

# Almanac

Penn's FY 1994 Budget...  
a 12-page pullout in this issue

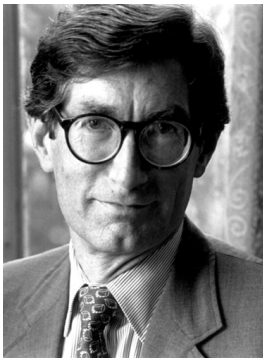
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### VP for Planning: John Wells Gould

John Wells Gould, executive director of the office of the president under Dr. Sheldon Hackney, was named Vice President and Director of University Planning at the trustees' stated meeting in June.

"John is a superb administrator whose comprehensive knowledge of the issues facing higher education today make him an ideal choice to fill such a critical position," said Dr. Claire Fagin, who took office

July 1 as Interim President. As Penn's chief planning officer Mr. Gould will be the senior policy advisor on short-term and longer range issues, represent the president in special projects, and provide senior management and trustees with a comprehensive view of the University, its strategic direction, and the resources required to achieve it. Other responsibilities include integrating School five-year plans with the University's, periodically evaluating their progress; and he has direct supervision of the Center for Community Partnerships.

A Haverford alumnus who took his M.A. and Ph.D. at Yale, Mr. Gould has taught history, directed alumni relations and headed a major fund campaign at Haverford. He came to Penn in 1989 from The Pew Charitable Trusts, where he was vice president for programs.

### Leaving in December: Dean Andrews

Dean Edwin J. Andrews of the Veterinary School has announced that he will resign at the end of December 1993 from the post he has held since July, 1987. A search committee is to be announced.

"Ed Andrews has led the School of Veterinary Medicine during one of the most difficult periods in its 109-year history," said Dr. Sheldon Hackney. "Despite the difficulties surrounding uncertain Commonwealth funding in the past several years, Ed has managed the School in ways that protected its reputation as a national leader in research, teaching and public service. He made strategic and difficult decisions in response to tough fiscal realities while retaining a superior faculty, attracting qualified students, and securing new sources of support."

Ed Andrews has been a wonderful colleague," said Interim President Claire Fagin. "He was a superb administrator, leader, and a fine teacher. We are all grateful for the contributions that he has made to the School and to the University as a whole."

**Other Departures:** On page 9, Executive VP Janet Hale announces the search to replace Financial Vice President Selimo Rael; Dr. William Pierskalla takes a deanship; and Human Resources' Wanda Whitted and Rogers Davis are named to senior offices elsewhere. In a page 12 story on reorganizations in the Office of the VPUL is noted the departure of a Penn couple, Rene Gonzales of the Greenfield Center and Edna Domingues of Van Pelt Library.



Mr. Annenberg announced his gift at a Trustees' farewell dinner for Sheldon Hackney at Morris Arboretum. In the background is a beaming Chairman Alvin V. Shoemaker.

### Mr. Annenberg's Record-Breaking \$120 Million

The largest gift ever given to Penn...the largest cash gift ever made to a university...the fastest achievement of such a multi-million-dollar capital campaign goal—these and other records tumbled last month as the Hon. Walter H. Annenberg, alumnus and longtime trustee of the University, announced his gifts of \$120 million to Penn, another \$120 million to USC, \$100 million to his own prep school, the Peddie School in Hightown, New Jersey, and \$25 million to his son's alma mater, Harvard—a total of \$345 million of the family foundation's \$1.55 billion in assets.

Ambassador Annenberg's monumental gift to Penn will both endow The Annenberg School for Communication, which he founded, "into the 21st Century and beyond," Dean Kathleen Hall Jamieson said, and establish an Annenberg Public Policy Center to be headed by the Dean. The Center will explore topics she called critical to all public policy, such as "Information in Society," "Media and the Developing Mind," and "Media and the Dialogue of Democracy."

The gift also sent Penn's billion dollar campaign over goal about 18 months ahead of schedule, which Trustee Paul Miller said was "unequaled" and may lead to a new record in U.S. university fund-raising, since the Campaign is being continued.

Mr. Annenberg and his wife, Leonore, were already Penn's largest donors of record (and have "done more for Penn than anyone since Benjamin Franklin," Dr. Hackney quipped). They are USC's as well. The two institutions now share the record for largest cash gift to a university, since oilman C.B. Pennington's 1980 pledge of \$125 million to LSU included stocks and bonds, and is still being released in stages.

### Over the Top but not to Stop

As the five-year campaign soared over the top after only three-and-a-half years, it didn't end. The Trustees have agreed to continue the campaign into what is being dubbed the Final Phase, to make sure it's "component goals" as well as the overall total have been met. Unfinished business includes more endowed chairs, financial aid and minority presence funding. (See more in the FY 1974 Budget, pages I-XII of this issue.)

### Relief from Harrisburg: Partial Funding Two Years

The Commonwealth came through for Penn with appropriations of \$21.75 million for FY 1993 and \$28.6 million for FY 1994. The 1993 award re-balanced the budget for the year just closed, which had been allowed to begin in deficit primarily on behalf of the Vet School. (Figures are on page I of this issue's Budget insert.) Added this year by the Senate and House Appropriations Committees was a requirement that Penn provide information on how FY 1994 funds could "reduce the costs to Pennsylvania-resident students or to provide services to Pennsylvania residents," Paul S. Cribbins of Commonwealth Relations reports.

# After the April Incidents: A Commission on Strengthening the Community

In the wake of April's controversies over free speech and diversity, Dr. Sheldon Hackney and Dr. Claire Fagin jointly announced in June the formation of a 17-member special Commission on Strengthening the Community. Dr. Gloria Twine Chisum, a 1960 alumna of GSAS who is a vice chair of the Trustees and has headed their Committee on Student Life, will chair the group of faculty, trustees and others. The written charge reads:

To promote an academic community in which all members may learn from and be enriched by their similarities and their differences and in which the free exchange of ideas may flourish, we have established a Commission on Strengthening the Community. Identifying the core issues, the Commission will examine what we have done and recommend what we must do to strengthen and sustain a full sense of participation in a pluralistic community working toward common goals and to promote a civil atmosphere built on mutual respect among all faculty, students, and staff at Penn. The Commission will work throughout the Fall Semester and will present a progress report and preliminary recommendations to the President and the University community by January 1994, and present its final report and recommendations by March 31, 1994.

The input of current students will be actively sought at every level of the Commission, which will have a "widespread mandate to evaluate the status of Penn's core community values like free speech, civility and diversity, and recommend ways to improve both their separate vitality and coexistence," Dr. Chisum said. "Campuses across America are struggling with the challenge of building community in the truest sense of the word," she continued. "Diversity is important to many colleges and universities, but being here together yet separate is not good enough. We're going to spend a lot of time at Penn talking about how to make community work better. I hope that what we accomplish will help not only us, but others as well."

Dr. Fagin said the commission will consider many aspects of Penn community life—from how the University helps newcomers adjust, to how conflicts are resolved, and balancing an individual's need for identifying with subgroups with Penn's need to create a larger, inclusive community.

## PennMed is now the University Health System

As of July 1, we are officially the University of Pennsylvania Health System, and I would like to explain briefly what it means to the Medical Center, to the School of Medicine, to HUP, and to all of us. The system is intended to anticipate changes in the external health care environment and answer our internal need to maintain and increase excellence in education, research, and patient care as a premier academic medical center.

The new era of medicine will likely be characterized by an exponential growth in biomedical research, especially in exploration of the genetic basis of human disease, leading to expanded opportunities to treat disease by chemical, biological, and genetic approaches. In addition, health services research will be increasingly important.

Externally, the health care market is already heading in a direction that will see controlled access to the kind of inpatient care provided at HUP. All of us grew up in a system of independent hospitals and independent physicians. That system is rapidly disappearing. In its place are health maintenance organizations (HMOs) and, now, integrated delivery systems. Our research tells us that, in the near future, coalitions of patients will select not hospitals or physicians to provide health care, but delivery systems which represent an integration of physicians, other providers, hospitals, managed care, etc.

We intend to be a high-quality and important participant in that market. We have examined our needs thoroughly. Briefly, our health system will enable us to be financially viable. It will permit the education of medical students and the training of residents and fellows, and it will support a broad spectrum of research programs, from health services and clinical research to basic science investigations. Just as important, we will be able to manage the system so that we can maintain our academic and clinical standards.

The component parts of the system are the Medical Center (including the School of Medicine and HUP), an integrated provider network (Clinical Care Associates), a managed care entity, and a management services organization. The Clinical Care Associates is, in effect, our group of primary care physicians and nurses. Some will practice here, but the vast majority will practice in the community. We expect to establish some satellites, and we are proceeding with plans for ambulatory care on site. HUP, in this evolution, will become ever more necessary as an intensive care hospital renowned for its quality of patient care.

I hope this overview gives you a sense of our response to a rapidly changing national scene in health care. The late-summer issues of *HUPdate* and *PennPulse* will contain more details about the health system. We have always been a leader in education, research, and health care, and we intend to be a leader in years to come.

— William N. Kelley, Dean of the School of Medicine,  
Executive Vice President and CEO of the Penn Medical Center

Also under way in June were the formation of a faculty Board of Inquiry to assess procedures and issues surrounding the alleged harassment case, and a Panel to Reform Judicial Procedures that will take a broad look at Penn's student judicial system. Membership and specific responsibilities will be announced in an early fall number of *Almanac*.

## Membership of the Commission

Janice R. Bellace, professor of legal studies and vice dean and director, Wharton Undergraduate Division  
Dr. Mary Frances Berry, Geraldine R. Segal Professor of History  
Christopher Browne, Penn trustee and 1969 graduate of the College, general partner of Tweedy, Browne Company, L.P., New York.  
Stephen B. Burbank, Robert G. Fuller Professor of Law  
Dr. Gloria Chisum, alumna and vice chair of the Penn trustees, chair  
Murray Friedman, regional director of the American Jewish Committee  
William Gray, former U.S. Congressman and head of the United Negro College Fund  
The Hon. A. Leon Higginbotham, Penn trustee, retired justice, professor of law and adjunct professor of sociology  
Norma P. Killebrew, Penn trustee and 1961 alumna of the College;  
Dr. Samuel Klausner, professor of sociology  
The Hon. Louis H. Pollak, U.S. District Court Judge and professor of law  
Dr. Jorge Santiago-Aviles, associate professor and undergraduate chair, electrical engineering; master of King's Court/English House  
Dr. Benjamin Shen, Flower Professor of Astronomy and Astrophysics;  
Dr. Jan Van Der Spiegel, associate professor of electrical engineering and master of Ware College House  
Dr. Peter Vaughan, associate professor and recent acting dean of social work  
Dr. Susan Watkins, associate professor of sociology  
Dr. Rosalyn Watts, associate professor of nursing  
Jacqueline Wexler, Penn emeritus trustee and former president of the National Conference of Christians and Jews

## Wanted: Nominations for Provost

The recently appointed Provost Search Committee (*Almanac*, March 30, 1993) seeks the names of possible candidates for the Office of Provost. All members of the University community are urged to submit the names of possible candidates, both inside and outside the University, with special attention given to women and minority candidates. Any nominations should be accompanied by a statement of the candidate's credentials. Letters should be sent by October 1, 1993 to the Provost Search Committee, c/o Office of the Secretary, 133 S. 36th St., Philadelphia, PA 19104-3246.

— Andrew Postlewaite, Chair

## Search for a Museum Director

With the approaching retirement of Dr. Robert H. Dyson [who will turn 67 in 1994; more on his plans and the Museum's in a future issue], Dr. Michael Aiken named the following to the committee to advise on the search for a new Director of the University Museum:

Dr. Gregory L. Possehl, Anthropology, Chair  
Dr. Wendy Ashmore, Anthropology  
Dr. Malcolm Campbell, History of Art  
Dr. Lothar Haselberger, Classical Studies  
A. Bruce Mainwaring, Chairman of Overseers for The University Museum  
Julie Pearce, Graduate Student, Anthropology  
Dr. Ruben Reina, Anthropology  
Sara Senior, University Museum Overseer  
Gillian Wakely, Coordinator of Education, Museum  
Ex officio: Christina Shea, Recorder

Beginning their work in May, the committee has advertised the Director's post in national outlets and sent announcements to an international group of museums and Departments of Archaeology and Anthropology. They expect to recommend candidates to Interim President Claire Fagin toward the end of 1993, and to have a new director in place on July 1, 1994.

## To the University Community

On the morning of April 15, 1993 a group of African American students removed and discarded copies of *The Daily Pennsylvanian* (DP) from campus distribution sites. The students involved did this action as a form of protest against institutional racism and did not perceive their actions as illegal or in violation of any University policy.

In response to the taking of the papers, the University Police Department received a number of calls from community members. Officers were dispatched to investigate these calls. During the encounters between students and officers there were several actions taken including field interviews, and handcuffing and transporting to the police department for further investigation. There was one physical struggle between a student and a University police officer where the student was struck by the officer with a baton in an attempt to handcuff him. In addition, a University administrator pursued and detained some students who took papers from the lobby of the University Museum.

The University Police Department received formal civilian complaints from five involved students regarding their interactions with some of the responding officers and the University Museum administrator. Some of the allegations raised by the students included police "harassment," unlawful arrest and use of unnecessary force.

In response to these complaints and the concern by the community over this issue, an independent review panel was appointed by Commissioner John Kuprevich and Dr. Kim Morrisson, Vice Provost for University Life. The review panel was made up of community members and was charged with the responsibility of evaluating the actions and behaviors of the parties in question in accordance with current and expected standards of behavior and performance. The panel was requested to submit written findings regarding the inappropriateness or appropriateness of specific behaviors identified and to make general recommendations as to whether additional review and follow-up was needed by the appropriate administrative bodies.

This is a summary of the findings of that independent review panel. Included with the findings are recommendations by the panel for larger issues to be addressed by the Public Safety Task Force, and the outcomes taken by the appropriate administrative bodies related to the report.

## Individual Incidents on April 15, 1993 [Re the Removal of DPs]

The panel identified and examined six incidents ranging in time from 6:52 a.m. to 11:45 a.m. In each case, calls were made to University Police to which police officers responded. The following is a summary of the findings in each of the incidents:

### 1. Biomedical Library/Johnson Pavilion (6:52 a.m.)

[Incident involving two students and two officers responding to a call from a School of Medicine security guard indicating that two "suspicious" persons were in front of the Biomedical Library.]

The panel found that one officer behaved in a discourteous manner toward the students by ordering them to leave before determining who they were or giving them an opportunity to explain their presence. The panel found that his actions violated Section 8.4.02 of the *UPPD Policies and Procedures Manual* and should be reviewed by his supervisor for possible disciplinary action.

The panel found that the Medical School security guard behaved appropriately by contacting the UPPD.

The panel recommended that "all security personnel receive training on working and interacting with people from diverse backgrounds. This training should include information about the diversity of the Penn community and the expectation that all members of the community should be treated with civility and respect regardless of race, color, sex, sexual orientation, religion, national or ethnic origin, age, disability, or status as a disabled or Vietnam Era veteran.

### 2. Blockley Hall/Johnson Pavilion (7:48 a.m.)

[Incident involving two students, one Medical School security officer, one Medical School Supervisor of Security, one security officer in Blockley Hall and four police officers responding to a call to UPPD that "a black male at Blockley Hall tried to take all the DP's."]

The panel found that one officer behaved in an unprofessional manner in violation of Section 8.4.02 of the *UPPD Policies and Procedures Manual* by cursing at the student and used excessive force in violation of Section 8.4.26 by striking the student with his baton. The panel also found that the officer failed to conduct a proper and thorough investigation because he neglected to interview the security personnel who were in pursuit. His actions should be reviewed by his supervisor for possible disciplinary action.

The panel found that the all other officers and security personnel acted appropriately in this incident. The panel found that one student violated the General Conduct policy by refusing to show identification when asked by an appropriately identified University official.

The panel recommended that all campus security personnel receive additional training on University policies and procedures, including the Guidelines on Open Expression. In addition, the panel recommended that initiatives should be undertaken to better inform Penn faculty, staff and

students of their obligation to carry their PENNcards at all time and to present them at the request of any properly identified University official.

### 3. David Rittenhouse Laboratories (8:20 a.m.)

[Incident involving two students, four officers, and the UPPD dispatcher. When two officers stopped the students carrying a large trash bag outside of DRL, they were informed by the students that this was a protest action.]

The panel found that the responding officer failed to conduct a proper and complete investigation at the scene, and violated Section 5.22.0 of the *UPPD Policies and Procedures Manual* by not requesting that a supervisor be dispatched to the scene in response to a demonstration. In addition, the officer violated UPPD Divisional Directive 92-08 by requesting a command decision from the dispatcher rather than a supervisor. The officer's actions should be reviewed by his supervisor for possible disciplinary action.

