

# Almanac

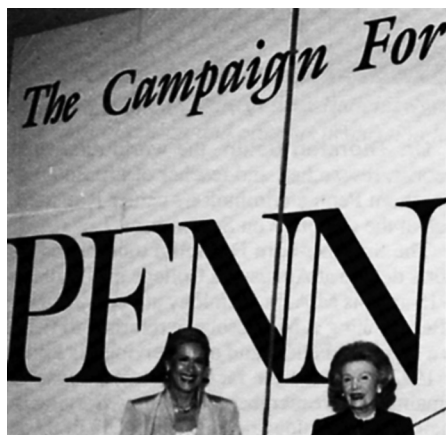
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## INSIDE

- Deaths, p. 2
  - Of Record: Conduct Code, p. 3
  - For Comment: ROTC Arrangements, pp. 4-8
  - City Wage Tax on 'Excess' Insurance, p. 9
  - Of Record: Blue Cross/Gyn Services, p. 9
  - A-3 Assembly Auction; Child Care, p. 9
  - Women's Self-Defense; Grants to Israel, p. 10
  - Faculty/Staff Appreciation Day, p. 10
  - Crime Alert, CrimeStats, Update, p. 11
  - Benchmarks: The Nature of Academic Community (Rodin), p. 12
- Pullout: October at Penn**



## A Thousand Times "Thanks"

Friday night in a sound-and-lightfilled tent in the Quad, Penn said "thank-you" to some 500 of the thousands who have already sent the Campaign for Penn over the top. (Not officially concluded until December 31, the Campaign has exceeded its own revised-upward goal of \$1.3 billion and has outstripped all other fund-raising campaigns in higher education, Trustees Chairman Alvin Shoemaker told the cheering crowd.) An especially reverberating note of thanks was sounded for the Ambassadors Walter and Leonore Annenberg, who were given President's Medals of the University along with a scroll signed by a thousand people from all walks of University life. The Annenbergs became the first holders in history of both the President's Medal and honorary degrees from Penn. It was also a first for President Judith Rodin—her first time to award the medallion.

Photos by Stuart Watson



## Council September 28

### ROTC Report: The 'Arm's Length' Option

The Report of the Committee to Review ROTC is on the agenda for discussion at the University Council's first fall meeting Wednesday, September 28. Published in full on pages 4-8 of this issue, the document discards some proposed options and ranks others behind the one it "strongly supports"—the arm's length option, with eight criteria to be met. Comment on the report is invited by October 21 by Provost Stanley Chodorow.

Also on the Council agenda are:

- discussion on University safety and security;
- discussion of proposed revision of the Council Bylaws (to be published For Comment in a future issue); and
- discussion of Council's overall agenda for 1994-95, in line with a provision of the Bylaws revision which calls for longer-term planning of Council activities.

## Leaving the SAS Graduate Post: Dean Fitts

SAS's Associate Dean Donald Fitts will step down in December after 16 years in the graduate deanship, which included a year as acting dean of the School in 1982-83.

"This span of time is coming close to representing half of my career at Penn," said Dr. Fitts in his letter of resignation last week to Dean Rosemary Stevens.

"Therefore, the end of the current fall term seems to be an appropriate time for me to step down from this position and return full-time to professional activities in the Chemistry Department." Dr. Fitts joined Penn in 1959, teaching and conducting research in physical chemistry. He has published some 50 articles and reviews and two books.

He is a 1954 Harvard alumnus, magna cum laude, with a Ph.D. from Yale, where he was also a research fellow in chemistry. He joined Penn in 1959 after an NSF postdoctoral year at Amsterdam's Institute for Theoretical Physics. He has been full professor since 1969 and held visiting posts as a NATO Science Fellow of the Imperial College of Science and Technology, University of London, and as Academic Visitor in physical

chemistry and Visiting Tutor at Jesus College, Oxford.

Since taking his first central administrative assignment in 1978, Dr. Fitts has served under eight deans and seven provosts (counting acting deans and provosts). In the graduate deanship he is second in longevity to Dr. Herman Ames, whose 22 years began in 1907. Drs. Edwin Williams and Roy Nichols each served 14 years.

"As I look back over my term," said Dr. Fitts, "I recall that my very first task was to tackle the problem of ever-escalating dissertation tuition." He stabilized it at 2/3 of the rate of one course unit, with a provision for lower cost after five terms. He was also instrumental in the creation of multi-year nonservice fellowships; in designating the Fontaine



Don Fitts

(continued next page)

Fellowships for minority students rather than for "inadequately prepared students" as the original definition read, and in introducing Annual Dissertation Reports for candidates beyond the fifth year of study. On the international front he helped establish the tuition-free GAS 996 for dissertation work abroad, no-fee French and German summer reading courses for Ph.D. candidates, coverage of beginning foreign language courses by fellowships and assistantships, a summer Training Program for International Teaching Assistants, and GAS 600 to sharpen English language skills of international TAs.

As acting dean he instituted the Ira Abrams Memorial Awards for Distinguished Teaching, established an SAS position of director of facilities management, and appointed the School's first faculty Long-Range Planning Committee. The rank of Senior Lecturer was created; plus/minus grading was introduced into the College; and what is now Dynamics of Organization was moved to the SAS Graduate Division.

"Over the past 16 years, I have greatly enjoyed working with departmental and graduate group chairs, faculty members who have served on various committees, members of the many administrative offices throughout the University, and the staffs of the Dean's Office and Graduate Division Office," said Dean Fitts. "But most of all, I have enjoyed watching and helping our graduate students turn into productive scholars."

Dean Stevens's response:

"It is with a deep sense of how much this University owes to you that I accept your resignation as Associate Dean for Graduate Studies as of December 31, 1994—and also celebrate your return as a full-time faculty member. Your sixteen years of service represent a strong and abiding commitment to scholarship at Penn.

I would like to thank you, formally, for your dedicated and effective public service to faculty, graduate groups and graduate students in the School of Arts and Sciences. I would also like to thank you for the support you have given me as dean over the past three years, and for your willingness to stay on during this semester as we move through a major period of transition in the University. I know you are looking forward to beginning work on your next book.

The School will continue to benefit from the innovations achieved in graduate education under your stewardship. I would also give you my heartfelt thanks, on behalf of the faculty, for your service as Acting Dean in 1982-83. We will, I know, continue to benefit from your wisdom and experience in the years to come."

**Correction:** Last week's front page story on Wharton Deputy Dean Janice Bellace mistakenly identified her as associate professor. She is a full professor. *Almanac* regrets the error. —K.C.G.

### Memorial: Professor Sylvester

Colleagues and friends will gather in memory of Professor Samuel I. Sylvester on Friday, October 7, at 4 p. m. in Faculty Club's Alumni Hall. An alumnus and long-time member of the School of Social Work faculty, Professor Sylvester was a founder and past president of the African American Association at Penn. He died April 23 (see *Almanac* May 3 and September 6.).

## DEATHS

**Dr. George L. Hoffman Jr.**, associate professor emeritus of obstetrics and gynecology, died on September 8, at the age of 82. Dr. Hoffman was an expert on cervical cancer who served as director of oncology at HUP from 1950 to 1955. He was an associate professor of ob/gyn from 1936 to 1981 and was also a consultant to CHOP and to Veterans Administration hospitals in Valley Forge and Philadelphia.

Dr. Hoffman also taught medical hypnosis at Penn. His interest was in hypnosis as a source for fighting pain. In that arena, he served as an advisor to the *International Journal of Clinical and Experimental Hypnosis* and was a member of the American Society of Clinical Hypnosis.

During World War II, Dr. Hoffman served with the Army's 20th General Hospital which was comprised of physicians, nurses and other medical personnel from Penn. During his time in the China-Burma-India theater he assisted in the eye surgery of Lord Louis Mountbatten, supreme allied commander for Southeast Asia, and delivered an American nurse's baby.

Dr. Hoffman was a member of the American Medical Society, the American College of Obstetrics and Gynecology, the American College of Surgeons, the Philadelphia County Medical Society, the Philadelphia Obstetrical Society, and the Philadelphia College of Physicians.

He is survived by his wife, Josephine; a son, Carl Leland; and a daughter, Georgia Lynne.

**Dr. Gabriel Alexander Schwarz**, 85, noted for his work and contributions dealing with Parkinson's disease, died September 8. Dr. Schwarz directed and participated in a project of treating Parkinson's patients with Levodopa at Penn in the 1960's. The treatment was the first that greatly curtailed or inhibited the symptoms of the disease in most sufferers.

Dr. Schwarz was a professor emeritus in neurology at the School of Medicine. He was chairman of the Department of Neurology at Penn from 1961 to 1962 and chairman of Neurology and Psychiatry at Delaware County Memorial Hospital from 1940 to 1976.

