

Almanac

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Tuesday, March 1, 1994

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For Minority Permanence:

Anonymous \$1.7 Million

An anonymous gift of \$1.7 million has been made to the University to support several community outreach efforts and programs targeted toward minority students.

Projects selected by Interim President Claire Fagin and Interim Provost Marvin Lazerson "reflect the University's ongoing concerns in both areas," Dr. Fagin said in announcing the gift. "Penn will put this gift to work in ways that will advance the goal of helping to solve some of society's most troubling problems."

- \$1.17 million will endow the Fontaine Fellowships, which are awarded each year to outstanding minority students who are American citizens pursuing full-time doctoral studies at Penn. The Fellowships honor the late Dr. William T. Fontaine, the first African American to become a fully affiliated professor at Penn. Last year 28 students held Fontaine Fellowships.

- \$600,000 of the anonymous gift will support a series of educational outreach programs:

- Early Alert, co-sponsored by Penn and Lincoln University and co-directed by Dr. Larry Gladney, associate professor of physics. Saturday morning sessions during the school year reach more than 100 West Philadelphia public school students who have exhibited both talent and interest in science and math. Penn faculty and students serve as mentors. The program was previously funded by the National Science Foundation and American Honda Motor Co., Ltd.

- A research program directed by Dr. Gladney, providing grants to minority undergraduate students majoring in the sciences. Students are exposed to research during the spring semester, and during the summer they have the opportunity to teach incoming freshmen through the pre-college science program.

- A major national conference at Penn or another location for selected minority undergraduates interested in the sciences. The conference, previously funded by the U.S. Department of Energy and the State of Texas, provides an opportunity to discuss research with leading scientists and a first-hand look at careers in science and technology.



Joining Penn are Steve Bilsky, left; Dr. Phyllis Lewis, right; and Carol Horne Penn, far right. [See story below.] Page 3: Penn's chief news officer and the director of student/community involvement are leaving the University.



Athletic Director . . . Two Key Figures in Human Resources

DRIA Director: Mr. Bilsky

Steve Bilsky, the former Penn basketball star who has been director of athletics and recreation at George Washington University, will return to Penn July 1 as Director of the Division of Recreation and Intercollegiate Athletics and Assistant to the Provost.

Interim President Claire Fagin and Interim Provost Marvin Lazerson announced the selection at a press conference yesterday. Mr. Bilsky replaces Paul R. Rubincam, now associate vice president and director of special gifts in development and alumni relations here.

Mr. Bilsky was a three-year All-Ivy guard on the nationally-ranked Quaker team from 1968-71, considered one of the greatest Penn teams of all time. He was captain in 1971. In 1988 he was inducted into Philadelphia's Big Five Hall of Fame. A native of Roslyn, NY, he earned a B.S. in marketing from Wharton in 1971 and a master's degree in counseling psychology at the University of Oregon in 1975.

During a return to Penn as assistant director of athletics from 1979-83 he emphasized the academic development of student athletes, and he became well known at George Washington for establishing a sound athlete-scholar program. He has also served as president of the Atlantic 10 Conference for three years, as well as chairman of the television committee for the last six years.

As an assistant to the provost, Mr. Bilsky is

expected to forge closer links between Penn's athletic and academic programs. At the press conference, Mr. Bilsky said he plans to take a strong stance on gender equity because it is "the right thing." Also on his agenda are upgrades in facilities.

Accompanying him on his return to Philadelphia is his wife, Susan Kozloff, the former associate director of personnel relations.

Human Resources:

Dr. Lewis, Ms. Horne Penn

The appointments of Dr. Phyllis H. Lewis as director of human resources and Carol Horne Penn, Esq., as director of staff relations have been announced by Dr. R. William Holland, vice president for human resources.

Ms. Horne Penn, who has been general manager of human resources/administration for the Philadelphia Water Department since 1990, joins the University on March 21 to succeed Wanda Whitted, now vice president for human resources at Germantown Hospital and Medical Center.

Ms. Horne Penn is a graduate of Drexel University who took her J.D. in 1986 at Boston College and has been admitted to the bar in Pennsylvania and Florida. An associate of the Boston firm of Grayer, Brown and Dilday before her graduation, she joined Philadelphia's Water & Utilities Division as deputy city solicitor in 1986 and took her present human resources post two years later.

For the City, in addition to improving labor relations and reducing the new-hire turnaround from in her department six months to three, Ms. Horne Penn has spearheaded both strategic planning and TQM efforts, chairing a city-wide committee that has developed the implementation model and curriculum for the introduction of TQM into city government. She has also chaired the utility committee for developing and implementing TQM—initiatives that in one year resulted in savings of \$200,000, Dr. Holland said.

Dr. Lewis succeeds Rogers Davis, who left the University in July to become assistant vice chancellor for human resources at the University (continued next page)

Open Forum on Preliminary Report of the Commission: March 16

On March 16, from 4:30 to 6 p.m., the Commission on Strengthening the Community will hold its last Open Forum on its Preliminary Report, in Room 351, Steinberg Hall-Dietrich Hall. Since the publication of the Preliminary Report, the Commission has been receiving comment, in writing and person, from people from every part of the University community. It has listened in good faith and with an open mind, and the members thank everyone who has already written or who attended the first Open Forum. All comments will be shared with the entire Commission.

The March forum will be the last chance that University members will have to express their opinions publicly on the Report, before the Commission begins to write the final version. The Commission also encourages University members to write to them. Letters may be sent by March 16 to the Commission at 100 College Hall, or e-mailed to Commission@A1.Quaker.

—Rebecca Bushnell, Director of the Commission

[Ed. Note: Extra copies of the Report are available from the Commission Office, 898-1804.]

SENATE

From the Chair

Empowering the Provost

The Provost shall be the educational officer normally responsible for the conduct, coordination and quality of the University's academic programs and for their future development. In the performance of these duties the Provost shall consult with representatives of the faculty.

— *Handbook for Faculty and Academic Administrators*, p. 4

Since there is currently a search underway for Provost of the University, this is an appropriate time to review the role of the Provost at Penn. The title, Provost, is little used or understood outside the academy. In a university with two Executive Vice Presidents and five Vice Presidents there has been some concern that the role of the Provost as Chief Academic Officer of the University might not be understood. That concern should be dispelled by the description of the Provost in the *Handbook*. The question I address here is whether the Office of Provost, as currently constituted, is appropriately configured and empowered to discharge the responsibilities described above.