The panel found that the dispatcher violated UPPD Divisional Directive 92.08 by making a command decision without consulting a supervisor.

The panel found that all other officers acted appropriately.

### 4. University Museum/Sports Medicine (8:16 a.m.)

[Incident involving two students, a Museum security guard, a Museum administrator and two officers. The Museum administrator pursued the students, who took the DP's from Kress Gallery, and caught up with them in Weightman Hall where he made a "citizen's arrest" and detained the students.]

The panel found that the Museum administrator's actions in pursuit of the students were inappropriate after they left the property of the University Museum and not in accordance with the authority and responsibility of his job functions. His actions should be reviewed by his supervisor for possible disciplinary action.

The panel found that the actions of the responding officer were in violation of UPPD Policy 5.22.0 in response to demonstrations. In addition, the panel found that the officer failed to conduct a proper and thorough preliminary investigation at the scene.

The panel found that all other officers and the Museum security guard acted appropriately.

The panel found that the students should have shown their PENNcards so that the requestor could verify their identities.

### 5. 36th and Walnut Streets (8:50 - 8:57 a.m.)

[Incident involving seven students, two officers and one dispatcher.]

The panel found that the police officers acted appropriately in this incident.

The panel found that three of the students who refused to identify themselves violated the University's General Conduct Policy.

(continued next page)



6. *Steinberg Hall-Dietrich Hall (11:39 a.m.)*

[Incident involving several students, a DP reporter and a police officer responding to a student's complaint of "harassment" by the DP reporter.]

The panel agreed with the police investigative report that concluded that the DP reporter's action did not constitute harassment as outlined in the Crimes Code of Pennsylvania, nor did it violate any University policies. However, the panel did conclude that the reporter's actions were discourteous.

The panel concluded that the police officer's actions were appropriate in this incident.

\* \* \*

In summary, the panel concluded that once the incident occurred at DRL (approximately 8:16 a.m.), the UPPD should have recognized that the removal of the DP's from at least three different locations was a form of student protest and not an indicator of criminal behavior. According to the University's *Emergency Procedures Protocols*, published by the VPUL in October, 1990, the UPPD should have contacted the Office of the Vice Provost for University Life as soon as it recognized that students were involved in a form of protest. Once the VPUL was notified of the protest, Open Expression Monitors would have been dispatched to observe and monitor the students' actions, in compliance with the existing Open Expression Guidelines. Since this act was a form of protest and not a criminal offense, it would have been more appropriate for Open Expression Monitors, not police officers, to mediate and attempt to resolve any further conflicts that resulted from the removal of the DP's. The Open Expression Monitors could have informed the students about the Open Expression Guidelines, notified them if their actions violated the Guidelines, and identified students who violated the Guidelines. The panel agreed that this level of involvement would have been a more suitable response to the April 15, 1993 incident.

### **Actions Taken by Administrative Bodies**

*Students:* The Office of the Vice Provost for University Life has referred all identified students who violated University policies to the Judicial Inquiry Officer for action.

*Police Officers:* After review of the incident and the corresponding findings of the independent panel, the University Police Department took the following actions:

One supervisor and one officer received a letter of counseling related to a judgment made in handling the in-progress incident.

Two officers received oral warnings, and one of those officers also received a written warning for violations of Departmental policies.

The officer involved in the use of the baton was suspended without pay for three days for violation of Departmental policies and was given a written warning for another policy violation.

Five police officers directly involved in the incident were found to have appropriately followed all policies and procedures in dealing with this incident.

*Administrator:* The Museum administrator was given a letter of counseling as per University policy.

In addition, security administrators on campus will receive training on University policies and procedures to enhance the level of coordination with Public Safety, the Vice Provost's Office and the Open Expression Committee.

### **Recommendations**

Outside of the particular incident review, the panel identified some larger issues which they have noted here as recommendations. These recommendations have been forwarded, as appropriate, to the Public Safety Task Force.

The panel wholeheartedly agrees with and supports the UPPD's philosophy of community-oriented policing. It is vital that the Department continue and enhance its initiatives to foster a viable partnership with all members of the community. It is also important for members of the Penn community to understand the role and responsibility of the UPPD. The following recommendations may assist the Department and the larger Penn community in developing a partnership built upon mutual respect and trust.

- It is vital that all UPPD personnel receive additional training about appropriate responses, in accordance with University policies and procedures, to student demonstrations and protests. This training must include extensive information on the University's Open Expression Guidelines; the role and responsibility of Open Expression Monitors; and the role and responsibility of Public Safety officials at demonstrations and other situations where open expression issues may arise. This training would also be appropriate for all campus security personnel.

- The UPPD Policy on demonstrations, Section 5.22.0, should be reviewed and revised. The revised version should include information and specific instructions to UPPD personnel on how to appropriately respond to reports of persons taking DP's, as outlined in John Kuprevich's 4/15/93 memorandum to all Public Safety Personnel ("Incident of 4/15/93 and Response of This Division"; page two, fourth paragraph). Policy 5.22.0 should also emphasize that Public Safety personnel must contact the Office of the Vice Provost for University Life (VPUL), as soon as they become aware of incidents where issues of open expression may arise. This internal protocol should include the names of the VPUL point persons to contact directly if campus disturbances occur. The revised policy should also include specific instructions for police officers to follow in the event of spontaneous, unplanned, and/or unannounced situations where Open Expression Monitors may not be present.

- The UPPD Policy on handcuffs, Section 5.7.06, should be reviewed by the UPPD administration to ascertain if there are circumstances when it may be inappropriate to handcuff detainees. The revised policy should define circumstances and offenses that require the handcuffing of detainees. In addition, the revised policy should delineate when it is inappropriate to handcuff detainees, e.g. minor traffic violations, etc. The application of any newly implemented policy should be monitored by UPPD to ensure that the policy is applied consistently, is non-discriminatory, and has no adverse impact on any group of people. After the policy is implemented, data should be maintained by the Department on the race and sex of individuals handcuffed, nature of offenses, and reasons for handcuffing individuals. This data should be analyzed on a regular basis to determine if the policy has an adverse impact on any group(s) and if the policy is applied in a consistent, non-discriminatory manner.

- The roles and responsibilities of Public Safety officials, outlined in the Campus Disturbance section of Emergency Procedures Protocols, must be reviewed and revised. The Office of the VPUL should confer with the UPPD to ensure that the roles and responsibilities of Public Safety officials outlined in Emergency Procedures Protocols are clear and consistent with other UPPD and University policies and procedures.

- It is vital that the UPPD be able to contact the VPUL point person, any time a campus disturbance arises. Open Expression Monitors should also be available to respond, within a reasonable period of time, to emergencies that occur outside normal business hours. The events of April 15, 1993 began at 6:52 a.m., prior to normal office hours. Even if the UPPD had contacted the Office of the VPUL at this time or shortly thereafter, it is doubtful that Open Expression Monitors would have been dispatched, within a reasonable period of time, to monitor the protest.

- The Confiscation of Publications on Campus Policy, published in the Handbook for Faculty and Academic Administrators, should be revised with violations specifically defined, and should be widely publicized via student, staff and faculty publications (e.g. *Compass*, *University Policies and Procedures*, *Daily Pennsylvanian*) and at appropriate orientation and information sessions. Prior to the April 15th incident, this policy had not been published in any publication disseminated to students.

- Initiatives should be undertaken to inform Penn faculty, staff and students of their obligation to carry their PENNcards at all times and present them at the request of a properly identified University official. While this information is printed in University Policies and Procedures 1992-1994 and on the back of all PENNcards, more publicity and education about the policy is required. This policy should be reviewed in such forums as New Student Week orientation workshops, Safer Living seminars, and the New Employee Orientation. In addition, members of the Penn community must be informed that they must comply with requests from University police officers to present University identification. The UPPD should include this information in all UPPD sponsored workshops, orientations, and literature. Requests to show PENNcards should be made in an even-handed, non-discriminatory manner and should not single out any one group.

The panel hopes that the findings and recommendations offered are helpful in assisting the UPPD management, University administration, appropriate University managers and supervisors and other University administrative bodies in resolving the issues and concerns presented by this incident. Moreover, some of the recommendations offered will assist the University in enhancing the quality of life for all members of the Penn community and its neighbors.

*Members of the Public Safety Task Force*  
*Lt. George Clisby, Penn Police*  
*J. Bradley Williams, Manager, Compensation, Human Resources*  
*Patricia Rose, Director, Career Planning and Placement*  
*Chief Eugene Dooley, Rutgers University Camden Campus*  
*Kenneth Shropshire, Associate Professor, Legal Studies*  
*Sharon Harris, Assistant Director, Affirmative Action*

## Safety Alert — Parcel-Bombs at Other Universities

Recently at both Yale University and the University of California at San Francisco, incendiary devices have been received by mail, resulting in bodily injury. One device was received at home and one was opened and possibly received at the university. There were no warnings; the professor in California was an M.D. involved in animal research and genetics; the professor at Yale was a Ph.D. and was involved in computer science. At this time no connections have been made between the two incidents, but the Postal Inspectors and the FBI are investigating that possibility. From the information available so far, the only similarity is that it is believed that both devices did come through the U.S. Mail and both were described as packages, not letters—the one in California about 8" x 11" with "bubble" packaging material inside, and the package at Yale "the size of a book."

While there is no reason to believe that our university or anyone associated with it is a target for any such acts, members of our community should know how to address such circumstances.

The United States Postal Inspection Service provides the following information on "Common Characteristics of Letter and Parcel Bombs." Should anyone in any school or center find a suspect letter or parcel—by any of the characteristics noted—*do not open the package; immediately contact the University Police at 573-3333, or dial 511 on campus phones.* Campus police will coordinate with outside authorities and work with you to secure the area, and neutralize the suspect package. Please do not take any chances; contact us if there is any question.

If a suspect package is received at home, again *do not open it.* Contact your local police, and notify the University of Pennsylvania Police Department. We will work with your local authority to provide them information and background.

Please discuss this information with your faculty and staff and encourage them to discuss it with family members who may be in a position to receive mail at home. If you would like to have a Public Safety representative come out to meet with your staff, please call Victim Support/Special Services at 898-4481 and we would be happy to assist with providing more direct information as needed.

— John A. Kuprevich, Commissioner of Public Safety

### Bombs by Mail

The likelihood of your ever receiving a bomb in the mail is remote. Unfortunately, however, a small number of explosive devices have been mailed over the years resulting in death, injury, and destruction of property.

What can you do to help prevent a mail bomb disaster? First, consider whether you or your organization could be a possible target. Some motives for mail bombs include revenge, extortion, love triangles, terrorism, and business disputes.

Keep in mind that a bomb can be enclosed in either a parcel or an envelope, and its outward appearance is limited only by the imagination of the sender. However, mail bombs have some unique characteristics which may assist you in identifying a suspect mailing. To apply these factors, it is important to know the type of mail your organization and your home receive.

- Mail bombs may bear restricted endorsements such as "Personal" or "Private" This factor is important when the addressee does not usually receive personal mail at the office.
- Addressee's name/title may be inaccurate.
- Return address may be fictitious.
- Mail bombs may reflect/distorted handwriting or the name and address may be prepared with homemade labels or cut-and-paste lettering.
- Mail bombs may have protruding wires, aluminum foil, or oil stains and may emit a peculiar odor.
- Cancellation or postmark may show a different location than the return address.
- Mail bombs may have excessive postage.
- Letter bombs may feel rigid, or appear uneven or lopsided.
- Parcel bombs may be unprofessionally wrapped with several combinations of tape used to secure the package and may be endorsed "Fragile—Handle With Care" or "Rush—Do Not Delay."
- Package bombs may have an irregular shape, soft spots, or bulges.
- Package bombs may make a buzzing or ticking noise or a sloshing sound.
- Pressure or resistance may be noted when removing contents from an envelope or parcel.

If you are suspicious of a mailing and are unable to verify the contents with the addressee or sender:

1. Do not open the article.
2. Isolate the mailing and evacuate the immediate area.
3. Do not put in water or a confined space such as a desk drawer or filing cabinet.
4. If possible, open windows in the immediate area to assist in venting potential explosive gases.
5. If you have any reason to believe a letter or parcel is suspicious, do not take a chance or worry about possible embarrassment if the item turns out to be innocent; instead, contact your local police department and Postal Inspector for professional assistance.

— United States Postal Service Notice 71, March 1990

## —OF RECORD—

On April 27, 1993, pursuant to the March 17, 1993 recommendation of the University Council, the President published "For Comment" in *Almanac* a new University policy originally proposed by the University Council Committee on Communications and by the Advisory Council to the Vice Provost for Information Systems and Computing. The following final version of the policy contains some changes recommended by the Office of the General Counsel and the University Council Committee on Communications, but is substantially the same as that published in April. The policy is effective as of the date of its publication in *Almanac*, July 13, 1993.

—Office of the President

### Policy on Ethical Behavior with Respect to the Electronic Information Environment

The University by its very nature values openness and promotes access to a wide range of information. Campus information systems have been designed to be as open as possible, and as such the University insists on responsible use of these systems. The use of computers, electronic information and computer networks is essential for information and computer networks is essential for research, instruction and administration within the academic community. Because the electronic environment is easily disrupted and electronic information is readily reproduced, respect for the work and rights of others is especially important.

Any intentional behavior with respect to the electronic environment that interferes with the missions or activities of the University or members of the University community will be regarded as unethical and may lead to disciplinary action under standard University rules for misconduct and existing judicial, disciplinary or personnel processes.

In particular, the University publications *Policies and Procedures*, the *Handbook for Faculty and Academic Administrators*, and the *University's Human Resources Policy Manual* include several policies defining the principles and standards of ethical conduct whose violation with respect to the electronic environment is exemplified below. Foremost among these are the University's General Code of Conduct, Code of Academic Integrity, Policy on the Confidentiality of Student Records and Information, Policy Regarding Faculty Misconduct in Research, Patent Policy, and Audit Policy.

The following activities are examples, but not an exhaustive list, of unethical behaviors with respect to the electronic environment:

- a) intentionally damaging or destroying the integrity of electronic information;
- b) intentionally compromising the privacy of electronic networks or information systems;
- c) intentionally disrupting the use of electronic networks or information systems;
- d) intentionally infringing upon the intellectual property rights of others in computer programs or electronic information, including plagiarism and unauthorized use or reproduction; or
- e) wasting resources (human or electronic) through such actions.

## To the University Community

In February of this year, Congress enacted and the President signed into law the Family and Medical Leave Act. This new law will become effective on August 5, 1993, for all eligible University employees. The Act specifies certain conditions under which employers are mandated to grant leaves from the workplace to employees meeting certain eligibility requirements. This policy statement for comment responds to the legislation and applies to regular full and part-time and limited service staff only. It results from the work of the Family Leave Task Force and incorporates comments from a University-wide steering committee.

As further clarifying regulations are forthcoming, this policy may be modified or amended prior to final issuance. Subsequent to the effective date of the policy, the Division of Human Resources will coordinate training programs to assist supervisors and staff members in understanding this legislation and corresponding University policy.

Members of the University community are invited to submit comments to William Holland, Vice President, Human Resources, at 3401 Walnut Street/6228, Room 527A. All comments are due by *July 25, 1993*.

# (Proposed) Policy on Family and Medical Leave

**Policy Description:** In accordance with the Federal Family and Medical Leave Act, the University will provide an unpaid Family and Medical Leave of up to a maximum of 12 weeks with benefits continuation during any 12-month period for any regular full-time or part-time staff member who meets the eligibility criteria. Employees are required to use vacation, sick, personal days, short-term disability or other types of paid leave balances, in accordance with the respective policies, prior to utilizing an unpaid Family and Medical Leave. The use of these balances counts toward the 12-week period.

**Eligibility Criteria:** Any regular part-time, full-time, or limited service staff member who has worked at least 1,250 hours in the previous 12-month period and who has completed at least one year of University service is eligible for a Family and Medical Leave without pay.

**Exceptions:** This policy is not applicable to Faculty members, employees covered by collective bargaining agreements, or staff in worksites with less than 50 employees who are more than 75 miles away from campus. Faculty members should refer to the *Handbook for Faculty and Academic Administrators*; employees covered by collective bargaining agreements should refer to their respective collective bargaining agreements.

## I. Definitions

*Family Member* is defined as a spouse, a child who is under 18 years of age or 18 years of age and older and incapable of self-care because of a mental or physical disability, or a parent.

*Child* may be either biological, adopted, foster child, stepchild, legal ward, child of a person who acted in the place of a parent for that child<sup>1</sup>.

*Parent* is defined as biological or an individual who acted in the place of a parent for the employee.

