved but cannot be resolved here, nor is this the proper occasion for me to dwell on them, important though they are. This is a day to celebrate your achievements, to be thankful for continuing friendships and associations, and to think about tomorrow.

Tomorrow, we go our separate ways, broadcast around the world on the winds of opportunity, linked only by our common heritage which is Penn—and perhaps by phone and fax and modem as well.

The world into which we go is more fascinating than ever and perhaps more dangerous. Never before has the cause of human freedom around the globe made such giant strides in such a short period of time as it has since the fall of the Berlin Wall, but as of now the retreat of authoritarianism seems mainly to have permitted the advance of violence and the human misery it begets. Almost everywhere one looks, the human community is riven with hatred of one primal sort or another. In India and Northern Ireland and Israel and Bosnia, religion sets people against each other; ethnic minorities strive for autonomy in Sri Lanka and Spain and Iraq; race is the dividing line in South Africa, family-based clans in Somalia; political ideologies batter each other in Cambodia and in Central and South America, and nationalism has reasserted its disturbing presence in the lands of the former Soviet Union and Eastern Europe. The eternal struggle between THEM and US yields images of horror nightly on our television screens, reminding us of the human capacity for evil.

This would not be so worrisome to us here in fortress America if, as we glanced around this great land of ours, we did not see a society fractured along lines of race, religion, ethnicity, nationality, language—the same demarcations that are synonymous with suffering in other parts of the world. If the riot in South Central Los Angeles last spring in the wake of the Rodney King police brutality trial did not destroy it, the car bomb that killed seven people and disabled the largest office building in the world certainly should have done away with the notion that the end of the cold war has made America a safer place. Gone is the contingent terror of nuclear holocaust, only to be replaced by the more certain violence of regional and communal warfare. It

is as if we escaped the guillotine only to fall victim to "death by a thousand paper cuts." Some people fear that we could be a multi-dimensional Beirut waiting for the mother of all civil wars to reduce our neighborhoods to bloodstained rubble and our people to tears.

The fact that our national motto is *E Pluribus Unum* is eloquent testimony to the fact that the task of nation-building has been problematic for us from the first and that we have been aware that we differed from other nations in our heterogeneity. The history of the United States consequently can be understood as the modulation through time of the tension between the "*plur-ibus*" and "*unum*" in our motto, between communities based on shared inter-ests and communities based on the cultural identities into which we are born, between a commitment to universal standards and a loyalty to kith and kin. Such tension is inevitable in a nation that has always been culturally diverse.

Isaiah Berlin has pointed out in one of the essays in *The Crooked Timber of Humanity* that different civilizations, different cultures, different societies have values that are incompatible with one another. That is why the "peace-able kingdom" is a utopian or post-apocalyptic vision. The pursuit of an ideal harmony in the here-and-now is not only impossible but fraught with the dangers of authoritarianism because the seekers after purity tend to eliminate the impure in unattractive ways (witness Hitler's Germany, Stalin's Soviet Union, Mao's China, Pol Pot's Cambodia, the Shining Path in Peru, Moslem fundamentalism in the Arab world, and so on through the roll call of ideological fanaticism). Life is therefore full of choices, dilemmas and ambiguities because all beliefs cannot be reconciled with each other.

It is also true that even within a single society, especially one so culturally diverse and syncretistic in its beliefs as the United States, there are competing values held in precarious balance, making life in America unusually contingent. Perhaps a few trivial but suggestive examples will make the point.

For instance, we are the most philanthropic people on earth, yet our system is based upon the pursuit of economic self-interest. We idealize what used to be called "the common man," and our political system rests ultimately upon the wisdom of the masses of ordinary individuals, yet we are also fascinated by exceptional people: rock stars, sports heroes, creative geniuses, and the super rich. We elected Harry Truman because he exemplified the virtues of the ordinary American, and we created a cult of John F. Kennedy because he came to seem so extraordinary in glamour and style. We are a youth-oriented culture that neglects its young in so many ways. We believe mightily in the necessity and moral value of work, yet we harbor get-rich-quick dreams that lead directly from the 1849 gold rush in California to its contemporary equivalent in Atlantic City (or perhaps on Wall Street) on the opposite coast. The most tolerant and free society in the history of the world has only a small radical tradition operating on the fringes of the main-stream. We are a nation of immigrants given to periodic fits of ethnocentrism.

