

Almanac

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SENATE

From the Senate Office

Under the Faculty Senate Rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

TO: Members of the Faculty Senate
FROM: Gerald J. Porter, Chair
SUBJECT: Senate Nominations 1994-95

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

Chair-elect: William L. Kissick (professor molecular & cellular engineering)

Secretary-elect: Meridith Bogert (clinical asst prof restorative dentistry)

At-large Members of the Senate Executive Committee
(to serve a 3-year term beginning May, 1994):

Ivar Berg (professor sociology)
Robert F. Lucid (professor English)
Ellen Prince (professor linguistics)
Cynthia Scalzi (associate professor nursing)

(to serve a 1-year term beginning May, 1994):
Gail B. Slap (associate professor medicine & pediatrics)
Henry Teune (professor political science)

Assistant Professor Member, Senate Executive Committee
(to serve a 2-year term beginning May, 1994):
Kathleen McCauley (assistant professor cardiovascular nursing)

Senate Committee on Academic Freedom & Responsibility
(to serve a 3-year term beginning May, 1994):
Charles Bosk (professor sociology)
Vicki Mahaffey (associate professor English)
Gail B. Slap (associate professor medicine & pediatrics)

Senate Committee on Conduct
(to serve a 2-year term beginning May, 1994):
John A. Lepore (professor civil systems)
Karen Buhler Wilkerson (associate professor nursing)
Sally H. Zigmond (professor biology)

Senate Committee on the Economic Status of the Faculty
(to serve a 3-year term beginning May, 1994):
Laura L. Hayman (associate professor nursing)
Robert C. Hornik (professor communication)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 15 College Hall/6303, by 5:00 p.m., Tuesday, March 1, 1994.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

Town Meeting: February 18

Dean Kathleen Hall Jamieson of the Annenberg School for Communication will moderate Penn's third Town Meeting, to be videotaped February 18 at the Biddle Law Library on the second floor of the Law School's new Nicole E. Tanenbaum Hall.

The 90-minute discussion of undergraduate education will be taped between 9 a.m. and noon, and showings will begin that afternoon at campus locations. Interim President Claire Fagin and Interim Provost Marvin Lazerson will take part, along with some 60 members of the four Penn undergraduate schools, ranging from freshmen to deans. (To register an interest in becoming one of them, faculty or students should call Ext. 8-8893.)

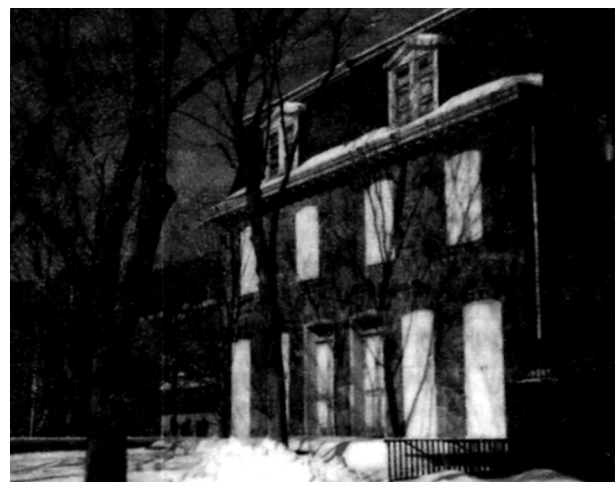
Co-sponsored by SCUE and the President's Office, the 90-minute program will include short video produced by UTV and Annenberg students, profiling four undergraduate students through interviews and images of their daily campus life.

Governor's Budget: \$35 Million for Penn

In the proposed Commonwealth budget for FY 1995, Governor Robert Casey recommends funding for Penn totaling \$35.042 million, Interim Provost Marvin Lazerson announced at Council on Wednesday. The figure is 96.5% of the appropriation Penn had in FY1992, he said—and the budget still has to go through the Assembly, where changes occur into May and June. The breakdown of the Governor's recommendation shows

\$15,489,000 for general instruction,
\$4,280,000 for medical instruction,
\$994,000 for dental clinics, and
\$14,279,000 for four Veterinary School activities (\$7,456,000 for instruction, \$3,654,000 for New Bolton Center, \$1,968,000 for Food and Animal Clinics and \$1,201,000 for the Center for Health and Productivity. [For other Council coverage, see page 3.]

Diversification on the Walk: *The long-awaited decision on using the former Theta Xi House at 3643 Locust Walk came through last week from Acting VPUL Valarie Swain-Cade McCoullum: Penn Women's Center and the Benjamin Franklin Scholars Program will share the space—after the now boarded-up house is put in order.*



Almanac Photo / MFM

Retirement Transition Program: One Size Fits None

Professor A is 62 years old. He has been at Penn for 32 years, his best research is behind him and teaching the same subjects year in and year out is beginning to be tedious. He is still, however, as intellectually alert as ever and would like to explore new opportunities while he has the vigor to do so. Nevertheless he is apprehensive about the financial risks that go along with leaving his position.

Professor B is an active 68 year old. She has been working on a major research project that will require another 7 years of full-time activity to complete. She wants to continue advising her graduate students and attending colloquia; however, she realizes that she will be unable to complete the project if she continues undergraduate teaching. Access to her laboratory is essential for her.

Professor C is 65 years old. As active as ever, he enjoys both his teaching and his scholarly work. Fortunately he is in good health. He plans to continue his activities as long as he is physically able.

Professor D's health is not as good as it once was. He still enjoys being part of the University and, in particular, teaching undergraduates, although he no longer wants to experience winter's ice and snow. He would like to teach during the fall semester and spend the winter in Florida.

For many years the Faculty Voluntary Early Retirement (FVER) program helped provide a transition from full-time status to retirement. Mandatory retirement of faculty members at age 70 was eliminated at the end of 1993, under the law that prohibits age discrimination in employment. With the end of mandatory retirement the FVER program ceased to exist.

No one knows for sure what the ultimate effect of uncapping will be on the University; yet we all agree that the lifeblood of the University is young scholars and we must be sure that the University has the financial and physical resources required to "renew" the faculty. At the same time we must respect those faculty members who have contributed to the University.