An undergraduate as well as medical alumnus of Penn, he received his BA in 1930 and graduated in the top ten of his class from Penn's Medical School in 1934. He was board certified in both neurology and psychiatry.

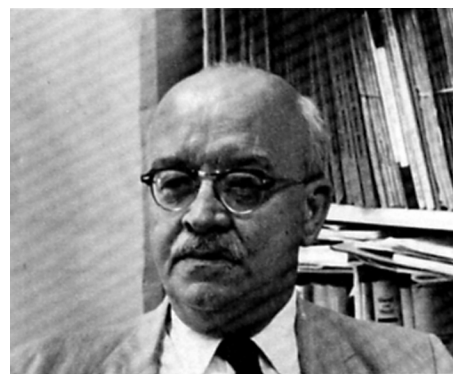
Area physicians who studied at Penn remember Dr. Schwarz as a professor who could "enliven the classroom with his sense of humor and enthusiasm," and Dr. Schwarz received the Lindback Award from the University in 1967.

As an accomplished pianist, he played background music for silent movies at local theaters.

Dr. Schwarz was a member of the Alpha Omega Alpha Honor Society, the American Neurological Society and the American Neuro-pathology Association, among others.

He is survived by his wife of 56 years, Muriel Pettyjohn deHart Schwarz; a daughter, Gabrielle deHart Schwarz Haab; three sons, Stephen, Dr. C. Michael and Paul Schwarz; ten grandchildren, four great-grandchildren; a sister, Helen Jones; and a brother, Fred Schwarz.

Memorial contributions may be sent to the University of Pennsylvania Medical Center, c/o Dr. Arthur Asbury, Department of Neurology, 3400 Spruce Street, Philadelphia, PA 19104.



Dr. Sellin in his seventies

**Dr. Thorsten Sellin**, the world-renowned theorist, researcher, and teacher of criminology for whom Penn's criminology center is named, died at the age of 97 on September 17.

The Swedish-born Dr. Sellin took his bachelor's degree at Augustana College in Illinois in 1915 and his M.A. in sociology at Penn in 1916. After teaching at Minnesota he returned to Penn as a Harrison Fellow and on receiving his Ph.D. in 1922 he joined the faculty where he was to remain an active member for 46 years. Serving as chair of the sociology department for 15 of those years, 1944-59, he also edited the Penn-based *Annals of the American Academy of Political and Social Science* for almost 40 years (1929-68). He became emeritus professor in 1967.

In 1985 the Center for Studies in Criminology and Criminal Law was renamed the Sellin Center for the man who had "changed the face of traditional criminology" through his work. "He was a powerful teacher, a powerful researcher, and a very astute social scientist and observer," said Dr. Marvin Wolfgang, the former student who is now professor and director of the center.

Dr. Sellin was president of the International Society of Criminology from 1956 to 1965 and secretary general of the International Penal and Penitentiary Commission, headquartered in Bern, from 1949 to 1951.

Outspoken in his opposition to the death penalty, Dr. Sellin published statistics on crime rates and penal methods in various cultures which challenged capital punishment's deterrent value. The multilingual teacher/scholar's studies contributed to government legislation here and abroad. In the U.S. he drafted the Uniform Statistics Act, and at various times advised the FBI, Bureau of the Census, and many U.N. panels.

Dr. Sellin also wrote on the crime in the Great Depression and the relationship between slavery and prisons. His best-known work includes *Culture Conflict and Crime* (1938, reissued as recently as 1983), *Pioneering in Penology* (1944), *The Death Penalty* (1959), and *The Measurement of Delinquency* (with Wolfgang in 1964), which established the fundamental tool for measuring the nature and extent of criminal behavior.

Holder of honorary degrees from Leiden, Copenhagen, Penn and Brussels, Dr. Sellin was a member of the American Philosophical Society, Royal Society of Humanistic Knowledge in London, Society for the History of Law in Paris, and International Institute of Sociology in Rome.

He is survived by his three sons, Theodore, David, and Eric; and three grandsons.



## To the University Community:

*The new Code of Student Conduct reprinted below became effective July 1, 1994. It has been included in the new edition of PennBook (formerly Policies and Procedures), and published Of Record in Almanac and on PennInfo. It is republished here in full as a service to students and faculty who were not on campus at that time. As noted in Almanac's July 12, 1994, edition, the new Code replaced two earlier policies—the previous Code of General Conduct, and a separate Racial Harassment Policy—and is based on the recommendation of the faculty/student Judicial Revision Oversight Committee appointed in January 1994. Two earlier versions were published “For Comment” in Almanac and discussed at length in University Council. Based on comments received from members of the University community and the University's General Counsel, Dr. Marvin Lazerson as Interim Provost recommended several minor changes in wording and a few substantive changes (all of which are detailed in the July 12 Almanac). The changes were accepted by Dr. Claire Fagin as Interim President. Commending the Judicial Revision Oversight Committee and especially the subcommittee on the Code of Student Conduct, Dr. Fagin also indicated that work would continue on the re-design of the Student Judicial System and a new draft Code of Academic Integrity. Drafts of both are expected for publication and campus discussion later this academic year. — Ed.*

# Code of Student Conduct

## I. Preamble

When Benjamin Franklin founded the Pennsylvania Academy, he defined its mission as “education for citizenship.” In pursuit of this mission, the University of Pennsylvania is committed to achieving academic excellence, to creating an environment for inquiry and learning, and to cultivating responsible citizenship in the larger society.

The University of Pennsylvania is a community in which intellectual growth, learning from others, mutual tolerance, and respect for freedom of thought and expression are principles of paramount importance. In an environment that promotes the free interchange of ideas, cultural and intellectual diversity, and a wealth of social opportunities, Penn students take advantage of the academic and non-academic opportunities available to them, deepening their intellectual insights through formal instruction, and expanding their educational experience beyond their academic programs. Members of the Penn community participate actively in the greater Philadelphia, state, national, and international communities in which they reside. “Citizens” of the University community include students, faculty, staff and those otherwise affiliated with the University.

Accepting membership into the University of Pennsylvania community as a student entails an obligation to promote its welfare by assuming the rights and responsibilities listed below. Each individual member of this community is responsible for his or her own actions and is expected to respect the rights of others.

## II. Rights of Student Citizenship

Membership in the University of Pennsylvania community affords every student certain rights that are essential to the University's educational mission and its character as a community:

- (a) The right to have access to and participate in the academic and non-academic opportunities afforded by the University, subject to applicable standards or requirements.
- (b) The right to freedom of thought and expression.
- (c) The right to be free from discrimination on the basis of race, color, gender, sexual orientation, religion, national or ethnic origin, age, disability or status as a disabled or Vietnam Era veteran.
- (d) The right to fair University judicial process in the determination of accountability for conduct.

## III. Responsibilities of Student Citizenship

Students are expected to exhibit responsible behavior regardless of time or place. Failure to do so may result in disciplinary action by the University. Responsible behavior is a standard of conduct which reflects higher expectations than may be prevalent outside the University community. Responsible behavior includes but is not limited to the following obligations:

- (a) To comply with all provisions of the University's Code of Academic Integrity and academic integrity codes adopted by the faculties of individual schools.
- (b) To respect the health and safety of others. This precludes acts or threats of physical violence against another person (including sexual violence) and disorderly conduct. This also precludes the possession of dangerous articles (such as firearms, explosive materials, etc.) on University property or at University events without University authorization.
- (c) To respect the right of fellow students to participate in University organizations and in relationships with other students without fear, threat, or act of hazing.
- (d) To refrain from conduct towards other students that infringes upon the Rights of Student Citizenship. The University condemns hate speech, epithets, and racial, ethnic, sexual and religious slurs. However, the content of student speech or expression is not by itself a basis for disciplinary action. Student speech may be subject to discipline when it violates applicable laws or University regulations or policies.
- (e) To refrain from stealing, damaging, defacing, or misusing the property or facilities of the University or of others. This also precludes the disruption of University computing services or interference with the rights of others to use computer resources.
- (f) To be honest and truthful in dealings with the University; about one's own identity (e.g., name or Social Security number); and in the use of University and other identification.
- (g) To cooperate fully and honestly in the Student Judicial System of the University, including the obligation to comply with all judicial sanctions.
- (h) To comply with all contracts made with the University, such as Residential Living Occupancy Agreements and Dining Services contracts.
- (i) To comply with policies and regulations of the University and its departments (e.g., the University's Guidelines on Open Expression, Anti-Hazing Regulations, Drug and Alcohol Policies, Sexual Harassment Policy, etc.).
- (j) To comply with federal, state and local laws.