*Serious Health Condition* is defined as an illness, injury, impairment, or physical or mental condition that involves: (a) inpatient care in a hospital, hospice, or residential care facility; or (b) continuing treatment by a health care provider.

## II. An employee is eligible for Family and Medical Leave for the following reasons:

*A. Leave for the birth or placement for adoption or foster care of a child*  
Family and Medical Leave without pay for the birth or placement for adoption or foster care of a child, must be taken within the first year of the birth or placement for adoption or foster care, and must be taken in one continuous period of up to 12 weeks. The employee must request the leave in writing at least 30 days prior to the start of the leave, except if the date of birth or placement for adoption or foster care requires the leave to begin in less than 30 days, the employee shall provide such notice as is practicable.

*B. Leave for the care of a family member who has a serious health condition or leave for a serious health condition that causes the employee to be unable to perform the functions of his or her position.*

Family and Medical Leave without pay for the care of a family member who has a serious health condition, or for a serious health condition that causes the employee to be unable to perform the functions of his or

her position, will normally be taken in one continuous period of up to 12 weeks. In the case of planned medical treatment, the employee should request the leave in writing at least 30 days prior to the start of the leave, except if the date of the treatment requires leave to begin in less than 30 days, the employee should provide such notice as is practicable.

## Methods for Taking Family and Medical Leave

A Family and Medical Leave may be taken during any 12 continuous weeks, intermittently, or on a reduced schedule basis.

### I. Intermittent Leave

Leave may be taken intermittently in the case of a serious health condition of a staff member or a family member. These leaves must be taken within a 12-month period. If an employee requests an intermittent leave, the employee may be transferred temporarily to an available alternative position for which the employee is qualified and has equivalent pay and benefits, but which better accommodates recurring periods of leave than the employee's regular position.

**Note:** Intermittent leave may not be utilized for the birth or placement for adoption or foster care of a child.

### II. Reduced Schedule Leave

There may be circumstances when a flexible work schedule, a reduction in the number of days worked, or a reduction in the hours worked per day, is better for both the operation of the department and the staff member. Questions on a reduced or flexible schedule should be reviewed with the Division of Human Resources, Department of Staff Relations.

## Processing of Request for Family and Medical Leave

### I. Staff Member Responsibilities

1. Request leave in writing from the supervisor at least 30 days prior to the expected leave date. An exception to this notice period is possible in emergency situations.
2. Keep supervisor informed of his/her situation throughout the leave period and provide an expected return date.
3. Contact the Benefits Office to coordinate coverage and payment for benefits while on leave without pay.

### II. Supervisor Responsibilities

1. Review written request with employee and clarify any open issues (e.g., approximate duration of the leave, use of vacation, personal or sick leave, availability of benefits, etc.).
2. Review employee's request with department/unit head.
3. Forward copy of the employee leave request to Human Resources/Staff Relations.
4. Request that employee forward appropriate medical certification to Human Resources.
5. After approval by Staff Relations, provide written response to employee outlining terms of the leave.
6. Assure that departmental financial administrator changes status of employee on personnel/payroll system, if necessary, and forwards *Change of Status* form to Human Resources/Benefits to ensure processing for benefit premiums.

(continued next page)

<sup>1</sup> **Note:** This definition of "child" was determined as the applicable definition for the Family and Medical Leave Act and does not apply to the dependent child eligibility definition for all University benefit plans.



## Medical Certification

An employee who requests a Family and Medical Leave must provide a copy of a certification issued by the health care provider documenting the necessity for the leave.

### I. Continuous Leave For Employees With Serious Health Condition

The certification should include the following information:

1. the date on which the serious health condition commenced;
2. the appropriate medical facts within the knowledge of the health care provider regarding the condition;
3. the probable duration of the condition;
4. if applicable, a statement that the employee is unable to perform the functions of his or her position;

### II. Continuous Leave for a Family Member with Serious Health Condition

The certification should include the following information:

1. a statement that the eligible employee is needed to care for a family member
2. an estimate of the amount of time that the employee is needed;

### III. Intermittent or Reduced Schedule Leave for Planned Medical Treatment

The certification should include the following information:

1. the dates on which the treatment is expected to be given
2. the duration of the treatment;

### IV. Intermittent or Reduced Schedule Leave for Employees with Serious Health Conditions

The certification should include the following information:

1. a statement of the medical necessity for the intermittent or reduced schedule leave,
2. the expected duration of the intermittent or reduced schedule leave;

### V. Intermittent or Reduced Schedule Leave for a Family Member with a Serious Health Condition

The Certification should include the following information:

1. that the employee's intermittent or reduced schedule leave is necessary for the care of the family member, or will assist in his/her recovery,
2. the expected duration and schedule of the intermittent or reduced schedule leave.

**VI.** The employee, upon University request and at University expense, may be required to obtain a second medical opinion from a health care provider designated or approved by the University. If the second opinion conflicts

with the first, the University may require a third opinion, at University expense, by a health care provider jointly approved by the University and the employee, whose opinion shall be final.

**VII.** The University may require that the employee obtain subsequent recertification of a serious health condition on a reasonable basis.

## Employment Protection and Benefits Continuation

A. When a request for Family and Medical Leave is granted, the department is committed to return the employee to active status in the same position, pay grade, and salary within the department at the end of the leave.

B. Employees will not lose any employment benefit accrued prior to the date on which the leave commenced.

C. During an unpaid Family and Medical Leave, there is no accrual of sick days and vacation days. Time while on leave is counted as service credit in determining eligibility for those benefits that are dependent upon length of service.

D. An eligible staff member on leave may elect to have health benefits, dental benefits and life insurance continue during the leave and shall pay such premiums, co-payments and deductibles as other active employees. In addition, eligible staff are entitled to continue the tuition remission for faculty and staff, scholarships for dependent children, scholarships for spouses attending the University and long term disability coverage. Should the employee not return to work after the leave, the employee may be required to reimburse the University for the University's costs incurred in providing benefits for the employee during the leave. Please contact Human Resources/Benefits for more details.

E. If the employee has taken an intermittent or reduced schedule leave, benefit time accrual is on pro-rata basis.

## Returning to Work Following a Family and Medical Leave

Employees must notify their supervisor in writing of their intent to return to work following a Family and Medical Leave at least two weeks prior to the expected date of return. Employees returning from a leave for a serious health condition must also provide supervisors with a certification from a Health Care provider documenting their fitness to return to work. Employees who are unable to return to work at the end of the leave must notify their supervisor in writing at least two weeks in advance. Supervisors should contact Human Resources/Staff Relations to discuss alternatives prior to taking any action if an employee is unable to return to work.

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# DEATHS

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**Stanley Barrell**, a longtime aide to the late President Gaylord Harnwell and later to President Emeritus Martin Meyerson, died May 29 at the age of 84.

The British-born Mr. Barrell, who was in the Royal Artillery in World War II and active in the Philadelphia branch of the British Legion, came to Penn in 1955 as a chauffeur and over the years assumed many additional roles as a facilitator. He welcomed to campus numerous world figures including Vice President Hubert Humphrey, Lord Louis Mountbatten, Princess Margaret, and the Shah of Iran. In retirement he worked as an evening security officer at Franklin Field, and in the last two of his 26-year association with Penn he was Dr. Harnwell's personal attendant.

Mr. Barrell is survived by his wife, B. Lynn Barrell; their daughter, Susan Barrell Grove, and son, Edward Stanley Graham Barrell; five children from a previous marriage; 12 grandchildren and four great-grandchildren.

**Mark E. Grinberg**, part-time assistant in the Biomedical Library's Business Office since August 1986, died on May 29 at the age of 38. He is survived by his parents, Rudolph and Suzanne, and his sister, Michelle. Contributions may be made in his memory to the American Cancer Society.

**Dr. Eric L. Trist**, emeritus professor of organizational behavior and social ecology at the Wharton School, died on June 4 at the age of 83. Dr. Trist was a world authority on organizational behavior, introducing the concept of socio-technical systems which opened the way for the quality-of-working-life movement.

He received First Class Honors in English Literature and Psychology at Pembroke College, Cambridge, in 1933, and took his doctorate at Yale as a Commonwealth Fund Fellow.

Beginning his career at St. Andrews University, Dr. Trist was at London University and the

War Office during World War II. Afterward he became a founder of the Tavistock Institute of Human Relations, leaving its chairmanship in 1966 to come to America as a professor at UCLA. He joined Penn in 1969, became emeritus professor in 1978, and in retirement was professor at York University in Toronto for five years.

Dr. Trist is survived by his wife, Beulah; son, Alan; daughter, Carolyn; and two grandchildren.

**Kathleen (Kate) A. Webster**, a nurse practitioner in Penn Student Health Service whose insights as a health educator added a new component to the training of all medical students in Philadelphia, died on July 6 of a heart attack at the age of 42. She had suffered from lupus.

A gynecological practitioner known for her work with women in all walks of life, Ms. Webster was also a leading advocate for women's health issues. She was noted especially for her work as an educator, both on campus through the Penn Student Health's Office of Health Education and city-wide through SPEC, Surrogate Patient Education Consultants, a firm she developed in 1980 to teach students at medical schools throughout the city how to give gynecological exams. Now a mandatory program in all medical schools for second- and third-year students, the SPEC training has been rated "the best part



Stanley Barrell



Kate Webster

## To Members of the University Community

The University of Pennsylvania considers itself an "employer of choice" and is committed to fostering a positive work environment for its employees. As a continuing part of that commitment, the University has developed a Service Recognition Program. The Service Recognition Program has been developed to acknowledge and show appreciation to faculty, administrators, and staff members for their years of dedicated service to the University community. This program will go into effect on September 15, 1993. These guidelines have been designed to promote and ensure consistency in the implementation of this program across the University. We would like to take this opportunity to thank the members of the task force for their contribution and efforts.

—Sheldon Hackney, President; Michael Aiken, Provost; and Janet Hale, Executive Vice President

## Service Recognition Program

The University of Pennsylvania Service Recognition Program has been developed to recognize and show appreciation to faculty, administration and staff members for their years of dedicated service to the University. Eligibility for the program is based solely on longevity.

Accordingly, the University will recognize, during the respective anniversary year, faculty, administrative and staff members who have completed 10, 15, 20 and 25 years of service. Method of recognition will include a certificate and gift presented in the manner determined by the respective Dean, Vice President or Administrative Unit Head.

**Eligibility:** This policy will apply to all full-time faculty and all regular full-time, administrative and staff members of the University.<sup>1</sup> The employee's anniversary must occur prior to September 15th of each year. The eligible member must be in active service on their anniversary date in order to receive this award. Members in leave of absence status will receive their awards upon their return.

### Procedure

#### A. Service Recognition Awards

On or about a member's tenth, fifteenth and twentieth year anniversary dates, s/he will be eligible to receive the following:

1. A certificate suitable for framing, signed by the President and the Vice President for Human Resources.
2. A letter from the respective Dean, Vice President or Administrative Unit Head.
3. A pre-selected gift based on the number of years of service. For the first years of the program, the gifts will be as follows:
 

a. 10 years of service:	Silver University emblem pin
b. 15 years of service:	Silver plated picture frame with University emblem
c. 20 years of service:	Specially designed Franklin Mint medal with Lucite holder
d. 25 years of service:	As determined by the Twenty-Five Year Club <sup>2</sup>

These awards are not redeemable for cash, nor may they be exchanged.

#### B. Administration

The Division of Human Resources will be responsible for maintaining the database and generating the service recognition list based on the anniversary dates of eligible members. Human Resources will forward to the respective schools and centers the following:

1. A print-out of names of all eligible members.
2. Certificates for each eligible member.
3. A Bookstore voucher for the appropriate service award (10 and 15 year awards only).
4. The Franklin Mint medal for twenty (20) year members.

The Dean, Vice President, Administrative Unit Head or designee should then personalize a letter (samples available) and redeem the award voucher at the University Bookstore. It is recommended that the Dean, Vice President or Administrative Unit Head present the certificate, letter and award to the employee.

#### C. Initial Implementation

In September 1993, the first distribution of lists, vouchers and emblems will be sent to the various schools and departments. Employees who have completed the appropriate years of service are entitled to the following award:<sup>3</sup>

1. 10 to 14 years: Silver University emblem pin
2. 15 to 19 years: Silver plated picture frame with University emblem
3. 20 to 24 years: Specially designed Franklin Mint medal with Lucite holder
4. 25 years: As determined by the Twenty-five Year Club

It is recommended that employee recognition take place during October of each year.

<sup>1</sup> Limited Service Employees are also eligible for coverage under this policy. Limited Service is defined in Human Resources Policy No. 115 §1.

<sup>2</sup> Recognition for 25 years of service is done pursuant to practices and programs instituted by the Twenty-Five Year Club.

<sup>3</sup> During the initiation of this program, an eligible member covered by the provision of this section will receive only the "highest" service award (e.g. an employee with 23 years of service will receive only the 20 year service recognition medal).

## Death of Kate Webster from page 7

of medical school at that point in their careers," according to Student Health's Susan Villari. Ms. Webster taught not only medical students but physicians' assistants and nurse practitioners as well as doctors in retraining programs.

Dr. Steven Sondheimer, professor of ob/gyn told the *Philadelphia Inquirer* that Ms. Webster "made it possible for the next generation of doctors to know how to do a sensitive and competent gynecological exam," adding that it was unusual for a nurse practitioner to have such a role in teaching medical students.

Ms. Webster graduated from the PGH School of Nursing in 1972 and spent three years with St. Agnes Hospital's Mobil Unit then served as a gynecological nurse practitioner at the Elizabeth Blackwell Health Center for Women from 1975-90. In 1982 she received her CRNP (certification as a registered nurse practitioner) from the Southeastern Pennsylvania Family Planning Council Nurse Practitioner Program.

Since coming to Penn in 1990, Ms. Webster spearheaded most of Penn's HIV prevention programs, helped develop University policy on AIDS and counseled students both individually and in residential programs and other settings.

In a eulogy for Ms. Webster on Saturday, where over 600 friends attended her burial, Ms. Villari said "You left us hundreds of young women and men who believe in themselves and their futures...young people who love and respect their bodies, their lives and each other. You also left a future of health care providers who truly have skills to heal...."

A campus memorial service is being planned for fall, and will be announced in campus media.

Ms. Webster is survived by her parents, James and Rita Webster; sister, Mary E., and brothers James J. Jr., Michael P. and Joseph M. Donations may be made in her memory to The Lupus Foundation.

## Speaking Out

### Communications Issue

On Friday, June 25, 1993, some very disturbing signs were posted throughout the campus. One sign was a personal affront to Bill Holland and accused him of being unwilling to address the A-3 Community's benefit needs, implying that he would rather cut A-3s' benefits. The other implied that A-3s must ingratiate themselves with A-1s.

The A-3 Assembly would like to express its sincere apology to Bill Holland and the University Administration for the views expressed by those responsible for the posters. These signs did not express the views of the A-3 Assembly. Instead, they expressed the views of people who do not realize that unification and enhanced communication effect change. Incidents such as these show the necessity of the A-3 Assembly's work and the urgency with which we need to improve communication between the administration and the A-3 Community.

Correspondence from the A-3 Assembly will always appear on Assembly letterhead with the chairperson's signature. We hope that our continued efforts to enhance communications will end behavior of this kind in the future.

— Rochelle Fuller, Chair, A-3 Assembly



## Search for VP Finance

A national search is in progress for a new Vice President for Finance to succeed Selimo Rael, who resigned on June 30, 1993 in order to pursue other career opportunities. Executive Vice President Janet Hale expects a successor to Mr. Rael to be named this fall. In the interim, she is assuming the duties of that office in addition to her other responsibilities.

"Mr. Rael has graciously agreed to serve as a consultant to the University through July 1993," said Ms. Hale. "Selimo was instrumental in leading the University's business re-engineering efforts and in improving planning within the Finance Division. We wish him well in his new endeavors." Before joining Penn in August 1991, Mr. Rael was Associate Vice Chancellor of Financial and Business Services at the University of California at Berkeley.

On the committee to assist in the search are David Barber-Smith, manager of employment, Human Resources; Steven Murray, vice president of business services; Michael Tierney, associate professor, Graduate School of Education; Zelda White, director of finance and administration, Graduate School of Fine Arts; and Gordon Williams, vice president of the Medical Center and executive director, Medical School administration.

Advertisements have been placed in the *Chronicle of Higher Education*, *The Philadelphia Inquirer*, *The Philadelphia Tribune*, and *The Wall Street Journal*, as well as in Penn's *Job Opportunities*. Applicants must submit resumes to David Barber-Smith, manager of employment, 233 Blockley Hall, by July 23, 1993.