For these reasons the Faculty Senate through a subcommittee of the Committee on the Faculty has been investigating possible retirement transition programs. The report of that subcommittee, chaired by Professor Emeritus Jean Crockett, appeared in *Almanac* on January 11, 1994. Provost Marvin Lazerson has now appointed a Task Force on Faculty Retirement to receive those recommendations and to study possible alternatives. [See membership at right.]

One thing is certain, one plan will not serve everyone equally well. Each person has his or her unique goals and concerns. I have tried to present some samples above.

- Professor A would welcome a plan similar to FVER under which he could take retirement (since retirement is no longer mandated, early retirement has no meaning) at age 62 and receive a transition salary equal to one-third of the average salary of professors in his school for five years.
- For Professor B, the transition salary while important, is not as critical as the ability to do her research. She would participate in the program if she had continued access to her laboratory and office and was treated as a full time member of the faculty.
- Professor C has no interest in any transition plan. He will continue to do his teaching and research as long as he is able. When he feels that he can no longer continue he will retire.
- Professor D wishes to move from full-time status to part-time status with a commensurate adjustment in compensation. He will do this for five years and then retire.

For each of Professors A, B and D the University will realize substantial savings in salaries which can then be used to "renew" the faculty. Most importantly the University has provided a transition from full time status to retirement consistent with the goals of the individual faculty member.

We look forward to receiving the report from the Task Force on Faculty Retirement and urge the task force to remember that the strength of the University is the faculty and to provide a wide choice of alternative transition programs.

Gerald J. Porter (gjporter@math.upenn.edu)

Penn Reading Project: Choosing the Next Book

The Penn Reading Project planning group received well over 200 different suggestions for texts to use for next year's Reading Project. From that list the group selected first twenty-two and then ten texts. The group is now soliciting comments from the University community about which of the ten texts should be chosen. Comments about how the chosen text might engage Penn's new, first-year undergraduates will be especially welcome.

Charles Dickens, *Hard Times*

W.E.B. Du Bois, *The Souls of Black Folk*

The biblical book of *Job*

Maxine Hong Kingston, *The Woman Warrior: Memoirs of a Girlhood Among Ghosts*

Thomas Kuhn, *The Copernican Revolution*

Alan Lightman, *Einstein's Dreams*

John Locke, *Second Treatise of Government*

Niccolo Machiavelli, *The Prince*

Toni Morrison, *The Bluest Eye*

William Shakespeare, *The Tempest*

Comments may be sent (by March 4, 1994) to: Christopher Dennis, Director of Academic Programs in Residence, 3901 Locust Walk (HRN), Suite 112, Philadelphia, PA 19104-6180 or by electronic mail to: Dennis@a1.relay.upenn.edu

New Task Force: On Faculty Retirement

Interim Provost Marvin Lazerson has named the following members to a new Task Force on Faculty Retirement, to be chaired by Deputy Provost Walter Wales:

Jean Crockett, finance/Wharton
Debra Fickler, General Counsel's office
Stephen Golding, vice president for finance
John Wells Gould, vice president for planning
David Hildebrand, statistics/Wharton
Benjamin Hoyle, Resource Planning and Budget

Dennis Mahoney, Human Resources/benefits

Jerry Rosenbloom, insurance/Wharton

Sheldon Rovin, dental medicine & LDI

Daniel Shapiro, Institute for Research on Higher Education

Frank Warner, Associate Dean, SAS

Gordon Williams, vice president, PennMed

Walter Wales, Deputy Provost, *Chair*

The Committee will look at issues related to faculty retirement, focusing on four specific ones:

Faculty Early Retirement Income Enhancements;

Phased Retirement Options;

Capping of Contributions to Retirement Annuity Accounts; and

Miscellaneous items—

Pre-retirement Counselling

Long-term Care Insurance

Amenities for Retired Faculty Members

The committee expects to reach tentative closure by the end of the spring semester and go forward with a definitive recommendation to the administration in the fall semester, Dr. Wales said.

Faculty Research Opportunities: Mental Retardation Center

The Mental Retardation Research Center at Penn, founded in 1990 through a grant from the National Institute of Child Health and Human Development, is now recruiting new members. Qualified faculty are those with appointments in any of the schools at Penn who are performing investigations in the area of brain development and function, genetics, or behavioral sciences as applied to developmental disabilities.

Membership results in access to one or more of six research core facilities: Genetics (a centralized nucleic acid/protein research facility, tissue culture and cytogenetics); Cellular neuroscience (cellular imaging, confocal microscopy, neuronal cell cultures, neuropathology, and cyto-architectural studies); Analytic neuroscience (mass spectrometry unit for stable isotope studies and HPLC biogenic amine and amino acid assays); Neuroimaging (PET scanning and volumetric analysis of MRI imaging); Neuropsychology and Behavioral Analysis (Consultation on psychological testing and applied behavioral analysis); and Study Design and Statistical Analysis.

Interested individuals who hold federally funded grants (preferably NIH or NSF) may contact Dr. Mark L. Batshaw, Children's Seashore House, Department of Pediatrics, 895-3584.

Council: Debating the Commission Report...Updates on ROTC and Other Issues

With a full house despite snow and ice, the University Council at its February 9 meeting took up the Report of the Commission on Strengthening the University Community. The report (*Almanac* February 1) calls for comment by *March 16* with a view to a final report by March 31.

Of the 51 recommendations, the one that drew the most comment was the Commission's proposal to experiment with assigned housing for the freshman year—not, as erroneously referred to in one *Daily Pennsylvanian* edition, "randomized" housing. Commission Chair Gloria Twine Chisum said: "We did not propose randomized housing; we did propose *assigned* housing."

Dr. Chisum said there is also a misconception abroad that the proposed experiment has implications for Du Bois House. "Du Bois House is a legitimate part of the living/learning program. It is not segregated. It has white, Asian, Hispanic, and African American Students. We were not addressing Du Bois House in the report," she said.

Comment on the proposal ranged from students' objections to any assigned housing (and/or to a concomitant of the proposal, a delay in fraternity/sorority rush) to a faculty-based proposal that the period of assigned housing be *two* years. The latter proposal is making its way through the Senate's Committee on Students and Educational Policy, according to Senate Chair Gerald Porter, and would include a longer delay in rushing.