*Following is the report of a committee established in November 1993 by Interim Provost Marvin Lazerson in response to the reintroduction at University Council of a May 1990 motion to remove ROTC from the University if U.S. Department of Defense policy did not comply by June 1993 with the University's policy on nondiscrimination in educational activities. The report is on the agenda for discussion at Council's September 28 meeting. Comment is invited from all members of the University, and should be sent by October 21 to Provost Stanley Chodorow at 110 College Hall/6303.— Ed.*

## Report of the Committee to Review ROTC Arrangements at Penn

### Introduction

The University of Pennsylvania is committed to fostering the ethos of trust and mutual respect that is essential to teaching and learning. This commitment is embodied in the non-discrimination policy, which states that, "The University does not discriminate on the basis of race, color, sex, sexual orientation, age, disability or status as a disabled or Vietnam Era veteran in the administration of its educational policies, programs, or activities, admissions policies and procedures, scholarship and loan programs, employment, recreational athletic or other university administered programs." In all of these activities, and various others that fall within its proper sphere of control, the University subscribes to equal opportunity.

But its responsibility does not stop there. Any institution is also accountable for the relationships it forms with organizations and individuals not under its direct authority. While not responsible for what other groups do on their own, it is obliged to avoid supporting organizations whose policies conflict with its own.

The Department of Defense continues to operate under a policy that prohibits lesbians and gays from openly serving in the military. As members of the University community pointed out in the spring of 1990, this policy conflicts with the University policy on non-discrimination. Since that time, and the subsequent University Council and Faculty Senate resolutions recommending the removal of ROTC from campus, Penn officials have actively sought to have the Defense Department policy changed.

Despite these efforts and President Clinton's campaign promise to allow individuals to serve regardless of sexual orientation, the Pentagon continues to operate under a discriminatory policy. Thus, in light of the University's commitment to equal opportunity, the Committee to Review the ROTC Arrangements at Penn was formed in the fall of 1993. The Committee was charged with "undertaking an examination of ROTC by looking at our current arrangements and by developing several alternative approaches for ROTC at Penn." We have completed our investigation, gathering information and opinions from as many constituencies across campus as possible, and we submit this report of our findings and recommendations.

The report is structured into six broad sections: the Committee's composition; principles and procedures that guided our work; current Department of Defense policy and ROTC arrangements at Penn; ROTC arrangements and actions at other institutions; possible courses of action for Penn; and the Committee's recommendations for the future of the Penn-ROTC relationship.

### The Composition of the Committee

The Committee to Review the ROTC Arrangements at Penn was appointed in the fall of 1993 by Interim Provost Marvin Lazerson. Its members were selected from the faculty, undergraduates, graduate students, staff, alumni, and trustees of the University of Pennsylvania. Appointed were:

Elizabeth Clement, Graduate Student  
John de Cani, Statistics (Chair)  
Debra Fickler, Office of General Counsel (ex officio)  
Kenneth George, Education  
Stephen Heyman, Trustee

Lorna Lynn, General Medicine  
Jessica Mennella, College '94  
Robert Peck, Alumnus  
James Stinnett, Psychiatry  
Captain Michael Tollefson, NROTC

In addition, Caroline Wilson, Intern to the Provost, served as staff to the Committee.

### Principles and Procedures of the Committee

The Committee has met regularly since November, 1993. As stated above, we invited and heard directly from students participating in the ROTC program and from representatives of the Lesbian, Gay, and Bisexual Alliance (LGBA). We read materials submitted to us by other institutions, the American Civil Liberties Union (ACLU), the Navy and Army ROTC units at Penn, and various other constituencies from the Penn community. We attempted a thorough historical review of the documents pertaining to ROTC at Penn. We met with appropriate administrators at Penn, including the Director of Student Financial Services, the Associate Vice President for Policy Planning, the Director of Sponsored Research, and the heads of both ROTC units.

The committee tried diligently to obtain complete and accurate information, to evaluate it fairly, and to resolve apparent gaps and inconsistencies. We had open, frank, and valuable educational exchanges with each other, as well as with individuals of differing experiences and points of view throughout the University community. We were impressed with the quality of debate. Almost all Committee members agree that the present situation with ROTC is not acceptable, yet no unambiguously correct course of action emerged nor did one in which no sacrifice would be required.

We did reach consensus on several principles that guided our deliberations. First, it is clear that the University embraces a policy that forbids discrimination on the basis of sexual orientation in University programs, activities, and policies. While ROTC is not a University program and is therefore not directly governed by the non-discrimination policy, Penn does support the program both directly (through subvention) and indirectly (through the provision of space, utilities, and maintenance). This support, along with the University's acceptance of student tuition in the form of ROTC scholarships and the awarding of undergraduate credit for courses, raises a serious concern about non-compliance with our non-discrimination policy.

Second, the committee unanimously believes that the Defense Department policy, and by extension the ROTC program, is discriminatory, and a majority believes this policy is wrong. (The Penn administration has consistently supported both of these assertions.) The silencing or exclusion of individuals from ROTC participation solely on the basis of sexual orientation is not supported by sufficient evidence to convince most of us that it is justified. We note that studies commissioned by the military itself (the "Perserac report," for example) have reached similar conclusions. Many of the factors asserted to justify the policy are strongly reminiscent of those used to bar citizens of color and women from military service or to segregate them within the services. While the "don't ask, don't tell, don't

pursue” policy is an improvement over the previous one, the Committee as a whole wants the still-discriminatory policy to be abandoned altogether.

Third, the Committee recognizes that ROTC is a valuable benefit to the Penn community, to the military, and to the nation. ROTC cadets and midshipmen who met with the Committee spoke of three of the advantages of the program: scholarship funds, opportunities for personal and professional growth, and the support system that ROTC can provide. The majority of the students in ROTC at Penn receive scholarship funds from the armed services, without which it might be impossible for them to attend the University. The students spoke of the qualities of discipline, leadership, initiative, and self-confidence they have developed through their participation in ROTC. They have also found ROTC officers on campus to be effective counselors and advisors. Lastly, although many students enroll in ROTC for the scholarship money, others do so for the experience and training, often continuing a family tradition of military service. The committee weighed heavily the risk of losing a group of students who might not come to Penn without the option of ROTC participation.

Beyond the benefits to Penn students and the University community, the Committee recognizes the benefit of ROTC at a liberal arts institution to the military and the nation. A Penn education is broader in many ways than a military academy education. The perspectives that Penn ROTC graduates can bring to their positions benefit the nation, and are likely to provide one of the most effective means of achieving change in the armed services’ discriminatory policy regarding sexual orientation. ROTC representatives stressed that ROTC is not the military seeking to influence the university, but rather, the university providing its influence upon the military, and the nation, through the education of future leaders.

The fourth area of consensus of the Committee was an understanding of the harm and injury caused to University students by the discriminatory policy governing the ROTC programs. Though the presence of ROTC on campus provides benefits to Penn students, those benefits, most importantly scholarships, are not available to gay, lesbian, or bisexual students—unless they are willing to conceal their sexual orientation. Lesbian, Gay, and Bisexual Alliance student representatives emphasized that, while ROTC classes are open to all students, the purpose of these classes is to prepare ROTC students to be commissioned in the military. Openly gay and lesbian students are not able to become military officers, nor are they able to receive summer training or stipends. Committee members were also concerned about reports of derogatory comments against gays and lesbians in ROTC classes, although we were not able to obtain first-hand reports of these incidents. (Fear of dismissal and/or harassment was noted as a possible barrier to individuals’ ability and willingness to come forth with such accounts.) Finally, while educating future leaders within a diverse environment such as Penn may help to bring about a change in armed services admission policies, disassociation from the military may be an effective way of showing the University’s disapproval of these discriminatory practices.

Fifth, we understand that there are a number of issues related to the ROTC issue but beyond the charge of the Committee as stated by the Provost. For example, there are students at the University (in the graduate and professional schools) who have various contractual relationships with the Defense Department. Receipt of tuition for these students, which comes from the Department, may also place Penn in conflict with its policy of non-discrimination. A second example is the fact that the University has relationships with other organizations that discriminate, for instance fraternities and sororities.

Because these issues are not within the scope of its charge, the Committee chose not to explore them in greater depth. It did, however, want to note those issues as a way of signaling to the University community that, first, the issues under debate affect a larger group of individuals than ROTC students, and, second, that the University’s self-study on non-discrimination has only just begun.