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## Dr. Pierskalla to UCLA Deanship

Dr. William P. Pierskalla of the Wharton School has become dean of the Anderson School of Business at UCLA. The former Ronald A. Rosenfeld Professor and professor of health care management, decision sciences and systems had joined Penn in 1978 as executive director of the Leonard Davis Institute for Health Economics. He held the Eilers chair in 1981-83, served as deputy dean for Academic Affairs in 1983-89, and directed the Huntsman Center for Global Competition and Innovation, 1989-91, in addition to heading the health care systems department for over ten years and directing several key programs in his field.

## Rogers Davis to San Diego

Rogers Davis, director of recruitment and retention in Human Resources at Penn since 1989, has been named assistant vice chancellor for human resources at the University of California, San Diego, taking office this month as the chief personnel officer of the university.

## Wanda Whitted as VP/Germantown

Human Resources's Manager of Staff Relations, Wanda Whitted, takes office in August as vice president for human resources at Germantown Hospital and Medical Center.

Joining Penn as a freshman in 1973, Ms. Whitted made her career here after graduation, in a series of posts beginning in University Life and Residential Living and in 1986 moving to the human resources field where she was a benefits specialist before becoming manager of staff relations in 1988.



## A Season of Farewells

The two-day Trustees Meetings of June were marked with goodbyes to three senior Penn leaders whose work had just sent the University over the top in the billion-dollar campaign and launched its "final phase" to aim for a new record. The Trustees feted Sheldon and Lucy Hackney at Morris Arboretum (above, with Chairman Alvin Shoemaker and a "Ben on the Bench" for their next home); Provost Aiken and Senior Vice President Rick Nahm at the Museum. Friday the Trustees passed unanimous resolutions for all three (below and on the next two pages) as Dr. Aiken and Mr. Nahm prepared to take up new duties and Dr. Hackney geared up for what was being widely predicted to be a battle over his nomination to head the NEH. (After his presentation to the Senate Committee, [next page] and his fielding of questions from the floor, one Senator who had been expected to lead the fight reportedly joked to Dr. Hackney that he wasn't going to oppose the nomination because "You're too good with words.")

Meanwhile, back on the campus: Provost Mike Aiken's all-campus farewell party had been held pre-Commencement as befits the office closest to the faculty's hearts. President Hackney's was a blue-jeaned picnic with a surprising number of Penn takers for *karaöke* in the Quad with all 12 schools giving him a send-off in sweatshirts and other memorabilia, while Rick Nahm's come-along-ye was at the Faculty Club punctuated with hand-made mementos of a fund-raiser's many coups.

### Trustees Resolution of Appreciation for Michael Aiken

During his nine years in positions of governance on our campus, Michael Aiken analyzed Penn's structure down to its very warp and woof. Within the half-dozen years of his tenure as Provost, he took hold of all the strands and knit together the fabric of the University.

The comments of admiring colleagues suggest that "warp" indicates the phenomenal speed with which he transformed good theory into good practice, while "woof" is a reminder that he is as tenacious as a bulldog in tracking down data.

A renowned organizational sociologist, he brought to Penn the tools of his trade, the skill with which to wield them, and an eagerness to employ them in the service of the liberal arts. While Dean of the School of Arts and Sciences, he initiated the five-year plan that boosted undergraduate education, graduate education and research across the campus. A brilliant teacher and scholar, as well as a talented administrator, he created the programs that will propel Penn into the twenty-first century.

The special impetus he gave to basic research will continue to be realized in the work that flows from the Institute for Advanced Science and Technology and by revolutionary breakthroughs at the Medical Center. His contributions to affirmative action, environmental education, broad-based internationalism, and information technology have further helped to set Penn on a bold and visionary course of leadership.

*Resolved*, that the Trustees of the University of Pennsylvania, on behalf of themselves, the Overseers, administration, faculty, students and alumni of the University, convey their thanks to Michael Aiken for the legendary capacity and inclination for hard work that led him to phone colleagues at night and on weekends, and for the courtesy, thoughtfulness, and integrity that made us love him just the same. We will miss him, and we wish him well wherever his unquenchable curiosity, boundless energy, and seemingly unlimited ability may lead him.



*Whimsy and affection emerged at Rick Nahm's farewell bash, where creative staff put his likeness on a miniature of the Penn 250th "cube" used in 1990 celebrations. All guests also received a sample of the "new Penn currency," a billion-dollar bill with his face on it.*

### Trustees Resolution of Appreciation for Frederick C. Nahm

During his seven years at the University of Pennsylvania, Frederick C. Nahm has kept all his promises to Penn and helped Benjamin Franklin keep his. As vice president for development and university relations, and for two years senior vice president for planning and development as well, Rick Nahm modeled his approach to fundraising on the character of the University. Leading a team effort that was complex, collaborative, and cohesive, he spurred us on to ever greater heights. With extraordinary energy and enthusiasm he rallied a billion dollars worth of support for The Campaign for Penn. The resounding success of his effort has enhanced Penn's reputation and earned the pride of the Penn community.

With the analytical skill of a former research chemist, he meticulously directed the Campaign from its nucleus stage through the dynamic phases of interrelations and growth. Recognizing and drawing on the individual strengths of trustees, overseers, alumni, faculty and staff, he bonded them in a common purpose. He galvanized the Penn community into accepting, meeting, and even exceeding the many challenges he put before them.

A gifted communicator, he excelled in conveying to Penn audiences both the ideas and the excitement behind the ideas. With a joyful sense of purpose and an improvisational sense of humor, he gave us the feeling that fund-raising for Penn was fun. When he said "I love asking people for money," we believed him.

Everyone who has ever worked with him knows that he is a movie buff. His heroes are dynamic, individualistic, and optimistic. So are ours. And we like a director who gives us a happy ending.

*Resolved*, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students and alumni of the University, express their gratitude to Frederick C. Nahm for his incalculable, although distinctly quantifiable, contributions to the University and for a very happy conclusion to The Campaign for Penn. We wish him much happiness and success in the challenges that await him.

## Summing Up: In Dr. Hackney's Washington Statement, a Thumbnail Sketch of Penn

At first glance, my life does not appear to be one that was ever in need of transformation, yet I can bear personal witness to the sort of personal transformation that I believe the humanities have the power to accomplish.

I was born and raised in Birmingham, Alabama, the third son of a thoroughly Methodist family that eventually included five sons, the offspring of a marriage that is now in its sixty-fourth year. My childhood was spent in the Great Depression and World War II, and I was acutely aware that my world was one of scarcity and vulnerability. Nevertheless, my childhood was unproblematic, at least if one doesn't count my being continuously terrorized by my older brothers. My father was a newspaperman before the war. As that was not the era of the journalist as hero, and as his family was large, when he returned from the Navy he set himself up in business buying and reselling war surplus material. His business evolved, and he eventually did very well.

As I went through public school in Birmingham, like most children of middle-income families, I could imagine various futures for myself, each of them honorable and productive, but I never imagined the life I have actually had. That life was opened up for me in part because of two superb History teachers at Ramsay High School, Mary McPhaul and Ellen Callen, and in part because I loved to read. My mother read to us a lot when we were young, and when I was a bit older I remember listening wondrously to her practicing the dramatic book readings that she did for literary clubs around the city, legitimate theater not having a very lively presence in Birmingham then. Although reading was a bit of magic for me, I was thoroughly imprisoned in the myth that real boys did not work very hard in school and real men were men of action rather than thought.

The major reason, however, that the world was saved from having yet another lawyer was my older brother, Fain, whom I worshipped. He was charismatic and multi-talented and very imaginative, so that he was always the leader in

the neighborhood and the one who would organize our play, not only the standard games like kick-the-can and hide-and-seek, but elaborate war games and a game we called "town" in which everyone had a role selling something, and Fain was always the banker because he could draw so well and make beautiful dollar bills. My brother, Morris, always got the lemonade concession and ended up with all the money that Fain had issued from the bank.

Fain was a young man of grandiose projects, usually too grand ever to finish but always exciting enough to draw in everyone else. Despite all his talent, he had an uneven academic record, reflecting his enthusiasms and his lack of focus, but he had a great time and made all those around him have a great time also. He went off to the University of Alabama where parties were then known to occur. He had a wonderful time his freshman year, and his abysmal grades showed it.

Something happened to him that following summer, and I don't know what the transforming event or experience was. In any case, he became a different person. He started reading books that were not required for school. He began to listen to classical music, to write poetry, and to talk of serious subjects. He transferred to Birmingham Southern College and started to work at his courses. I was fascinated.

Part of his plan for remaking his life was to become a Navy pilot, which he did. When I went off to Vanderbilt on a Naval ROTC scholarship, he was on the West Coast and then in Japan flying amphibious patrol planes. Letters from him were not only reports of adventures in exotic places but accounts of what he was reading and thinking and guilt-producing questions about my intellectual life, which even at Vanderbilt could be as sparse as one wanted it to be.

It was at about this time, because of Fain's example, if not his specific recommendation, that I was captured by the novels of William Faulkner, Ernest Hemingway, and especially Thomas Wolfe. I am almost embarrassed to remember how much I identified with Eugene

Gant, a young Southerner coming of age by trying to read his way through the Harvard library. Vanderbilt was saturated, of course, with the tradition of the Fugitive poets and the Agrarians, and I studied them with appreciation. Though the Agrarians had taken their stand twenty years before in very different times and had since then taken diverse political paths, the big questions they had raised (about what is the good life, and what is the value of tradition, and what is the function of government, and what are the perils of modernity) were common and lively topics of debate among my friends.

We also talked of race relations, an omnipresent concern of Southerners black and white that was intensified by the Supreme Court's ruling in the Brown case that put an exclamation mark in the middle of my college years. For reasons that I find difficult to explain, but that probably have to do with my religious training, I had broken away from southern white orthodoxy even before going to college and had concluded that racial segregation was wrong. As a historian, I have continued my interest in race because it is a major factor in American history. As an individual, I have continued my commitment to racial equality because I believe it is right and that group relationships are one of the major unresolved questions on the domestic scene. In the more formal curriculum at Vanderbilt, Dewey Grantham, Herb Baily and Henry Swint in the History Department increased my interest in History.

After Yale, I joined the faculty of Princeton where I worked away at becoming the best teacher and scholar I could possibly be while raising a family and doing the sort of committee assignments and quasi-administrative tasks that faculty are called upon to do. My career as a historian, in fact, was diverted because I kept saying yes to such requests. When William G. Bowen became President of Princeton in 1972, he invited me to become Provost. The slippery slope turned into a water chute. I became President of Tulane University in 1975 and the University of

*(continued past insert)*



Pennsylvania in 1981. This confirms the truth of the aphorism that life is what happens to you while you are planning something else.

I believe my twenty years of major responsibility in universities has prepared me to lead the National Endowment for the Humanities. For the past generation, universities have provided tough environments. University presidents operate in a sea of powerful and conflicting currents. To succeed, one must have a clear sense of strategic direction, a fundamental commitment to the core values of the University, the strength to persevere through contentious times, and the ability to gain and keep the support a variety of constituencies. I have not only survived in that environment, I have prospered, and my institutions have thrived. Among the values that I hold dear is a belief that a university ought to be open to all points of view, even if some of those views expressed are personally abhorrent. I take some pride in having protected the right to speak of such diverse controversial figures as Robert Shockley at Princeton, King Hussein of Jordan at Tulane, and Louis Farrakhan at Penn. The university should belong to all of its members and not be the exclusive domain of any particular person, group, or point of view.

During my twelve and a half years at Penn, I have made the undergraduate experience my highest priority. Penn has revamped the general education components of the curriculum in each of its four undergraduate schools, provided a livelier sense of community through the creation of freshman houses within the residential system, added a reading project that asks freshmen to read a common book and then to discuss that book in seminars during orientation week and throughout the year, revised our advising system, revitalized the freshman seminar program, and drawn senior faculty into the teaching of introductory courses. I have increased the diversity of the Penn student body and worked hard to sustain an inclusive and supportive atmosphere on campus, to provide a campus in which everyone has a very strong sense of belonging and in which our animated debates are carried out with civility. I have also created a new sense of partnership with the neighborhoods around us, as a close working relationship with the school system of the City of Philadelphia, and a national model program of volunteerism that I institutionalized a year ago by establishing the Center for Community Partnerships to stimulate and coordinate the involvement of faculty, staff and students in off-campus service activities.

Universities exist to create new knowledge and to preserve and communicate knowledge. The NEH, as a sort of university without walls, through its research, education, and public programs, is engaged in the same effort. I am dedicated to the proposition that we can improve the human condition through knowledge and that our hope for tomorrow in this troubled world depends on the sort of understanding that can come through learning.

I have great respect for the NEH. It is the single most important institution in American life promoting the humanities, and it has a long record of accomplishment. I believe there are things that can be done to extend and broaden the impact of the NEH as it fulfills its statutory task of stimulating the humanities. I like to think of the humanities as human beings recording and thinking about human experience and the human condition, preserving the best of the past

and deriving new insights in the present. One of the things that the NEH can do is to conduct a national conversation around the big questions: what is the meaning of life, what is a just society, what is the nature of duty, and so on. In this big conversation, it is not the function of the NEH to provide answers but to insure a discussion, to create a forum in which all voices can be heard. Because they are not just for the few but for everyone, no single approach to the NEH mandate is adequate. There is a need for balance among research aimed at creating new knowledge, educational programs to insure that the humanities are creatively and invitingly represented in the curricula of our schools and colleges, and public programs to draw everyone into the big conversation. Those three activities should be related to each other and should be mutually supportive.

The country has never needed the humanities more. We not only face the challenges of a new geopolitical situation and the problems of adjusting to economic competition in a new global marketplace, but we face a crisis of values at home. What is happening to family and community? Who are we as a nation and where are we going? What holds us together as a nation and what do citizens owe to each other? What is the relationship of the individual to the group in a society whose political order is based upon

individual rights and in which group membership is still a powerful social influence.

Even more importantly, the humanities have the capacity to deepen and extend to new dimensions the meaning of life for each and everyone of us. They have the capacity to transform individual lives, not necessarily in the external circumstances of those lives, but in their internal meaning.

Every human experience is enhanced by higher levels of knowledge. When I listen to a piece of music, I may like it and think it beautiful, but the person who knows the historical context of its composition understands what the composer was trying to accomplish technically and can compare the composition and the performance to others will get infinitely more out of the experience than I will. That is why I enjoy talking about common experiences with people who will see it through a lens different from mine. The task of the NEH is to enrich the conversation and bring more people into it.

The premise of my approach to the tasks of the National Endowment for the Humanities is simple but profound. The more you know, the more you hear and see and feel. The more you know, the more you can know. The more you know, the more meaningful life is. Such can be the gift of the NEH to the American people.

— Sheldon Hackney

### Trustees Resolution of Appreciation for Sheldon Hackney

An exemplar of intelligence, fair-mindedness, and balance, Sheldon Hackney achieved something paradoxical during his remarkable twelve-and-a-half-year tenure as Penn's president. He endowed the University with unprecedented financial strength while imbuing it with the kind of strength that cannot be bought—his own uncommon humanity.

An admirer of our nation's rich heritage and a leading proponent of Penn as a global university, he is at home among many kinds of people beyond the community of scholars. With a passionate commitment to freedom of expression and to the task of creating a world in which that ideal can be realized for every individual, he strove to make Penn a diverse community where civil discourse and behavior flourish.

An educator in the broadest sense, he encouraged students to use their time at Penn to choose the values that would guide their lives. Addressing first-year students on the history of civilization, of Philadelphia, of Penn—he did not neglect their own immediate histories as teenagers. Not only did he know just where Penn students were coming from—it turned out that he had been there, too! With empathy and humor, each year he reviewed Hollywood's latest coming-of-age film, bringing into precise focus its hidden messages and morals.

He exercised his gifts as a teacher more formally in the classroom, where he instructed students on a period of history that has a particular appeal for American youth. Just as the decade of the 1960s can stand as a metaphor for coming of age, his continuing engagement as a professor was a symbol of his personal commitment to undergraduate education.

A believer in what he once called "the lattice work of mutual obligations," he established links of service between Penn students, alumni, faculty, and staff and the West Philadelphia community that would have made Benjamin Franklin proud.

Renowned for his graciousness and wit, he has been a welcome presence at Penn events. He often showed his high spirits as he cheered on the Quakers, rallied support at alumni events, engaged Benjamin Franklin in repartee during Penn's 250th celebration, or unexpectedly burst into song with "What a day this is, what a rare mood I'm in" when making the formal announcement of The Campaign for Penn.

Dedicated to the highest standards of education and research, he brought Penn to a position of academic leadership through the success of two major campaigns—"Building Penn's Future" and "The Campaign for Penn." During his tenure, Penn has become the institution of choice for some of the nation's highest ranking students and academics. He has moved Penn well along toward achieving the vision he has for it as "the leading international urban research institution of the twenty-first century committed to undergraduate education."