Meanwhile, in line with the Commission's recommendations, a new experimental program called the 21st Century Cooperative Residence is being designed (*see box on this page*).

Two staff leaders, Dr. Carol Kontos-Cohen of the A-1 Assembly and Rochelle Fuller of the A-3 Assembly, reported that their organizations are discussing the Commission's recommendations in detail at meetings open to all members. On

page 5, see the A-3 Assembly announcement of lunchtime meetings that start February 21 and the A-1 Assembly Executive Committee's open meeting schedule.

ROTC: Interim President Claire Fagin reminded Council that a committee is currently examining the arrangements under which ROTC operates at Penn and will report later this spring on alternative arrangements in the light of a continued Defense Department policy of discrimination against homosexuals in the military.

"The University has consistently opposed such discrimination and actively lobbied Congress and the Defense Department to end it," Dr. Fagin said. "Penn has also been active within the higher education community in encouraging unified efforts to change the DOD policy. As we all know, those lobbying efforts have failed to eliminate the policy of discrimination against homosexuals in the military.

"The remaining avenue for change is through the courts. Therefore, at my request, the American Council on Education, representing the higher education community, will file amicus briefs in the Steffan and Meinhold cases now working their way through the federal courts. Penn was

Board of Inquiry: Input Invited

A Board of Inquiry was empaneled to review the procedural aspects of the case of alleged racial harassment which took place last Spring. The Board has met with the persons who had an official involvement with the matter and invites others who wish to offer advice on judicial procedures to the Board to contact its chair, Professor Jacob Abel, at 898-8342, or by e-mail: abel@eni.ac.seas.upenn.edu.

the first university to ask ACE to undertake this legal action, and I am hopeful that other colleges and universities will join with ACE. I will keep Council informed as this matter progresses through the courts."

Interim Provost Marvin Lazerson announced that an expanded charge to the committee would be made public (*see back page of this issue*).

Student/Space Issues: Dr. Lazerson also updated Council on progress of search committees and two committees whose assignments affect student life: One has three working groups which are expected to bring in recommendations this spring on Academic Integrity, the Judicial process and framing a written Code of Conduct. The other is reviewing the \$65 million version of the Revlon Center plan to see what is needed most, in line with the trustees' request to bring down the price tag.

When students objected to an announced plan to move the College offices from Mellon Bank to Houston Hall, saying students were not consulted and that College offices would supplant student activities offices, Dr. Matthew Santirocco detailed the involvement of students in the planning and Acting VPUL Valarie Swain-Cade McCoullum said the plan will provide more services for students, not less.

Provost Lazerson said he was disturbed by the concept that "a student activities office is 'us' and The College is 'them.' They are both 'us'—that's what a university is about."

'21st Century' Pilot

During Council's discussion on housing, Acting VPUL Valarie Swain-Cade McCoullum confirmed that design is in progress for a new pilot, voluntary, residential living/learning program for some 200 undergraduates (primarily first-year students), tentatively to open in the fall.

The 21st Century Cooperative Residence will have three central program components: Science and Technology, the International Dimension, and Perspectives in the Humanities. ResNet and state-of-the-art data and video services are among the resources planned to "ensure that the undergraduate first-year, on-campus living experience reflects the rich variety of the Penn community and assists in the preparation of leaders for the pluralistic, global community of the 21st century," Dr. McCoullum said. "We want to provide experiences which match Penn's strengths," Dr. McCoullum said, "including racial, ethnic, and national variety, intellectual rigor, internationalism, richness in tradition, urban setting, and strong connection of the city of which it is a part."

With residential faculty, upperclass students, and administrative staff, 21st Century residents will also have orientation and community-building experiences during the year—not only to help develop students' skills and self-confidence but also to "build and sustain strong community connections and develop participants' appreciation for, and commitment to, service to our urban community."

FOR COMMENT

Graduate Education: Three Proposals for Changes in Exams

The Graduate Council of the Faculties is considering changes in the *Graduate Academic Bulletin*. The text for the proposed changes is provided below. Three changes are proposed:

First, a proposal that all graduate groups be required to evaluate students within the first two years of their enrollment at Penn. This evaluation is an "up or out" evaluation, requiring that students (and the School's graduate office) be notified of the outcome of the evaluation and that students who do not pass the evaluation be dropped from the doctoral program. The graduate group determines the form of the evaluation process. This change is being proposed to assure that all students receive a clear signal on their likelihood of meeting the standards of the doctoral program early in their studies.

Second, a proposal that an oral presentation and defense of the dissertation be required and that the vote of each faculty member on the committee be reported to the School's graduate office. Most of our graduate groups currently require an oral defense of the dissertation; a recent survey of graduate schools reported that an oral defense was required by over ninety percent of graduate schools. This change is being proposed to assure that the dissertation committee has fully discussed the dissertation and that the standards and voting requirements of the graduate group have been met. In addition, an oral defense provides a "culmination experience" in which the student demonstrates her or his expertise, serves as a check on the uniformity of quality within and across graduate groups, and holds the committee members accountable, guarding against a committee that may be excessively lenient or difficult. The oral defense serves as another inducement for committee members to read the dissertation with care. The regular posting of dissertation defense schedules increases awareness of doctoral education on campus.

Third, a proposal to eliminate the requirement that all graduate groups have a final examination. Because the proposals being made here would require a qualifications evaluation in the first two years of enrollment, a preliminary examination, and a dissertation examination, a final examination would no longer be required.

Please forward any comments on this policy to Professor Janice Madden, Vice Provost for Graduate Education, 303 College Hall/6381 by *March 1, 1994*.

Salary Scales for 1994

The Salary Scales at right reflect the salary ranges for weekly and monthly paid staff. These scales, effective February 1, 1994, reflect no change from the 1993 scales. They will remain in effect for the rest of calendar 1994. Human Resources/Compensation will review the job market data early next fall to determine whether a recommendation to increase the scales for calendar 1995 is in order. The practice of adjusting staff salary scales on a calendar year basis rather than during the July 1 increase program was instituted in 1992 in order to:

- 1) keep the scale adjustment separate and distinct from the merit increase program; and
- 2) align Penn's salary scale changes with the majority of employers in the Delaware Valley, most of which adjust their salary scales at the beginning of the calendar year.