Finally, we believe that it is unlikely that Penn’s actions with respect to ROTC will cause the military to abandon its policy of exclusion. This view is reinforced by the trends of downsizing within the services and ROTC and the fact that Penn’s tuition, and therefore the cost to the military of Penn scholarships, is high—making Penn’s ROTC program an appealing target for Defense Department cutbacks. However, the majority also believes that we should not ignore Penn’s resources as an agent for changing what most of us believe is an antiquated and damaging public policy. Penn should continue to join in the growing national opposition to the military’s discriminatory policy among colleges and universities. Alone and in coordination with other

institutions and associations, Penn can help place this issue more urgently on the national agenda.

## Current Status of ROTC Policy and Arrangements

**Military Policy:** Prior to December, 1993, the United States military questioned every candidate for military service about his or her sexual orientation and denied all gays, lesbians, and bisexuals the opportunity to serve. As explained in Army Regulations 145-1, 635-100, and 635-200, the policy disqualified anyone who desired to engage in homoerotic acts, whether or not they had ever acted on that desire.

Officials from Penn and other universities actively pressured legislators in Washington to change this discriminatory policy. In 1991, President Sheldon Hackney wrote to several members of Congress, urging legislative action to reverse the Pentagon’s position and to afford all who wish to serve full participation in the armed services, regardless of sexual orientation. He also met privately with Secretary of Defense Richard Cheney and urged him to change the DoD policy, and in early 1992, led several other university presidents to Washington for a discussion with the Assistant Secretary of Defense for Force Management and Personnel, Christopher Jehn, about the deleterious impact of the policy on ROTC. More recently, President Fagin wrote to Representatives and Senators urging the adoption of a non-discriminatory policy.

On December 23, 1993, the Defense Department issued new rules to put into practice its policy to allow gays, lesbians, and bisexuals to serve in the military, as long as they do not engage in homosexual acts or openly admit their sexual orientation. The new policy took effect February 5, 1994. While slightly more permissive than the old policy, this “don’t ask, don’t tell, don’t pursue” policy has been criticized for its ambiguity and its failure to fulfill President Clinton’s initial pledge to let homosexuals serve openly. The new rules also failed to resolve the dilemma faced by colleges and universities with both ROTC units and policies that prohibit discrimination on the basis of sexual orientation.

As of the writing of this report, there are several cases pending in federal court challenging the constitutionality of the Defense Department’s policy on gays and lesbians in the military (both the previous policy and the “don’t ask, don’t tell, don’t pursue” policy). At the request of the University of Pennsylvania, the American Council on Education (ACE), a consortium of higher education institutions, has agreed to file a “friend of the court” (*amicus*) brief in those pending cases, opposing the military’s policy. ACE is now in the process of retaining counsel to assist in filing the brief.

**ROTC at Penn:** As of the fall, 1993 semester, 101 Penn students were participating in ROTC programs at Penn (57 Navy, 44 Army). In addition, about 20 Penn students were enrolled in the Air Force ROTC program at St. Joseph’s University. In the 1993-94 academic year, Penn received about \$1,530,000 in the form of ROTC scholarship payments (\$470,000 for Army students’ tuition, \$900,000 for Navy, and \$160,000 for Air Force). Student Financial Services has provided an estimate that, if this aid were not available to these students, about \$300,000-400,000 in University financial aid would be needed to compensate for the loss of ROTC scholarships. (This difference is attributable to the fact that ROTC scholarships, unlike Penn aid, are not need based.)

There are also a significant number of graduate students financing their education with Department of Defense funds. In the 1993-94 year, 55 graduate students (26 Army, 15 Navy, and 14 Air Force) received a total of \$1,211,196 from the military for tuition support (Army: \$528,052; Navy: \$333,723; and Air Force: \$349,421). As with the undergraduates, the University bills the armed services directly, and receives the tuition payments from the Department of Defense, not the students. Unlike the undergraduate programs, though, these students are not ROTC candidates—they are on active duty assigned to Philadelphia for the duration of their studies.

Beyond receiving tuition dollars from the Defense Department, Penn provides both direct and indirect support to the Army and Navy ROTC units, housed in Hollenback Center. In FY 1994, the two units received a total of \$94,336 in direct support (with a large portion of this supporting the salaries of two staff members for the two units). The indirect support (covering utilities, housekeeping, and maintenance) was \$205,630. Thus, the total University contribution is estimated at around \$300,000 for FY 1994.

Penn students are not the only participants in the University’s ROTC programs. The Navy ROTC unit hosts students from Drexel and Temple. (Swarthmore and Rutgers-Camden are currently sending one student each to Penn for ROTC training, but these students are in their last year and the



programs will be discontinued after this year.) A total of 21 cross-town students were enrolled at Penn NROTC this year. The Army ROTC unit at Penn hosts students from La Salle, St. Joseph's, Philadelphia College of Pharmacy and Science, Rowan College of New Jersey, and Rutgers-Camden; a total of 31 students participated at Penn Army ROTC this year. While Millersville offers its students AROTC classes and training on its own campus, the unit is operated from the Penn AROTC office.

Other elements of Penn's involvement with ROTC include: the practice of permitting ROTC units to publicize and hold commissioning ceremonies for Penn students on campus, references to ROTC in the Undergraduate Academic Bulletin and other University publications, and the awarding of academic credit towards the undergraduate degree for ROTC courses within SEAS (four courses), Wharton (two courses), and Nursing (two courses).

The current contractual agreement, negotiated and signed in 1978, defines the terms of the relationship between Penn and the two armed services. A review of these documents provided the Committee with an understanding of the features most relevant to the current review of the ROTC arrangement. Under this agreement, Penn is obliged to:

- establish ROTC as “an integral academic and administrative department”;
- make available, without charge, the necessary classrooms, administrative offices, storage space, parking spaces, and other required facilities in the same manner and at the same level as is provided to other departments;
- “grant academic and/or degree credit, applicable toward graduation and degree requirements in as many disciplines/majors as possible, for successful completion of courses offered by ROTC”;
- confer the title “Director” on the senior commissioned officer of ROTC assigned at the institution. The Director is to have the same privileges and prerogatives of the University rank of Professor;
- include a representative of ROTC, designated by the Director of ROTC, on all faculty committees whose deliberations may affect the ROTC program;
- provide “adequate secretarial, janitorial, and communication services; printing and publications; building maintenance, utilities, and ground upkeep to the ROTC programs on the same basis as is provided to other departments”; and
- “provide annual operating funds to the ROTC program at the same level as is provided other academic departments.”

This agreement requires one year's notice in order to be terminated or modified.

Finally, the Committee considered other instances in which Penn receives Defense Department funds. In FY 1993, the University received 84 awards from the Defense Department, totaling \$13,267,786. (These figures do not include funds recently awarded for the Institute for Advanced Science and Technology [IAST], estimated at \$20 million.) However, these research grants and contracts appear to be distinguishable from ROTC because their receipt does not involve or require exclusion of any individual from participation in funded activities due to his or her sexual orientation.

## ROTC Arrangements and Actions Taken at Other Universities

In addition to reviewing the ROTC arrangements at Penn, the Committee closely evaluated the relationship between ROTC and many of our peer institutions. In some cases, comparison with Penn was difficult because the other institution is a land-grant university, and thus required by law to offer courses in military arts. Many others cross-enroll their students at nearby institutions, thus avoiding the direct inconsistency between policies that Penn faces. The most helpful cases for comparison that the Committee considered were the relationships between ROTC and Dartmouth, Johns Hopkins, MIT, and Princeton.

Dartmouth is currently in a cross-town arrangement with Norwich University; however, the training occurs at Dartmouth and the university supports the unit both directly (with support staff) and indirectly (with space). In September, 1991, the Dartmouth trustees announced that ROTC would be discontinued if the military policy remained unchanged by April, 1993. In February, 1993, the trustees postponed the discontinuation for one year, until April 1994, in hopes that President Clinton would succeed in changing the policy. On April 16, 1994, the board voted to keep ROTC at Dartmouth, but to continue pressuring the federal government to change its policies on homosexuals in the military. The college will also join court

cases challenging the military policy, for instance filing (with ACE, Penn, and other institutions) an amicus brief in an ongoing Supreme Court case.

Johns Hopkins has been in a similar situation. A 1990 committee appointed by the president found a conflict between the military policy and the university non-discrimination policy. While it did not recommend the removal of ROTC, the committee did propose a phase-out beginning in 1995 if no change has occurred at that time. An interim report was released at the half-way point (January, 1993), supporting this recommendation and further urging university officials to continue pressuring legislators to change the anti-gay policy. Hopkins is taking this stance in the hope that intense lobbying will be more effective than discontinuing ROTC altogether. Like Penn, further university action is pending.