There is also the ironic fact that America has been the world's laboratory for utopian communities in which individuals seek to achieve happiness or salvation by subordinating themselves to the life of the group. I note here that David Koresh's Branch Davidian community was located in Texas, that promised land of unbranded individualism, a linkage that transcends irony and becomes a metaphor.

These contradictions are not simply entertainingly confusing or idiosyncratic; each of them points to an unresolved conflict of values in our culture, as if each strongly established orientation generates its own opposite, so that pairs of opposing values march through American history marking the frontier of social conflict. Like matter and anti-matter, males and females, north and south poles, and the mirror image strands of the double helix in the DNA molecule, things in nature seem to exist as linked pairs of opposites.

So it is with our culture. The mythic solitary hero, stalking through the forests and plains of the American imagination from James Fenimore Cooper's *Leatherstocking Tales* to the movies of Clint Eastwood, is balanced by the fact that Americans are natural organizers. That extraordinarily perceptive French visitor, Alexis de Tocqueville, noted in the 1830s that the "voluntary association" was a ubiquitous feature of American life, and Arthur Schlesinger, Sr., noted a century later that we are what he called a "nation of joiners." Witness



*During the 237th Commencement at Franklin Field, graduates and guests were reminded by speech and banner of a theme close to the heart of the First Lady's husband. For her part, Hillary Rodham Clinton (at left with President Hackney, waving to graduates along Locust Walk) returned the courtesy by quoting Benjamin Franklin in her Commencement Address.*

Almanac photos/M.F.M.

Rotarians and Elks and Masons and Knights of Pythias and Knights of Columbus and the Ancient Order of Hibernians. We are a society without a monarchy or an aristocracy or an established church or ancient institutions or residual feudal allegiances whose members are linked together by mystical initials: PTA, ABA, NAM, AFL-CIO, USGA, AMA, ACE, NCAA — a Sesame Street song of Americans coming together to achieve common purposes.

All of this testifies to the fact that the tension between individualism and group loyalties is a central motif of American history and therefore of American culture. I doubt that it can ever be resolved in any final way. It will haunt national life in the future as it has in the past. Being aware of it, however, and being self-conscious about how we are managing to hold in suspended animation the two halves of the cultural dilemma, is a wholesome exercise in social reconciliation. Being clear about who we think we are may lead to arguments, but it may also lead to a broadening of the consensus about priorities among the welter of discordant values that our culture asks us to honor in our lives.

Small wonder then that one hears increasingly these days the plaintive and fearful question “What holds us together as a nation?”

We are held together by the promise of equal economic opportunity. We must fulfill that promise.

We are held together by our history of patriotism and self-sacrifice in times of crisis. We must invoke that tradition even when the crisis is not so visible as war or natural disasters.

We are held together by our devotion to the rule of law and to the civic virtues enshrined in the Constitution. We must honor that devotion in the ways that we think and talk and act.

We are held together by our common recognition of inviolable individual rights. We must add to those individual rights the individual obligation to renew our communities wherever we may be, to give of ourselves for the common good.

Good luck to each and every one of you. Go forth and do your best for Penn and for holding our nation together.

I will try to do the same.

