

# Almanac

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## Endowment Drive:

### A Whitney Young Chair

The Wharton School has announced a campaign to fund the Whitney M. Young, Jr. endowed professorship for prominent African American scholars.

A gift of \$350,000 from the General Mills Foundation recently launched the final leg in a \$1.25 million campaign to endow the chair.

Once the endowment totals \$650,000, Wharton will establish a search committee for the first Whitney M. Young, Jr. professor.

Meanwhile, the fund supports as a term chair the position of Dr. Louis A. Thomas, a Yale alumnus who took his Ph.D. from Harvard in 1991. He came to Penn from Booz Allen & Hamilton and is a specialist in industrial organization and business strategy, marketing and new product strategy.

The chair is named for the civil rights leader and former executive director of the National Urban League who died in 1971, and it is to honor "his promotion of education and insistence on full participation for African-Americans in the nation's economy," Wharton's Dean Thomas P. Gerrity said.

"Our success in facing global economic competition will be based, in part, on our ability to prepare leaders who can tap the potential of the nation's diverse work force," he continued. "The General Mills Foundation's generous gift will help us continue the work of a visionary who pushed for the advancement of African Americans in the economic mainstream and within the academic world."

Mr. Young is credited with modeling the National Urban League into a vehicle for creating thousands of jobs for African Americans and garnering millions of dollars for training and special projects aimed at improving the economic conditions of the poor.

Wharton's African American community has long acknowledged the contributions and ideals of Whitney M. Young, Jr., the Dean added. The School's African American MBA Association sponsored its annual conference in memory of Mr. Young, January 21 through 23. This year's program, "Building Tomorrow, Today," included a commemorative ceremony, notable speakers, panels, workshops, a scholarship and awards banquet, and a career forum.

## Meyerson Chair: Witold Rybczynski

The internationally-known architect and designer Witold Rybczynski has been named the first Martin and Marge Meyerson Professor of Urbanism, Dean Patricia Conway of the Graduate School of Fine Arts has announced.

Professor Rybczynski, born in Edinburgh of Polish descent, took his bachelor's and master's degrees in architecture from McGill University in Montreal and has been teaching design and construction there since 1975 while also delivering some 60 guest lectures around the world and acting as a consultant in both hemispheres.

Noted for his studies of domestic architecture, housing and urban design, Mr. Rybczynski is the co-designer of the Grow Home, an affordable prototype of which more than 800 units have been built in Montreal.

He is known for his books, for his contributions to others' influential books and series, and for over 100 published articles on architecture, appropriate technology, and urbanism. His essays appear frequently in *The New York Review of Books* and *The Atlantic*, and he has written on architecture for *The New York Times*.

His best-selling book, *Home: A Short History of an Idea*, has been translated into eight languages and won the 1988 QSPELL prize for nonfiction and the Prix Paul-Henri Lapointe of Quebec. Other recent honors include the 1991 Progressive Architecture Award, the 1993 Alfred Jurzykowski Foundation Award, and his election, while in Canada, as an Honorary Fellow of the American Institute of Architects.

His books include *Paper Heroes: A Review*

*of Appropriate Technology; Taming the Tiger: The Struggle to Control Technology; The Most Beautiful House in the World; Waiting for the Weekend; and Looking Around: A Journey Through Architecture*. He is currently at work on a new book due out in 1995, on the evolution of the North American city.

The Meyerson chair, which honors the Emeritus President and his wife, is a cross-disciplinary one designed for a senior scholar specializing in urbanism. The holder is expected to function across departmental lines within the School and to establish connections between the School and other University departments having a significant interest in urbanism, Dean Conway said. The endowment specifies that the first holder will have his/her primary appointment in the Graduate School of Fine Arts, and subsequent ones may have theirs in that school or some other.

Photo by Stephen Homer



Witold Rybczynski, Meyerson Chair

## Commission Report on Strengthening Penn

The preliminary report of the Commission on Strengthening the Community, published this week (see *Almanac Supplement*), makes over 50 recommendations—30 of them listed for immediate action with 23 proposed for action within a year and two others for long-term response.

The 22-member Commission was chaired by Trustee Dr. Gloria Twine Chisum, with a staff of three—Dr. Rebecca Bushnell of English, Dr. Allen J. Green of the African American Resource Center and Amy McQuiston of the President's Office—and a working group of 13.

They ask feedback from all members of the University community, with a view to preparing a final draft by March 31.

Interim President Claire Fagin said that she and Interim Provost Marvin Lazerson would like to implement some recommendations before her term ends in June, and establish strategies for implementing others. She has named Linda Hyatt, executive director of the President's Office, to coordinate implementation—some of which began with the fall revision of the speech code.

"I have made the strengthening of our Penn community the highest priority of my presidency," she said. "Many of these recommendations will help the University community reach that goal."

Dr. Chisum said campuses across America are struggling with the challenge of building community in the truest sense of the word, and "We feel the recommendations here will help Penn work better as a community, will help us all learn from and become enriched by our similarities and our differences."

Dealing first with conduct policies and procedures (Section A), the report offers eight guidelines for the committees working on revision of the Racial Harassment Policy and student judicial procedures. "The eight, spelled out more fully in the *Supplement* to this issue, are:

- Student speech, as such, should not be the basis of disciplinary action.
- Student speech may be the subject of discipline under general rules of conduct.

(continued next page)

The following agenda is published in accordance with the Faculty Senate Rules.