MIT hosts ROTC units for all three forces (Army, Navy, and Air Force), and is a land-grant university. Through cross-town arrangements, ROTC students from Harvard, Tufts, and Wellesley travel to MIT for military classes and training; these institutions pay MIT a pro rata share of the direct costs of operating the units. In 1989, the MIT Committee on ROTC released a report (the “Vandiver Report”), urging the discontinuation of ROTC in 1995 if no federal policy change occurs before then. (ROTC would be unavailable to the Class of 1998 in this scenario, allowing already-enrolled classes to finish.) In addition, as a result of the committee's recommendation, all MIT publications mentioning ROTC now state explicitly the conflict in policies. Lastly, the *Working Group on ROTC* was established, with the goal of building a more powerful constituency to pressure legislators for change. The group maintains ongoing communications with other universities (including Penn) as well as several national associations and organizations (such as the American Council on Education and the American Civil Liberties Union.)

Finally, the path that Princeton has taken in the ROTC debate is instructive. In 1989, a presidential committee on ROTC recommended that the university continue to “allocate space and grant basic freedoms to ROTC, provided the University distances itself sufficiently from the unit's discriminatory practices to avoid complicity in them.” The Army ROTC at Princeton is now treated as a campus association, analogous in some ways to religious organizations “whose practices and policies are at odds with equality of opportunity.” In order to distance itself from the discriminatory activities, Princeton re-negotiated its contract with the Army and now prints in its publications both ROTC's status as an association and the university's disapproval of the discriminatory policy. (Princeton took a similar approach with three eating clubs that discriminated on the basis of gender; all three clubs have since admitted women.) The ROTC situation was stable until a faculty vote last November recommended termination of the program by June, 1994, in the absence of any DoD policy change. The trustees rejected this proposal, again affirming the importance of ROTC opportunities to Princeton students, the university, and the nation.

## Alternatives for the University

As these examples illustrate, we do not believe that possible courses of action can be summarized neatly by a statement that the ROTC arrangement at Penn either stays as it is or is terminated. This simplistic model ignores the complex nature of the University-ROTC relationship and the competition of important and worthy interests and values. Furthermore, recent and anticipated court actions are raising strong possibilities of a change in the discriminatory Defense Department policy. In light of the downsizing trend in the military, the impact of a change in the Penn-ROTC relationship is uncertain. Any action by the University carries with it the possibility of ROTC's unilateral withdrawal from Penn, with little chance of re-establishment of the units should the current policy be abandoned.

In light of these complexities and uncertainties, and consistent with our charge set forth by the Provost, the Committee has identified a range of possibilities for a future relationship with ROTC. The remainder of this report describes these alternatives and evaluates the likely consequences for Penn and the national military's officer corps.

### a. Maintain the status quo.

This option would entail no changes to the current relationship between Penn and ROTC, as it is described in an earlier section. The advantage of this option is the ease with which Penn students could continue to participate in ROTC. Military officers, who serve as mentors and advisors for many cadets and midshipmen, would maintain their presence on campus, and Penn's ROTC students would continue to benefit from the financial support of ROTC scholarships. Penn would also continue to play a direct

role in the education of future military leaders, molding good officers and good thinkers. We believe that, in time, these individuals would help shape more tolerant Armed Services.

This alternative has several other strengths. It recognizes the gradual process of social change underway in our nation and the military around attitudes and policies regarding homosexuality. Though the recent step in this process (the Clinton policy) is not an ideal or, in our view, even a satisfactory resolution, it is a very small step in the right direction. We are confident that in time, the fundamental change in DoD policy that we seek will occur. Maintaining the status quo recognizes the inevitability of this change, allowing Penn to educate future military officers until and after the discriminatory policy is finally abandoned.

This option also recognizes that Penn alone cannot rid the world of injustices. The University is first and foremost an educational institution, not a political agency. In order to protect the central mission of this institution, the pursuit of knowledge and learning, we must ensure that members of our community are free to seek truth, express ideas, and associate with one another. ROTC provides an avenue for some students to achieve these goals.

However, not all students can use this avenue. While selecting some students and turning away others is not in itself wrong (the Penn Admissions Office does this each year), most Committee members believe that selecting on the basis of sexual orientation is wrong. The status-quo option would leave Penn supporting a program whose policies conflict with the University's non-discrimination statement. The President and Trustees have promulgated a policy that forbids discrimination on the basis of sexual orientation, and Penn's current arrangement with ROTC is inconsistent with this policy. *Because our first concern is the fulfillment of Penn's mission and the proper application of our own policies within the Penn community, a majority of the Committee does not support maintaining the status quo.*

#### **b. Change the University's non-discrimination policy.**

As the above discussion suggests, the ROTC debate is grounded in the inconsistency in Defense Department and University policies. Penn's statement of non-discrimination protects those who study and work here from discrimination on the basis of sexual orientation in the University's "educational policies, programs, and activities, admissions policies and procedures, scholarship and loan programs, employment, recreational athletic or other university administered programs." In our interpretation of this policy, the current ROTC arrangement falls within the boundaries of this range of activities, and thus is in direct conflict with the non-discrimination policy.

One way to avoid this discrepancy is to revise the University policy on non-discrimination. Some of our peer institutions have explicitly exempted ROTC programs from the scope of their non-discrimination policies, or have adopted policies that prohibit only *unlawful* discrimination. Although discrimination on the basis of sexual orientation as practiced by the Department of Defense and ROTC is not unlawful, most members strongly believe it is wrong. Amending or revising the non-discrimination policy contradicts the ultimate goal underlying its adoption: fostering the diversity and mutual respect that supports the pursuit of learning and knowledge. *The majority of the Committee does not support this option.*

The remaining three options we describe entail some kind of change in the relationship between Penn and ROTC, and thus would require re-negotiation of the current contract governing this relationship. Their feasibility depends on both the ability and vision of campus officials to construct the proposed arrangement, and the willingness of the military to accept the proposal. Further, by initiating conversations about any of the following alternatives, the University risks the immediate or phased withdrawal by the Defense Department of ROTC from Penn, especially in light of the military's current downsizing efforts. The Committee weighed this risk in our deliberations, remembering the value of ROTC to the students, the University, the military, and the nation. Most Committee members believe that Penn must take this risk, since the alternatives of maintaining the status quo or changing the non-discrimination policy are unacceptable to them.

#### **c. Move toward a more "arms-length" arrangement.**

This option would maintain the presence of ROTC at Penn, but would increase the distance between the units and the University. In doing so, it would seek to remove ROTC from the scope of the University's non-discrimination policy. Instead of viewing ROTC as an "educational program or activity", or "other university administered program," Penn could take actions to establish the military units as an outside program.

The Committee strongly supports this option, given that eight criteria are met:

- 1. Academic Credit:** The awarding of academic credit towards the undergraduate degree for any ROTC course would cease, starting with students entering the University after September, 1994. Those entering through September, 1994 would receive credit to the extent that it is currently granted (four courses in SEAS, two in Nursing, and two in Wharton).

- 2. Faculty Status:** The new contract would stipulate that military officers, who currently hold such titles as "Director, Naval Officer Education Program" would have no faculty privileges or prerogatives at the University.

- 3. Support Staff:** The responsibilities of any secretarial support funded by the University would be limited to University matters, and would not be involved in any way in matters directly related with the discriminatory practices of the armed services (particularly admissions and financial aid processes). Our understanding is that this criterion is already being met, but we recommend that the limitation on the duties of Penn-funded staff be made explicit in the new contractual agreement between the University and the Defense Department.

- 4. Indirect Support:** The current agreement stipulates that Penn provide and maintain space for ROTC, including classrooms, administrative offices, and storage space. Under the new arrangement, the Defense Department would rent this space from the University in the same way that other outside organizations lease both land and building space.

- 5. University Publications:** In the "arms-length" arrangement, all University publications that refer to the ROTC program at Penn would clearly specify: (a) the status of ROTC at Penn as an outside activity, not an academic program; and (b) the University's strong disapproval of the ROTC's discriminatory practices and policies.

- 6. Graduation/Commissioning Activities:** Under the new arrangement, commissioning activities would not be permitted on University property. (The ceremony is currently held at Independence Hall, but Bodek Lounge is reserved as an alternative in case of bad weather.) In addition, University recognition of ROTC cadets and midshipmen (either in graduation announcements or at the ceremony itself) would not be permitted.

- 7. The "arms-length" agreement, as described above, would be negotiated with a mutual understanding that, in the event of a national policy change that would allow full and open participation of gays and lesbians in the military (which we believe is likely in the near future), the ROTC arrangement would return to its current status.**

- 8. Finally, we recommend this option only with the understanding that, if the agreement as described above cannot be negotiated mutually, the University should begin proceedings to remove ROTC from campus and pursue cross-town arrangements between Penn and a nearby institution (described below).**

This alternative, as defined by the parameters above, is the most appealing course of action to the Committee. It preserves the diversity and opportunity that ROTC brings to campus, while distancing the University from a discriminatory policy that conflicts with our own statement of non-discrimination. It also acknowledges the value of infusing military training and liberal education, and the importance of the role of Penn graduates in the nation's future military leadership. By establishing more distance between the University and the Defense Department, we are able to balance competing values and continue to lead a national protest against the discriminatory policy.