*Resolved*, that the Trustees of the University of Pennsylvania, on behalf of themselves, the overseers, administration, faculty, students, and alumni of the University, affectionately convey their gratitude to Sheldon Hackney for his integrity, his wisdom, and his leadership, and for playing a significant and inspiring role in Penn's history. We wish him success in his uncompromising search for common ground, we wish him joy and fulfillment in all that he undertakes, and we look forward to his promised return to the academic life and his permanent home in Philadelphia.



## In VPUL Office Changes, New Roles for Hal Haskins, Carolynne Martin and Terri White

Dr. Kim M. Morrisson, Vice Provost for University Life, announces the following changes in organizational responsibility, effective July 1:

Harold Haskins, who has been director of academic support services, joins the VPUL central office as Director of Developmental Student Support Planning. He will be responsible to the VPUL for program planning, pre-college development and other functions related to improving the climate of support for students. "This change comes as a direct response to the need identified by students in our focus groups this spring for an identified staff member to work with individual students and University departments to resolve student problems and to make appropriate and effective referrals," Dr. Morrisson said. "A significant part of Hal's responsibility will be to identify patterns of unmet student needs that affect their success within the institution and to recommend systemic changes to anticipate and respond more effectively to those needs. He

will also be developing ways to bring students, faculty, staff and others together to resolve issues through dialogue and collaborative effort.

"Using work done this year by Harold Haskins and Carolynne Martin, we are moving forward with a reorganization of Student Academic Support Programs to streamline, integrate and enhance our efforts related to student retention. Terri White will become Interim Director of Student Academic Support Programs, reporting to the Vice Provost, and two key areas currently under Student Life Programs—orientation programs and mentoring programs—will move into the redefined academic support arena.

"We expect to complete a search for the permanent director of this area in the near future. Carolynne Martin, who has supervised the key components of Student Academic Support Programs this year, will be resuming her duties full-time in the VPUL central office. My special thanks go to Carolynne for her excellent work in

assessing the organization and advising on recommended changes," Dr. Morrisson continued.

Four other key areas of Student Life Programs—the Program for Student Community Involvement; the Greenfield Intercultural Center; the Program for the Gay, Lesbian and Bisexual Community at Penn; and support for graduate student activities—will be overseen in the interim by Associate Vice Provost Larry Moneta.

Actual physical moves by Terri White (to the Academic Support offices in Harnwell) and Hal Haskins (to 3537 Locust Walk) will be staggered during the summer to take into account programs currently in planning and implementation stages.

**Changeover at Greenfield:** An acting director will be appointed for the Greenfield Center as its founding director, Rene Gonzales and his wife, Edna Dominguez of Van Pelt Library, return to their family home of San Antonio, Texas. The Penn couple have been here since 1983.

## OFFICE OF THE JIO

### Judicial Inquiry Office Incident Report for April 1993

This is the April monthly report from the Judicial Inquiry Office which reported to the *Daily Pennsylvanian*, *Almanac*, *The Graduate Perspective*, and *Visions* 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 per respondent. Therefore, while the current total number of complaints is 155, the total number of respondents is 172. Secondly, with any given complaint, there may be multiple policy violations per complaint or per respondent. Thus, while the current total number of complaints is 155, the total number of potential policy violations is 217. Thirdly, during the process of an investigation of a complaint, additional respondents and/or policy violations may be added. So, while the current number of respondents is 172 and the current number of potential policy violations is 217, 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 35 potential policy violations pending, this number does not indicate that all these violations will result in settlements, nor does it indicate that if a settlement is achieved the violations listed 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.

Type of Complaint	YTD <sup>1</sup>	Number Reported <sup>2</sup>	Number Withdrawn <sup>3</sup>	Number Settled <sup>4</sup>	Number Pending <sup>5</sup>
Code of Academic Integrity	29	11			
Cheating	26	11	17	5	4
Plagiarism	2			2	
Assisting Another	1		1		
Code of General Conduct		188	30		
Alcohol violations	19	2	6	10	3
Assault	12	2	7	4	1
Computer Misconduct	2	1		2	
Disorderly Conduct	17	4	5	9	3
Drug violations	5	4		2	3
Excessive Noise	7		3	4	
Fake ID	2			2	
Fire Safety	35	6	13	16	6
Harassment	16	4	9	3	4
Indecent Exposure	4	2	3	1	
Malicious Mischief	5	1	2	1	2
Obscene Phone Calls	1			1	
Other violations	5	1		3	2
Propulsion of Object	5			5	
Racial Harassment	41		39	1	1
Sexual Assault	3		2	1	
Sexual Harassment	5		3	1	1
Security Violations	2	1		1	1
Theft	10	1	4	5	1
Threats	2	1	2		
Vandalism	1				1
<b>Totals:</b>	<b>217<sup>6</sup></b>	<b>41</b>	<b>116</b>	<b>77</b>	<b>35</b>

<sup>1</sup> 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 April 30, 1993.

<sup>2</sup> Number Reported refers to the number of complaints which came to the attention of the Office of the JIO during this month only. Complaints 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.

<sup>3</sup> 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 violation of a University policy has occurred. There is, therefore, no further action was taken.

<sup>4</sup> 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 responsibility for a violation of University policy and sanctions have been determined and imposed by the JIO.

<sup>5</sup> Number Pending refers to those complaints for which the investigations were not completed at the time of this report. This occurs due to, but not limited 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.

<sup>6</sup> This number represents the total number of potential policy violations, not the total number of respondents to complaints or the total number of complaints.

## To the University Community

In September 1989, the University of Pennsylvania received from the United States Department of Justice a request for information in connection with an inquiry on potential agreements among colleges and universities relating to financial aid, tuition, and faculty and administrative salaries. Cooperating fully with the investigation, the University provided many thousands of documents to the Justice Department.

The Justice Department's inquiry culminated in the entry on September 20, 1991, of a final judgment in the United States District Court for the Eastern District of Pennsylvania. Under the terms of that judgment, the University of Pennsylvania and seven other Ivy League schools agreed not to exchange certain types of information, such as financial aid data and "plans and projections, including budget assumptions, regarding future student fees or general faculty salary levels...."

In July 1992, Congress modified the requirements by enacting a provision in the Higher Education Reauthorization Act that allows colleges and universities to agree to award institutional financial aid on the basis of need. The legislation permits colleges and universities to "discuss and voluntarily adopt defined principles of professional judgment for determining student financial need for aid" but does not authorize them to discuss financial aid awards to specific common applicants. Under the final judgment, the University is still required to maintain an enforcement program that disseminates the rules set out in the judgment and monitors compliance with the antitrust laws.

In accordance with the requirements of the final judgment, I have been designated Antitrust Compliance Officer with responsibility for implementing the antitrust compliance program. While complying with the final judgment is a priority, it should not impede appropriate communication among schools. Accordingly, we are republishing the final judgment in *United States v. Brown University, et al.* and the University's guidelines on cooperative exchanges of certain University information. The attorneys for the University are available to confer with you regarding compliance with the final judgment and the antitrust laws. Please direct your questions to the Office of the General Counsel, 221 College Hall; telephone: 898-7660.

— Shelley Z. Green, General Counsel

## Guidelines on Cooperative Exchanges of Certain University Information

1. These Guidelines apply to University information pertaining to tuition (including fees for room and board), financial aid and salary levels for faculty and administrative personnel.

2. University officials may disclose policies and information to the public and may communicate to others policies and information once they have been made public. However, no University official shall communicate to an official of another school any plans or projections, including budget assumptions, regarding tuition and fees or general faculty salary levels prior to their final approval by the administration or the Trustees, as appropriate.

3. University officials must not participate in one-on-one or roundtable discussions with representatives of other institutions about projected or anticipated levels of tuition, fees, and salaries, or budget assumptions, and if such discussions occur, University officials must excuse themselves.

4. Decisions by the University relating to the setting of tuition, fees and salaries or the awarding of financial aid must not be based upon or refer to projections of tuition, fees, and salaries or financial aid by other educational institutions. University officials cannot solicit information concerning projected levels of tuition, fees and salaries or the methodology for awarding financial aid at other educational institutions.

5. No University official may request from, communicate to or exchange with any college or University confidential financial aid information. For purposes of this policy, confidential financial aid information includes but is not limited to the application of a Needs Analysis Formula to, or how family or parental contribution

will be calculated for, a specific applicant; the University's plans or projections regarding summer savings requirements or self-help; the aid awarded or proposed to be awarded any applicant except as required by federal law.

6. In general, current and historical data relating to tuition, fees and salaries may be discussed and exchanged with representatives of other institutions, unless such disclosure is proscribed (for reasons other than the antitrust laws) by University or legal regulations. (For example, the University generally will not disclose the salary of any identified individual without his or her consent.) Thus, University officials may release to representatives of other institutions and to the press information relating to current or past levels of tuition, fees and aggregate salaries, and may participate in discussions with representatives of other institutions about such current or past information. However, University officials cannot disclose budget assumptions about future tuition, fees and salaries, or suggest that the University will maintain current levels of tuition, fees and salaries or will modify them in any particular way (e.g., to agree that tuition and fees will rise by a specified percentage).

7. Any University official who learns of a violation of these Guidelines or of Section IV of the Final Judgment, must report it to the Antitrust Compliance Officer.

Questions about these guidelines should be directed to the Office of the General Counsel.

**Final Judgment of the U.S. District Court for the  
Eastern District of Pennsylvania begins next page**

**UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

<p>UNITED STATES OF AMERICA,</p> <p style="text-align: center;">Plaintiff,</p> <p style="text-align: center;">v.</p> <p>BROWN UNIVERSITY IN PROVIDENCE IN THE STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS;</p> <p>THE TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK;</p> <p>CORNELL UNIVERSITY;</p> <p>THE TRUSTEES OF DARTMOUTH COLLEGE;</p> <p>PRESIDENT AND FELLOWS OF HARVARD COLLEGE, MASSACHUSETTS;</p> <p>MASSACHUSETTS INSTITUTE OF TECHNOLOGY;</p> <p>THE TRUSTEES OF PRINCETON UNIVERSITY;</p> <p>THE TRUSTEES OF THE UNIVERSITY OF PENNSYLVANIA; and</p> <p>YALE UNIVERSITY,</p> <p style="text-align: right;">Defendants.</p>	<p>Civil Action No. 91-3274</p> <p><b>FINAL JUDGMENT</b></p> <p>Filed: September 19, 1991</p> <p>Entered: September 20, 1991</p>
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## Final Judgment

Plaintiff, United States of America, filed its Complaint on May 22, 1991. Plaintiff and consenting defendants, by their respective attorneys, have consented to the entry of this Final Judgment without trial or adjudication of any issue of fact or law. This Final Judgment shall not be evidence or admission by any party with respect to any issue of fact or law. Therefore, before any testimony is taken, and without trial or adjudication of any issue of fact or law, and upon consent of the parties, it is hereby

**ORDERED, ADJUDGED AND DECREED:**

### I. JURISDICTION

This Court has jurisdiction of the subject matter of this action and of each of the parties consenting to this Final Judgment. The Complaint states a claim upon which relief may be granted against each defendant under Section 1 of the Sherman Act, 15 U.S.C. § 1.

### II. DEFINITIONS

As used in this Final Judgment:

(A) "Student Fees" means the tuition, room, board, and mandatory fees, or any of these individually, a college, or university charges.

(B) "Family Contribution" means the amount the student and the student's family pay from their income and assets towards the Student Fees.

(C) "Parental Contribution" means the portion of the Family Contribution the student's parent or parents contribute from their income and assets.

(D) "Financial Aid" means a reduction of the total Student Fees for a particular student. It consists of grants (gift aid) and self-help (loans and

the student's income from term time employment offered by, or through, the college or university).

(E) "Merit Aid" means Financial Aid that is not based on economic need..

(F) "Needs Analysis Formula" means any formula for calculating or ascertaining a student's need or Family or Parental Contributions.

(G) "Summer Savings Requirement" means the amount the college or university requires the student to earn during the summer to contribute to his or her Student Fees for the following year.

### III. APPLICABILITY

This Final Judgment shall apply to each defendant and to each of their officers, trustees, and other members of their governing boards, employees, agents, successors, and assigns, and to all other persons in active concert or participation with any of them who shall have received actual notice of this Final Judgment by personal service or otherwise.

### IV. PROHIBITED CONDUCT

Each defendant is enjoined and restrained from:

(A) agreeing directly or indirectly with any other college or university on all or any part of Financial Aid, including the Grant or Self-help, awarded to any student, or on any student's Family or Parental Contribution;

(B) agreeing directly or indirectly with any other college or university on how Family or Parental Contribution will be calculated;

(C) agreeing directly or indirectly with any other college or university to apply a similar or common Needs Analysis Formula;

(D) requesting from, communicating to, or exchanging with any college or university the application of a Needs Analysis Formula to, or how family or parental contribution will be calculated for, a specific Financial Aid applicant;

(E) agreeing directly or indirectly with any other college or university whether or not to offer Merit Aid as either a matter of general application or to any particular student;

(F) requesting from, communicating to, or exchanging with any other college or university its plans or projections regarding Summer Savings Requirements or Self-help for students receiving Financial Aid;

(G) requesting from, communicating to, or exchanging with any other college or university, the Financial Aid awarded or proposed to be awarded any Financial Aid applicant except as required by federal law;

(H) requesting from, communicating to, or exchanging with any other college or university any information concerning its plans or projections, including budget assumptions, regarding future Student Fees or general Faculty Salary levels; and

(I) entering into, directly or indirectly, any contract, agreement, understanding, arrangement, plan, program, combination, or conspiracy with any other college or university or its officers, directors, agents, employees, trustees, or governing board members to fix, establish, raise, stabilize, or maintain Student Fees or Faculty Salaries.

### V. COMPLIANCE PROGRAM

Each defendant is ordered to maintain an antitrust compliance program which shall include designating, within 30 days of the entry of this Final Judgment, an Antitrust Compliance Officer with responsibility for accomplishing the antitrust compliance program and with the purpose of achieving compliance with this Final Judgment. The Antitrust Compliance Officer shall, on a continuing basis, supervise the review of the current and proposed activities of his or her defendant institution to ensure that it complies with this Final Judgment. The Antitrust Compliance Officer shall be responsible for accomplishing the following activities:

(A) distributing, within 60 days from the entry of this Final Judgment, a copy of this Final Judgment (1) to all trustees and governing board members, and (2) to all officers and non-clerical employees who have any responsibility for recommending or setting of fees, salaries, or financial aid in the offices of the President, Vice Presidents, Provost, Deans, Financial Aid, Admissions, Budget, Controller, Treasurer, and other similar offices;

(B) distributing in a timely manner a copy of this Final Judgment to



any officer, employee, or trustee who succeeds to a position described in Section V(A);

(C) briefing annually those persons designated in Section V(A) on the meaning and requirements of this Final Judgment and the antitrust laws and advising them that each defendant's legal advisers are available to confer with them regarding compliance with the Final Judgment and the antitrust laws;

(D) obtaining from each officer, employee, or trustee designated in Section V(A) an annual written certification that he or she: (1) has read, understands, and agrees to abide by the terms of this Final Judgment; (2) has been advised and understands that non-compliance with this Final Judgment may result in his or her conviction for criminal contempt of court; and (3) is not aware of any past or future violation of this decree that he or she has not reported to the Antitrust Compliance Officer; and

(E) maintaining a record of recipients to whom the final Judgment has been distributed and from whom the certification in V(D) has been obtained.

#### VI. CERTIFICATION

(A) Within 75 days after the entry of this Final Judgment, each defendant shall certify to the plaintiff whether it has designated an Antitrust Compliance Officer and has distributed the Final Judgment in accordance with Section V above.

(B) For 10 years after the entry of this Final Judgment, on or before its anniversary date, the Antitrust Compliance Officer at each defendant school shall certify annually to the Court and the plaintiff whether that defendant has complied with the provisions of Section V.

(C) At any time, if a defendant's Antitrust Compliance Officer learns of any past or future violation of Section IV of this Final Judgment, that defendant shall, within 45 days after such knowledge is obtained, take appropriate action to terminate or modify the activity so as to comply with this Final Judgment.

(D) If any person designated in Section V(A) learns of any past or future violation of this decree, he or she shall report it to the Antitrust Compliance Officer promptly.

#### VII. SANCTIONS

(A) If, after the entry of this Final Judgment, any defendant violates or continues to violate Section IV, the Court may, after notice and hearing, but without any showing of willfulness or intent, impose a civil fine upon that defendant in an amount reasonable in light of all surrounding circumstances. A fine may be levied upon a defendant for each separate violation of Section IV.