Copies of the new salary scales will be mailed to deans, department heads and business administrators this week. Even though the scales have not been increased it will still be necessary to adjust the salaries of those few employees whose salaries are below their range minimum.

Please direct questions to Human Resources/Compensation (Ext. 8-3503)

— Adrienne Riley,
Assistant Vice President
Human Resources
— J. Bradley Williams,
Manager, Compensation

Notes:

Quintile: A salary range can be segmented in a number of ways. At Penn, salary ranges are divided into five segments to facilitate analyses of salary range utilization and to assist in salary setting. Managers are urged to contact the Compensation Office at Ext. 8-3503 to discuss specific salary management concerns.

Note: pay grades P11 and P12 have no range maximum and thus no quintiles, since these are senior positions.

Hiring Maximum: Individuals are generally hired at rates which fall between the salary Range Minimum and the Hiring Maximum. Salary offers above the Hiring Maximum require advance consultation with the Compensation Office. **Note:** All non-exempt, weekly paid staff members are covered by the provisions of the Fair Labor Standards Act. Please refer to Human Resources Policy #302, Overtime Compensation and/or Compensatory Time.

OF RECORD

University of Pennsylvania Human Resources/Compensation Monthly-Paid Salary Scales by Quintile, Effective February 1, 1994

Next Scheduled Salary Structure Review: January 1995

Grade	Range Minimum			Hiring Maximum			Range Maximum
P01 Annual	19,700	22,060	24,420	25,700	26,780	29,140	31,500
Monthly	1,641.67	1,838.33	2,035.00	2,141.67	2,231.67	2,428.33	2,625.00
P02 Annual	21,700	24,320	26,940	28,200	29,560	32,180	34,800
Monthly	1,808.33	2,026.67	2,245.00	2,350.00	2,463.33	2,681.67	2,900.00
P03 Annual	23,900	26,760	29,620	31,000	32,480	35,340	38,200
Monthly	1,991.67	2,230.00	2,468.33	2,583.33	2,706.67	2,945.00	3,183.33
P04 Annual	26,200	29,360	32,520	34,100	35,680	38,840	42,000
Monthly	2,183.33	2,446.67	2,710.00	2,841.67	2,973.33	3,236.67	3,500.00
P05 Annual	28,800	32,300	35,800	37,600	39,300	42,800	46,300
Monthly	2,400.00	2,691.67	2,983.33	3,133.33	3,275.00	3,566.67	3,858.33
P06 Annual	31,900	35,336	38,773	40,600	42,209	45,645	50,800
Monthly	2,658.33	2,944.70	3,231.06	3,383.33	3,517.42	3,803.79	4,233.33
P07 Annual	35,000	38,603	42,207	43,700	45,810	49,414	55,900
Monthly	2,916.67	3,216.95	3,517.24	3,641.67	3,817.53	4,117.82	4,658.33
P08 Annual	38,500	42,371	46,242	48,100	50,113	53,984	62,500
Monthly	3,208.33	3,530.91	3,853.49	4,008.33	4,176.08	4,498.66	5,208.33
P09 Annual	42,300	46,540	50,780	52,900	55,020	59,260	68,800
Monthly	3,525.00	3,878.33	4,231.67	4,408.33	4,585.00	4,938.33	5,733.33
P10 Annual	47,400	52,136	56,872	59,200	61,608	66,344	77,000
Monthly	3,950.00	4,344.67	4,739.33	4,933.33	5,134.00	5,528.67	6,416.67
P11 Annual	54,500			68,200			
Monthly	4,541.67			5,683.33			
P12 Annual	63,700			77,700			
Monthly	5,308.33			6,475.00			

University of Pennsylvania Human Resources/Compensation 35-Hour* Weekly-Paid Salary Scale by Quintile, Effective February 1, 1994

Next Scheduled Salary Structure Review: January 1995

Quintile:	1st	2nd	3rd	4th	5th
Grade	Range Minimum			Hiring Maximum	Range Maximum
G04 Annual	11,400	12,460	13,520	14,000	14,580
Weekly	219.23	239.62	260.00	269.23	280.38
Hourly	6.264	6.846	7.429	7.692	8.011
G05 Annual	12,500	13,640	14,780	15,300	15,920
Weekly	240.38	262.31	284.23	294.23	306.15
Hourly	6.868	7.495	8.121	8.407	8.747
G06 Annual	13,600	14,840	16,080	16,700	17,320
Weekly	261.54	285.38	309.23	321.15	333.08
Hourly	7.473	8.154	8.835	9.176	9.516
G07 Annual	14,500	15,920	17,340	18,100	18,760
Weekly	278.85	306.15	333.46	348.08	360.77
Hourly	7.967	8.747	9.527	9.945	10.308
G08 Annual	15,700	17,280	18,860	19,600	20,440
Weekly	301.92	332.31	362.69	376.92	393.08
Hourly	8.626	9.495	10.363	10.769	11.231
G09 Annual	17,100	18,800	20,500	21,400	22,200
Weekly	328.85	361.54	394.23	411.54	426.92
Hourly	9.396	10.330	11.264	11.758	12.198
G10 Annual	18,700	20,540	22,380	23,300	24,220
Weekly	359.62	395.00	430.38	448.08	465.77
Hourly	10.275	11.286	12.297	12.802	13.308
G11 Annual	19,900	22,040	24,180	25,300	26,320
Weekly	382.69	423.85	465.00	486.54	506.15
Hourly	10.934	12.110	13.286	13.901	14.462
G12 Annual	22,200	24,780	27,360	28,600	29,940
Weekly	426.92	476.54	526.15	550.00	575.77
Hourly	12.198	13.615	15.033	15.714	16.451
G13 Annual	24,400	27,560	30,720	31,400	33,880
Weekly	469.23	530.00	590.77	603.85	651.54
Hourly	13.407	15.143	16.879	17.253	18.615

* Identical hourly rates by grade are applied to the 37.5-hour week and 40-hour week. Tables on these variations are available on request at Ext. 8-3503 or may be called up on PennInfo under the keyword "Salary."