#### **d. Negotiate cross-town or consortia arrangements with other local colleges.**

A number of students from nearby institutions are currently cross-enrolled in ROTC programs at Penn. It may be possible to re-negotiate these arrangements to send both Penn and the currently cross-enrolled students to another local institution for ROTC classes and training. Possibilities include Drexel or Temple for Army ROTC, Villanova for Navy ROTC, and the continuation of the arrangement with St. Joseph's for Air Force ROTC.

The Committee considered several drawbacks of this option. If such an agreement is possible, the University would lose the benefit of having a visible on-campus presence at Penn. As the ROTC students who met with the Committee emphasized, cross-town participation is often less beneficial for the cross-enrolled cadets and midshipmen: beyond the obvious time and inconvenience of traveling to the host campus, cross-enrolled students often feel isolated on their home campuses, lacking the identity of an on-campus unit or the support of an accessible advising network.

Despite these drawbacks, the option of a cross-town arrangement is appealing for several reasons. It would not require any direct or indirect financial support from the University. ROTC would be treated as an external

organization with which students may privately choose to associate. To limit these choices would be unacceptably paternalistic — Penn is not and should not be responsible for the policies of the wide variety of external organizations in which its students may choose to participate or from which they may receive educational funding.

The Committee also considered the possibility of regional consortia arrangements, perhaps involving many Delaware Valley institutions and all military services and centralizing ROTC classes and training at one location. This site could be administered under either military, independent, or collective academic auspices. Such an arrangement might create a new model for structuring ROTC programs in a period of military downsizing. It would meet the various goals of participants: reduced costs and duplication of effort, maintenance of broad availability of ROTC programs, and accommodation of contemporary social attitudes on campuses.

Beyond aiming to eliminate Penn's direct involvement in the discriminatory activities of ROTC, working toward a regional consortium model would underline Penn's leadership and vision in resolving this complicated issue. Since the late 1980s, colleges and universities across the nation have been challenged to achieve competing goals: producing well-educated military officers and offering opportunities to attract a diverse and talented student body, while creating an environment of mutual respect and adhering to the principles of their stated policies. It may be possible for Penn to define a new model that helps colleges and universities, and the military, meet their competing goals.

Clearly, the feasibility of either cross-town or regional consortia arrangements depends on the creativity and skill of Penn officials in designing a proposal and negotiating with other universities and the Defense Department. As indicated above, we recommend that the University begin this process *only if* the type of on-campus arrangement we have described in section (c) is not possible. Cross-town or consortial arrangements represent a compromise that is acceptable to the Committee, but not the most advantageous one.

#### **e. Terminate any relationship with ROTC.**

*The Committee recommends this option only if the parties' negotiations to achieve an arms-length arrangement (Option C) or a cross-town/consortial arrangement (Option D) are not successful.*

This action could be implemented in a variety of ways over different time frames. If the University takes this route, the Committee recommends that the decision be made to phase out the program and to allow students currently in ROTC at Penn to finish their training on campus. In the event that the military decides to withdraw its units immediately after a decision to phase-out is made, it is essential that the University guarantees to replace any scholarship aid that current ROTC students would suddenly lose.

Estimates from the Office of Student Financial Services suggest that termination of ROTC would require an additional \$300,000-400,000 in the financial aid budget. If financial aid is replaced at the full ROTC scholarship level instead of the need level applied to other Penn students, this figure would be higher, as much as \$1.5 million (the amount Penn now receives in the form of ROTC scholarships). These costs are partially offset by

savings that Penn would attain in eliminating the direct costs of supporting the two ROTC units, currently estimated at \$95,000. (Indirect costs are not relevant since the University will maintain Hollenback Center regardless of whether ROTC uses the space.) Thus, terminating the ROTC program at Penn could cost the University as much as \$1.4 million—or more if this action impacts on other Defense Department funding, development efforts, or alumni giving.

An important consideration not included in these calculations, however, is the likely loss of the diversity that ROTC brings to Penn and the military. The campus would no longer attract the students who come to Penn *precisely because* of the combination of educational quality and military training. Though it is impossible to attach a monetary value to the benefits of this diversity, some Committee members are worried that, if all ROTC relationships are terminated, the diversity that this group of students brings to the campus would be irreplaceable. This action would also limit students' freedom to associate with outside organizations of their choice, and would limit their access to an important source of education funds.

#### **Recommendations**

- The Committee recommends that Penn begin negotiations with the Department of Defense to establish an "arms-length" arrangement for ROTC on campus, thus establishing ROTC as an external program not governed by the University's non-discrimination policy. Such an arrangement should be defined by the eight criteria described within this report (see Option C in section titled "Alternatives for the University").

- The Committee recommends that, if negotiations to achieve the type of arms-length arrangement we have described are unsuccessful, the University should explore the possibilities of establishing cross-town or regional consortia arrangements with other local institutions.

- The Committee recommends that, if neither arms-length nor cross-town/consortia arrangements can be negotiated, the University should terminate all formal agreements with the Defense Department for ROTC at Penn, phasing out the program so that current ROTC students are not adversely affected.

- The Committee does not recommend either maintaining the current ROTC arrangement at Penn or changing the University's non-discrimination policy to exempt ROTC.

#### *The Committee to Review ROTC Arrangements at Penn*

*Elizabeth Clement, Graduate Student*

*John de Cani, Statistics (Chair)*

*Debra Fickler, Office of General Counsel (ex officio)*

*Kenneth George, Education*

*Stephen Heyman, Trustee*

*Lorna Lynn, General Medicine*

*Jessica Mennella, College '94*

*Robert Peck, Alumnus*

*James Stinnett, Psychiatry*

*Captain Michael Tollefson, NROTC*

### **ROTC Arrangements: Additional Statement of Robert Peck**

I fully endorse the Committee's unanimous recommendations, which essentially seek to re-establish Penn ROTC programs as unsanctioned campus activities. The Committee's deliberations were thorough and its members were conscientious in upholding the ideals of the University. Starting from different viewpoints, the members worked in good faith to reach a consensus. Their efforts can serve as a model to the Penn community.

While endorsing the recommendations, I would have preferred that the ROTC programs remain official activities for now. I believe that within a few years the Defense Department policies on gays and lesbians in the military will change and conform with Penn's commendable non-discrimination policy. The University could announce that the Penn ROTC programs will become unsanctioned campus activities in three years unless the Defense policy comes into conformance with Penn's. This would allow Penn to remain an effective inside advocate for change.

However, I respect the prevailing view that Penn has been deliberating this issue for several years already and should wait no longer.

As a graduate of Penn's Army ROTC program and as an Army Reserve officer, I believe that the United States benefits significantly from having military officers with the intellect and broad exposure to ideas that Penn graduates typically have. If the American military is to continue in the diverse, democratic tradition that has distinguished it in its best times, if it is to broaden its own diversity, and if it is to fulfill its role in increasingly diverse and complex environments, it needs some of the best educated people the country can produce. And it needs those people especially in its junior officer ranks. In my view, keeping ROTC on the Penn campus in a status that encourages participation is an important service Penn can provide to the nation.

I believe that the Committee's recommendation is a reasonable way to try to achieve that.



## Philadelphia Wage Tax Withholding on Excess Group Life Insurance

All Faculty and Staff are advised that, effective for Calendar Year 1994, the University is required to withhold Philadelphia Wage Tax on the value of any group life insurance coverage in excess of \$50,000 that you may have elected through the University. The City of Philadelphia has adopted the Federal income tax regulations which provide that the value of group life insurance coverage in excess of \$50,000 provided as an employee benefit is taxable income to an employee. If you have elected more than \$50,000 life insurance coverage and thus are subject to this tax, it will be withheld from your last salary payment for the calendar year, which is typically in December.

The following examples indicate how an employee's salary might be affected by the new City Wage Tax:

### Example 1

A Philadelphia resident, age 42, has elected 3 1/2 times her annual salary for group term life insurance coverage provided through the University.

#### Annual Salary: \$62,000

##### Calculation

Annual salary	\$ 62,000
	<u>x 3.5</u>
Insurance coverage	\$217,000
	<u>-\$50,000</u>
	<u>\$167,000</u>
Taxable income (based on Federal tax tables)	\$ 340.68
Wage tax rate for Philadelphia residents	<u>0.0496</u>
City Wage Tax Withheld	<u>\$16.90</u>

### Example 2

A Non-Philadelphia resident, age 58, has elected 3 times his annual salary for group term life insurance coverage provided through the University.