## Agenda of Senate Executive Committee Meeting Wednesday, February 2, 1994 3-5:30 p.m.

1. Approval of the minutes of January 12, 1994
  2. Chair's Report
  3. Report on activities of the Academic Planning and Budget Committee
  4. Proposed *Handbook* revision on department closings from the Senate Committee on the Faculty
  5. Interim report by the Senate Committee on Students and Educational Policy
  6. Informal discussion with Interim President Claire Fagin and Interim Provost Marvin Lazerson
  7. Report of the Subcommittee on Retirement of the Senate Committee on the Faculty (*Almanac* January 11, 1994)
  8. Interim report by the Faculty Senate Ad Hoc Committee on Just Cause Procedures
  9. Other new business
  10. Adjournment by 5:30 p.m.
- Questions can be directed to Carolyn Burdon, Executive Assistant to the Faculty Senate Chair, 898-6943.

### Corrections

In "Faculty Senate Committees, 1993-94" (*Almanac Supplement* January 18), the names and titles of two members are scrambled; they should read:

#### Senate Committee on the Faculty

William L. Kissick, *molecular and cell engineering*  
Morris Mendelson, *finance*

In "University Council Committees, 1993-94" (*Almanac Supplement* January 18) the following correction should be made:

#### Facilities

Under Faculty, add *Peter Linneman, real estate.*

### Commission from page 1

- The University has a duty to educate for community. In particular, this duty encompasses fostering those values of tolerance and mutual respect that lie at the heart of the academic enterprise. Fidelity to those values is crucial if the paramount mission of a secular academic institution—the shared adventure of seeking knowledge—is to be accomplished.
- There should be a level of discipline for minor offenses that is not reported outside the University (e.g., to graduate schools or prospective employers) and a mechanism for diverting appropriate cases to a process that is empowered to impose discipline only at that level.
- The process or processes used to resolve allegations of minor student misconduct should be less formal and more expeditious than the process used to resolve allegations of serious student misconduct.
- Attention should be given to the development and full utilization of residential disciplinary processes.
- The University should consider the establishment and support of a dispute resolution service, to be available when both a complainant and respondent choose it instead of formal processes and also upon referral from the JIO.
- Faculty members should continue to play an important role in student disciplinary processes.

The report asks the administration to ensure adequate resources for the "number and quality of personnel required to resolve student conduct issues fairly and efficiently," and suggests reconsidering the reporting relationship appropriate for the JIO. It also calls for a crisis team to assess incidents and mobilize response to "crisis incidents of intolerant behavior," and a hotline both for reporting incidents and dispelling rumor.

Sections B and C take up the roles of faculty and other role models, advisors and living-learning programs that could foster community.

Section D's proposal to assign first-year residence is the only section that drew a minority report: Dr. Samuel Klausner's dissent (*Supplement* p. 12) predicts "a first-class headache" for the Office of Residential Living.

To break down barriers to the "free and frequent meeting of community members" (E), the Commission supports diversification of Locust Walk, a student Center, coffeehouse, funding for co-sponsorship of events. Changes in structure and role of the public safety division are also spelled out in Section E.

A section on Communication (F) suggests additional publications for students, distribution of an employee handbook to all present staff within a month of the report, centralized events listings, and more communication of policies and procedures that affect the Philadelphia community. *The Daily Pennsylvanian* is urged to expand its bulletin board service and to consider making use of an ombudsman.

Issues involving staff are addressed in Section G. The Commission supports the release this spring of a Pay Equity Study now in progress, and makes a number of specific recommendations on clarification of job descriptions and status; performance evaluation; various forms of training; development of career paths. It also calls for an end to the use of payroll designations (A-1, A-3, etc.) in referring to the employment status of staff. To address these issues, the report notes, "the Executive Vice President and Provost must clarify the roles of Human Resources and the Schools and Centers."

The following memo was sent by the Provost to the Academic Deans on January 26:

### Make-up Classes

We have received a number of queries from faculty and students concerning make-up classes for those that were canceled as well as the possibility of extending the spring academic semester.

There is no University policy regarding the make-up of classes. Traditionally, the decision to provide a make-up class or not has been left to the instructor. Most faculty who are offering make-ups are doing so during the next couple of weeks. In some cases, such as laboratory classes, it may not be possible to provide a make-up without extending the class into the first day of the Reading Period. Those faculty who believe they must offer a class at that time should consult first with either the Dean of their School or the appropriate Associate Dean for Undergraduate Education.

If it appears that the majority of the faculty teaching undergraduates believes the academic spring semester needs to be extended by a day or two, we shall consider making adjustments in the Final Examination period.

— Marvin Lazerson, Interim Provost

### Deadline March 10

#### HERS Institute 1994

The nineteenth annual Summer Institute for Women in Higher Education Administration (HERS) will be held Sunday, June 26 through Friday, July 22, 1994.

HERS is a residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration. The curriculum prepares participants to work on issues currently facing higher education.

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

There are two ways for women at Penn to apply to the HERS Summer Institute. First, the University will sponsor two participants chosen in a campus-wide selection process. Second, individuals may be sponsored by their own deans or departments.

The deadline for application through the University selection process is Thursday, March 10, 1994. For more information about the HERS Summer Institute, please contact Debra Fickler at Ext. 8-7660 or send an e-mail to:

fickler@pobox.upenn.edu.

# Speaking Out

## Retirement Data

The "Report of the Subcommittee on Retirement" (*Almanac* January 11, pp. 2-3) is of the utmost interest and importance to the University faculty not only for its possible influence on the ultimate design of retirement programs offered to the faculty by the University but quite as much for its certain influence on the choice by faculty among various options that may be offered to them ("The majority must know best"). Accordingly, the Senate bears the responsibility of presenting the findings of its subcommittee, and the data on which they are based, in a lucid, complete, and easily-understandable fashion to its constituency.