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*“I started my morning on campus here, sitting on the park bench with Benjamin Franklin,” said Commencement Speaker Hillary Rodham Clinton. “And I hope each of you has had that same opportunity. The way that he sits there in his relaxed manner; the way he looks at you as you look back at him, as though he were making yet again an important point that needed to be repeated, gives one a sense of the continuity of time and life and history in this institution, which is very reassuring. And then, when I opened the program for this commencement, and saw the quotation from Benjamin Franklin that I had intended to use as well, I was struck by how, at this moment, what he began all those years ago before we were even a country, has special meaning. Franklin was, as the program says, an advocate of good citizenship: “We may make these times better if we bestir ourselves,” he wrote. “The noblest question in the world is ‘What good may I do in it?’” That is the question for this commencement.”*

*The First Lady’s speech, widely quoted by local and national press in the context of Penn’s recent incidents involving free speech and charges of racism, was not in writing but was tape-recorded by the News and Public Affairs Office. Following is an Almanac transcription of the section from which individual quotes on that subject have been used by the major media. The full transcript can be examined on request.—K.C.G.*

## **“You Will Look for the Right Balance . . .”** by Hillary Rodham Clinton

Like generations of Americans, you will look for the right balance in your lives. A balance of work and family and service. A balance between your rights as individuals and your responsibilities to yourselves, your families, your communities, your country, and our world. I hope that your experience here at this university will serve as a guide.

Here, you have met people from diverse backgrounds. You’ve had your ideas and beliefs tested. You’ve had to learn what you’re willing to stand for and stand against. You have been part of a microcosm of the restless and diverse country we call “America.” You have seen people from every kind of background, every religion, every continent on this earth. You know well that you have had an opportunity to argue about what you think should happen. And you’ve even had the chance to argue seemingly contradictory positions. Because if your college years were anything like mine, you probably have been in a position to take different positions even more than once in an evening’s discussion, to try out these new ideas and to try out what your real values and beliefs are.

What we have to do here at this university and in this country, is to find a way to celebrate our diversity and debate our differences without fracturing our communities. We must always uphold the idea of our colleges as incubators of ideas and havens for free speech and free thought. *[Applause.]* And our country and our colleges must also be communities; communities of learning, not just book-learning, but people-learning. Where every person’s human dignity is respected. Freedom and respect are not values that should be in conflict with each other. They are basic American values that reinforce each other *[applause]*, but we cannot debate our differences, nor face our mutual challenges, unless and until we respect each other—men and women, young and old, across the ethnic and racial lines that divide us.

I know that you share *[applause]*, you share the general distress at any acts of hate—hateful acts, hateful words, hateful incidences—that occur too frequently these days in our communities and, even, on our college campuses. In a nation founded on the promise of human dignity, our colleges, our communities, our country should challenge hatred wherever we find it; but we should listen, as well as lecture; confront problems, not people; and find ways to work together to promote the common good. We must, too, be careful not to cross the line between censuring behavior that we consider unacceptable and censoring. That’s “u” and “o.”

For the injustices in our past and our present, we have to believe that in the free exchange of ideas, justice will prevail over injustice, tolerance over intolerance, and progress over reaction. And we have seen that in our own

history, in the struggle over civil rights, workers’ rights, women’s rights, human rights. We have seen how movements armed only with the power of their ideas have prevailed over ingrained prejudices and entrenched injustices. That is why it is always time for a free and open discussion in every college, in every community, and throughout our country, about how we can live together, bring out the best in each other, make our diversity a source of strength and not weakness. We are all in this together, and we have to recognize that, because, as the President has said, “We don’t have a person to waste in this interdependent world in which we live.”

Now, how do we strike the right balance between individual rights and responsibility? How do we create a new spirit of community, given all of the problems that we are so aware of?

Regrettably, the balance between the individual and the community, between rights and responsibilities, has been thrown out of kilter over the last years. Throughout the 1980s, we did hear too much about individual gain and the ethos of selfishness and greed. We did not hear enough about how to be a good member of a community, to define the common good, and to repair the social contract. And we also found, that while prosperity does not trickle down from the most powerful to the rest of us, all too often, indifference and, even, intolerance do.