The Provost should spend most of his or her time working to improve the academic programs of the University. To achieve this goal the Provost must be a good judge of academic quality, must work with the Deans and the faculty to maintain and improve the quality of instruction and scholarship at the University, and must have sufficient resources to initiate and support programs. To this end the Provost should be involved in

- recruiting the very best scholars and students to the University.
- setting priorities for development in support of academic excellence.
- initiating and nurturing programs that promote academic excellence and transcend the individual schools.
- reviewing the academic programs within the schools.
- working on the national level, individually and with our peer institutions, in creating an atmosphere under which research and instruction can flourish.

There are two major issues:

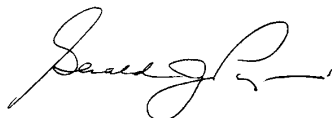
- Does the current scope of the Provost's direct responsibilities allow the Provost to have sufficient time to focus on the above issues? and
- Does the Provost have sufficient resources to act forcefully on the above issues?

Currently the Provost spends a great amount of time on issues that relate to undergraduate life (JIO, the Revlon Center, *DP* seizures). These issues wind up on the Provost's desk since the Provost has responsibility for all of undergraduate education and life. These are important issues and must be handled by a major University administrator but not necessarily the Provost. We should explore alternatives that would relieve the Provost of primary responsibility for these issues.

The power of the Provost to plan for future development, facilitate cooperation among and between schools, and recruit the best scholars is dependent upon the resources that are available for his or her use. In the federalism that has developed at Penn the individual schools retain 80% of tuition income, 72% of indirect costs, and all of the external funding they can raise. This allocation of resources leaves the Provost with little discretionary funding after the budgets of the individual schools have been balanced and inhibits a Provost from taking the leadership role required to fulfill the responsibilities described above. Especially in these days of very scarce resources the Provost must have a sufficiently large contingency fund that will allow him or her to support existing initiatives as well as to fund new activities.

To increase the contingency fund there are only two alternatives. We can either make the pie bigger or cut it differently. We probably need to do both; namely, to increase development efforts aimed at providing discretionary funds for the Provost and to reallocate some funds from the Schools to the central administration. This will entail sacrifice on the part of the individual deans but will benefit the University as a whole. At one time Penn had a very strong central administration. Following the introduction of responsibility-based budgeting the power became more decentralized. The University has suffered from the lack of ability to plan and act centrally. It is time to restore some power to the central administration.

The Provost is the Chief Academic Officer of the University. We should move quickly to ensure that the Provost has the resources and the time required to focus more on "the conduct, coordination and quality of the University's academic programs and (on) their future development."



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

From the Senate Office

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

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

1. Approval of the minutes of February 2, 1994.
2. Chair's Report.
3. Report on activities of the Academic Planning and Budget Committee and on the Capital Council.
4. Nominations for various committee vacancies for 1994-95 from the Senate Committee on Committees.
5. Proposed academic calendar revision.
6. Report on Restructuring University Council.
7. Informal discussion with Interim Provost Marvin Lazerson.
8. Report of the Commission on Strengthening the Community. Discussion to focus on Section B.1 & 2, and C.1 & 2.
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, by email: burdon@pobox.upenn.edu or by telephone: 898-6943.

Staff Changes from page 1

of California at San Diego. She will take office April 1. Dr. Lewis comes to the University from the University of North Carolina at Greensboro, where she has been associate vice chancellor for human resources since 1990. After graduating *magna cum laude* from Catawba College in Salisbury, N.C., in 1969, she taught English and journalism briefly, then pursued a Ph.D. in English, which she completed at UNC Greensboro in 1979. Serving as grants coordinator for Elon College in her final year of doctoral work, Dr. Lewis took a new career direction in 1979 by serving as associate director for sponsored programs in the Office of Academic Affairs at Greensboro for a year. She then added a J.D. from Chapel Hill in 1983, and continued at Chapel Hill as assistant dean of the graduate school and assistant director of the Office of Research Services.

She returned to Greensboro in 1985 as assistant to the chancellor for legal affairs, and added the post of adjunct assistant professor of English two years later. In 1990, she took her present human resources position, adding the title of executive assistant to the vice chancellor for business affairs in 1992. In the academic stream of her career she moved from English to the management and marketing faculty of Greensboro's Bryan School of Business and Economics.

Dr. Lewis has published on a wide variety of subjects, from Thomas Wolfe to education law to academic freedom in research. She has also lectured widely on such topics as affirmative action, role modeling, sexual harassment, staff training, and legal problems of employee manuals and handbooks.

A member of the bar of North Carolina, Dr. Lewis was on the Bar Association Executive Council (Education Section) in 1989-92; served on a CUPA task force on strategic planning and curriculum development in 1992-93; and has

Annual Meeting of the Faculty Senate
Wednesday, April 29, 1994
3 to 5:30 p.m.
Room 109 Annenberg School for Communication

been on the boards of the Women's Professional Forum Foundation and the North Carolina Association of Colleges and Universities. She was vice president of the Women's Professional Forum last year.

Leaving: Ms. Farnsworth, Mr. Waller

Two members of the University have separately announced impending moves to Denver, Colorado:

Carol Farnsworth, associate vice president for university relations and director of news and public affairs, will leave the University March 11 to take up a new position as vice chancellor for communications at the University of Denver.

Ms. Farnsworth came to Penn in 1989 after stints as a reporter for the *Columbia Daily Tribune* and *Kansas City Star*, followed by communications posts at the University of Missouri and Washington University in St. Louis.

The move to Denver puts her in charge of public relations, publications (including the alumni magazine), photography and video production at Denver, an independent university of about 9000 students in undergraduate, graduate and professional schools plus a nontraditional graduate program. She was chosen from among 350 candidates in a national search.

"Leading University Relations in an institution as large and complex as Penn poses enormous challenges," said Barbara Stevens, Vice President and Secretary of the University. "Carol met them with energy, with determination, and with a high level of professionalism at all times. Always uppermost in her mind was what was best for Penn. We thank her and we wish her the very best as she takes on her new responsibilities."