While the text of the report generally fulfills this expectation, Tables 1 and 3, upon which some of the findings are based, do not. It is impossible, even for those familiar with tabular presentation of quantitative data, to understand the meaning of "Ranking" in the columns (three in Table 1, five in Table 3) and its relation to the vertical data in each column. While it might be possible to interpret this with the original questionnaire in hand, those of us who replied sent it back in the spring. We must also question the absence of explanation of why none of the number of cases add up to the 300 responses received.

A better accounting is in order in a matter of such general interest and importance.

— Cecil L. Striker  
Professor of the History of Art

## Response to Dr. Striker

The percent in any row of Table 1 or 3 refers to the percentage of those responding to the option indicated at the left who gave that option the rank shown in the column head (1-2-3, or 1-2-3-4-5, with "1" as "highest" rank given). The options themselves are discussed in the text surrounding the tables.

The number responding is shown in the last column. Not everyone responded to every option, so that the numbers shown in Tables 1 and 3 do not add to the total number of survey responses. For example, those who assigned a ranking to the first option in Table 3 consist of 103 persons age 60 or over, and 151 persons under 60, or a total of 254.

— Jean A. Crockett  
Professor of Finance

*The following was sent prior to the vote of the Trustees on January 21 to close the Department discussed.—Ed.*

## Regional Science

The regional science department is under threat of being axed by vote of the Penn trustees, this closing to take place formally on July 1, 1994. I think I should make a statement about this, although I'm sure my views are not held universally, even by members of my own department.

In her letter to us (Sept. 22, 1993) the Dean says, "Geography departments...have nearly disappeared in the United States," which many people object to. I'm afraid that she's right about the top-ranked academic universities. She simply misspoke herself, writing that geography departments have virtually disappeared everywhere in the U.S. After all, she's a foreigner (English); and foreigners frequently misspeak themselves. Let's look at one list of the top 20 academic institutions.

In the East, we have the Ivy league, eight universities, and the Massachusetts Institute of Technology (MIT). Brown, Cornell, MIT, and Princeton have never had geography departments, though they have chairs in geography and geographers on their faculty. Harvard closed its department down

in the '50s, Yale in the '60s, Columbia in the '80s, and now Penn in 1994. That leaves us with Dartmouth. Dartmouth is the lone Ivy League school to have a geography department, but it's an undergraduate department. It offers no Ph.D.

The Midwest has six universities: Chicago, Illinois, Michigan, Minnesota, Northwestern, and Wisconsin. Michigan did away with its geography department in the '70s, Chicago and Northwestern did away with theirs in the '80s. Illinois, Minnesota, and Wisconsin have full-fledged departments, all of which award Ph.D.s.

The South has three universities: Duke, Texas and the University of Virginia (UVA). Duke and UVA have never had geography departments. Texas has a full-fledged one, which awards the Ph.D.

The West (coast) has two: California (at Berkeley) and UCLA. Both have full-fledged geography departments. Of course, the whole California school system is under severe financial crisis.

So that means that out of the top 20 universities, only seven have geography departments, or 35%. Other people may have different lists of the top 20, but I doubt that the results will be that different. One of those universities having a geography department (Dartmouth) does not offer the Ph.D.

It is true that outside the U.S. every major university has a geography department: Australian National University, Beijing, Cambridge, Delhi, Edinburgh, Glasgow, Kuala Lumpur, London, Moscow, Oxford, the Sorbonne in Paris, Stockholm, Toronto, Tokyo, Vienna and Zurich, and there are many others. Our dean is from Europe, and it must have amazed her that so many of our best universities did not have geography departments or were in the process of getting rid of them. Amazed her but apparently didn't deter her from trying to get rid of the one closest to it (regional science) at Penn, too.

We have made many mistakes. We knew what was coming. Ever since I came here (1974), 20 years ago, people have been asking me *on the outside* what's going on at Penn. There were five introductory graduate courses in economics, more or less identical: one at the now-defunct School of Public and Urban Policy (SPUP), a second here, a third in the Department of City and Regional Planning, a fourth in Wharton, and a fifth in economics itself. The same was true of statistics: more or less identical courses being taught in economics, sociology, SPUP, here and Wharton. It was obvious then that some rationalization had to be done: I don't see that the Dean isn't trying to do this, making some people very unhappy in the process. This university has a small endowment, unlike Harvard, say, or Texas. It depends on tuition for about 50% of its revenues, and this tuition is quite high, about \$18,000 per year. We simply can't afford five more or less identical courses in economics or statistics. I don't understand why people aren't getting more hysterical about things around here. There's plenty left

(continued next page)

## Eliot Stellar: A Hard Act to Follow

In a country where money is magic, where careers are chosen largely with monetary rewards in mind, where baseball players are compared in terms of their salaries, where we ask whether a college education is "worth it" in terms of life earnings; in a university where some consider grants and overhead more important than teaching and scholarship, where academia slips dangerously close to corporate culture;

Eliot Stellar stood for the real human and academic values: teaching, research, making people more productive, giving them more self esteem and giving them passion. This genius of generosity and geniality showed us that these are more important than grants, that making the university and the world a better place for others is the highest of aims. Eliot Stellar's "family" extended to all who ever met him, and many others in need, besides. He was always ready with a smile, and a helping hand. One could not help but sense the joy he got from helping others.

And what is so important for all of us is that Eliot did all of this benevolent work, while succeeding as few have as a research scientist, university teacher, university administrator, and leading figure in major academic organizations. At Penn he chaired the Anatomy Department, Institute of Neurological Sciences, University Scholars and served as Provost. Outside of Penn, he was president of the American Philosophical Society, a member of the National Academy of Sciences, and head of its Human Rights Committee.