One eloquent description of the interconnection between individual identity and the individual’s responsibility to society comes from Václav Havel, the playwright who is now the president of the Czech Republic. He went to prison during the communist regime in Czechoslovakia, because he could neither be free as an individual nor responsible as a member of a community; because the community in which he found himself suppressed thought, speech, religion, and the other rights we cherish, and undermined individual responsibility and respect among citizens. Havel wrote to his wife Olga from prison, “Everything meaningful in life is distinguished by a certain transcendence of individual human existence, beyond the limits of mere self-care toward other people, toward society, toward the world, only by looking outward—by caring for things that, in terms of pure survival, you needn’t bother with at all. And by throwing yourself over and over again into the tumult of the world with the intention of making your voice count, only thus, will you really become a person.”

Each of you will be defining the meaning of your own life by your actions from this day forward, just as you have, consciously or unconsciously, to this point. How you make those decisions and those turning points, as to what you believe in and who you are, will, at the end, sum up the life that you have led.



*The following is reprinted from the Human Resources Policy Manual. Policy #201, which took effect on September 1, 1991, superseding Policy #101. The policy applies to all University employees.*

## **Policy #201: Confidentiality of Records**

### **201.1 Confidentiality**

To insure confidentiality, uniformity, and accuracy of personnel information, it is the responsibility of Office of Human Resources/Information Management/Records (OHR/IM/Records) to handle all inquiries, other than subpoenas, which require reference to documentary records concerning past and present staff of the University. Responses to the subpoenas are handled by the Office of the General Counsel. Inquiries received by other offices should be referred to OHR/IM/Records. All subpoenas and inquiries from lawyers should be referred to the Office of General Counsel, pursuant to Policy #203.

Personnel records, including those established in connection with the selection process, are University property and are afforded confidential treatment at all times.

Individually identifiable personal information contained in computerized data bases, whether maintained centrally or by schools, departments or other units, is afforded the same confidential treatment that applies to written records.

The Provost (or designee) shall administer this policy with respect to the records of faculty members. The Vice President for Human Resources (or designee) shall administer the policy with respect to the records of staff members. Deans and Directors shall notify the Provost or the Vice President for Human Resources, as appropriate, of the name of the individual who shall serve as custodian for personnel records maintained in their areas of responsibility and who shall implement this policy as to those records.

#### **A. Exceptions**

This policy does not cover disclosures of information which are made on the basis of personal knowledge or recollection.

This policy does not apply to applicants for employment unless they are subsequently hired.

### **201.2 Access to Records**

Both active and retired members of the faculty and staff have the right of access to their records as described in this policy.

Individuals who are on leave of absence or whose employment has been terminated for reasons other than retirement with reemployment rights have the right of access.

Legal representatives of deceased faculty and staff members shall have the right of access for five (5) years after the death of the individual.

Note: Exceptions to the above may be granted by the Provost or the Vice President for Human Resources.

### **201.3 Review of Records**

A. An individual may review his or her records by making an appointment with OHR/IM/Records during regular business hours. OHR/IM/Records will assure that references to others which may be contained in the file are deleted for the purpose of the review. For exceptions please refer to Limitations on Review of Records.

B. The review will take place in the office where the records are maintained and in the presence of a designated staff member of OHR/IM/Records.

C. The individual will sign a log indicating the date of the inspection of the records.

D. If necessary, an individual may request copies of his/her records. There is no charge for copies of records referred to in the Occupational Health and Safety Act (OSHA) standards for access to medical records; for other records a reasonable charge may be made for reproduction copies.

### **201.4 Correction of Records**

If an individual considers a record is misleading, contains a statement of fact which can be shown to be erroneous, or contains information which is not relevant, a correction may be requested.

The request must be submitted in writing to OHR/IM/Records.

A request for correction of information such as date of birth must be accompanied by supporting documentation, for example, birth certificate or passport.

The designated custodian of the records may consult the Provost (or designee) or the Vice President for Human Resources (or designee), as appropriate. On the basis of this consultation, the custodian either makes the correction or indicates the reason why the request is denied.