Todd Waller, who has been director of the University's Program for Student Community Involvement since coming to Penn from a similar post at Regis College in 1990, is preparing to open a consulting and training operation for organizations seeking to develop community involvement programs.

JoAnn Zoll, director of the alcohol and drug education program, will take the additional assignment of acting director while a search for Mr. Waller's replacement is conducted. The search starts this month, headed by Dr. Larry Moneta, Associate Vice Provost for University Life. The Acting VPUL, Dr. Valarie Swain-Cade McCoullum, said of Mr. Waller, "Under his leadership, with the active and ardent participation of literally thousands of students, faculty and staff, the Program for Student Community Involvement has become an exemplar of how a university can truly become a vibrant partner to its community. I wish Todd all the best as he leaves Penn, and I know that he will continue his extraordinary service as he moves on to new challenges."

Council March 16: Penn Women's Center... Academic Calendar... Advising

On the agenda for the University Council meeting Wednesday, March 16, are three items for discussion:

- Proposals to revise the academic calendar;
- Activities and location of the Penn Women's Center; and
- Recommendations on advising made by the Commission on Strengthening the Community (*Almanac Supplement* February 1, 1994).

TO: University Faculty, Administrative, and A-3 Staff Members

FROM: Committee on Committees

RE: Volunteers Needed for Committee Service

The Committee on Committees invites you to nominate yourself or others for service on University Council Committees. These 14 committees serve as advisory bodies in shaping academic/administrative policy, in administering all-University projects such as honorary degrees and long-term disability, and in assisting in the administration of operations such as the bookstore and libraries.

Faculty and staff who have not previously participated are especially encouraged to volunteer so that we may have an appropriate blend of new ideas and experience.

To have an idea of a particular committee's work, you may review the annual reports printed in *Almanac* dated February 8, 1994 of the following committees: Admissions and Financial Aid, Book Store, Communications, Community Relations, Facilities, International Programs, Personnel Benefits, Recreation and Intercollegiate Athletics, and Student Affairs.

Except where noted, all of the committees listed here are open to both faculty and staff. Please submit nominations by March 16, 1994.

The 1994 Committee on Committees

Abba Krieger (statistics), *co-chair*
Scott Weinstein (philosophy), *co-chair*
Constance Carino (nursing)
Holly Pittman (history of art)
Harvey Rubin (medicine)
Warren Seider (chemical engineering)

Linda Koons (A-1, provost's office)
Rochelle Fuller (A-3, Van Pelt Library)
Michael Rosenfield (C'95)
Steven Suter (V'95)
Ex officio: Barbara Lowery (chair-elect, Faculty Senate)
Constance C. Goodman (secretary to the committee)

Committees and Their Work

Admissions and Financial Aid Committee considers matters of undergraduate and graduate/professional recruiting, admissions, and financial aid that concern the University as a whole or those that are not the specific responsibility of individual faculties.

Book Store Committee considers the purposes of a university bookstore and advises the director on policies, developments, and operations.

Communications Committee has cognizance over the University's electronic and physical communications and public relations activities.

Community Relations Committee advises on the relationship of the University to the surrounding community.

***Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities Committee keeps under review the planning and operation of the University's physical plant and all associated services.

***Honorary Degrees Committee** does most of its work, intensively, during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

***International Programs Committee** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

Library Committee is advisory to the directors of libraries on policies, development and operations.

Personnel Benefits Committee deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Pluralism Committee advises on ways to develop and maintain a supportive atmosphere for all members of the University community.

Recreation and Intercollegiate Athletics Committee has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security Committee considers and recommends the means to improve safety and security on the campus.

Student Affairs Committee has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards Committee evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department; all of its work is done, intensively, in October.

* Open to faculty only; one or more administrators serve as liaison to most. Faculty who wish to serve on the Research Committee or Committee on Open Expression should not use the form below, but forward names to the Faculty Senate Office at 15 College Hall/6303, tel. 898-6943; fax 898-0974; e-mail burdon@pobox.upenn.edu

**Mail to: Committee on Committees, Office of the Secretary,
133 S. 36th Street/3246;
Fax: 898-0103; e-mail: goodman@pobox.upenn.edu**

Committee(s) _____
Candidate _____
Title or Position _____
Campus Address _____

Please specify if you think that you are especially qualified for a particular committee.

403(b) Performance Update Periods Ending December 31, 1993 Total Returns* (%)