(B) Nothing in this Final Judgment shall bar the United States from seeking, or the Court from imposing, against any defendant or person any other relief available under any other applicable provision of law for violation of this Final Judgment, in addition to or in lieu of civil penalties provided for in Section VII(A) above.

#### VIII. PLAINTIFF ACCESS

(A) To determine or secure compliance with this Final Judgment and for no other purpose, duly authorized representatives of the plaintiff shall, upon written request of the Assistant Attorney General in charge of the Antitrust Division, and on reasonable notice of the relevant defendant, be permitted:

(1) access during that defendant's office hours to inspect and copy all records and documents in its possession of control relating to any matters contained in this Final Judgment; and

(2) to interview that defendant's officers, employees, trustees, or agents, who may have counsel present, regarding such matters. The interviews shall be subject to the defendants's reasonable convenience and without restraint or interference from any defendant.

(B) Upon the written request of the Assistant Attorney General in charge of the Antitrust Division, a defendant shall submit such written reports, under oath in requested, relating to any of the matters contained in this Final Judgment as may be reasonably requested.

(C) No information or documents obtained by the means provided in this Section VIII shall be divulged by the plaintiff to any person other than a duly authorized representative of the executive branch of the United States, except in the course of legal proceeding to which the United States is a party, or for the purpose of securing compliance with this Final Judgment, or as otherwise required by law.

#### IX. LIMITING CONDITIONS

(A) Nothing in this Final Judgment shall prevent defendants that are members of a common athletic league from: (1) agreeing to grant financial aid to recruited athletes or students who participate in athletics on the sole basis of economic need with no differentiation in amount or in kind based on athletic ability or participation, provided that each school shall apply its own standard of economic need; (2) agreeing to permit independent auditors access to Financial Aid information to monitor adherence to this agreement so long as the monitoring process does not disclose financial aid information, needs analysis or methodology to other league members; or (3) interpreting this agreement and enforcing it so long as such interpretation and enforcement do not disclose financial aid information, needs analysis or methodology to other league members.

(B) Nothing in this Final Judgment shall prohibit any defendant from advocating or discussing, in accordance with the doctrine established in *Eastern Railroad Presidents Conference v. Noerr Motor Freight, Inc.*, 365 U.S. 127 (1961), and its progeny, legislation, regulatory actions, or governmental policies or actions.

(C) Nothing in this Final Judgment shall prevent any defendant from: (1) disclosing policies or information to the public; or (2) communicating to others policies or information once they have been made public. However, no individual designated in Section V(A) shall communicate to any individual similarly situated at another defendant institution any plans or projections, including budget assumptions, regarding Student Fees or general Faculty Salary levels prior to their approval by that defendant's Governing Board.

(D) Nothing in this Final Judgment shall prohibit any defendant from unilaterally adopting or implementing a Financial Aid program based, in whole or in part, on the economic need of applicants.

(E) Nothing in this Final Judgment shall prohibit or regulate conduct that federal legislation enacted subsequent to the entry of the Final Judgment authorizes or exempts from the antitrust laws.

(F) Nothing in this Final Judgment shall prevent the defendants from each unilaterally utilizing or appointing an independent agency, whether or not utilized by other defendants, to collect and forward information from Financial Aid applicants concerning their financial resources. The agency may only forward the financial aid information requested by that particular defendant.

(G) Nothing in this Final Judgment shall prohibit defendants or their representatives from continuing their consultations with the College Scholarship Service concerning the processing and presentation of its data in the same manner and degree as currently exists.

(H) Nothing in this Final Judgment shall prohibit an individual designated in Section V(A) from serving as and performing the normal functions of a trustee or governing board member of another college or university that is not a defendant to this action. However, the individual may not disclose any non-public information including student fees, faculty salaries, or financial aid to any other college or university.

(I) Nothing in this Final Judgment shall prohibit any defendant from disclosing information as part of the accreditation process. However, any individual participating in the accreditation process may not disclose any non-public information including student fees, faculty salaries, or financial aid to any college or university.

(J) Nothing in this Final Judgment shall prohibit any defendant from providing financial aid for an individual student in situations where such defendant is jointly providing education or financial aid for that student with another college or university.

#### X. FURTHER ELEMENTS OF DECREE

(A) This Final Judgment shall expire 10 years from the date of entry.

(B) Jurisdiction is retained by this Court for the purpose of enabling any of the parties to this Final Judgment to apply to this Court at any time for further orders and directions as may be necessary or appropriate to carry out or construe this Final Judgment, to modify or terminate any of its provisions, to enforce compliance, and to punish violations of its provisions.

(C) Entry of this Final Judgment is in the public interest.

*Dated: September 19, 1991*

— Louis C. Bechtle, Ch. J.

## Permit Parking Rates for Fiscal Year 1994

For the 1994 academic year permit parking fees will increase an average of 5.05% which equates to a 63¢ per week increase in most University parking lots. The average permit parking rate will be \$2.68 per working day and compares favorably with the minimum daily rate of \$6.00 that non-permit holders currently pay in Penn's transient parking lots.

The general permit parking fee structure is responsive to the University policy requiring the Parking Program to be self-supporting. Parking income is used to cover the cost of surface lot improvements (e.g., pavement, fencing, striping, control gates), pay the salaries of attendants, reduce the construction debt on garages, finance new construction of parking facilities, pay parking taxes and real estate rental fees, and cover the cost of operating expenses (e.g., electricity, permit decals, snow removal).

## 1993-1994 Permit Parking Rates

(15% city of Philadelphia Parking tax included)

Permit Class / Description	Annual	Two Semesters
	(Sept-Aug)	(Sept-May)
Class 1 (F/S Garages #36, #44)	\$948.00	N/A
Class 2 (F/S Core Commuter)	\$648.00	\$508.50
Class 3 (F/S Peripheral Commuter)	\$543.00	\$427.50
Class 4 (F/S Remote Commuter)	\$396.00	\$315.00
Class 5 (Student Commuter)	\$453.00	\$357.75
Class 6 (24 Hour Parking)	\$867.00	\$675.00
Class 7 (Evening: 4 p.m.-11 p.m.)	\$276.00	\$225.00
Class 8 (Motorcycle Commuter)	\$108.00	\$85.50
Class 9 (Motorcycle 24 Hour)	\$216.00	\$175.50

## UMIS Chargeback Changes and New Rate Schedule for FY 1993-94

The primary objective of the UMIS Chargeback System is to maintain a provider/client partnership resulting in accountability for resources offered and resources consumed. This partnership is based on UMIS recovering a portion of its processing expenses.

### UMIS Chargeback Changes for FY 1993-94

During fiscal year 1992-93, vendor support for the existing chargeback software was discontinued. A new accounting and chargeback process will be employed beginning on July 1, 1993.

UMIS clients will see these key changes:

- UMIS will no longer offer a fixed-price payment option for yearly service. Instead, all charges will be based directly on resources consumed (still incorporating substantial and uniform discounts for all clients).
- Asynchronous connect-time charges have been eliminated and replaced by a flat access fee.
- Laser Printing and Optical Scanning charges have previously been billed by separate invoice. Beginning July 1, 1993, they will be incorporated into the regular monthly statement.

### Resource Categories for FY 1993-94

Beginning July 1, 1993, the UMIS Chargeback System will produce client statements that separate costs into five resource categories: Processor Time, Disk Storage Space, Impact Printing, Laser Printing, and Optical Scanning. These resource categories are defined as follows:

**Processor Time** is charged by the minute and represents the amount of time used by the Central Processing Unit on behalf of Batch Jobs, CICS, TSO, and ADABAS services for clients.

**Disk Storage Space** is charged by the megabyte-week and represents the amount of disk space, in millions of bytes, occupied by the client's data for one week.

**Impact Printing** is charged by the page. Rates vary depending on the type of form printed. For example, during fiscal year 1993-94 a one part form using 15 pound, 8 1/2" x 11 1/2" green-bar paper will cost \$0.01948 per page and a page of three-wide labels will cost \$0.01574.

**Laser Printing** is charged according to a unit called a logical page. A logical page contains the same amount of text as an ordinary one part impact printer page. The terms simplex, duplex, and quadraplex are laser printer modes that refer to the number of logical pages printed on one sheet of paper. For example, simplex means that one logical page is printed per physical sheet of paper; duplex means that two logical pages are printed per physical sheet of paper; and quadraplex means that four logical pages are printed per sheet of paper.

**Optical Scanning** is charged by the hour.

An access fee of \$10 per month for each active User ID in a department replaces the Asynchronous connect time charges.

### UMIS Chargeback Rates for FY 1993-94

UMIS Chargeback rates reflect many variables in the chargeback system. The two main variables controlling chargeback rates are the cost and the consumption of resources.

This year UMIS experienced reductions in equipment acquisition and hardware maintenance costs, and increases in software license and facilities management fees. On the consumption side of the rate formula there

were increases in processor, disk and laser printing usage. There was a reduction in impact printing usage.

If you have any questions or would like more information about the UMIS chargeback system, please contact Phil Silmsner at 573-3162.

Table 1: UMIS Chargeback Rates for FY 1993-94

Resource Category	Rates	
	FY 1992-93	FY 1993-94
Processor Time*	\$5.37372/Minute	\$5.36316/Minute
Disk Storage Space	\$0.10130/Megabyte-Week	\$0.09953/Megabyte-Week
Impact Printing	\$0.01690/Page	See Table 1.
Laser Printing		
Simplex		
Regular	\$0.01700/Logical Page	\$0.01795/Logical Page
Color		\$0.02495/Logical Page
Duplex		
Regular	\$0.01400/Logical Page	\$0.01495/Logical Page
Color		\$0.02195/Logical Page
Quadraplex		
Regular	\$0.00900/Logical Page	\$0.01000/Logical Page
Color		\$0.01350/Logical Page
Optical Scanning	\$45.00/Hour	\$49.00/Hour

\*There are four shift differentials for Processor rates. The rate quoted above is for the first shift. The differential discounts and hours for all shifts are as follows:

Shift	Discount	Hours
1st	No Discount	7AM - 6PM, Monday - Friday
2nd	35%	6PM - 10PM, Monday - Friday
3rd	50%	10PM to Midnight, Monday - Friday
		Midnight to 7AM, Monday - Friday
		All day Saturday
4th	60%	All day Sunday

Table 2: Impact Printing Rates Per Page for FY 1993-94

Form Number	Description	Rate
F8111	1 Part, Green Bar, 15 lb., 8 1/2 x 11 1/2	\$0.01948
F8112	2 Part, Green Bar, 15 lb., 8 1/2 x 11 1/2	0.03040
F8113	3 Part, Green Bar, 12 lb., 8 1/2 x 11 1/2	0.03216
F8114	4 Part, Green Bar, 12 lb., 8 1/2 x 11 1/2	0.03852
F8115	5 Part, Green Bar, 12 lb., 8 1/2 x 11 1/2	0.04487
F9510	L/R PF 20 lb., 9 1/2 x 11 1/2	0.02214
F1410	White 14 7/8 x 11 1/2	0.02217
F1411	1 Part, Green Bar, 18 lb., 14 7/8 x 11 1/2	0.02057
F1412	2 Part, Green Bar, 15 lb., 14 7/8 x 11 1/2	0.03452
F1413	3 Part, Green Bar, 12 lb., 14 7/8 x 11 1/2	0.03549
F1414	4 Part, Green Bar, 12 lb., 14 7/8 x 11 1/2	0.04245
F1415	5 Part, Green Bar, 12 lb., 14 7/8 x 11 1/2	0.06265
	Cheshire Labels	0.03033
	1-Wide Labels	0.01574
	3-Wide Labels	0.01574
	Client Supplied Special Forms	0.01475

## Sending Mail to Germany

Effective July 1, 1993, or shortly thereafter, the German Bundespost will have completely reorganized the country's postal coding and addressing systems. Most important, this new system will require that all German postcodes change from four to five digits. Other changes are:

- No differentiation between East and West Germany;
- Over 25,000 street names/numbers and town names will be changed;
- 83 new letter centers; machine-sorted mail will increase from 24% to 80%;
- The present postal districts in East and West Germany will change with new regions for districts 1-8 and the addition of new districts 0 and 9;
- Additional postcodes;
- Certain large-user and post-office-box centers will receive their own postcodes;
- Postcodes will be allocated by street and house number in 50-60% of addresses;
- As a result of these changes, it is apparent that converting from four to five digits will not be enough. Customer files must be checked for compliance with the Bundespost's current standards and corrected. The new postcode (and possibly street name) can only be assigned to fully correct old addresses.

The new addressing and postcoding systems will have major consequences for mailers who are unprepared or use old or wrong codes.

Initially for a "grace period" of a few months, incorrectly addressed mail will no longer be subject to Bundespost's normal guarantee delivery periods. When this "grace period" ends, incorrectly addressed mail may be refused by the Bundespost or return postage of DM 0.60 per piece may be charged.

Bulk mail incorrectly addressed and shipped for distribution to Germany will no longer qualify for the standard postal rebates for pre-sorted mail because of the major changes to the postal routing system.

Software for handling the German postcodes and address changes is available from the KM Organization. Write to their exclusive agent:

Michael Sutherland  
President, IDEM  
9 rue Charles-Humbert  
1205 Geneva, Switzerland  
Telephone + 41-(22)-328-7536.  
Fax + 41-(22)-328-6485.

If you need further information regarding the new German Postcodes, you may contact:

Deutsche Bundespost Postdienst  
Generaldirektion  
DV-INFO PLZ  
Postfach 30-00  
5300 Bonn 1  
Germany  
Telephone + 49-(228)-182-7800

- Test data on diskettes for a first trial on the newly developed transformation software. Brochure from DBP Postdienst: preliminary model for the machineable transformation of address data to the new five-digit postcodes.

Postamt Marburg  
Dienststelle 113-21  
Postfach 11 00  
3550 Marburg  
Germany

- Instructions from Bundespost Postdienst on microfiche. The ordering of extra samples of the printed description of postcodes which came out in May.

— Jim Bean, Penn Mail Service

## The University of Pennsylvania Police Department Community Crime Report

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police department between the dates of May 24, 1993 and July 4, 1993. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

### Crimes Against Persons

**34th to 38th/Market to Civic Center:** Robberies (& attempts)—7, Aggravated Assaults—1, Threats & Harassment—12

05/24/93	12:58 AM	3700 Block Locust	Robbery w/simulated weapon/2 arrested
05/25/93	12:04 PM	Quad Office	Harassing message received in mail
05/26/93	11:32 AM	HUP	Threats received via phone
05/26/93	11:55 AM	Quad Office	Threats received via US mail
05/28/93	12:44 AM	Alpha Chi Rho	Robbery by two males/actors fled area
06/01/93	3:00 PM	200 Block 36th	Walkman taken by unknown male
06/01/93	3:11 PM	Christian Ass'n	Male harassing/following complainant
06/01/93	3:47 PM	3409 Walnut St.	Male harassing/following complainant
06/02/93	5:36 PM	Civic Center Blvd.	2 juveniles stopped after taking beeper
06/03/93	10:47 AM	College Hall	Threatening letter received via mail
06/07/93	4:53 PM	133 S 36th St.	Letter/post card received in mail
06/11/93	1:35 PM	Franklin Bldg.	Employee vs. employee
06/11/93	5:49 PM	3736 Spruce St.	Employee threatened by ex-boyfriend
06/14/93	7:33 PM	3744 Spruce St.	Wawa/two unknown males took cash/jewelry
06/19/93	9:50 PM	3604 Chestnut St.	4 suspects fled Wawa with cash/no injuries
06/28/93	1:05 PM	Houston Hall	Money taken from juvenile in basement
06/30/93	9:42 AM	3409 Walnut St.	Male bothering complainant in food court
07/01/93	1:46 PM	3600 Block Market	Male grabbed woman's arm
07/02/93	1:18 PM	3600 Block Walnut	Complainant received injuries by club/to HUP

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—10, Simple assaults—4, Threats & harassment—8, Aggravated Assaults—1