If a correction is sought on an appropriate ground but is denied, the individual involved may submit for inclusion in the file a short statement explaining the grounds for the request and the correction sought. The Provost or the Vice President for Human Resources may submit a counterstatement, a copy of which is sent to the affected individual. Both statement and counterstatement shall be placed in the Personnel Record.

### **201.5 Limitations on Review of Records**

To protect against inappropriate disclosure of confidential information, certain records, including those containing confidential information about more than one individual and medical records are not open to review by an individual who is a subject of the record. These records are maintained separately from other benefit records and may be available under separate policies or practices applicable to all recipients of care at the Hospital of the University of Pennsylvania or elsewhere at the University.

Individuals may not review the following:

- records which contain confidential information about other people;
- all letters of recommendation relating to the consideration of a faculty member or a staff member for appointment, re-appointment, promotion or tenure unless released by written consent of the author;
- documents, including records concerning benefits, which are being developed or prepared for use in civil, criminal or grievance procedures;
- records relating to the investigation of a possible criminal offense;
- medical and hospital records.

### **201.6 Records Which May Be Disclosed to Third Parties**

Information contained in personnel records may be disclosed by the University without the written consent of the subject of the record when the Provost or Vice President for Human Resources concludes that a constructive purpose would be served or when required by law in the judgment of the Office of General Counsel.

Unless specifically excepted in this policy, the content of personnel records may not be disclosed to third parties without the express written permission of the individual who is the subject of the record. The written permission must describe specifically the records to be disclosed and the persons to whom they are to be disclosed.

Except for disclosures of directory information and as required by law, the University shall notify any third party to whom disclosures are made that disclosures are made under the condition that the party shall not make any redisclosure of the information without the written consent of the subject of the record.

Information on the procedure, forms and circumstances specified below may be disclosed to third parties.

*(continued next page)*

A. *Directory Information*: name, title, department, employment date, and termination date may be disclosed unless expressly prohibited by the subject of the record.

B. *Authorized Individuals*: personnel records may be disclosed to University officials, and authorized individuals performing work for the University who require the information for the performance of their duties.

C. *Legal Requirements*: the University may release personnel records in response to a lawful subpoena, warrant, or court order or if, in the opinion of the Office of General Counsel, such records could be required by law to be produced for any reason, including disclosure to a government agency. Whenever possible, notice of disclosure shall be given in advance through the Almanac for general categories of personnel records or by mail for individual records.

D. *Protection of University Interests*: the University may disclose information contained in records to protect its legal interest when it believes the actions of an individual violate or have violated his/her conditions of employment or threaten injury to people or property.

E. *Collective Bargaining Agreements*: information may be disclosed as required under the terms of a collective bargaining agreement.

F. *Emergencies*: information may be disclosed if, in the judgment of the designated custodian of OHR/IM/Records, such disclosure is necessary to protect the health, safety or property of any person.

## 201.7 Exemptions to Third Party Disclosure Policy

The Office of Affirmative Action, Office of Human Resources and Office of General Counsel are exempted from Policy #201.6.

## Environmental Safety Seminars

Next week the Office of Environmental Health and Safety (OEHS) will sponsor two training seminars required by the Occupational Safety and Health Administration (OSHA). Call Barbara Moran at 898-4453 for information.

**May 25: *Occupational Exposure to Blood-borne Pathogens and Penn Biosafety Program***; OSHA requires mandatory training for all University employees who work with human blood, blood products, body fluids, and human tissue specimens. Information about free Hepatitis B Vaccination for all at-risk employees will also be provided; 3:30-4:30 p.m.; Class of 1962 Lecture Hall, Johnson Building. (OEHS).

**May 26: *Exposure to Hazardous Substances in the Laboratory and Penn's Written Safety Program***; OSHA requires mandatory training for all University employees who work in laboratories. General laboratory safety training will also be provided. Attendees should bring their PENN ID cards; 3:30-4:30 p.m.; Class of 1962 Lecture Hall, John Morgan Building. (OEHS).