Eliot Stellar is an existence proof that it is possible to be a *mensch*, a person dedicated to his fellow human beings, and a successful scientist and administrator in this ever more material world we live in. As his son, James Stellar, said in the memorial service at Penn on December 6, the best way we can honor Eliot Stellar, and help the human race that he loved so much, is to emulate him. It's a very hard act to follow, but it is more than worth the effort.

—Paul Rozin, Professor of Psychology



## Faculty/Staff Appreciation Night: Buffet and Basketball February 5

The University is sponsoring a second Faculty/Staff Appreciation Event on Saturday, February 5 "as an expression of gratitude to our employees for their dedicated service," said President Claire Fagin, Provost Marvin Lazerson and Executive Vice President Janet Hale. The faculty and staff members and their families or guests are invited to a buffet dinner between 5 and 6:30 p.m. at Hutchinson Gym, adjacent to the Palestra, to be followed by the Penn-Cornell men's basketball game at 7 p.m. in the Palestra.

The buffet dinner and admission to the game are free for all Penn faculty and staff; as is parking at Lot #1, (Walnut St. between 32nd and 33rd Streets) with Penn ID, on a first-come first-served basis. Special drawing for prizes will be held at half-time. Additional game and dinner tickets for family and guests can be purchased for \$4 per person.

Tickets may be purchased in person at the Ticket Office in Weightman Hall Monday through Friday 10 a.m.-4:30 p.m. or fax the form to Penn Athletic Ticket Office (573-2161) immediately. Credit cards may be used for payment. Space is limited. Call Ext. 8-6151 for more information.

## Faculty/Staff Appreciation Night

To order tickets by fax (573-2161), please use this form:



Faculty/Staff Name \_\_\_\_\_

Number of family members/guests \_\_\_\_\_ @ \$4 per person

Campus Address \_\_\_\_\_

Campus Phone \_\_\_\_\_

Total Paid : \_\_\_\_\_ MasterCard \_\_\_\_\_ VISA \_\_\_\_\_

Credit Card # \_\_\_\_\_ Expiration Date \_\_\_\_\_

Preferred seating time:

\_\_\_\_\_ 5:00-5:30 p.m. \_\_\_\_\_ 5:30-6:00 p.m. \_\_\_\_\_ 6:00-6:30 p.m.

Due to seating limitations desired dinner time is subject to availability.

*This form will be used to enter the Faculty/Staff member into the Prize Drawing.*

# Speaking Out

to prune: departments, schools, and (God forbid) tenure, which is being abused.

Our second mistake was eliminating the undergraduate major, which we did, to my dismay, last year (1992-93).

A third mistake was offering no counter-proposal, even a simple one like renaming ourselves "Geography and Regional Science," which is what the National Science Foundation (NSF) calls its program in this field.

The regional science department hasn't hired anyone in 10 years, and those hired before that 10 years had only a marginal interest in regions. We've had trouble promoting people. Now, we are even afraid to put people up for promotion, so low is our self-esteem. When Yale eliminated its department in the '60s, the President of Yale, the late Kingman Brewster, said that he couldn't find anyone of "Yale quality" for its geography department and so he had to, regretfully, close it. We also had a search, about three years ago, under the previous dean, and couldn't find anyone. Our candidates were either mediocre or didn't have any interest in regions.

Letter writers to the dean protesting her recommendation to close the department mention Geographical Information Systems (GIS), one of geography's fastest growing areas. The faculty here haven't a clue about GIS, or if they do, it comes kind of late: GIS has been around for more than 10 years.

GIS, or the computer part of it, now resides elsewhere on the Penn campus. But there is virtually no remote sensing, a key component of GIS, on the Penn campus.

One of the favorite practices of the regional science faculty is to plaster up the letters of Nobel Prize winners extolling the department; one in particular (from Samuelson and Solow of MIT) says the University of Pennsylvania should preserve a "unit" in this field, call it economic geography. But that is exactly what the Dean is trying to do, as I understand it. She's trying to set up some kind of University-wide program in regional and urban development.

What will be lost if regional science is closed? Input-Output (IO) analysis is important and is *not* taught elsewhere, certainly not in economics where it belongs. Spatial statistics is only taught in regional science and that will be lost at Penn, but there is curiously little demand for it among students, though that could be because it's too hard or just badly taught. Locational analysis, both theoretical and applied, is urban economics and can be easily moved to either economics or Wharton. By the way, economic geography was once quite strong at Wharton. Lippincott is full of old classics from the pre-War era. What else is there in regional science?

— Daniel R. Vining, Jr.  
Associate Professor of Regional Science

## Response to Dr. Vining

The faculty and students of the Regional Science Department take strong exception to Dr. Vining's characterization of the status of the Department, but this is hardly the time or place to iron out internal disputes. In all fairness, however, we would like to remind the University community that Dr. Vining's history of illness over the past decade has made it difficult for him to participate in a number of Departmental activities, discussions, and decisions, and the position reflected in his letter is based on partial and significantly biased information.

— Stephen Gale, Chairman  
(for the faculty and students of  
the Regional Science Department)

## Long Thought

The many lengthy, dull, tedious sets of regulations on racial, sexual or religious harassment seem to have been anticipated nearly 300 years ago by that astute observer of human nature, Jonathan Swift:

Some Men, under the Notions of weed-  
ing out Prejudices, eradicate Virtue,  
Honesty, and Religion.

— "Thoughts on Various Subjects"  
(1728).

— Arthur H. Scouten  
Professor Emeritus of English

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

## Two Undergraduate Research Funds: Deadline March 25, 1994

### The Nassau Fund

As a major research institution, the University of Pennsylvania believes that a research experience can make a significant contribution to an undergraduate student's education. This Undergraduate Research Fund has been established to provide support for outstanding undergraduate research efforts. Through the generosity of a donor, income from an endowment known as the Nassau Fund will support modest grants to undergraduates in support of their research activities. The funds are administered by the Office of the Vice Provost for University Life, with awards made on a competitive basis by the Council of Undergraduate Deans and the Nassau Fund Faculty Advisory Committee.