05/30/93	11:48 PM	3900 Block Sansom	Complainant assaulted by juveniles
05/31/93	1:59 AM	Lot # 31	Complainant robbed by 2 males/one w/gun
06/03/93	12:39 AM	40th & Locust	Complainant robbed/male apprehended
06/03/93	3:03 PM	Van Pelt House	Letter received in mail
06/04/93	11:55 AM	Harnwell House	Racial slurs on postcard received in mail
06/04/93	11:00 PM	Unit Block 40th	Complainant struck/handled by PPD
06/05/93	12:47 AM	200 Block 40th	Unknown male struck complainant/fled area
06/07/93	11:38 AM	220 S. 40th St.	Calls received/no one on other end
06/09/93	2:13 AM	39th & Chestnut	Two unknown males robbed complainant/ fled
06/09/93	2:34 AM	40th & Walnut	Complainant receiving threats from male
06/17/93	8:20 PM	40th & Walnut	Unknown male assaulted complainant
06/20/93	11:10 PM	300 Block 41st	2 males robbed complainant/refused charges
06/22/93	4:02 AM	Harnwell House	Obscene calls received by unknown caller
06/23/93	1:36 AM	40th & Pine	Complainant approached by two unknown males
06/24/93	12:42 AM	Wayne Hall	Employee received threat over phone
06/25/93	12:02 AM	4000 Block Spruce	Three males with gun robbed complainant
06/25/93	4:14 PM	40th & Locust	Complainant reported being harassed
06/26/93	1:23 AM	41st & Sansom	Complainant reported being robbed by 2 males
06/27/93	8:04 PM	3800 Block Spruce	Male struck complainant/fled with purse
07/02/93	12:53 AM	3935 Walnut St.	Manager handcuffed/robbed at gunpoint
07/03/93	9:33 PM	39th & Spruce	Suspect demanded money/fled in car with 2 others

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—5, Threats & Harassment—1, Indecent Exposure & Lewdness—1

06/04/93	7:39 PM	4514 Locust St.	Male masturbating outside window/PPD on site
06/19/93	12:28 AM	4200 Block Spruce	Robbery/3 apprehended/turned over to PPD
06/22/93	10:06 PM	42nd & Walnut	Complainant. struck in head by unknown male
06/23/93	3:53 AM	4100 Block Pine	Complainant robbed by three males/fled area
06/30/93	3:37 PM	4247 Locust St.	Harassing/profane calls received
07/03/93	9:07 PM	4200 Block Pine	Wallet taken by unknown male
07/04/93	8:30 PM	4100 Block Locust	Male with simulated gun/wallet taken

**30th to 34th/Market to University:** Sexual Assaults—1, Robberies (& attempts)—2, Aggravated Assaults—2, Purse Snatches—1, Simple Assaults—1, Threats & Harassment—3

05/26/93	6:07 PM	Lot # 37	Purse taken from complainant/1 arrest made
05/27/93	2:29 PM	200 Block 33rd	Female hit in head with bottle/actor fled
06/01/93	10:20 PM	3300 Block Walnut	Unknown males struck complainant in head
06/05/93	9:02 PM	3200 Block Walnut	Complainant chased by unknown male
06/11/93	4:09 PM	34th & Walnut	Complainant grabbed by teenagers
06/16/93	1:13 PM	Towne Bldg.	Numerous hang up calls received
06/17/93	6:49 PM	Lot # 5	Student vs staff
06/21/93	11:31 AM	Convention Ave.	Male struck officer/arrest
07/02/93	12:57 AM	Lot # 36	Parking attendant robbed/injured by 3 males
07/02/93	6:34 PM	Penn Tower	Complainants robbed of cash

**Outside 30th to 43rd/Market to Baltimore:** Robberies (& attempts)—2, Simple Assaults—1, Threats & Harassment—1, Indecent Exposure & Lewdness—1

06/07/93	3:30 PM	52nd & Walton	Wallet and bike taken at gun point
06/07/93	7:18 PM	521 Abbottsford	Unwanted call from ex-boyfriend received
06/09/93	1:14 PM	4046 Walnut St.	Postcard w/ derogatory remarks received
06/10/93	12:37 PM	4512 Locust St.	Male masturbating
06/11/93	12:16 AM	939 Delaware Ave.	Student vs student
06/29/93	3:46 PM	4500 Block Walnut	Complainant robbed/child injured/1 arrest

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## OF RECORD

Due to the increasing number of checks returned for insufficient funds, and several examples of employees presenting bad checks repeatedly, the Office of the Treasurer and the Division of Human Resources have issued the following policy applicable to all faculty, staff, and student employees of the University.

— *Michael Aiken, Provost*  
— *Janet Hale, Executive Vice President*

### Check Cashing Policy

It is the University of Pennsylvania's policy that check cashing at a University facility is a privilege and not a right. An employee who has written a check that is returned by his/her bank is required to redeem the check and all related fees within 10 days of the date of receipt of written notice issued by the University.

An employee who abuses check cashing privileges is considered to have violated University work related conduct standards and may be subject to discipline under existing University policy. (See "Safeguarding University Assets" and "Fraud" policy statements in the *Human Resources Policy Manual*).

### Volunteers for Health Studies

**Arthritis Treatment:** Specialists at PennMed and the V.A. Medical Center are seeking volunteers for studies of new treatments being investigated that may provide prolonged relief from arthritis pain. All examinations and treatments are free. Volunteers must be at least 21 with osteoarthritis of the knees. Call 823-4545 for information.

**Antihistamine:** Medical Center researchers seek healthy volunteers, age 65-90, who have no significant memory problems, for a study of the side effects of diphenhydramine, an over-the-counter antihistamine. Principal investigator Dr. Ira Katz, and colleagues will use sensitive psychological tests to monitor physical and mental reactions to the medication during the few hours it remains in the body. Once accepted, volunteers will be asked to attend two two-hour sessions (for which they will be paid \$10/session) and four six-hour sessions (\$30/session). A \$50 bonus will be given to those completing all six sessions. Call Suzanne or Tina at 349-8227 for information.

**Fertility Studies:** Drs. Luigi Mastroianni Jr. and Luis Blasco of the Division of Human Reproduction seek hundreds of volunteer couples with either unexplained or male-factor infertility to participate in ongoing studies to determine the effectiveness of metrodin—a hormone that stimulates egg production—and intrauterine insemination, as well as the combination of both treatments. Couples should not have had prior treatment with metrodin, pergonal, or artificial insemination. Women must be 40 or younger, men 55 or younger, and the couple must have had at least one year of unprotected intercourse. Couples accepted into the study will have access to the latest techniques for diagnosing and treating infertility, and will receive, free of charge, all medication and care (including semen processing, insemination, and physician's fees) for four months. Penn's Ob/Gyn Department was selected as the only site in the Delaware Valley to participate in this two-year, six-center, national study sponsored by the National Institutes of Child Health and Human Development. Call Jan Stansberry at 662-2935 for information.

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### Crimes Against Property

**34th to 38th/Market to Civic Center:** Burglaries (& attempts)—7, Total Thefts (& attempts)—61, Thefts of Auto (& attempts)—1, Thefts from Autos—4, Thefts of bicycles & parts—12, Forgery & fraud—1, Criminal mischief & vandalism—9, Trespassing & loitering—4

05/24/93	3:27 PM	Steinberg/Dietrich	Secured bike taken
05/24/93	6:39 PM	Hamilton Walk	Front wheel taken from secured bike
05/25/93	10:49 AM	Blockley Hall	Three credit cards taken
05/25/93	12:22 PM	3401 Walnut St.	Wallet taken from unattended jacket
05/25/93	8:34 PM	Meyerson Hall	Unauthorized male in building/arrest
05/26/93	1:03 PM	3401 Walnut St.	Wallet taken from handbag in food court
05/26/93	1:39 PM	Blockley Hall	Credit card taken from purse/used
05/26/93	11:34 PM	200 Block 38th	Various items taken from vehicle
05/27/93	3:42 PM	Lot # 43	Bridge toll sticker taken from auto
05/27/93	6:05 PM	3604 Chestnut St.	Actor took merchandise from store/arrested
05/28/93	12:35 PM	Steinberg/Dietrich	Flashlight taken from secured office
05/29/93	1:34 PM	3420 Sansom St.	Wallet taken
05/29/93	3:23 PM	Johnson Pavilion	Wallet taken from library
05/29/93	3:32 PM	100 Block 36th	Two bookbags taken from auto
05/29/93	11:12 PM	Gimbel Gym	Door glass cracked
05/30/93	12:40 AM	Christian Ass'n.	Office entered through window/nothing taken
06/01/93	7:12 AM	Lot # 11	2 lengths of copper pipe taken over night
05/31/93	3:20 PM	McNeil Bldg.	2nd fl candy machine coin box entered
05/31/93	8:10 PM	Grad B Tower	Wallet taken from room
06/01/93	12:27 AM	Delta Psi	2 males entered via 2nd fl fire escape/fled
06/02/93	11:23 AM	Steinberg/Dietrich	Computer display taken from area
06/03/93	1:57 AM	37th & Walnut	Cushman pushed onto highway/2 males stopped
06/03/93	8:24 AM	Steinberg/Dietrich	Bicycle parts taken while bike secured
06/03/93	2:11 PM	HUP	Wallet taken from desk drawer
06/04/93	9:05 AM	Van Pelt Library	Unattended jacket taken
06/04/93	10:40 AM	Richards Bldg.	Computers and modems damaged/info erased
06/04/93	12:40 PM	132 S 34th St.	Male took 2 picture frames/apprehended
06/05/93	8:09 PM	3424 Sansom St.	Male fled store with merchandise
06/07/93	9:28 AM	36th & Walnut	Unattended newspapers taken from stand
06/07/93	1:40 PM	37th & Spruce	SEPTA-owned Walkie talkie taken
06/08/93	3:03 PM	Annenberg Ctr.	Portable computer taken
06/08/93	5:03 PM	Steinberg/Dietrich	Unattended bookbag taken from vending area
06/08/93	5:17 PM	Van Pelt Library	Wallet taken/1 arrest
06/08/93	7:06 PM	130 S 34th St.	Items taken from establishment/1 arrest
06/08/93	9:06 PM	3424 Sansom St.	Male took t-shirts/1 arrest
06/09/93	9:55 AM	Van Pelt Library	Currency removed from circulation desk
06/09/93	5:40 PM	Vance Hall	Unattended bookbag taken
06/09/93	8:56 PM	38th & Spruce	Juveniles tampering with bikes
06/10/93	3:42 AM	Steinberg/Dietrich	Unattended wallet taken
06/10/93	2:15 PM	Duhring Wing	Unknown person using personal information
06/10/93	4:37 PM	Bookstore	Male stopped attempting to take gum
06/11/93	2:21 PM	200 Block S 37th	Bike wheel taken from secured bike
06/11/93	5:40 PM	Stemmler Hall	Wallet taken from room
06/11/93	11:48 PM	McNeil Bldg.	Rear wheel taken from bike secured to rack
06/12/93	12:26 AM	College Hall	Basement snack machine in basement
06/14/93	4:29 PM	Van Pelt Library	Wallet taken from unattended backpack
06/14/93	6:08 PM	Leidy Lab	Unattended bookbag taken
06/15/93	10:16 AM	Quad Office	Check taken from mail pack
06/15/93	10:30 AM	International House	Secured bike taken
06/15/93	12:48 PM	HUP	Male in restricted area/1 arrest
06/16/93	8:29 AM	Vance Hall	Male removed from building/citation issued
06/16/93	3:38 PM	Van Pelt Library	Wallet taken from unattended desk
06/17/93	12:11 AM	Phi Kappa Sigma	Male apprehended after taking bike from house
06/17/93	3:00 PM	Meyerson Hall	Property taken from basement
06/18/93	10:21 AM	3700 Market St.	Bike taken
06/18/93	12:01 PM	Lot # 19	Driver's door lock broken to vehicle
06/18/93	3:09 PM	3401 Walnut St.	2 toilet paper dispensers tampered with
06/18/93	7:57 PM	37th & Locust	Unattended/unsecured bike taken
06/19/93	2:27 AM	Phi Delta Theta	Unattended wallet taken
06/20/93	10:06 PM	Steinberg/Dietrich	Unattended wallet taken from lobby area
06/21/93	8:45 PM	3424 Sansom St.	Males took property/no charges filed
06/22/93	9:38 AM	Johnson Pavilion	Wallet taken from unsecured backpack
06/22/93	10:32 AM	Nichols House	Model of teeth taken
06/22/93	10:01 PM	200 Block S 38th	Steering column tampered/papers taken
06/23/93	4:44 AM	Houston Hall	Money taken from register
06/24/93	8:05 AM	Vance Hall	Two unauthorized males sleeping on dock
06/25/93	4:33 AM	Lot # 25	Tools and vacuum cleaner taken from van
06/26/93	11:21 PM	201 S 38th St.	Restaurant front door glass broken
06/28/93	9:05 AM	Anat-Chem	Door frame and lock broken/no entry gained
06/28/93	11:27 AM	Anat-Chem	Door pried/bike taken
06/28/93	5:22 PM	3600 Block Market	Credit card removed from purse
06/29/93	12:42 PM	Nursing Ed Bldg.	VCR taken from unsecured room
06/29/93	6:38 PM	Johnson Pavilion	Secured bike taken from rack
06/30/93	4:35 PM	Vance Hall	Secured bike taken from rack
06/30/93	8:34 PM	3400 Block Spruce	Rear tire taken from secured bike
07/01/93	2:53 PM	ICA	TV, VCR and video tape taken
07/01/93	6:58 PM	Houston Hall	Vending Machine screw in locking mechanism
07/02/93	5:29 AM	College Hall	Vending machine glass broken/cash box taken
07/02/93	12:10 PM	Houston Hall	Secured bike taken
07/02/93	12:40 PM	3400 Block Sansom	Eyeglasses taken/attempt to take wallet
07/02/93	5:44 PM	Stouffer Triangle	Credit card taken and used
07/02/93	7:35 PM	130 S 34th St.	Property taken from store/arrest

**38th to 41st/Market to Baltimore:** Burglaries (& attempts)—9, Total thefts (& attempts)—67, Thefts of auto (& attempts)—11, Thefts from autos—15, Thefts of bicycles & parts—22, Forgery & fraud—1, Criminal mischief & vandalism—8, Trespassing & loitering—1

05/24/93	9:10 AM	4000 Block Spruce	Vehicle taken from location
05/24/93	12:03 PM	4018 Spruce St.	Bike taken from 1st floor of residence
05/24/93	4:20 PM	Sigma Alpha Epsilon	Bike taken from residence
05/24/93	5:44 PM	3928 Sansom St.	Bike taken from 1st floor of residence
05/25/93	10:14 AM	Harnwell House	Bike taken from rack overnight
05/25/93	11:05 AM	4000 Block Spruce	Property removed from auto