## Laser\* Safety Programs

All laser\* users are asked to register their lasers with the Office of Environmental Health & Safety (OEHS). Principal Investigators must complete a Laser Registry form listing the location and type of laser along with the names of all users. For a copy of the form, call OEHS at 898-4453.

In addition, a medical surveillance program has been established for faculty and staff who use Class 3B or Class 4 lasers. Ocular examinations are conducted by the Ophthalmology Department at HUP in order to establish a baseline for each user's eyes. To be eligible for the program, Principal Investigators must complete the Laser Registry form.

In June a laser safety training program will be conducted on campus by the Laser Institute of America. All laser\* users are requested to attend. Please call Laura Peller at 898-4453 for additional information.

\* Reference is to lasers as used in research, not to "laser printers" found in normal office setups.

## 201.8 Record Retention Requirements

Records shall be maintained for the period specified by state or federal law, or longer at the direction of the Provost, the Vice President for Human Resources, the University Archivist or the General Counsel.

Records will be retained according to the following schedule:

<i>Affirmative Action records</i>	7 years
<i>Information Management/Records Files</i>	5 years after death
<i>Medical records relating to job qualification</i>	30 years beyond termination date
<i>Records relating to faculty appointment or promotion</i>	5 years after death
<i>Grievance records</i>	5 years after death
<i>Public Safety records</i>	5 years after death
* <i>Payroll</i>	7 years
* <i>Occupational Safety and Health Act (OSHA) records of exposure to toxic substances</i>	30 years
* <i>Applications (unsuccessful candidates)</i>	2 years

\* Payroll, OSHA records and applications are retained according to this schedule and are not dependent on employment status.

The Department of Public Safety and the Hospital of the University of Pennsylvania shall develop their own record retention policies for security records and medical records.

Faculty grievance records are retained permanently.

## 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 May 10, 1993 and May 16, 1993. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 4482.

### Crimes Against Persons

#### 34th to 38th/Market to Civic Center: Threats & harassment—1

05/14/93	11:50 AM	College Hall	Threatening phone call received
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#### 38th to 41st/Market to Baltimore: Aggravated assaults—1, Simple assaults—1, Threats & harassment—1

05/10/93	11:41 AM	Harnwell House	Unwanted phone calls received
05/15/93	3:46 PM	200 Block 40th St.	Cash taken from vendor/Male wanted on warrant/arrest made
05/16/93	7:21 PM	3900 Block Baltimore	Complainant struck through car window

#### Outside 30th to 43rd/Market to Baltimore: Simple assaults—1

05/14/93	5:44 AM	4423 Pine St.	Complainant struck in head
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### Crimes Against Property

#### 34th to 38th/Market to Civic Center: Total thefts (& attempts)—18,

Thefts of autos (& attempts)—2, Thefts of bicycles & parts—2, Criminal mischief & vandalism—2

05/10/93	8:32 AM	Van Pelt Library	Computer taken over weekend
05/10/93	8:34 AM	Meyerson Hall	Cases of trash bags & toilet paper taken
05/10/93	9:25 AM	Psychology Labs	Answering machine taken from room
05/10/93	11:08 AM	Kappa Sigma	Watch taken from dresser drawer
05/10/93	2:18 PM	Steinberg/Dietrich	Moped taken/3 arrests made
05/10/93	6:58 PM	Grad Tower B	Computer disk taken
05/10/93	8:30 PM	Williams Plaza	Motorcycle helmet taken
05/10/93	10:37 PM	Medical School	Credit cards taken from wallet
05/11/93	10:37 AM	3401 Walnut St.	Credit card taken from unattended purse
05/11/93	3:17 PM	McNeil Building	Credit card statement from mailroom
05/11/93	9:40 PM	Steinberg/Dietrich	MAC machine damaged/nothing taken
05/12/93	10:41 AM	Meyerson Hall	Unattended wallet taken from desk
05/12/93	12:53 PM	Nursing Ed Bldg.	Secured bike taken from rack
05/12/93	4:12 PM	Steinberg/Dietrich	Computer taken from room
05/13/93	10:54 AM	Vance Hall	Cross pens taken from office
05/13/93	2:26 PM	Vance Hall	Backpack and contents taken
05/13/93	7:10 PM	Lot #10	Vehicle taken from lot
05/14/93	8:45 AM	Jr. Balcony Dorm	Wheel bent on bike secured in rack
05/15/93	3:31 PM	Johnson Pavilion	Secured bike taken from rack