	Philosophy	Size \$mm	Latest Quarter	1-Year Average Annual	3-Year Average Annual	5-Year Average Annual	10-Year Average Annual	Best/Worst Year In Last Five Years	
								Best	Worst
Calvert Funds:									
Social Responsibility Fund									
Calvert-Ariel Appreciation Fund	D	219	7.6	7.9	17.6	NA	NA	NA	NA
Calvert-Ariel Growth Fund	D	224	6.2	8.7	17.3	11.1	NA	32.7	-16.1
Social Investment Bond Portfolio	FII	67	-0.1	11.6	11.3	11.1	NA	15.8	6.7
Social Investment Equity Portfolio	D	86	3.4	2.1	10.5	10.3	NA	27.5	-4.9
Social Investment Managed Growth	B	537	0.2	5.9	10.3	10.1	11.7	18.7	1.8
Social Investment Money Market	MM	139	0.6	2.5	3.8	5.6	6.5	8.8	2.5
CREF Bond Market	FII	620	-0.2	11.4	11.5	NA	NA	NA	NA
CREF Global Equities	GCS	1,510	11.6	35.4	NA	NA	NA	NA	NA
CREF Money Market	MM	2,576	0.8	3.1	4.3	6.1	NA	9.4	3.1
CREF Social Choice	D	713	-0.5	9.4	15.0	NA	NA	NA	NA
CREF Stock Account	D	55,319	3.7	13.9	16.3	13.7	14.8	30.1	-5.6
Vanguard Funds:									
Asset Allocation Fund	AA60:35:5	1,126	1.2	13.5	15.3	13.8	NA	25.6	0.9
Balanced Index Fund (1)	B	367	1.0	10.0	NA	NA	NA	NA	NA
Bond Market Fund (2)	FII	1,540	-0.2	9.7	10.6	10.8	NA	15.2	7.1
Convertible Securities Fund	DI	204	3.3	13.6	22.0	14.1	NA	34.3	-8.2
Equity Income Fund	DI	1,068	-1.7	14.6	16.2	11.8	NA	26.5	-11.9
Explorer Fund	SC	848	4.3	15.4	26.7	14.7	7.7	55.9	-10.8
Fixed Income Securities:									
GNMA Portfolio	FIM	7,073	0.8	5.9	9.7	10.8	11.1	16.8	5.9
High-Yield Corporate Portfolio	FIJ	2,530	3.6	18.2	20.3	10.8	11.6	29.0	-5.8
Intermediate-Term U.S. Treasury	FIIG	957	-0.5	11.4	NA	NA	NA	NA	NA
Long Term Growth Corp. Portfolio (3)	FIL	3,168	-0.7	14.5	15.0	13.2	12.5	20.9	6.2
Long-Term U.S. Treasury Portfolio	FILG	823	-1.5	16.8	13.8	12.9	NA	17.9	5.8
Short-Term Corporate Portfolio	FIS	3,483	0.7	7.1	9.1	9.6	9.9	13.1	7.1
Short-Term Federal Portfolio	FISG	1,922	0.4	7.0	8.4	9.2	NA	12.2	6.2
Short-Term U.S. Treasury Portfolio	FISG	705	0.6	6.4	NA	NA	NA	NA	NA
Index Trust									
500 Portfolio	DI	8,273	2.3	9.9	15.4	14.3	14.6	31.4	-3.3
Extended Market Portfolio	D	928	1.5	14.5	22.2	14.2	NA	41.9	-14.0
Growth Portfolio (4)	D	51	4.4	1.5	NA	NA	NA	NA	NA
Total Stock Market Portfolio	D	512	1.9	10.6	NA	NA	NA	NA	NA
Value Portfolio (5)	D	190	0.4	18.4	NA	NA	NA	NA	NA
International Equity Index Funds:									
European Portfolio (6)	ICS	600	9.2	29.1	12.0	NA	NA	NA	NA
Pacific Portfolio (7)	ICS	493	-6.3	35.5	7.1	NA	NA	NA	NA
CREF Bond Market	FII	620	-0.2	11.4	11.5	NA	NA	NA	NA
CREF Global Equities	GCS	1,510	11.6	35.4	NA	NA	NA	NA	NA
CREF Money Market	MM	2,576	0.8	3.1	4.3	6.1	NA	9.4	3.1
CREF Social Choice	D	713	-0.5	9.4	15.0	NA	NA	NA	NA
CREF Stock Account	D	55,319	3.7	13.9	16.3	13.7	14.8	30.1	-5.6
Vanguard Funds:									
Intern'l Growth Portfolio (8)	ICS	2,127	12.5	44.8	12.7	9.4	17.0	44.8	-12.1
Money Market Reserves:									
Federal Portfolio	MM	1,892	0.7	3.0	4.2	5.9	6.8	9.2	3.0
Prime Portfolio	MM	12,267	0.8	3.0	4.3	6.1	7.0	9.4	3.0
U.S. Treasury Portfolio	MM	1,852	0.7	2.8	4.0	5.8	6.5	8.9	2.8
Vanguard/Morgan Growth Fund	D	1,135	1.8	7.3	15.0	12.9	12.0	29.3	-1.5
Vanguard/PRIMECAP Fund	D	791	3.9	18.0	19.6	15.2	NA	33.1	-2.8
Quantitative Portfolios	D	531	1.7	13.8	16.6	15.4	NA	32.0	-2.5
Small Cap Stock Fund	SC	489	2.9	18.7	26.8	13.0	7.0	45.3	-18.1
STAR Fund	B	3,628	0.6	10.9	15.0	11.7	NA	24.2	-3.6
Vanguard/Trustees' Equity Fund (9):									
International Portfolio	ICS	982	4.0	30.5	9.4	7.7	16.2	30.5	-12.3
U.S. Portfolio	DI	118	-2.1	17.2	16.5	11.2	11.2	26.6	-8.3
US Growth Portfolio (10)	DI	1,847	3.3	-1.4	14.1	16.4	12.5	46.7	-1.4
Vanguard/Wellesley Income Fund	B	6,012	-0.9	14.7	14.8	13.7	14.1	21.6	3.9
Vanguard/Wellington Fund	B	8,076	2.0	13.5	14.8	12.4	13.6	23.6	-2.8
Vanguard/Windsor Fund	DI	10,611	0.7	19.4	21.4	11.7	15.3	28.6	-15.5
Vanguard/Windsor II	DI	7,616	0.2	13.6	17.9	13.5	NA	28.7	-10.0
Sector Funds:									
Energy	S	269	-8.9	26.5	10.4	13.8	NA	43.5	-1.4
Gold & Precious Metals	S	609	31.2	93.3	17.6	11.2	NA	93.3	-19.9
Health Care	S	609	10.2	11.8	17.2	20.1	NA	46.3	-1.6
Service Economy	S	34	1.9	12.0	18.5	13.1	NA	34.3	-15.4
Technology	S	75	1.6	11.3	23.0	14.8	NA	47.3	-6.5
Utilities Income	S	774	-3.6	15.1	NA	NA	NA	NA	NA
CREF Bond Market	FII	620	-0.2	11.4	11.5	NA	NA	NA	NA
CREF Global Equities	GCS	1,510	11.6	35.4	NA	NA	NA	NA	NA
CREF Money Market	MM	2,576	0.8	3.1	4.3	6.1	NA	9.4	3.1
CREF Social Choice	D	713	-0.5	9.4	15.0	NA	NA	NA	NA
CREF Stock Account	D	55,319	3.7	13.9	16.3	13.7	14.8	30.1	-5.6
Indexes To Compare Performance Against									
S&P 500			2.3	10.1	15.6	14.5	14.9	31.7	-3.1
Lipper Capital Appreciation Funds Average			1.9	15.0	19.7	14.2	11.4	37.6	-8.0
Lipper Growth Funds Average			2.3	10.8	17.4	13.9	11.9	35.7	-5.5
Lipper Growth & Income Funds Average			2.3	11.2	15.8	12.7	12.5	28.8	-4.5
Salomon Bros Long-Term High-Grade Bond Index			-0.7	13.2	14.1	13.0	14.0	19.9	6.8
Lehman Brothers Gov't/Corporate Bond Index			-0.3	11.1	11.5	11.4	11.8	16.1	7.6
Morgan Stanley Capital Investment- EAFE Index			0.9	32.6	9.3	2.0	17.5	32.6	-23.5
91-Day Treasury Bills			0.8	3.1	4.1	5.7	6.4	8.3	3.1

Relative Investment Performance On Tax-Deferred Annuities

The Benefits Office regularly receives inquiries on the relative performance of investment funds offered under the University's tax deferred annuity program. At left is a table which shows the performance of the various funds for the period ending 12/31/93. The first column shows an abbreviation for the investment philosophy of the fund. (*Abbreviations are described below on this page.*) The second column shows the overall asset size of the fund in millions of dollars. Columns three through seven show the performance of the funds over various time horizons. Columns eight and nine show the best and worst year for the last five years.