**Research Support:** Research support from the Nassau Fund will be awarded in accordance with the following principles:

- Research proposals in all disciplines, as well as interdisciplinary efforts, are encouraged. Proposals may involve theoretical research or research with practical applications.
- Projects having no other funding source are particularly encouraged. When other funding sources can be identified, shared costs or matching funds will be encouraged whenever possible.
- Funds will be allocated on the basis of merit without regard to school of enrollment. When all other factors are equal, representation by disciplines will be considered.
- Each project must have a faculty advisor.
- Funds may be requested to support research during the academic year or during the summer. Normally, awards will not be granted in excess of \$1000.
- Projects may involve more than one student.
- Examples of what may appropriately be requested in a budget include research supplies, limited travel, computer time, computer software. Salaries, major hardware (or other equipment that can generally be obtained throughout the University), benefits, and overhead are not to be included.

**Proposals:** Proposals should take the form:

**I. Cover Page containing:**

- a. Student name, address and phone number, school, faculty sponsor
- b. Title of proposal
- c. Amount of funds requested
- d. Short abstract (no longer than 100 words)

**II. Objectives/Methodology (2 pp. maximum)**

- a. State the objectives and relevance of the proposed work.
- b. Evaluate existing knowledge and work in the area and provide a brief background summary to the proposed work.
- c. Describe the design and procedures to be employed and provide a timetable and implementation plan for completion of the project.
- d. If the work is to have practical application, describe the impact and usefulness.

**III. Budget (one page)**

List each budget item in order of priority and justify in terms of the work proposed. (In a few instances, travel may be an appropriate use of funds if warranted by the project.) Funds requested should not exceed \$1000 per student.

#### IV. Faculty endorsement

A faculty advisor's endorsement of the project must be attached certifying the feasibility of the project and the adequacy of the student's preparation to undertake it. On occasion the project should be associated with a course for which the project may receive independent study or course credit. If this is not to be the case, an explanation must be attached.

**Selection Procedures:** All proposals (one original and two copies) must be submitted to the Office of the Undergraduate Dean (see list, right) of the student's home school by *Friday, March 25, 1994*. Each Undergraduate Dean's Office will be responsible for pre-screening applications for students in that school. The leading proposals from each school will be brought to The Nassau Fund Faculty Advisory Committee for further review. Final allocation decisions will be announced by the Council of Undergraduate Deans and will take the form of projects identified for support and projects which receive honorable mention with no funding.

#### Offices for Submission of Nominations/Proposals for Nassau Fund or Rose Fund:

*School of Arts and Sciences:*

Office of the Associate Dean for Undergraduate Studies, 133 S. 36th St./3246

*School of Engineering and Applied Sciences:*

Office of the Associate Dean for Undergraduate Education, 109 Towne Building/6315

*School of Nursing:*

Office of the Associate Dean for Undergraduate Studies, 475 Nursing Education Building/6020

*Wharton School:*

Office of the Vice Dean, Wharton Undergraduate Division, 1100 Steinberg Hall-Dietrich Hall/6302

### The Rose Undergraduate Research Foundation Awards

As a major research institution, the University of Pennsylvania believes that a research experience can make a significant contribution to an undergraduate student's education. The Undergraduate Research Funds have been established to provide support for and recognition of outstanding undergraduate research efforts. The Rose Foundation has generously provided a gift, known as the Rose Undergraduate Research Award Fund, whose income recognizes outstanding achievement in research by undergraduates and by the faculty who advise them. Both funds are administered by the Office of the Vice Provost for University Life, with awards made on a competitive basis by the Council of Undergraduate Deans.

#### Recognition of Outstanding Research—

**The Rose Foundation Award:** Outstanding research achievements by undergraduates may be recognized by an award from the Rose Undergraduate Awards Fund. All research projects are eligible and need not have been funded by the Nassau Fund in order to qualify for recognition. Awards will be made depending upon income. In cases where there are multiple student research investigators and/or advisors, the awards will be divided among the participants. The criteria used in judging the projects will be the quality, the originality, and the importance of the research.

Research projects submitted for recognition must have a faculty advisor. Projects may be in any discipline or may represent an interdisciplinary effort.

**Procedure for application:** To be considered for a Rose Award, a research project must be nominated by a member of the faculty. The deadline for nominations is *Friday, March 25, 1994*. Students wishing to enter a project into this competition should ask a faculty member to nominate the project.

Nominations will consist of the faculty letter of nomination accompanied by an application form prepared by the student. Students may

pick up the application form in their school or departmental offices or in the Office of the Vice Provost for University Life (200 Houston Hall). Students should fill out and submit the form to the faculty member who will be nominating the project. If the nomination is initiated by the faculty member, he or she should ensure that the student has filled out an application to accompany the letter of nomination.

**Faculty letter of nomination:** The faculty letter of nomination should address the quality, the originality and the importance of the student's research. It should not exceed three (3) pages. Nominations will be reviewed by a committee of faculty who will make recommendations to the Council of Undergraduate Deans.

**Student application:** The letter of nomination should be accompanied by the student's description of the project on the application form provided. The application should contain the following information:

**I. Cover Page containing:**

- a. Title of proposal
  - b. Name of student, social security number, local phone number, local address, year and school
  - c. Name and department of faculty sponsor
  - d. 100-word abstract of proposal
- II. Proposal (not to exceed three (3) pages excluding figures or tables of data)**
- a. Description of Project
  - b. Methodology
  - c. Findings
  - d. Conclusions and Implications

Four (4) copies of this material should be submitted. Two copies of the student's completed research paper and other materials should be attached, together with any supporting documentation such as appendices, photographs, cassettes, computer diskettes, other letters of support, etc.