Discussing the Commission Report: Week of February 21

The A-3 Assembly will hold lunch-time discussions during the week of February 21 so that University staff members can give their comments, opinions, and suggestions on *The Preliminary Report of the Commission on Strengthening the University Community* (Almanac Supplement, February 1, 1994). Section G of the report focuses on staff issues. Recommendations will be submitted to the Commission before they prepare the final draft on March 31, 1994. The discussion schedule follows:

Monday, February 21	noon-1 p.m.	Ben Franklin Room, Houston Hall
Tuesday, February 22	noon-1 p.m.	Ben Franklin Room, Houston Hall
Wednesday, February 23	noon-1 p.m.	Harrison Room, Houston Hall
Thursday, February 24	1-2 p.m.	Harrison Room, Houston Hall
Friday, February 25	1-2 p.m.	Ben Franklin Room, Houston Hall

If you are unable to attend these discussions, please send your comments to Auntie EM, the A-3 Assembly's confidential e-mail hotline, at auntie-em@pobox.upenn.edu or to Auntie-EM, Mail Service, P241, Franklin Building Annex/6280.

—Sandy Bates, Vice Chair, A-3 Assembly

Open Meetings: 3rd Tuesdays

The A-1 Assembly, which includes all professional and administrative staff of the University, has on its agenda for this spring discussion of the recommendations of the Commission on Strengthening the University, with particular attention to Section G's recommendations concerning nonacademic staff. Now under discussion is a proposal to change the Assembly's name in line with a Commission recommendation to refer to people by their jobs rather than payroll categories.

The Executive Board's meetings, held on the third Tuesday each month from noon to 2 p.m. in the Bishop White Room, Houston Hall.

Input is also invited by e-mail; address a1-assembly@seas.upenn.edu or IN.

DEATHS

Deaths of Dean Lynch, Edward Carre, Edward Charney, and Kenneth McGinley

At presstime it was learned that the first dean of the University's School of Nursing, Dr. Theresa Lynch, died on February 3 at the age of 97. Details of her career will be published next week.

Three active members of the faculty and staff have died recently, and the deaths of four retired members have been reported.

Edward V. Carre, Jr., trust administrator in the Treasurer's Office, died on February 4 at the age of 45. A member of the University since 1975, Mr. Carre began in the Comptroller's Office and moved in 1981 to the Treasurer's Office where he administered over 3000 trusts and provided stewardship to donors.

Mr. Carre is survived by his wife, Sally, a former director of central gifts processing in the Treasurer's Office; his parents, Virginia and Edwin, Sr., and his brothers, Robert and John.

An on-campus memorial service is being planned. Memorial gifts may be sent to the American Diabetes Association of New Jersey, 1060 Kings Highway North, Cherry Hill NJ 08034.

Dr. Edward B. Charney, professor of pediatrics at Children's Hospital of Philadelphia and winner of the Dean's Award for Excellence in Clinical Teaching at an Affiliated Hospital, died of cancer on February 6 at the age of 48.

A leading specialist in the treatment of the birth defect spina bifida, Dr. Charney had been director of CHOP's spina bifida program since 1979. He was known especially for his studies on nutrition and growth, publishing 32 papers on these and related topics, and on factors that determine when surgery is or is not appropriate.

In addition to winning the PennMed Dean's Award in this year, Dr. Charney was voted Teacher of the Year in 1988 by CHOP's interns and residents.

Dr. Charney was a 1967 graduate of Brown University who took his M.D. at New York University in 1971. He then served in the U.S. Navy and was at the Philadelphia Naval Hospital from 1975 to 1979. He joined Penn in 1977 as an associate in pediatrics.



Dr. Charney

Mr. Carre

Dr. Charney is survived by his wife, Linda Van Cott; their daughters, Laura and Rebecca; and two brothers. Contributions may be made to the Spina Bifida Fund at CHOP, 34th Street and Civic Center Boulevard.

Kenneth J. McGinley, a research specialist in dermatology, died on February 3 at the age of 51. Colleagues and friends will publish details of his life shortly.

A. Charles Adams, who retired last September after 31 years in business administration at the School of Medicine, died on February 4 at the age of 60. Mr. Adams joined the Department of Psychiatry in 1962 and over the next 23 years he held a number of business-related posts there. In 1985 he moved from departmental business administrator to the Dean's Office, where he became a special assistant to the director of budget and finance.

Mr. Adams' funeral service will be held Thursday, February 17, at 11 a.m. in St. Thomas Episcopal Church, Glassboro, N.J.

Frank P. DiLuzio, who ran the Faculty Club barber shop for 30 years until his retirement in the early 1980s, died on January 29 at the age of 80.

The Italian-born Mr. DiLuzio came to the United States in 1930 when he was 16 and took up barbering in Depression days. During World War II he took up defense work at the Budd Company and Philadelphia Naval Shipyard, but in peacetime he returned to barbering. In 1958 when the Faculty

Club opened, he became its barber.

An avid soccer player and fan, he played for the Juventus Soccer Team and later managed amateur clubs in the area. Still later he managed the Juventus team and the Philadelphia Inter Soccer Team which won the U.S. National Amateur cup in 1973 and 1974.

Mr. DiLuzio's wife, Rose Campagna DiLuzio, died in 1983. He is survived by his sons Adrian (C '69, L '72) and Robert (C '71, G '71); a brother; and six grandchildren.

Dr. Wayne E. Howard, emeritus associate professor of management and one of the first to win what is now known as the Lindback Award, died February 2 at the age of 71.

He graduated from Penn in 1943 with a BS in accounting and began teaching here soon afterward while working on his MBA and Ph.D., which he received in 1948 and 1957 respectively.

For his teaching in industrial relations, Dr. Howard received in 1959 a \$1000 University-wide teaching prize, which two years later was endowed as the Christian and Mary Lindback Award for Distinguished Teaching.

He was also a noted labor arbitrator who served for two years in the Kennedy administration as a special assistant to the director of the Federal Mediation and Conciliation Service. Dr. Howard frequently served as an arbitrator especially in the Philadelphia area. In 1961, he was instrumental in preventing a wildcat strike against the former Philadelphia Transportation Co. by holding an eight-hour grievance hearing and rendering a prompt decision.