#### Annual Salary: \$34,000

##### Calculation

Annual salary	\$ 34,000
	<u>x 3</u>
Insurance coverage	\$ 102,000
	<u>-\$50,000</u>
Excess over \$50,000	<u>\$52,000</u>
Taxable income (based on Federal tax tables)	\$468.00
Wage tax rate for non- Philadelphia residents	<u>0.043125</u>
City Wage Tax Withheld	<u>\$20.18</u>

Any questions regarding this notice should be directed to the University Corporate Tax Office at 898-1543 or 898-8967.

—Alfred F. Beers, Comptroller

## A-3 Assembly: Silent Auction

The A-3 Assembly will host a Silent Auction October 14 as a benefit to raise money for programs supporting the A-3 community.

The Auction will take place from noon to 1:30 p.m. in Bodek Lounge, Houston Hall. Refreshments will be available during the auction. Any member of the University community may participate.

Items for sale may be dropped off in Bodek Lounge any time that morning, with prices marked (bidding will begin at this amount). All are welcome to bid on items during the day by signing their names and bid amounts on the sheet attached to each item.

The person who has the highest bid for each item wins the item. Winners will be announced at 1:30 p.m.

Proceeds from the auction benefit the A-3 Assembly. For questions, call Sandy Bates at 898-9457.



## Home-Buying Seminars

The Office of the Treasurer will host a series of brown bag housing seminars with a representative from a different bank featured at each. After an informal presentation, there will be a question and answer period on details of purchasing a home. Sessions will be held at noon and again at 1 p.m. in Room 720, Franklin Building, 3451 Walnut Street on the following dates:

Monday, October 17	CitiBank
Thursday, October 27	Chase Manhattan Bank
Tuesday, November 1	Berean Federal Savings Bank
Monday, November 7	Mellon Bank
Monday, November 21	Sovereign Bank

Light refreshments and soda will be available. To reserve a seat call 898-7256.

## Child Care Placement Service Discount

If you are looking for convenient, flexible childcare, Any Situation, Inc. may have the solution. The Family Resource Center offers this option as a way to help you meet your family's needs. Any Situation provides:

- Long-term, Live-out Nannies. These screened child care providers come to your home as regular employees of your household.
- "Merry Pop-ins" Nannies. These individuals provide short-term and emergency child care for a day, and evening, or several weeks. These temporaries can help when:
  - Your regular caregiver is ill or on vacation.
  - Your child is ill and can't go to school.
  - You need help with a newborn baby.
  - You need to travel on business.
  - You need time off from parenthood.

Our agreement with Any Situation entitles all Penn employees to 50% off the annual enrollment fee of \$50.00 for Merry Pop-Ins, and \$100 off the placement fee of \$1,200 for long-term nannies. Merry Pop-Ins are paid directly by you at \$6.00 per hour. Any Situation also bills you \$10. for providing a screened, qualified caregiver. Long-term nanny rates vary, depending on the situation.

Helen Tucker, president of Any Situation, will be at Penn to talk about their services on October 13, from noon to 1 p.m., in the Bishop White Room of Houston Hall. For more information call the Family Resource Center at 898-0313.

—Leslie Trimble, Coordinator, Family Resource Center

## OF RECORD

### To All University Blue Cross Participants: Gynecology Exams

The Benefits Office has been advised by Independence Blue Cross about new benefits mandated by the Commonwealth of Pennsylvania. Effective June 21, 1994, University Blue Cross plans started providing coverage to all female subscribers, regardless of age, for the following benefits:

- One routine gynecological examination per calendar year
- One routine Pap smear per calendar year.

Under the Blue Cross Plan 100, the gynecological office visits and associated laboratory procedures (Pap smear) are covered in full when provided by a Pennsylvania Blue Shield (PBS) participating provider. The benefits will be paid under the Blue Shield component of your plan.

If the gynecological services are provided by a provider who does not participate with PBS, you may be responsible for the difference between Blue Shield's payment and the provider's fee. This "balance bill" may be covered by the Major Medical component of your plan not subject to the plan's \$200 plan deductible but subject to the plan's 20% coinsurance.

Under the Comprehensive Plan, the gynecological office visits and associated laboratory procedures (Pap smear) are covered in full when provided by a Pennsylvania Blue Shield (PBS) participating provider. If the gynecological services are provided by a provider who does not participate with PBS, you will be responsible for the difference between Blue Shield's payment and the provider's fee.

**To University HMO Participants:** The above benefits have been traditionally covered by HMOs as part of their philosophy to provide benefits for preventive care.

— Office of Human Resources/Benefits



**Music at the Museum's Mosaic Courtyard**  
*Brazilian music of Minas' Orlando Haddad and Patricia King will be featured at the final concert of the Museum's Music Series on Friday, September 30, at 5:45 p.m. The husband-and-wife team's band performs both Brazilian standards and their own original compositions. The Museum Cafe offers ethnic and traditional picnic fare and refreshments to complement the concert. Tickets: \$7, \$6 for Museum members, \$5 for PENNcard holders, \$3 for children under 12.*

### Annual Bicycle Auction: October 4

The University of Pennsylvania Police Department's annual bicycle auction will be held Saturday, October 8, at 10 a.m. in front of High Rise North, 3901 Locust Walk.

Bicycles may be inspected starting at 9:30 a.m. Checks with ID and cash accepted. The auction will be held rain or shine. There will be bike locks and bike registration available during the auction. For more information please call 898-4485.

### Rape Aggression Defense (RAD) Self-Defense for Women

The Victim Support/Crime Prevention Unit of the Division of Public Safety is sponsoring a self-defense program for women on campus "to develop and enhance the options of self-defense so that it may become a more viable consideration for women who are attacked." Sessions will be held Mondays and Wednesdays, noon-1p.m. in Room 245, Houston Hall, beginning October 3; Tuesdays and Thursdays, 1-2 p.m. in a location to be announced; Tuesday evenings, 6-8 p.m. in Rooftop Lounge, High Rise East, beginning October 4. Call 898-4481 to register. The cost is \$20.

### Lady Davis Fellowships in Israel for 1995-96

Awards for study, research or teaching on graduate, post-doctoral or professorial levels at the Hebrew University of Jerusalem and the Technion-Israel Institute of Technology, Haifa are available for the 1995-96 academic year. Lady Davis Fellows are selected on the basis of demonstrated excellence in their studies and promise of distinction in their chosen field of specialization, as well as on qualities of mind, intellect and character.

*Graduate Fellowships* — only students who are enrolled in a Ph.D. program overseas are eligible to apply for the Fellowship at the Hebrew University. Applicants for the Technion must have completed their studies with excellent marks.

*Post-Doctoral Fellowships* — candidates may apply not later than 3 years after completion of their Ph.D. dissertation. The grant is intended to defray the cost of the Fellows' travel, tuition (where applicable) and to meet reasonable living expenses.

*Visiting Professorships* — are intended for candidates with the rank of Full or Associate Professor at their own institution. They are tenable for one or two semesters. The grant includes a professorial salary and travel.

All Fellows are subject to acceptance and approval by the respective institutions. Application forms can be obtained directly from:

The Lady Davis Trust  
 P.O. Box 1255  
 Jerusalem 91904, Israel

Completed applications for all levels of the Fellowship must reach the office of the Trust not later than November 30, 1994.

—Joyce M. Randolph, Office of International Programs

### PSA Calendar and Planner

Penn Student Agencies has produced the Penn Calendar for 1994-95, featuring important University dates and holidays, as well as sporting, theater and cultural events. The calendar, now in its 11th year, features 12 full-color photographs of Penn's campus, including some close-ups and unusual views of familiar scenes.

The 1994-95 Penn Planner offers the week-at-a-glance format with a contemporary design which allows more writing space. Each month highlights multicultural and special interest groups at Penn and in Philadelphia with photos and information.

**A caveat:** Dates for Fall Break are incorrect in the Fall Semester academic calendar at the front of the Planner, though correct in the detailed listings for October, some 18 pages later: Fall Break begins at the close of classes on *Friday, October 14*, and ends at 8 a.m. on *Wednesday, October 19*.

Both the Calendar and Planner are available in the Book Store, Houston Hall Card Shop and PSA Office (also in the lower level of Houston Hall). The Calendar is \$9.50, the Planner is \$8.50; as a set, \$16.

### Faculty/Staff Appreciation Day: Picnic and Football October 8

The University is sponsoring another Faculty/Staff Appreciation Event on Saturday, October 8 "as a way of saying thank you for your services to Penn," said President Rodin and Provost Chodorow. The faculty and staff members and their families or guests are invited to a picnic lunch at 11 a.m. on the Hill Field, adjacent to Hill House (in case of inclement weather the picnic lunch will be held in Hill House), to be followed by the Penn-Holy Cross football game at 1 p.m.