continued next page

continued from page 7

05/15/93 5:54 PM Vance Hall Cash taken from 1st floor snack machine

**38th to 41st/Market to Baltimore:** Burglaries (& attempts)—3, Thefts from autos—2  
Total thefts (& attempts)—6, Criminal mischief & vandalism—2

05/10/93	9:14 AM	Fels Center	Various items taken from room
05/11/93	2:56 PM	4040 Locust St.	Credit cards stolen/2 arrests made
05/11/93	7:43 PM	Phi Kappa Psi	Bike taken from unsecured residence
05/11/93	10:56 PM	Sigma Alpha Mu	Object thrown through rear window
05/12/93	11:50 PM	3800 Blk. Sansom	Vehicle window broken
05/13/93	12:18 PM	Dining Commons	Vehicle window broken/items taken
05/13/93	9:30 PM	4040 Locust St.	Wallet taken while dining
05/13/93	9:44 PM	Evans Building	Unattended wallet taken
05/15/93	5:24 PM	4040 Locust St.	Unattended wallet from dining area
05/15/93	6:04 PM	4000 Block Pine	Car radio taken
05/15/93	7:38 PM	Sigma Nu	Left rear car window broken
05/16/93	12:47 AM	Harnwell House	Video machine taken from room

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

05/14/93	11:19 AM	4100 Block Spruce	TV and bicycle taken
05/15/93	6:42 PM	4100 Block Walnut	Vehicle taken

**30th to 34th/Market to University:** Total thefts (& attempts)—10, Thefts from autos—5,  
Thefts of bicycles & parts—1, Criminal mischief & vandalism—5

05/10/93	9:05 AM	Lot # 37	Vehicle door locks damaged
05/10/93	9:21 AM	Lot # 37	Vehicle door locks damaged
05/10/93	10:16 AM	Penn Tower	Car phone & key ring taken from car
05/10/93	1:40 AM	Lot # 26	Change taken from auto
05/11/93	12:04 PM	Hill House	Unattended clothing from laundry room
05/11/93	12:20 PM	Hill House	Unattended clothing from laundry room
05/11/93	4:33 PM	Moore School	Wallet taken from unsecured desk
05/12/93	12:41 AM	Lot # 5	Cards & change taken from auto
05/12/93	9:57 AM	Lot # 37	Driver's car door lock broken
05/12/93	11:49 PM	Lot # 7	Walkie talkies taken from vehicle
05/12/93	1:27 PM	Museum	Left rear car door scraped with object
05/12/93	7:06 PM	Weightman Hall	Secured bike taken from rack
05/14/93	10:54 AM	Moore School	1st floor vending machine glass broken
05/15/93	3:16 PM	Lot # 8	Unattended parking booth/cash taken
05/16/93	11:14 AM	Lot # 7	Change taken from auto

**Outside 30th to 43rd/Market to Baltimore:** Total thefts (& attempts)—2,  
Thefts from autos—1

05/16/93	12:33 AM	500 S. 2nd St.	Unattended purse taken
05/16/93	3:35 PM	3rd & South Sts.	Car trunk forced open/contents taken