Mary E. (Betty) McKinney Lavery, former accounts-payable manager at the University, died on January 17 at Fitzgerald Mercy Hospital in Darby, at the age of 76.

Mrs. Lavery had been with Penn for 18 years when she retired in 1975.

Born in Belfast and a graduate of St. Monica's Business College, she joined the accounting office in 1957, and in 1973 was one of the first women promoted to the position of manager, recalled her daughter, Patti Faikish.

In addition to her daughter she is survived by her son, James F. Lavery, Jr.; a brother and a sister; and six grandchildren.

Speaking Out

The following letter was sent to Dean Rosemary Stevens and to Almanac.

A Monochromatic Liberalism

I am writing to you not only as an alumnus, current parent and former Overseer of the School of Arts and Sciences, but also, I hope, as a friend.

I am alarmed by your proposal to eliminate the Department of Religious Studies. While my opposition's first basis is on the merits of the question, they have been well identified by others and are now undergoing formal review through University policy channels. My voice would not add much to that debate. The concern which I will address in this letter is the negative symbolic message about Penn's academic values which I believe your proposal sends.

For a campus awash in the rhetoric of diversity, Penn has shockingly little *intellectual* diversity. Compare the philosophical positions of its faculty and student bodies to the rest of the nation on any of several key issues such as the role of the military, foreign policy, tax policy, affirmative action, gun control, abortion, welfare reform, health care, income redistribution, sexual morality, and the separation of church and state, or the existence of God, and I contend that you will document at Penn a monochromatic liberalism which is at least disdainful if not openly

contemptuous of the views of the average American and which rejects the intellectual validity of conservatism or religion. This chilling sameness of position has as its inevitable consequence the stifling of academic inquiry. For an intellectual community which claims to "celebrate" diversity, is not intellectual diversity the first and highest priority, coming before racial, ethnic, cultural, economic and geographic diversity?

Your proposal also comes at a time when the University shows at least the promise of rejecting the seductive siren song of political correctness. Stripping Religious Studies of its departmental status seems more consistent with the lockstep liberalism of the recent past than with Interim President Claire Fagin's gentle but clear admonitions to lighten up.

Please don't invite a fresh wave of national derision on an institution still struggling to overcome the embarrassments of the water buffalo and vandalized *Daily Pennsylvanian* incidents. I urge you to find the necessary cuts in places where the negative symbolic message does not so clearly outweigh the budgetary benefit.

— Colin A. Hanna
Class of 1968

Ignore the Maladies

May I respond to Professor Gale and the faculty and students he represents (*Almanac*,

February 1, 1994, p. 4)?

If we were to discard the texts of authors who had illnesses, we would have to discard most of the world's literature. Almost all of the world's noteworthy writers had serious maladies, most of them lifelong: depression (Virginia Woolf), mania (Robert Lowell), drug addiction (Samuel Coleridge), alcoholism (John Cheever), bizarre and unhealthy sexual appetites and many failed marriages (Mary McCarthy), lupus (Flannery O'Connor, who didn't make it past her 40th birthday), racism and anti-Semitism (H.L. Mencken), psychosis of an indeterminate nature (Ezra Pound, an alumnus of here), lassitude and chronic fatigue (Charles Darwin), etc.

In short, the text is all we can go on; we have to ignore the maladies of authors.

There is one place in my letter where my illness did have an impact. On page three (*Almanac*, February 1, 1994) in the third column, in the second sentence of the third full paragraph, I wrote, "Of course, the whole California school system is under severe financial crisis." It should read, "Of course, the whole California school system is in a severe financial crisis." My illness and the high-tech nature of modern proofreading combine (sometimes) to cause errors.

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

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.

Workplace Alert: Computers, Repetitive Strain Injury

The use of computers in office work has resulted in a number of work-related injuries at Penn. The incidence of carpal tunnel syndrome (CTS), tendonitis, musculoskeletal complaints (sore neck and shoulders, headache) and eye-strain related to computer use continues to increase. Injuries such as CTS, if not promptly treated, may result in permanent injury.

Proper adjustment of the computer workstation and good work practices are extremely important in injury prevention. Adjustment of the chair height to facilitate proper hand position on the keyboard is key to avoiding awkward wrist positions that can lead to CTS or tendonitis. The chair height should be set so the computer user's hands are at the same height as the keyboard when the elbows are bent at a ninety-degree angle to the body. Chair heights that position the hands too high or low place the wrist in a position that may cause injury after prolonged periods. Other adjustments, such as monitor height and distance, should be made following chair adjustment.

Work performed at VDTs can require individuals to maintain a fixed position for long periods. This places a strain on the body that causes fatigue. Supervisors should ensure that employees take breaks when working continuously for more than two hours at a computer. Computer users should attempt to vary work

activities when possible. Interspersing filing or other activities that require a non-seated position with computer work reduces muscle strain. Periodically refocusing the eyes on distant objects or closing them tightly for a few seconds will reduce eyestrain.

Early detection and treatment of repetitive strain injuries greatly minimizes the likelihood of permanent damage. The pain caused by CTS and tendonitis can occur while using the computer, shortly afterward or well after use such as in the evening. Employees that use computers regularly should report the occurrence of pain, numbness or tingling in the hand, wrist or arm to their supervisor as soon as it is noticed. Advanced symptoms include a decrease in grip strength, loss of hot and cold sense in the hands and trouble performing simple manipulations, such as tying shoe laces. Supervisors should refer all employees experiencing symptoms of CTS or other musculoskeletal problems to Occupational Health Service, ground floor, Silverstein Corridor, 227-2353, for evaluation.

The Office of Environmental Health and Safety provides ergonomic consultation services and training for all Penn employees. For more information please contact Joseph Passante at 898-4453 or send e-mail to:

j_passante@rsomacserver.rso.upenn.edu.

OSHA Seminars in February

The Occupational Safety and Health Administration (OSHA), requires *mandatory training for all University employees who work in laboratories*. The Office of Environmental Health & Safety (OEHS), will offer the following seminars for all new and previously untrained laboratory workers:

Chemical Hygiene Training
Wednesday, Feb. 23, 1:30–2:30 p.m.