The Benefits Office will periodically publish this information in *Almanac* to assist faculty and staff in monitoring the performance of their tax deferred annuity investments. Any faculty or staff member who would like additional information on these benefit programs may call the Benefits Office at Ext. 8-7281.

- Adrienne Riley, Assistant Vice President, Human Resources (Total Compensation)
- Dennis F. Mahoney, Manager of Benefits

PHILOSOPHY KEY

Domestic:

D	Diversified Common Stock Fund
DI	Diversified Common Stock Fund With Somewhat Higher Income
SC	Speciality Fund With Small Company Common Stock Orientation
B	Balanced Fund
FIS	Fixed Income Fund (Short-Term Maturity)
FII	Fixed Income Fund (Intermediate-Term Maturity)
FIL	Fixed Income Fund (Long-Term Maturity)
FISG	Fixed Income Fund (Short-Term Maturity — Government Obligations)
FIIG	Fixed Income Fund (Intermediate-Term Maturity — Government Obligations)
FILG	Fixed Income Fund (Long-Term Maturity — Government Obligations)
FIM	Fixed Income Fund (Mortgage-Related Securities)
FIJ	Fixed Income Fund (Low-Rated Bonds)
MM	Money Market Fund
S	Sector Funds
AA 60:35:5	Asset Allocation 60% Stocks:35% Bonds: 5% Cash Benchmark Fund

International:

ICS	International Common Stock Fund
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Global:

GCS	Global Common Stock Fund
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Sources: Lipper Analytical Services; Fund Family

Notes to Table at Left:

- * Total Return: Dividend or interest plus capital appreciation or depreciation
- (1) Vanguard Balanced Index fund was introduced on November 2, 1992
- (2) Formerly Vanguard Bond Market Fund
- (3) Formerly Vanguard Investment Grade Corporate Portfolio
- (4) Vanguard Index Trust Growth Portfolio was introduced on November 2, 1992
- (5) Vanguard Index Trust Value Portfolio was introduced on November 2, 1992
- (6) Vanguard International Equity Index European Portfolio was introduced on June 18, 1990
- (7) Vanguard International Equity Index Pacific Portfolio was introduced on June 18, 1990
- (8) Formerly Vanguard World: International Growth Portfolio
- (9) Formerly Trustees' Commingled Fund
- (10) Formerly Vanguard World: US Growth Portfolio

Death of Dr. McGurkin

Dr. Martin C. McGurkin, a research assistant professor of psychology in psychiatry, died February 16 after a brief illness. He was 55.

A member of HUP's Center for Mental Health Policy, Dr. McGurkin specialized in program development, evaluation of mental health services for the elderly, geriatric psychology, case management, vocational and social rehabilitation, and community residential services for those with serious/persistent mental illness. He was also an associate professor at Lincoln and consultant to its Multidisciplinary Center on Aging.

An alumnus of Temple University who was named an NSF Fellow while completing his 1971 doctorate in psychiatry, Dr. McGurkin had held positions at Temple, Jefferson, Rush Medical College, and Pennsylvania State University before joining Penn in 1986. He also served as director of planning, evaluation and data management with the Philadelphia Office of

Mental Health and Mental Retardation, and as a professional consultant to the Social Security Administration, the National Institute of Disability and Rehabilitation Research, the National Institute of Mental Health, the National Association of County Commissioners, and several state and municipal mental health systems.

Dr. McGurkin was also known for treating pathological gambling and personality disorders in his private practice, and published a book on *Pathological Gambling* in addition to numerous articles and book chapters.

He is survived by his wife, Ann Appleton McGurkin; a daughter, Chelsea K.; his mother, Myrtle Wehrung McGurkin; and one sister.

The Martin C. McGurkin Scholarship Fund has been established in his name; contributions may be sent to the Fund c/o Mrs. Andrea Polcherella, 1000 West Chester Road, Coatesville PA 19320.

Spring Break Safety: A Message to Students, Faculty and Staff

Spring Break 1994 is just around the corner. This is a time of low occupancy and greater opportunity for crime. Therefore, we need to be more safety conscious.

I am happy to tell you that none of the residents who listed their properties with Public Safety over Winter Break 1993 reported any burglaries or thefts. Let's see if we can match that success.

In order to again reduce the opportunity for crime, Public Safety will be utilizing the following patrol initiative from Friday, March 4, 1994 to Monday, March 14, 1994:

Students, faculty and staff who live in the following geographical boundaries may list their property with Public Safety for *Special Checks* during the period it will be vacant:

34th to 43rd Streets and Baltimore Avenue to Ludlow Street

University police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. Upon discovering criminal activity or a security breach, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant(s).

If you would like to list your property with Public Safety for *Special Checks* during Spring Break, please call 898-9001 for an application or stop by the Office of Off-Campus Living, University Police, or the Mini Station as soon as possible so you can complete and return the application *prior to vacating the premises.*

Wishing you clear skies and warm temperatures,

— Susan M. Holmes, Lieutenant, Community Relations

Safety and Security Tips

Spring Break is almost here! Along with sunbathing, job searching, and visiting family and friends, let's also think about *safety*! To keep this time restful, fun and prosperous, here are some safety tips to keep in mind:

If you are going away for Break,

- Secure or remove all valuables (jewelry, computers, stereos, televisions, etc.). All valuables should already be engraved with your Social Security number.
- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and a radio or television to give the your apartment the appearance of being occupied.
- Register your property with Public Safety for *Special Checks* during the Break.