### Crimes Against Society

**38th to 41st/Market to Baltimore:** Disorderly conduct—1

05/15/93	1:15 AM	3800 Block Locust	Intoxicated male arrested
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### 18th District Crimes Against Persons

A Two-Week Report, May 3, 1993, to May 16, 1993  
Schuylkill River to 49th Street, Market Street to Woodland Avenue  
**20 incidents, 7 arrests**

Date	Time	Location	Incident	Arrest
05/03/93	12:45 AM	3942 Chestnut St.	Aggravated Assault	No
05/03/93	10:12 PM	300 S. 40th St.	Robbery	No
05/04/93	11:26 PM	4000 Chester	Robbery	No
05/05/93	2:52 AM	4600 Chester	Aggravated Assault	Yes
05/05/93	5:59 PM	4815 Woodland	Robbery	No
05/06/93	2:50 PM	200 S. Farragut	Robbery	Yes
05/06/93	12:21 PM	3611 Locust St.	Robbery	Yes
05/08/93	10:32 PM	4800 Locust St.	Robbery	No
05/09/93	2:35 AM	14 S. 40th St.	Aggravated Assault	No
05/09/93	11:22 AM	4815 Locust St.	Robbery	Yes
05/09/93	9:24 PM	1500 Walnut St.	Robbery	No
05/10/93	3:57 AM	3600 Chestnut	Robbery	No
05/11/93	11:10 AM	3949 Baltimore	Robbery	No
05/13/93	3:16 PM	500 S. 44th	Robbery	Yes
05/14/93	11:20 PM	4800 Warrington	Robbery	No
05/15/93	3:15 PM	220 S. 40th	Robbery	Yes
05/15/93	6:10 PM	4619 Chester	Purse Snatch	Yes
05/15/93	9:20 PM	4500 Baltimore	Robbery	No
05/15/93	2:11 AM	231 S. Melville	Robbery	No
05/16/93	12:45 AM	4800 Woodland	Robbery	No

# Update

MAY AT PENN

## CHILDREN'S ACTIVITIES

**29** *Stories in the Secret Garden*; tales about trees and nature; 2-3:30 p.m., Morris Arboretum. Info: 247-5777 Ext. 121 (Morris Arboretum).

## FITNESS LEARNING

**20** *Single Parents Support Group*; for parents with children of any age; noon-1 p.m.; Room 303 Houston Hall (Family Resource Center).

**25** *Guilt: The Working Parents' Curse*; Bette Begleiter, counselor; noon-1 p.m.; Bishop White Room, Houston Hall (Family Resource Center).

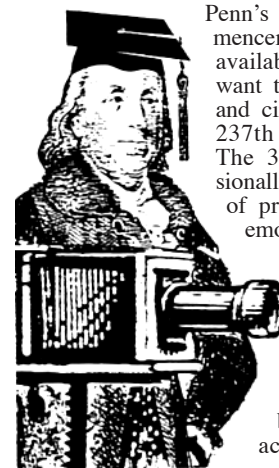
## SPECIAL EVENTS

**22** *University City Old Fashioned Carnival*; games, food, music, 11 a.m.-4 p.m.; parking lot off Spruce St. between 42nd and 43rd. Proceeds benefit education; Info: 382-3313; Rain date: May 23. (Parent Infant Center, Penn Children's Center, University City New School).

## TALKS

**19** *Macromolecular Assembly of the Cell Membrane Cytoskeleton in Simple and Neoplastic Cells: Is the Red Cell Membrane Skeleton a Useful Paradigm for Real Cells?*; David W. Speicher, Wistar; 4 p.m.; Grossman Auditorium, Wistar (Wistar Institute).

## Commencement Video



Penn's first official Commencement video will be available for those who want to savor the pomp and circumstance of the 237th Commencement. The 30-minute, professionally-produced portrait of procession and ceremony may be ordered through the Office of the Secretary for \$40 (includes shipping and handling). Call 898-7005 for an order form by June 1 to reserve a copy of the videotape.



*Almanac*

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