Class of 1962, John Morgan Building
This training reviews OSHA's regulation *Exposure to Hazardous Substances in the Laboratory* and Penn's written safety program. General laboratory safety training will also be provided.

Blood Borne Pathogens Training
Monday, Feb. 28, 3–4 p.m.

Class of 1962, John Morgan Building
This training will review OSHA's regulation, *Occupational Exposure to Blood-borne Pathogens* and Penn's biosafety program. Information about free Hepatitis B vaccination for at-risk employees will also be provided.

Attendees are requested to bring their Penn ID cards to facilitate course sign-in.
Questions: Barbara Moran at OEHS, 898-4453.

EXHIBIT

22 *Irving Geis: Molecular Art*; small- and large-format works, in various media, of hemoglobin, myoglobin, DNA, and other molecules; Chemical

Heritage Foundation, 4th Floor, 3401 Walnut; opening reception, 5 p.m.; \$10, \$5/students; Info: 898-4896. *Through April 30.*

FILM

22 *East Wind, West Wind: The Story of Pearl S. Buck*; with Peter Conn, English, film narrator and consultant; 6 p.m.; Houston Hall; \$5; Reservations: 898-5262 (College Alumni Society).

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 February 7 and February 13, 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 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Threats & harassment—1
02/09/94 3:51 PM Franklin Annex Complainant harassed by co-worker

38th to 41st/Market to Baltimore: Robberies (& attempts)—2, Simple assaults—1, Threats & harassment—2
02/08/94 7:21 PM 3900 Block Walnut Manager assaulted
02/10/94 1:59 PM Mayer Hall Unwanted phone calls received
02/10/94 6:03 PM Harrison House Unwanted advances reported
02/10/94 10:22 PM 3800 Block Locust Robbery w/simulated weapon
02/13/94 10:03 PM 41st & Locust Robbery by unknown male w/gun

41st to 43rd/Market to Baltimore: Robberies (& attempts)—1
02/09/94 9:07 PM 4200 Block Locust 2 robbed by 2 unknown males w/gun

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—1, Threats & harassment—1
02/08/94 1:25 AM 4300 Spruce St. Harassing phone calls received
02/13/94 3:29 PM 4300 Block Pine Robbery unknown male w/gun

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—5, Total thefts (& attempts)—10, Thefts of bicycles & parts—1, Trespassing & loitering—1
02/07/94 12:45 AM Intercultural Center Computer taken from storage room
02/07/94 1:14 AM Phi Gamma Delta Suspect caught in house/arrested
02/07/94 9:11 AM Williams Hall Telephones taken
02/07/94 10:15 AM 140 S. 34th St. Jackets taken
02/07/94 4:02 PM 3401 Walnut St. Unattended purse/contents taken
02/07/94 4:57 PM 3700 Block Spruce Secured bike taken from rack
02/07/94 7:06 PM 130 S. 34th St. Cassette tape taken from store
02/08/94 12:07 PM Williams Hall Cash taken from wallet
02/09/94 3:32 PM Law School Unknown person attempted to take knapsack
02/09/94 10:44 PM 3408 Sansom St. 2 patrons left tavern without paying
02/10/94 7:50 AM Williams Hall Door window broken/items taken
02/10/94 9:02 AM Williams Hall Door window broken/items taken
02/10/94 9:49 AM Williams Hall Door window broken/calculator taken
02/10/94 4:12 PM Williams Hall Answering machine taken from unsecured room
02/10/94 7:03 PM Stouffer Dining Wallet/contents taken from tray
02/11/94 10:15 AM Steinberg/Dietrich Unauthorized male in building/cited/released

38th to 41st/Market to Baltimore: Total thefts (& attempts)—10, Thefts from autos—2, Criminal mischief & vandalism—3, Trespassing & loitering—1
02/07/94 10:25 AM Vet School Unattended jacket/gloves taken
02/07/94 1:06 PM 4000 Block Locust Car phone taken
02/07/94 1:39 PM 4040 Locust St. Shoplifter held by store manager
02/07/94 10:44 PM 3925 Walnut St. Video taken from store/returned
02/08/94 9:13 AM VHUP Wallet/contents taken
02/08/94 9:54 AM VHUP Cash taken from room
02/08/94 9:30 AM 3900 Block Sansom Car driver's side window broken/property taken
02/08/94 1:01 PM Harrison House Cash taken from register
02/09/94 3:06 AM Harnwell House Fire extinguisher discharged
02/09/94 5:11 PM Delta Delta Delta Property taken from rear of house
02/10/94 3:00 PM 3930 Chestnut St. Car rear window damaged
02/10/94 3:19 PM Penn Police HQ Property taken from locker
02/12/94 2:24 AM Harnwell House Fire extinguisher discharged
02/13/94 2:34 AM Low Rise North Male in room closet/arrest

41st to 43rd/Market to Baltimore: Total thefts (& attempts)—1, Thefts of auto (& attempts)—1, Criminal mischief & vandalism—1
02/07/94 5:36 PM 42nd & Pine Auto taken
02/09/94 6:24 PM Divinity School Window broken

30th to 34th/Market to University: Total thefts (& attempts)—3, Thefts from autos—2, Forgery & fraud—1
02/07/94 1:45 AM 3300 Block Walnut Car window broken/property taken
02/10/94 9:11 AM Lot # 2 Car right vent window broken/property taken
02/10/94 1:13 PM Bennett Hall Unknown person requested cash from complainant
02/11/94 7:26 PM Hutchinson Gym Locker padlock broken/property taken

Outside 30th to 43rd/Market to Baltimore: Total thefts (& attempts)—1, Criminal mischief & vandalism—1
02/12/94 7:29 PM 34th & Market Subway Wallet taken from pocket
02/13/94 4:03 PM 3100 Walnut St. Car right front window broken

Crime Against Society

34th to 38th/Market to Civic Center: Alcohol & drug offenses—1
02/08/94 1:53 AM Christian Association Student observed with a bottle of beer

SPECIAL EVENTS

18 *Act & Crime Symposium*: 12 criminal law experts and philosophers debate what actions should be considered crimes and how they should be punished; 9 a.m.-4 p.m., Room T145, Law School (Penn Law Review).