If you are remaining at Penn during Break,

- Use one of the ten MAC machines located in University buildings and avoid taking money out at night. (When other buildings are closed, Lt. Holmes recommends using the MAC inside Steinberg Hall-Dietrich Hall, which is open 24 hours a day, seven days a week, to persons with a valid Penn ID)
- Be aware of your surroundings and the people around you; trust your instincts.
- If you are expecting guests, do not open

your door until you know it is the right person.

- If accosted, don't resist, don't panic! Get a good description of the assailant (approximate age, race, sex, height, weight, clothing description, direction traveling when last seen, etc.).
- Know the locations of Blue Light Emergency Telephones. No need to dial; just open the box, lift the receiver or push the button to talk.
- Report any suspicious person(s) or activities as soon as you can: Where, What, Who, When and How.
- Know your emergency telephone numbers:

On Campus	511
Off Campus	573-3333
Philadelphia Police	911
Non-Emergencies	898-7297 or 7298
Detectives	898-4485
Victim Support Services	898-6600 or 4481

— University Police Department,
3914 Locust Walk

No Break for Penn Transit

PennBus, Escort Service, Handivan and the Loop will all operate during their normal hours throughout Spring Break. For more information about Transit Services call 898-RIDE or 898-WALK.



Heading for New York: Philadelphia gets a preview of muralist Max Mason's plans for the Penn Club in New York City, in a Faculty Club show opening with a reception tonight 4:30-6:30 p.m. His panoramic view of Blanche Levy Park, above, is accompanied by sweeping views of Franklin Field, and Boathouse Row that are 50% of the size of those that will be installed in the Penn Club. He will also exhibit cityscapes, all oil on canvas. Tonight's reception, open to all members of the University, also kicks off a membership drive for the Penn Club (see page 7).

In order to support University employees in their own career development opportunities at the University and to expedite the internal transfer process, the Employment Office announces the following two changes, effective March 1, 1994:

Changes in Internal Transfer Process: Apply Direct

Employees should apply directly to the department with the job opening. There no longer is the need to send transfer applications, resumes and cover letters through the Employment Office. In order to find out who to send applications to for specific openings, employees can call the Employment Office.

Since external applicants (non-University) should continue to apply for employment through the Employment Office, we will only release the identities of hiring officers to the University community. When you call the Employment Office and request this information, please provide us with your social security number. This number will provide the security clearance for us to release the information. It is important for all hiring officers to communicate with internal applicants about the status of their application. Transfer applications will be needed for any internal applicant whom you wish to hire.

Career Development Satellite Offices

The Employment Office announces the development of a Career Development service for University staff. We are shifting our energies from managing the internal transfer process to offering expanded services for career development discussions. Employees can schedule appointments with employment specialists to discuss career planning, resume development and review, interviewing, career pathing and other developmental issues. We are currently developing written materials to supplement these discussions.

In order to make it easier for employees to meet with employment specialists, we have established Staff Career Development Satellite Offices at the following locations and times:

<i>Monday—Friday</i>	<i>Monday, Wednesday, Friday</i>	<i>Friday</i>
Noon—1 p.m.	1—2 p.m.	Noon—2 p.m.
Room 214	Room F32	210 Steinberg Hall-Deitrich Hall
Duhring Wing/Furness Bldg.	Dental School	Wharton School

Please schedule all appointments through the front desk of the Employment Office (898-7285). Appointments can still be arranged on a more flexible schedule at Blockley Hall.

It is our hope that this service will help current employees in understanding career development issues and in improving their opportunities for career mobility. If you have any questions concerning these changes, please contact me at the Employment Office.

— David M. Smith, Manager of Employment

AWFA Awards Nominations: March 11 Deadline

The Association of Women Faculty and Administrators invites the University community to nominate candidates for two annual awards:

The Leonore Williams Award: Preference will be given to a distinguished woman, affiliated with the University of Pennsylvania, whose contributions extend within and beyond our campus. A plaque will be presented to the Leonore Williams Award Recipient.

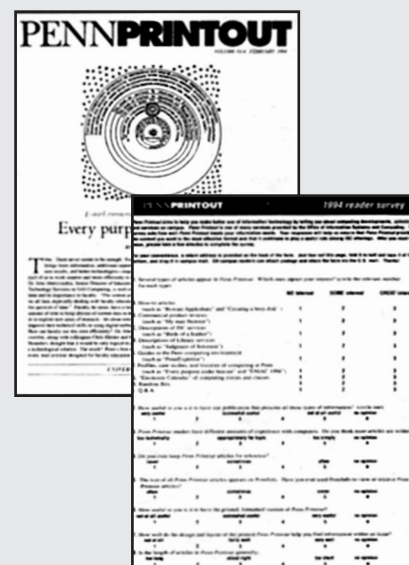
The Alice Paul Awards: The Alice Paul Awards are presented to undergraduate or graduate women in recognition of their outstanding service to women. We particularly wish to honor those who made contributions to women in the Penn community. A small cash award and a certificate are presented to each recipient.

With your nomination for either category, please include the following: nominee's name, position, campus address and telephone number; the nature of the nominee's achievement, and why you consider her contribution to be extraordinary; your name, position, campus address, and telephone number. All nominations must be received by *March 11* and should be sent to

Dr. Demie Kurz, Women's Studies
Suite 590, 3440 Market Street/3325
or by email to dkurz@mail.sas

The awards will be presented on April 5 along with the new Robert F. Davies Award and a special award to the Penn Trustees Council of Women at an awards breakfast, 8am at the Faculty Club. For information on attending the breakfast please contact Jo Ann Verrier, 8-6746.

—Jo Ann Verrier, Law; Secretary to AWFA



PennPrintout Survey

The February *Penn Printout*, ISC's computing newsletter, includes a reader survey. Vice Provost for Information Systems and Computing Dr. Peter Patton urges members of the University to complete the self-addressed survey and drop it in the campus mail as soon as possible.

Side Effects of Cold Medicines

Researchers at Penn's Medical Center are studying how thinking, concentration and activity performance may be affected by over-the-counter cold medication. Sensitive and confidential psychological tests will be used to monitor physical and mental reaction to the medication during the few hours that it remains in the body.