Awards will be announced by the Council of Undergraduate Deans before Commencement and publicized in the appropriate campus media.

Form <b>W-2 Wage and Tax Statement 1993</b>				9 Advance EIC payment		1 Wages, tips, other compensation C		2 Federal income tax withheld B									
<b>The Trustees of the University of Pennsylvania</b> <b>Philadelphia, Pa 19104-6284</b>				10 Dependent care benefits J		3 Social security wages E		4 Social security tax withheld D									
				12 Benefits included in Box 1 K		5 Medicare wages and tips F		6 Medicare tax withheld G									
				e Employee's name, address, and ZIP code													
13 See instrs. for Box 13 H I				14 other P													
15 Statutory employee		Deceased		Pension plan		Legal rep.		942 emp.		Subtotal		Deferred comp.		b Employer's identification number		d Employee's social security number A	
16 State		Employer's state I.D. number		17 State wages, tips, etc. M		18 State income tax L		19 Name of locality		20 Local wages, tips, etc. O		21 Local income tax N					

Copy 2 To Be Filed With Employee's State, City, or Local Income Tax Return

Dept. of the Treasury - IRS

## The W-2 Form for Calendar Year 1993

The University has recently mailed over 24,000 Calendar Year (CY) 1993 W-2 Forms to our employees' home addresses as they appear on the current Payroll File (Employee Data Base). Accordingly, it is now appropriate to publish an explanation of some of the amounts and other data that appear on your W-2 Form in order to assist you in preparing your Federal and State Income Tax Returns.

An explanation of the contents of the various boxes on the form is as follows:

**A. Employee's social security number:** This is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll System is also inaccurate and you should contact the Payroll Office, immediately, before you file your returns.

**B. Federal income tax withheld:** This represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Internal Revenue Service, on your behalf, by the University.

**C. Wages, tips, other compensation:** This represents the total amount of Federal Taxable compensation paid or imputed to you during calendar year 1993 through the University Payroll System. This amount includes:

a. The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;

b. The value of Group Life Insurance coverage for amounts greater than \$50,000. The premium payments for this excess coverage, if any, have been included as imputed income (see Excess Insurance Premium, Section H below);

c. Certain other fringe benefits relating to imputed income are included here as well. If you have received any of these benefits, you will be or were contacted individually concerning their taxability.

Amounts excluded from this amount are:

d. Tax deferred annuity contributions (i.e., TIAA/CREF);

e. Health and Dental insurance premiums that have been sheltered;

f. Amounts voluntarily contributed to a dependent care or medical reimbursement account.

**D. Social security tax withheld:** This represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the

Social Security Administration, on your behalf, by the University.

**E. Social security wages:** This represents the total amount of compensation paid to you during calendar year 1993 which was subject to Social Security (FICA/OASDI) tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered."

**F. Medicare wage and tips:** This represents the total amount of compensation paid to you during calendar year 1993 which was subject to Medicare tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have "sheltered."

**G. Medicare tax withheld:** This represents the total amount of Medicare tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

**H. Excess insurance premium:** The Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of \$50,000 be imputed as income to the employee. The amount which appears in Box 13 and labeled (C) is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table which identifies premiums for different age groups.

**I. Tax deferred annuity contributions:** This represents the total amount of contributions made by an employee to a retirement plan on a tax deferred basis. The amount is shown in Box 13 and labeled (E).

**J. Dependent care benefits:** This represents the total amount which you have voluntarily "sheltered" for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this "shelter" as of December 31, 1993.

**K. Benefits included in Box 1:** If you have received certain fringe benefits, the value of such benefits is shown here, and is also included in Box 1, Wages, tips, other compensation. These benefits include the value of taxable graduate and/or professional tuition benefits and other benefits relating to imputed income. If you have received any of these benefits the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

**L. State income tax:** This represents the total amount of Pennsylvania State Income Tax withheld during calendar year 1993 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University. If you do not live in Pennsylvania and if you submitted the "Employee Statement of Nonresidence in Pennsylvania" form to claim exemption from Pennsylvania State Income Tax, no amount will be reflected in this box.

**M. State wages, tips, etc.:** This represents the total amount of compensation paid to you during calendar year 1993 which was subject to Pennsylvania State Income Tax, including all of your deferred annuity contributions.

**N. Local income tax:** This represents the total amount of Philadelphia City Wage tax withheld from your earnings during calendar year 1993 and paid to the City of Philadelphia, on your behalf, by the University.

**O. Local wages, tips, etc.:** This represents the total amount compensation paid to you during calendar year 1993 which was subject to Philadelphia City Wage Tax, including all of your deferred annuity contributions.

**P. Other:** This is the total amount of State Unemployment Tax (S.U.T.) that was withheld from your earnings during calendar year 1993 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University.

When you receive your W-2 form, please review it immediately to ensure that your name is spelled correctly and that your Social Security number is correct. If you feel that any information on your W-2 is incorrect, review your calculations carefully and compare the information on the form with your final 1993 pay stub. If you have availed yourself of certain taxable benefits which are reported in Box 13 or Box 14 on the W-2, please review any additional information which was provided to you, under separate cover, concerning these benefits and their impact on your tax status. If you still believe that your W-2 is in error, please contact the W-2 Office at 573-3277 or write to James Curran, W-2 Office, Room P244, Franklin Building Annex/6284.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal Tax Forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, and most U.S. Post Offices and at certain banks. Pennsylvania Income Tax Forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, State Stores and may be obtained by writing to the Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pennsylvania 17129.