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05/25/93	5:49 PM	40th & Sansom	Vehicle taken from location
05/25/93	6:44 PM	319 S 41st St.	Bike taken from residence
05/27/93	1:31 PM	4035 Spruce St.	Unsecured bike taken from residence lobby
05/27/93	9:40 PM	Delta Delta Delta	VCR taken from living room
05/28/93	11:27 AM	4039 Spruce St.	4 boxes of clothing taken
05/28/93	12:12 PM	200 Block S 41st	Unattended wallet taken from steps
05/28/93	11:55 PM	4019 Locust St.	Male attempting to pry bike lock/fled area
05/29/93	5:55 AM	3900 Block Pine	Window broken/various items taken
05/29/93	1:08 PM	3939 Chestnut	Computer taken from 1st floor apartment
05/29/93	9:08 PM	206 S 41st St.	Wallet taken from unattended backpack
05/29/93	11:54 PM	3953 Baltimore	Bottle thrown through window
05/30/93	10:44 AM	Sigma Alpha Mu	Glass wall panel broken
05/31/93	3:51 PM	4000 Block Pine	Secured bike taken
05/31/93	4:25 PM	219 S 41st St.	Secured bike taken
05/31/93	4:57 PM	3925 Walnut St.	Male took wallet/arrest
05/31/93	8:54 PM	4048 Spruce St.	Secured bike taken from basement
06/01/93	11:58 PM	Sigma Phi Epsilon	Door kicked in/actor fled area
06/02/93	9:00 AM	4049 Spruce St.	Secured bike taken from porch
06/02/93	10:39 AM	1925 House	Currency taken from unsecured room
06/02/93	3:00 PM	Veterinary Hospital	Radio taken from office
06/02/93	3:23 PM	Acacia	Unauthorized use of credit card
06/03/93	8:35 AM	Dining Commons	Cushman golf cart reported taken
06/04/93	11:06 AM	3900 Block Sansom	Scissors taken from auto
06/04/93	2:34 PM	3900 Block Pine	Car phone taken from vehicle
06/04/93	4:19 PM	3900 Block Pine	Various items removed from vehicle
06/05/93	3:11 AM	4036 Spruce St.	Kitchen window damaged/VCR taken
06/05/93	4:45 PM	4000 Block Pine	Vehicle taken
06/05/93	1:15 PM	200 Block S 41st	Door jimmied open/radio & speakers taken
06/06/93	6:36 PM	307 S 41st St.	Unsecured bike taken from hallway
06/06/93	6:42 PM	3953 Baltimore Ave.	Item thrown through window during party
06/07/93	1:49 PM	228 S 40th St.	Wallet taken from backpack
06/08/93	2:20 AM	3932 Spruce St.	Various items taken through open window
06/08/93	2:27 AM	3900 Block Sansom	Various items taken through smashed front window
06/08/93	11:34 AM	Veterinary School	Wallet taken from office
06/08/93	12:48 PM	3923 Walnut St.	Wallet taken from establishment
06/09/93	3:00 PM	3900 Block Locust	Books and term papers taken from bench
06/09/93	5:45 PM	Lot # 16	Vehicle taken from location
06/11/93	12:12 AM	39th & Baltimore	Left front window smashed/nothing taken
06/11/93	10:46 AM	Harrison House	Items removed from package in mail room
06/12/93	2:08 AM	20 S 39th St.	Secured bike taken from vestibule
06/13/93	2:59 AM	3818 Chestnut St.	Items taken via 1st floor window
06/13/93	11:21 AM	3900 Block Spruce	Secured bike taken
06/13/93	1:30 PM	Sigma Alpha Mu	Bottle thrown through window
06/13/93	1:48 PM	4000 Block Pine	Radar detector and CD's taken from auto
06/13/93	3:11 PM	Lot # 16	Coins taken from auto/vent window damaged
06/13/93	4:51 PM	4000 Block Walnut	Secured bike taken
06/13/93	6:06 PM	Kappa Alpha	Vehicle entered/ransacked/nothing taken
06/13/93	6:13 PM	100 Block S 39th	Secured bike taken
06/13/93	10:10 PM	3800 Block Walnut	Vehicle taken
06/14/93	2:41 PM	3900 Block Pine	Currency taken from vehicle
06/14/93	3:35 PM	4000 Block Walnut	Secured bike taken
06/15/93	4:32 PM	Low Rise North	Unattended wallet taken
06/16/93	10:16 AM	4008 Pine St.	Property taken from residence
06/17/93	10:15 AM	Lot # 16	Tires of parked vehicle punctured
06/17/93	1:00 PM	4035 Walnut St.	Secured bike taken from porch
06/18/93	10:08 AM	3900 Block Sansom	Computer and disks taken
06/20/93	10:25 AM	3800 Block Locust	Jeep window and steering column broken
06/20/93	3:56 PM	4000 Block Walnut	Bag taken from unsecured auto
06/21/93	10:07 AM	Sigma Nu	2 leather sofas taken from living room
06/22/93	9:28 AM	200 Block S 41st	Dash/radio damaged in vehicle
06/22/93	8:48 PM	3800 Block Spruce	Vehicle stolen
06/24/93	3:01 AM	4043 Irving St.	Unauthorized male in building/arrested
06/25/93	12:06 AM	3955 Baltimore Ave.	Various items taken from residence
06/25/93	9:15 PM	Sigma Alpha Mu	Vehicle roof cut/hot wire attempted
06/26/93	7:10 PM	3935 Walnut St.	Restaurant front glass broken
06/27/93	12:48 AM	Van Pelt House	Vending machine glass broken/cash taken
06/28/93	11:49 AM	4002 Spruce St.	Rear wheels taken from two bikes
06/28/93	2:28 PM	4028 Walnut St.	Unsecured bike taken from house
06/28/93	5:03 PM	4000 Block Spruce	Wheel taken from secured bike
06/28/93	9:47 PM	315 S 41st St.	Rear window screen cut/no entry made
06/29/93	9:38 AM	3910 Chestnut St.	Currency removed from desk drawer
06/29/93	5:09 PM	4000 Block Pine	Vehicle taken
06/29/93	6:47 PM	Dining Commons	Backpack taken from vehicle at loading dock
06/30/93	12:12 AM	4038 Locust St.	VCR and boombox taken from apartment
06/30/93	12:17 PM	Van Pelt House	Money taken from vending machine
07/01/93	10:15 AM	4000 Block Sansom	Vehicle taken
07/01/93	10:39 AM	39th & Sansom	Sticker cut off of license plate
07/03/93	3:59 PM	4043 Irving St.	2nd fl window bars broken/property taken
07/03/93	6:21 PM	Dining Commons	Secured bike taken
07/04/93	4:32 AM	3904 Spruce St.	Window broken/3 bikes taken

**41st to 43rd/Market to Baltimore:** Burglaries (& attempts)—3, Total thefts (& attempts)—8, Thefts of auto (& attempts)—2, Thefts from autos—1, Thefts of bicycles & parts—5, Criminal mischief & vandalism—2

05/25/93	11:05 AM	4106 Pine St.	Secured bike taken from rear of house
05/26/93	7:55 PM	206 S 42nd St.	Bike taken from front porch
05/27/93	5:31 PM	34 Univ. Mews	Unsecured bike taken from garage
05/28/93	11:09 PM	400 Block S 42nd	Vehicle taken
06/09/93	3:21 PM	826 S 48th St.	Motorcycle taken
06/13/93	1:23 PM	4200 Spruce St.	Bike taken from vestibule
06/15/93	10:44 AM	239 S 41st St.	Bike taken from apartment
06/17/93	10:50 AM	315 S 41st St.	Secured bike taken from residence
06/19/93	6:37 AM	4100 Block Pine	Vehicle rear window broken
06/22/93	10:58 AM	4100 Block Walnut	Secured bike taken

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## Summer Transportation Schedules

**PennBUS** is an evening bus which operates on a fixed route, serving residential areas southwest and west of campus. Beginning Thursday, July 1, 1993 and continuing through Labor Day, the PennBUS will operate Monday through Friday leaving 37th & Spruce according to the summer schedule at right. The PennBUS will not deviate from its established route and will no longer pass the Supermarkets on 43rd Street; it will now return to campus via Spruce Street. Persons requiring transportation to their place of residence are encouraged to use Escort Service.

37th & Spruce	H'ston Hall	DRL	3401 Wal.	39th & Spruce
5:10	4:40	5:15	5:18	4:45
5:50	5:12	5:55	5:58	5:23
6:30	5:52	6:35	6:38	6:03
7:00	6:32	7:05	7:08	6:43
7:30	7:02	7:35	7:38	7:13
8:00	7:32	8:05	8:08	7:43
8:30	8:02	8:35	8:38	8:13
9:00	8:32	9:05	9:08	8:43
9:30	9:02	9:35	9:38	9:13
10:00	10:02	10:05	10:08	9:43
10:30	10:32	10:35	10:38	10:13
11:00	11:02	11:05	11:08	10:43
11:30	11:32	11:35	11:38	11:13
12:00	12:02	12:05	12:08	11:43

**Escort Service** is designed to provide transportation for members of the Penn community who cannot be adequately served by the PennBUS. Beginning Thursday, July 1, 1993 and continuing through Labor Day, summer operating hours are from 6:00 PM to 3:00 AM, Monday through Sunday, to and from locations within the Escort Service boundaries.

**Campus Loop** provides transportation for anyone wishing to travel within the defined campus boundary served by Walking Escort Service. It will not deviate from its prescribed route; however, it will pick-up and drop-off at all corners along the way.

3401 Walnut	hourly	20 past hr	40 past hr
Gimbel Gym	2 past hr	22 past hr	42 past hr
Chestnut Hall	4 past hr	24 past hr	44 past hr
Grad A	7 past hr	27 past hr	47 past hr
Houston Hall	10 past hr	30 past hr	50 past hr
The Quad	11 past hr	31 past hr	51 past hr
Hi-Rise South	12 past hr	32 past hr	52 past hr
Johnson Pavilion	15 past hr	35 past hr	55 past hr
Penn Towers	16 past hr	36 past hr	56 past hr
D R L	17 past hr	37 past hr	57 past hr

Beginning Thursday, July 1, 1993 and continuing through Labor Day, summer operating hours are from 6:00 PM to 12:30 AM, Monday through Sunday. The Campus Loop runs every 20 minutes, according to the summer schedule listed here.



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06/23/93	9:44 AM	4100 Block Locust	Vehicle driver's side window broken
06/29/93	1:49 PM	4200 Block Spruce	Window broken/cassette radio taken
07/03/93	1:44 AM	4200 Block Spruce	Window smashed/items taken

**30th to 34th/Market to University:** Total thefts (& attempts)—38, Thefts of auto (& attempts)—3, Thefts from autos—6, Thefts of bicycles/parts—11, Criminal mischief/vandalism—3, Trespass/loitering—1

05/24/93	12:25 PM	Chemistry Bldg.	Wallet taken from secured office
05/24/93	4:19 PM	Hutchinson Gym	Secured bike taken from rack
05/25/93	10:46 AM	Lot # 7	Rear vent window broken/ change taken
05/25/93	2:07 PM	Lot # 2	Currency removed from vehicle
05/26/93	9:15 AM	Lot # 37	Change taken from unsecured auto
05/27/93	2:03 PM	Lot # 7	Baseball glove taken from auto
05/28/93	12:33 PM	LRSB	Laser printer taken from room
05/28/93	1:04 PM	LRSB	Unattended wallet taken from room
05/28/93	3:37 PM	Chemistry Bldg.	Front wheel taken from secured bike
05/28/93	5:46 PM	Chemistry Bldg.	Secured bike taken from rack
05/28/93	10:50 PM	200 Block S 33rd	Vehicle window broken/items taken
05/30/93	12:50 PM	Lot # 6	Parking booth door dented/no entry
06/01/93	4:08 PM	Morgan Bldg.	Bike rear wheel and seat taken
06/03/93	3:22 PM	200 Block S 33rd	Secured bike taken from rack
06/03/93	7:13 PM	Hill House	Secured bike taken
06/08/93	9:32 AM	Rittenhouse Lab	VCR and remote taken
06/08/93	11:14 AM	Rittenhouse Lab	Knapsack and car phone taken
06/09/93	3:01 PM	Hill House	Discman taken from 2nd fl lounge
06/10/93	9:24 AM	Towne Bldg.	Suspicious male stopped on 1st floor
06/10/93	3:19 PM	Rittenhouse Lab	Secured bike taken from rack
06/11/93	3:42 PM	200 Block S 33rd	Front wheel taken from secured bike
06/11/93	3:51 PM	Smith Hall	Air conditioner taken from basement room
06/12/93	5:07 PM	3200 Block Chestnut	Secured bike taken
06/15/93	1:45 PM	Bennett Hall	Textbooks taken from room and thrown in trash
06/15/93	11:53 AM	Meyerson Hall	Secured bike taken from lobby
06/16/93	6:21 PM	Lot # 5	5 lbs. dog food taken from vehicle
06/17/93	10:46 AM	Hayden Hall	Computer/keyboard taken from unsecured room
06/18/93	3:57 PM	34th & Walnut	Beeper taken from complainant by juveniles
06/21/93	2:24 PM	LRSB	Wallet taken from unattended briefcase
06/22/93	12:48 AM	Univ. Museum	Drain spout pulled out of SW corner spout
06/22/93	10:44 AM	Chemistry Bldg.	Front wheel taken from secured bike
06/24/93	10:41 AM	Bennett Hall	Electric drill taken from room overnight
06/24/93	10:41 AM	Bennett Hall	Various tools taken
06/25/93	10:52 AM	Lot # 7	Vehicle taken
06/25/93	10:52 PM	Moore School	Vending machine glass broken
06/27/93	4:42 PM	Lot # 26	Vehicle taken
06/28/93	7:37 AM	Moore School	Vending machine glass broken
06/28/93	1:32 PM	LRSB	Scanner/keyboard taken from unsecured room
06/30/93	10:45 AM	Smith Hall	Air conditioners taken from 1st floor
06/30/93	3:07 PM	Lot # 29	Tires removed from trailer
07/01/93	10:17 AM	Rittenhouse Lab	Model trains taken from platform
07/01/93	3:31 PM	Hutchinson Gym	Secured bike taken from rack
07/04/93	2:42 PM	Lot # 5	Vehicle taken

**Outside 30th to 43rd/Market to Baltimore:** Burglaries (& attempts)—1, Total thefts (& attempts)—5, Thefts of bicycles & parts—4, Forgery & fraud—2

05/28/93	12:32 PM	253 S 45th St.	Secured bike taken
05/31/93	1:10 PM	4321 Pine St.	Secured bicycle taken from rack
06/17/93	1:19 PM	117 N Broad St.	Unknown attempted to cash stolen check
06/19/93	2:02 PM	Unknown	Two checks taken/one cashed by unknown person
06/29/93	10:50 AM	200 Block 12th St.	Bike removed from parking meter
06/30/93	6:38 AM	Boathouse	Bike taken from boathouse
07/01/93	4:33 PM	Youngstown, Oh	Actor made unauthorized charge on credit card

### Crimes Against Society

**38th to 41st/Market to Baltimore:** Disorderly conduct—2

05/27/93	1:15 AM	3800 Block Locust	Male cited for urinating on tree
06/19/93	11:26 AM	4000 Block Walnut	Intoxicated male/also wanted on warrant

**41st to 43rd/Market to Baltimore:** Disorderly conduct—1, Weapons offenses—1

06/05/93	1:28 AM	4100 Block Locust	Report of gunshots/3 apprehensions
06/30/93	12:39 AM	43rd & Market	Male stopped for investigation/disorder

**30th to 34th/Market to University:** Disorderly conduct—2

05/28/93	9:54 AM	3200 Block South	Male attempted to strike officer/cited
07/04/93	1:51 AM	Lot # 37	Male using e-phones and yelling obscenities

## 18th District Crimes Against Persons

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

For the six-week period May 24, 1993, to July 5, 1993, the Philadelphia Police reported for the above sector of the 18th District a total of **81 incidents with 17 arrests**.

Space is inadequate to detail all incidents, but the full list is available on request at the University Division of Public Safety. Following is a summary:

One homicide by gun was reported at 12:13 a.m. on June 9, at 47th and Baltimore; no arrest had been reported at presstime.

One rape was reported at 9:15 a.m. on June 1, at 48th and Pine; no arrest was reported.

One attempted rape was reported at 7:10 a.m. on May 31, in the 100 block of S. 39th Street; an arrest was made.

Sixteen aggravated assaults were reported, three with guns, three with knives; nine arrests were made.

Sixty-two robberies were reported, thirty-two of them with guns and two with knives; seven arrests were made.

# Update

SUMMER AT PENN

## EXHIBITS

**August 22** *Two by Mary Cross: Photographs of Egypt and Morocco*; an artist's journey through the Middle East; Arthur Ross Gallery, Furness; Info: 898-4401. *Egyptian photographs through October 3; Moroccan, October 8 - 31.*

## FILMS

Screenings are held July 16-29 at International House, 3701 Chestnut St., by the Neighborhood Film/Video Project. Tickets are \$6, general admission; \$5, I-House members, students, and senior citizens; \$3, children under 12. \$20 discount tickets for five screenings are available. Call 895-6542 for program information.

For sessions in film technique July 24, 25 and 26, call the Philadelphia Independent Film/Video Association, 895-6594.

## FITNESS/LEARNING

*Jazzercise*; 5:30-6:30 p.m. Mondays, Tuesdays, and Thursdays; Child Guidance Center; First class free; \$3.50/class, \$2.50/students. Info: Carolyn Hamilton, 662-3293 (days) or 446-1983 (evenings).

## MUSIC

**August 11** *Jaffna*; Indian and Middle Eastern at the University Museum. Picnic fare sold by the Museum Cafe. 5:45 p.m. in the Inner Gardens. Series (individual) tickets: \$30 (\$5); \$23 (\$4) members, students, seniors; \$14 (\$3), children under 12. Tickets: 898-4890.

## JULY TALKS

**16** *Approach to the Patient with Chest Pain*; Irving M. Herling, 8 a.m.; Medical Alumni Hall, Maloney (Medicine).

**20** *WT-1 is Required for Early Kidney Development*; Jordan Kreidberg, Whitehead Institute of Biomedical Research; 4 p.m. (Wistar Institute).

**21** *Immunologic and Virological Events in Lymphoid Organs of SIV Infected Macaques*; Yvonne Rosenberg, Jackson Foundation; 4 p.m.; (Wistar).

**23** *Approach to the Comatose Patient and other Neurological Emergencies*; Eric Raps; 8 a.m.; Medical Alumni Hall, Maloney (Medicine).

**27** *Studies on Gene Expression and Development in Catecholaminergic Neurons Using Transgenic Mice*; Gary Hoyle, reproductive physiology, veterinary medicine; 4 p.m.; (Wistar Institute).

**30** *Acid Base Disorders*; Malcolm Cox, VAMC; 8 a.m.; Medical Alumni Hall, Maloney.



**Almanac**

3601 Locust Walk Philadelphia, PA 19104-6224  
(215) 898-5274 or 5275 FAX 898-9137  
E-Mail ALMANAC@A1.QUAKER

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EDITOR	Karen C. Gaines
ASSOCIATE EDITOR	Marguerite F. Miller
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