Volunteers must be over the age of 65, enjoy overall good health, and must not be experiencing significant memory problems. Participation in the study requires six weekly sessions at the offices of Dr. Ira Katz, professor of psychiatry, at 3600 Market Street. Once accepted into the study, participants will be paid up to \$30 for each session attended, and will receive a \$50 bonus for completing all visits.

More information: Tina at 349-8227.

PennClub Membership Drive for Faculty and Staff

The Penn Club, Penn's new headquarters in the heart of midtown Manhattan, will launch a membership drive for faculty and staff to join the new full-service clubhouse which will open June 15 after two years of renovation and restoration. Faculty and staff will be offered a special rate of \$120 per year. The drive will be launched today at the opening reception for a new exhibit in the Burrison Art Gallery of the Faculty Club. Penn Club registration cards will be available for faculty and staff at the opening and a letter will be sent to each of them inviting them to join the Club. A general membership drive, launched during

Homecoming Weekend 1993, has already attracted some 3000 toward the goal of 5000 members by opening.

Located on "Clubhouse Row," the Penn Club joins other Ivy League schools—Harvard, Yale, Princeton and Cornell—with similar facilities in the area close to the theatre district. The Club, at 30 West 44th Street between Fifth and Sixth Avenues, will offer faculty and staff a place to host business, educational and social functions, stay overnight at reasonable rate, enjoy meals, and participate in a variety of members-only programs. PennClub Membership Drive

About the Crime Report: Below are all 18th District Crimes for the period February 7 to February 20, 1994 and all Crimes Against Persons and Crimes Against Society listed in the campus report for the period February 21 to 27, 1994. Also reported for this period were Crimes Against Property including 29 thefts (including 7 burglaries, 4 of auto, 9 from auto, 1 of bicycle); 5 incidents of criminal mischief and vandalism; 1 of trespass and loitering; 1 of arson; 1 of forgery and fraud. 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 February 21 and February 27, 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: Simple assaults—1, Threats & harassment—4

02/21/94	4:55 PM	Steinberg Center	Employee vs employee
02/24/94	3:07 PM	37th & Spruce	Unknown male following complainant
02/25/94	2:32 AM	Baird Dorm	Harassing phone calls received
02/26/94	4:51 PM	Civic Center Blvd	Complainant struck in face/taken to HUP-ER
02/27/94	5:11 AM	Quad Office	Desk personnel received harassing phone calls

38th to 41st/Market to Baltimore: Robberies (& attempts)—2, Simple assaults—1, Threats/harassment—3

02/21/94	3:13 AM	Wayne Hall	Manager harassed by caller
02/24/94	6:17 PM	Pi Kappa Alpha	Complainant harassed
02/24/94	11:43 PM	Hamilton Court	Complainants robbed in lobby
02/26/94	11:17 AM	4033 Spruce St.	Unwanted calls received
02/26/94	7:29 PM	Zeta Beta Tau	Complainant struck in face/taken to HUP-ER
02/26/94	7:34 PM	41st & Baltimore	Complainant robbed by 3 unknown actors

41st to 43rd/Market to Baltimore: Robberies (& attempts)—2

02/22/94	9:46 PM	4100 Baltimore	Robbery/shots fired at police/4 arrested
02/24/94	7:29 PM	4100 Block Spruce	Complainant robbed/wallet and keys taken

30th to 34th/Market to University: Threats & harassment—1

02/25/94	8:18 AM	Lot # 33	Male violating restraining order
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Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1

02/25/94	3:00 PM	Houston Hall	Person trespassing/urinating/citations issued
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38th to 41st/Market to Baltimore: Alcohol & drug offenses—1

02/22/94	5:00 PM	3900 Block Spruce	Persons in possession of marijuana
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18th District Crimes Against Persons

February 7 to February 20, 1994

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

Total: 33 incidents, 4 arrests

Date	Time	Location	Incident	Arrest
02/07/94	8:40 AM	Rape	4000 Pine	No
02/07/94	1:30 PM	Robbery	4500 Chestnut	No
02/08/94	8:23 PM	Robbery	4800 Sansom	No
02/09/94	2:51 PM	Robbery	4701 Pine	Yes
02/09/94	9:22 PM	Robbery	4200 Locust	No
02/10/94	10:23 PM	Robbery	3800 Locust	No
02/11/94	1:45 PM	Robbery	4200 Walnut	No
02/12/94	1:45 PM	Robbery	1 S. Farragut	No
02/12/94	8:25 PM	Robbery	4111 Walnut	Yes
02/12/94	11:39 PM	Robbery	4700 Spruce	No
02/13/94	12:53 AM	Robbery	4800 Windsor	No
02/13/94	3:45 AM	Robbery	4200 Market	No
02/13/94	12:00 PM	Robbery	4700 Kingsessing	No
02/13/94	10:15 PM	Robbery	4100 Locust	No
02/13/94	11:40 PM	Robbery	519 Woodland	No
02/13/94	11:45 PM	Robbery	4400 Market	No
02/14/94	11:15 AM	Robbery	4700 Cedar	No
02/15/94	4:05 PM	Aggravated Assault	300 S. 47th	Yes
02/15/94	4:20 PM	Robbery	4632 Walnut	No
02/15/94	8:20 PM	Robbery	33 S. 40th	No
02/15/94	10:56 PM	Robbery	4111 Walnut	No
02/16/94	2:46 AM	Robbery	4200 Locust	No
02/16/94	11:40 AM	Robbery	3900 Chestnut	No
02/16/94	9:35 PM	Robbery	4800 Spruce	No
02/17/94	7:14 PM	Robbery	4200 Spruce	No
02/18/94	9:10 AM	Theft	3700 Chestnut	No
02/18/94	10:05 AM	Robbery	4817 Florence	No
02/18/94	1:56 PM	Robbery	3600 Market	Yes
02/18/94	6:32 PM	Robbery	4600 Ludlow	No
02/19/94	6:39 PM	Robbery	4018 Spruce	No
02/19/94	7:42 PM	Robbery	18 S. 40th	No
02/20/94	3:03 PM	Robbery	4600 Chester	No
02/20/94	8:51 PM	Robbery	4700 Locust	No

Update

MARCH AT PENN

CANCELLED

The talk scheduled for March 4 *Early Data on Bone Lead as a Predictor of Toxic Exposure* by Howard Hu from Harvard has been cancelled by the Institute for Environmental Studies.