— Alfred F. Beers, Comptroller

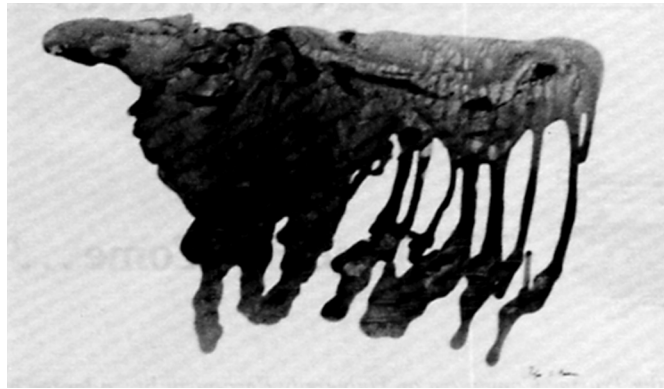
ALMANAC February 1, 1994



## Cocaine Study: Free Treatment

The Treatment Research Unit (TRU) of the University of Pennsylvania's Medical Center, a state-of-the-art addiction treatment and research facility, is offering free, comprehensive treatment for adults who enroll in its study. Those age 18 to 55 who are dependent on cocaine and have used the drug within the last month, are eligible. Funded by the National Institute on Drug Abuse, the treatment consists of at least six months of outpatient therapy on a confidential basis.

TRU is open weekdays from 8 a.m. to 7 p.m. at 3900 Chestnut St. Information: 243-9959; ask for the Psychotherapy Program to be screened for this and/or other programs.



## Gravitational Art:

Dr. Edgar S. Baum, '42 Med, sometimes paints traditional landscapes and sometimes lets his pigments create images accidentally, as at left. Both styles are on view at the Faculty Club starting next week. The opening reception, from 4:30 to 6:30 p.m. Tuesday, February 8, is open to all. The show runs through February 25.

**About the Crime Report:** Below are all 18th District Crimes for the period January 10 to 16, 1994 and all Crimes Against Persons and Crimes Against Society listed in the campus report for the period January 24 to 30, 1994. Also reported for this period were Crimes Against Property including 29 thefts (3 burglaries, 1 theft of auto, 3 thefts from auto, and 1 of bikes and parts); 6 incidents of criminal mischief and vandalism; 2 of trespass and loitering. The full reports can be found in Almanac on PennInfo. — Ed.

## 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 January 24 and January 30, 1994. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

### Crimes Against Persons

**34th to 38th/Market to Civic Center:** Robberies (& attempts)—1, Threats & harassment—3  
 01/24/94 1:07 PM Mini-station #2 Complainant harassed  
 01/24/94 4:53 PM McNeil Bldg. Numerous hang up calls received  
 01/26/94 4:32 PM Coxie Dorm Numerous hang up calls received  
 01/29/94 8:33 PM Christian Association Male took earrings/fled

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—3, Simple assaults—2, Threats & harassment—6  
 01/24/94 1:04 AM High Rise North Harassment via phone & e-mail account  
 01/24/94 11:15 PM Delta Kappa Epsilon Threatening phone call received  
 01/25/94 10:53 AM Harnwell House Harassing phone calls received  
 01/25/94 3:55 PM 3900 Block Chestnut Threat by male w/razor blade/no injuries  
 01/25/94 4:18 PM 4000 Block Chestnut Neck chain taken  
 01/25/94 4:34 PM High Rise North Harassing phone calls received  
 01/25/94 5:24 PM 216 S. 40th St. Male w/simulated weapon stole camera  
 01/26/94 12:16 AM 4000 Block Locust Robbery at gunpoint/no injuries  
 01/27/94 2:20 AM 200 Block 40th Complainant struck in face/to HUP  
 01/29/94 1:59 AM Tau Epsilon Phi Complainant struck/to HUP  
 01/30/94 11:40 PM Harrison House Prank phone calls received

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—2  
 01/25/94 12:04 PM 4100 Block Spruce Complainant struck in head/nothing taken  
 01/29/94 10:46 PM 4200 Block Market Driver robbed at knife point

**Outside 30th to 43rd/Market to Baltimore:** Rapes (& attempts)—1, Robberies (& attempts)—1  
 01/24/94 9:24 PM 4000 Baring St. Rape reported/suspect ID'd  
 01/25/94 9:47 AM 45th & Chester Complainant robbed while exiting trolley

### Crimes Against Society

**38th to 41st/Market to Baltimore:** Disorderly conduct—1, Alcohol & drug offenses—1  
 01/29/94 2:33 AM Tau Epsilon Phi Underage drinking/referred to JIO  
 01/29/94 11:02 PM 3935 Walnut St. Male threw chairs/issued citation

## 18th District Crimes Against Persons

January 10 through 16, 1994  
 Schuylkill River to 49th Street, Market Street to Woodland Avenue  
**Total: 18 Incidents, 1 Arrest**

Date	Time	Incident	Location	Arrest
01/10/94	4:40 PM	Robbery	100 S. 31st	No
01/10/94	7:05 PM	Agg. Assault	4420 Chestnut	No
01/10/94	7:25 PM	Robbery	4222 Walnut	No
01/11/94	3:22 PM	Robbery	4300 Walnut	No
01/11/94	6:00 PM	Robbery	1 S. 38th	No
01/11/94	9:12 PM	Purse Snatch	2900 Market	No
01/12/94	2:26 PM	Robbery	4760 Ludlow	No
01/12/94	6:07 PM	Robbery	4624 Walnut	No
01/12/94	6:50 PM	Robbery	4600 Ludlow	No
01/13/94	12:55 AM	Robbery	4619 Chester	No
01/14/94	6:00 PM	Robbery	4423 Locust	No
01/14/94	7:19 PM	Robbery	300 S. 44th	Yes
01/15/94	12:10 AM	Robbery	4300 Chestnut	No
01/15/94	7:10 PM	Agg. Assault	300 S. Hanson	No
01/15/94	7:31 PM	Robbery	433 S. 45th	No
01/15/94	8:00 PM	Robbery	4515 Chester	No
01/16/94	8:55 PM	Robbery	4700 Spruce	No
01/16/94	10:39 PM	Robbery	100 S. 43rd	No