21 *Philadelphia Parents Reception*: for parents of Penn students who live in the City hosted by Interim President Claire Fagin and Interim Provost Marvin Lazerson to share Penn's plans and hear concerns; 6-8:30 p.m., Faculty Club.

TALKS

16 *Regulation of Bone Formation*; David J. Baylink, Loma Linda University; noon; Jirst Auditorium, Dulles (Reproductive Biology).

Lais Merveilleux, Lais Courtois; François Suard, Université de Paris 10; 4 p.m.; Cherpac Lounge, Williams Hall (French Institute).

17 *Multiple Dopamine Receptors and Their Interactions*; Hyman Niznik, University of Toronto; 4 p.m.; M100-101 John Morgan (Pharm.).

21 *Activation of the Endogenous Opioid System: Basic and Clinical Studies*; Marc Auriacombe, Université de Bordeaux; 4 p.m.; Medical School (French Institute).

The American Photojournalist and the 1930s and 1940s; Barbie Zelizer, Temple; 4-6 p.m.; Room 502, 3440 Market (H&SS).

22 *Quality of Life in Inflammatory Bowel Disease*; Dale R. Bachwich, gastroenterology; 8 a.m.; Med. Alumni Hall, Maloney (Medicine).

Actin Family Values: What Use Is An Unconventional Actin? Simon Atkinson, Johns Hopkins; 4 p.m.; Physiology Library, Richards (Physio.).

Matisse and Likeness; Andrew Forge, Yale; 5:30 p.m.; B-1, Meyerson Hall (GSFA).

DATE CHANGES

22 *De Novo Design of Peptides and Proteins*; William DeGrado, DuPont Merck Pharmaceuticals; noon; M100-10 John Morgan (Pharmacology). *Postponed from February 21.*

A New Agenda for the Third Culture; Werner von der Ohe, sociology; 1 p.m.; Faculty Club (Women's Club). *Postponed from February 21.*

Deadlines: The deadline for the April at Penn pullout calendar is March 15; the deadline for May at Penn is April 12; the deadline for Summer at Penn is May 10. The deadline for the weekly update is Monday, one week prior to the week of publication. Information can be sent via e-mail, campus mail, via fax or hand carried if the deadline is approaching.



Almanac

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In order to facilitate campus discussion, the Committee to Review the Status of ROTC at Penn and I have decided to publish the charge of the Committee in Almanac. — Marvin Lazerson, Provost



The ROTC Review: Some Questions

As the Committee begins to focus on its tasks of examining the current arrangements under which ROTC operates at Penn and “developing several alternative approaches for ROTC at Penn,” the following questions and examples may give a better sense of what I would like to emerge from the Committee’s work. At minimum, I would like the Committee to address the following questions:

1. What is the nature of the current relationship between Penn and ROTC?

Specifically, how much and in what forms does Penn financially subvene the ROTC programs and vice versa? How much and in what forms do the ROTC programs support Penn students? What other financial arrangements exist between Penn and ROTC? What are the existing academic and faculty relationships between Penn and ROTC? What is the actual and theoretical status of ROTC faculty at Penn? How are they appointed? What credit is given for ROTC courses? How are ROTC curricula overseen and approved? What is the relationship between ROTC courses and the rest of the ROTC program elements? How is academic oversight of the quality of ROTC offerings and faculty maintained? What are the patterns and trends in enrollment in ROTC courses and programs? Are there other significant aspects to the current Penn-ROTC relationship?

2. What is the nature of the current relationship (specifically in regard to the relevant questions suggested under #1 above) between Penn’s peer and other local institutions and ROTC?

3. Do alternative arrangements regarding ROTC suggest useful options for ROTC at Penn?

4. What is a range of possible alternative arrangements for ROTC at Penn?

The Committee should examine some or all of the following structural options, as well as other alternatives that it believes are worthy of consideration:

a. Maintain the status quo.

This might be combined with either an explicit statement recognizing the real conflict between existing DOD policy on homosexuals in the military and Penn’s statement on non-discrimination or with a modification of Penn’s non-discrimination policy to exclude *lawful* discrimination from the coverage of the policy.

b. Arms-length arrangements.

Penn might create arrangements with ROTC that would be analogous to those with Hillel, Newman, and other such groups that are considered to be of value to students. This might require phasing out or modifying some existing financial and academic arrangements.

c. Separating military and academic elements of ROTC.

There are various ways in which Penn’s arrangements with ROTC might be reconfigured to separate the non-discriminatory academic elements of the ROTC program from the strictly military aspects involving discrimination. The University might go so far as to “take over” the academic component, subjecting it to normal academic policies and standards, while the military continued the non-academic elements as off-campus activities. Alternatively, commissioning-related activities might be prohibited on campus.

d. Consortial arrangements with other local colleges.

Consortial arrangements might include a variety of options, including but not limited to the following:

- Cross-enrollment arrangements.
- Various kinds of small, local consortia, with ROTC located elsewhere (probably at one of our neighboring institutions).
- A single, comprehensive regional consortium, involving all Delaware Valley institutions and all military services, administered under either DOD, independent, or collective academic auspices. (This arrangement might create for DOD a new model for structuring ROTC programs in a period of military downsizing that would maintain broad availability while reducing DOD costs and duplication and accommodating contemporary social attitudes on campus.)

e. End Penn’s ROTC involvement (phased or immediately).

5. What are the likely consequences of each of these alternative arrangements for the University and the national military officer corps, specifically for Penn students in ROTC programs, for financial aid, for the Penn faculty, for the quality of academic programs, for facilities, for other University finances, and for the character and diversity of the University’s student body and of the national military officer corps?

For example, the Committee should assess the possibility that moving ROTC to another campus might effectively end the participation of Penn students due to relatively high tuition and/or the desire of the military to downsize ROTC units, in turn putting additional pressure on Penn’s undergraduate financial aid resources. On the other hand, elimination of the subvention of ROTC facilities and staff at Penn by the University may partially offset such additional costs. In addition, various phased approaches to changing the arrangements with ROTC may have varying drawbacks and advantages which the Committee should describe and assess.

6. In the light of all of the above considerations, how strongly do the Committee’s members support each alternative and why?