CHANGE

3 The time and location of *Assessing the Quality of Medical Care in an Era of Health Care Reform* with Jerome Kassirer, Editor-in-Chief, *New England Journal of Medicine* is now at 3 p.m. in Medical Alumni Hall, 1 Maloney (LDI).

FITNESS/LEARNING

14 *Effective Subject Searching in MEDLINE*; using the subject headings thesaurus; 1-3 p.m.; Biomed Library, Johnson Pavilion; Registration: 898-5817 or email: campbell@pobox.upenn.edu.

TALKS

2 *Novel Approaches to Porphyrin Fabrication*; Michael Therien, chemistry; noon; 109 Leidy Labs (Pharmacology).

9 *TBA*; Larry A. Feig, Tufts; noon; Hirst Auditorium, First Floor Dulles, HUP; Info: 898-0148 (Reproductive Biology).

15 *Simile and Modes of Consciousness in Pre-Islamic Arabic Qasida*; Michael Sells, Haverford; 4:30 p.m.; 421 Williams Hall (Middle East Ctr.).

16 *The Age of Homespun*; Laurel Thatcher Ulrich, University of New Hampshire; 4 p.m.; 109 Annenberg School (History).

Deadlines: For April at Penn: *March 15*. For the weekly update: every Monday, one week prior to the week of publication. Information can be sent via e-mail, campus mail, via fax or hand carried. Note: there will be no issue on *Tuesday, March 8*.



Almanac

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University of Pennsylvania

Three-Year Academic Calendar, 1995-1996 through 1997-98

	1995 Fall Term	1996 Fall Term	1997 Fall Term
Move-in and registration for transfer students	Aug. 31-Sept. 1 Thurs.-Fri.	August 29-30 Thurs.-Fri.	August 28-29 Thurs.-Fri.
Center for University of Pennsylvania Identification (CUPID) opens in Palestra	September 1-8 Fri.-Fri.	Aug. 30-Sept. 6 Fri.-Fri.	Aug. 29-Sept. 5 Fri.-Fri.
Move-in for first-year students, New Student Orientation	September 2 Saturday	August 31 Saturday	August 30 Saturday
Opening exercises and Freshman Convocation	September 3 Sunday	September 1 Sunday	August 31 Sunday
Labor Day; CUPID closed; Citizenship & Community Day	September 4 Monday	September 2 Monday	September 1 Monday
Undergraduate Deans' meetings; Placement examinations; Penn Reading Project; SAS Advising begins	September 5 Tuesday	September 3 Tuesday	September 2 Tuesday
First day of classes	September 7 Thursday	September 5 Thursday	September 4 Thursday
Add period ends	September 22 Friday	September 20 Friday	September 19 Friday
Drop period ends	October 13 Friday	October 11 Friday	October 10 Friday
Fall term break	October 14-17 Sat.-Tues.	October 12-15 Sat.-Tues.	October 11-14 Sat.-Tues.
Homecoming	November 4 Saturday	November 2 Saturday	November 8 Saturday
Parents' Weekend	October 20-22 Fri.-Sun.	November 15-17 Fri.-Sun.	October 24-26 Fri.-Sun.
Advance registration, Spring Term	Oct. 30-Nov. 12 Mon.-Sun.	November 4-17 Mon.-Sun.	November 3-16 Mon.-Sun.
Thanksgiving recess begins	November 22 Wednesday	November 27 Wednesday	November 26 Wednesday
Thanksgiving recess ends 8 a.m.	November 27 Monday	December 2 Monday	December 1 Monday
Fall term classes end	December 11 Monday	December 9 Monday	December 8 Monday
Reading days	December 12-14 Tues.-Thurs.	December 10-12 Tues.-Thurs.	December 9-11 Tues.-Thurs.
Final Examinations	December 15-22 Fri.-Fri.	December 13-20 Fri.-Fri.	December 12-19 Fri.-Fri.
Fall semester ends	December 22 Friday	December 20 Friday	December 19 Friday
	1996 Spring Term	1997 Spring Term	1998 Spring Term
Registration for undergraduate transfer students	January 11-12 Thurs.-Fri.	January 9-10 Thurs.-Fri.	January 8-9 Thurs.-Fri.
Spring semester classes begin	January 15 Monday	January 13 Monday	January 12 Monday
Add period ends	January 26 Friday	January 24 Friday	January 23 Friday
Drop period ends	February 16 Friday	February 14 Friday	February 13 Friday
Spring recess begins at close of classes	March 8 Friday	March 7 Friday	March 6 Friday
Classes resume at 8 a.m. Advanced registration for fall and summer sessions	March 18 Monday March 25-April 7 Mon.-Sun.	March 17 Monday March 24-April 6 Mon.-Sun.	March 16 Monday March 23-April 5 Mon.-Sun.
Spring term classes end	April 26 Friday	April 25 Friday	April 24 Friday
Reading days	April 29-May 1 Mon.-Wed.	April 28-30 Mon.-Wed.	April 27-29 Mon.-Wed.
Final Examinations	May 2-10 Thurs.-Fri.	May 1-9 Thurs.-Fri.	April 30-May 8 Thurs.-Fri.
Alumni Day	May 18 Saturday	May 17 Saturday	May 16 Saturday
Baccalaureate	May 19 Sunday	May 18 Sunday	May 17 Sunday
Commencement	May 20 Monday	May 19 Monday	May 18 Monday
	1996 Summer Session	1997 Summer Session	1998 Summer Session
12-week Evening Session classes begin	May 20 Monday	May 19 Monday	May 18 Monday
First Session classes begin	May 21 Tuesday	May 20 Tuesday	May 19 Tuesday
First Session classes end	June 28 Friday	June 27 Friday	June 26 Friday
Second Session classes begin	July 1 Monday	June 30 Monday	June 29 Monday
Independence Day	July 4 Thursday	July 4 Friday	July 4 Saturday
Second Session and 12-week Evening Session classes end	August 9 Friday	August 8 Friday	August 7 Friday
Note: Shaded area indicates that events are not in the same sequence as in adjacent years.			