# Update

FEBRUARY AT PENN

## FILM

**2** *Chocolat*; French w/English subtitles; 1-3 p.m.; Lauder-Fisher Hall (French Institute).

## TALKS

**3** *American Industrial Districts 1880-1940*; Philip Scranton, Rutgers; 4:30-6:30 p.m.; Seminar Room 502, 3440 Market (H&SS).

**7** *The Social Shaping of Technology: Where Do We Go From Here?* Eda Kranakis, University of Ottawa; 4-6 p.m.; Seminar Room 502, 3440 Market (H&SS).

## PennInfo Kiosks on Campus

PennInfo kiosks can be found at:

- Benjamin Franklin Scholars Office
- College of General Studies Office
- Computing Resource Center\*
- Data Communications and Computing Services\*
- SEAS Undergraduate Education Office\*
- Faculty Club\*
- Greenfield Intercultural Center Library
- Houston Hall Lobby
- Office of International Programs
- PennCard Center
- Penntrex Office
- Student Health Lobby
- Student Financial Information Center
- The Bookstore
- The College Office

\* indicates kiosk uses point-and-click software.



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## 'The Time Has Come . . .'

*The Report of the Trustee Committee on University Responsibility, adopted by the Committee on January 20, 1994, and presented to the Board of Trustees by the Committee Chairman, Stephen J. Heyman on January 21, 1994.*

In January 1986, the Trustees adopted a report from the Trustee Committee on University Responsibility that included the following recommendation, among others:

*If the Committee determines by June 30, 1987, substantive progress has not been made by the South African government in dismantling the legal structure of apartheid. . . the Committee will ask companies in which the University owns stock to withdraw from South Africa. If a company fails to withdraw from South Africa within a reasonable period of time thereafter, the Committee will recommend that the University divest its holdings in that company.*

In June 1987, the Committee reported to the Trustees, with regret, its finding that the government of South Africa had not made substantive progress in dismantling the legal structure of apartheid. In reaching this conclusion, the Committee measured progress, as set out in its January 1986 report, by whether the following conditions were met:

- A. The Government of South Africa has eliminated the system which makes it impossible for black employees and their families to be housed in family accommodations near the place of employment. [Black (Urban Areas) Consolidation Act.]
- B. The Government of South Africa has eliminated policies that restrict the rights of black people to seek employment in South Africa and to live wherever they find employment in South Africa. [Black (Urban Areas) Consolidation Act; Group Areas Act.]
- C. The Government of South Africa has eliminated policies that make distinctions between the South African nationality of blacks and whites. [Population Registration Act; Natives (Abolition of Passes and Co-ordination of Documents) Act; Reservation of Separate Amenities Act.]
- D. The Government of South Africa has ceased removals of black populations from certain geographic areas on account of race or ethnic origin. [Group Areas Act; Black Administration Act.]
- E. The Government of South Africa has eliminated residence restrictions based on race or ethnic origin. [Group Areas Act; Black (Urban Areas) Consolidation Act; Black Lands Act.]
- F. The Government of South Africa has taken meaningful steps to ensure the effective sharing of political power in South Africa with all nonwhites.

Finding that these objectives had not been accomplished, the Committee called upon companies in the portfolio that were doing business in South Africa to cease their operations in that country. The Committee recommended to the Investment Board that it sell the University's holdings in companies that continued to do business in South Africa; the divestment was carried out in a prudent and orderly fashion. Since 1987, the Committee has continued to monitor the situation in South Africa. It is now pleased to report to the Trustees its finding that substantive progress, as defined in its January 1986 report, has been made in dismantling the legal structure of apartheid.

The government of South Africa has repealed the specific legislation enumerated in points A through E above. Furthermore, we believe that the government of South Africa has taken meaningful steps to ensure the effective sharing of political power in South Africa with all nonwhites, by, among other actions, agreeing with the African National Congress and other parties on the date for South Africa's first nonracial elections for a constituent assembly and an interim government. The negotiating parties and the parliament also approved the establishment of a multiparty Transitional Executive Council (TEC) that will help govern the country and help ensure that there is free and fair political activity until the April 27 elections.

On September 24, 1993, the day after the South African parliament approved the enabling legislation for the TEC, Nelson Mandela told the United Nations that "the time has come when the international community should lift all economic sanctions against South Africa," and that parliament's approval of the TEC bill meant the "demise of the white minority regime has been determined, agreed and set." Most of the South African anti-apartheid movement, including Archbishop Desmond Tutu, have also called for the end of sanctions. The TEC formally convened in December, 1993.

An interim constitution, approved by the negotiating parties in November and by the parliament in December, will establish a nonracial legislative structure. It also guarantees a right of restitution to individuals or communities dispossessed of land after 1913 under apartheid.

In light of these promising developments toward the full sharing of political power in South Africa without regard to race, the Committee concludes that South Africa has now made substantive progress in dismantling the legal structure of apartheid and that restrictions on the University's investment policies that were based on the lack of such progress are no longer applicable. The Committee will so advise the Trustees and the Investment Board. Under its charge from the Trustees, the Committee will continue to monitor developments in South Africa and report to the Trustees on future developments or conditions that warrant their attention.