The picnic lunch and admission to the game are free for all Penn faculty and staff; as is parking (34th and Chestnut Street Garage) with Penn ID, on a first-come first-served basis. Additional game and dinner tickets for family and guests can be purchased for \$2 per person.

Tickets may be purchased in person at the Ticket Office in Weightman Hall Monday through Friday 10 a.m.-4:30 p.m. or mail the form to Penn Athletic Ticket Office Weightman Hall/6322 immediately. Call Ext. 8-6151 for more information.

*Orders received before October 5 will be mailed to your campus address. Orders received after that date can be picked up at the Ticket Office in Weightman Hall, or at the entrance of Hill Field on October 8.*

### Faculty/Staff Appreciation Day

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

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

Number of family members/guests \_\_\_\_\_ @ \$2 per person

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

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

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

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

## Crime Alert: Attempted Indecent Assault

September 21, at approximately 3:20 p.m., a University student was indecently assaulted in the stairwell of the Moore School. The act was committed by a medium-dark complexion African-American male who is about 19-21 years of age, at the time of the incident wearing a white long sleeve shirt with an aqua stripe on each arm and tan pants, standing about 5'10" tall, weighing about 160 lbs.

When traveling around campus, try to use the buddy system. Avoid traveling alone in isolated areas such as stairwells.

**Safety Tip:** As always, we encourage you to continue to utilize safety precautions, to be aware of your environment and to promptly report any suspicious activity.

- Use the Outdoor Blue-Light Telephones: Open the box and lift the receiver, or push the button, for direct connection to the Campus Police.
- Use Penn's Escort Services (898-RIDE or 898-WALK).
- Use Penn's twenty-four (24) hour Victim Support/Crime Prevention Unit (898-6600).

Campus Police 898-7297	Campus Detectives 898-4485	Victim Support 898-4481 or 898-6600
On-Campus Emergencies 511	Off-Campus Emergencies 573-3333	PPD Southwest Detectives 686-3183

– Department of Public Safety, September 22, 1994

## Crime Alert: Attempted Rape

On Thursday, September 8 at approximately 8:20 p.m. in the area of 34th and Chestnut Streets, a 22-year-old, 5'9" tall, light-complexioned white male, with short blond hair, hooded blue eyes, a round face, and, last seen wearing white shorts and a jean shirt, attempted to rape a female complainant.

If you can provide any information regarding this incident please contact one of the Public Safety or Philadelphia Police Department offices listed in the item above.

– Department of Public Safety, September 20, 1994

**About the Crime Report:** Below are all Crimes Against Persons listed in the campus report for the period *September 19 through September 25, 1994*. Also reported were Crimes Against Property, including 70 thefts (including 8 burglaries, 6 of auto, 15 from auto, 21 of bicycles & parts); 8 incidents of criminal mischief & vandalism; 1 of trespass & loitering; and 1 of forgery and fraud. Full reports are 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 *September 19 through September 25, 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:** Robberies (& attempts)—3,

Simple assaults—1, Threats & harassment—2

09/19/94	10:45 AM	Nichols House	Student receiving harassing phone calls
09/19/94	3:00 PM	3400 Blk. Walnut	Rocks thrown
09/23/94	3:27 PM	Class of 28 Dorm	Suspicious male w/binoculars seen
09/23/94	4:14 PM	3400 Blk. Walnut	Robbery of chain and money
09/24/94	4:18 PM	3400 Blk. Walnut	Robbery of cash and identification
09/25/94	12:30 PM	38th & Chestnut	Newspaper seller robbed w/simulated gun

**38th to 41st/Market to Baltimore:** Sexual assault—1, Threat & harassment—1

09/19/94	4:17 PM	3900 Block Pine	Male masturbating in front of complainant
09/24/94	1:56 AM	Wayne Hall	Unwanted phone call received

**41st to 43rd/Market to Baltimore:** Robbery (& attempt)—1

09/24/94	4:17 PM	42nd & Spruce	Wallet/contents/other property taken
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**30th to 34th/Market to University:** Sexual assault—1

09/21/94	3:28 PM	Moore School	Assaulted by unknown person
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**Outside 30th to 43rd/Market to Baltimore:** Simple assault—1

09/24/94	12:24 AM	3918 Sansom St.	Complainant hit w/bottle/to HUP
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### Crimes Against Society

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

09/19/94	9:05 AM	Locust Footbridge	Rider refused to dismount bike on walk
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**Outside 30th to 43rd/Market to Baltimore:** Disorderly conduct—1

09/20/94	5:43 PM	3400 Ludlow St.	Actor urinating in public
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# Update

SEPTEMBER AT PENN

## EXHIBIT

**30** *Gallery Tour with Robert Engman*; the sculptor leads a tour of *The Affair of Art: Three Views*; 3 p.m.; Arthur Ross Gallery, Fisher Fine Arts Library, Furness Building.

## FILMS

**28** *Madame Curie* (1943) and *Silkwood* (1983); Women in the Public Sphere Film Series; 7-11 p.m.; Room 110, Annenberg School; for PennCard holders only (Annenberg Public Policy Center).

## MEETING

**30** *HIV/AIDS Conference Committee Meeting*; 9:30-11:30 a.m.; VPUL Conference Room, 3611 Locust Walk.

## SPECIAL EVENT

**29** *Penn VIPS (Volunteers in Public Service) Alumni Committee Kick-Off Reception*; with Glenn Bryan, Community Relations; Ira Har-kavy, Center for Community Partnerships; Bonnie Ragsdale, Penn VIPS; 6 p.m.; Arthur Ross Gallery, Fisher Fine Arts Library, Furness Building; information: 898-7811 or 898-3565.

## TALKS

**27** *Aristotle's Physics IV, 8: 'Faster' Need Not Mean 'Speedier'*; Helen Lang, Trinity College; 4 p.m.; Room 213, Law School (Philosophy).

**29** *Con Gli Occhi Chiusi: Courting Difference in Federigo Tozzi's Novel*; Eduardo Saccone, Johns Hopkins; DiVito Lecture in Italian; 4 p.m.; Room 543, Williams Hall (Romance Languages).

*Arachidonate-Specific DAG Kinase Active in Stimulus-Induced PI Turnover*; James Walsh, University of Washington; 4 p.m.; Room M-100-101, John Morgan Building (Pharmacology).

*Sexual Relationships Between Jews and Christians in Renaissance Italy*; Robert Bonfil, Hebrew University; Kutchin Faculty Seminar in Jewish Studies; 5:30 p.m.; Gates Room, Van Pelt-Dietrich Library (Jewish Studies; History; Italian Studies).

**30** *Low Back Pain*; Daniel Mines, emergency medicine; noon; Agnew-Grice Auditorium, Dulles (Medicine).

**Deadlines:** The deadline to submit copy for the *November* at Penn calendar is *October 11*. The deadline for the *December* at Penn calendar is *November 8*.



*Almanac*

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Excerpts from the President's Address to the  
Graduate and Professional Student Welcoming Assembly  
Thursday, September 8, 1994

## The Nature of Academic Community

... We have gathered here this afternoon to welcome you to Penn and to celebrate the start of a new academic year. Your arrival marks your entrance into a special kind of community. It is a community represented by Penn, but not limited to Penn. It is a university community, but one that extends far beyond the bounds of this or any single university. It is an academic community realized in the bricks and mortar of libraries, laboratories and classrooms, while it also flourishes in the bits and bytes of cyber-space and the Internet. It is a community of shared endeavors that manifests itself in journal articles, scholarly books, and classroom lectures, yet its most profound effect is its invisible impact upon the human spirit. It is a communal enterprise that progresses by means of changes in the mental lives of its members and its novices, yet its products constitute the great ideas and cultural artifacts of our civilization.

It is, at once, a local community, bounded by membership in a particular department or program, and an international community of scholars or professionals, united by a common discipline. It is as intimate as a one-on-one conversation with a favorite professor or fellow student, and as objective and impersonal as the results of a laboratory experiment or a social science survey.

For me, the permanent nature of one's membership in this community has been dramatically highlighted by my return to Penn this summer after a 28 year absence. It really is a return, not a new arrival, for I have been struck by how much my intellectual relationships with former mentors and later professional colleagues here have spanned those years. The invisible ties of academic community have given the different stages of my professional life a continuity and a sense of global citizenship still rare outside of scholarly and professional communities.

Perhaps the closest parallel to the academic community is a religious order, and your graduate education may well have some of the characteristics of the revelation of esoteric knowledge. Indeed, if my partner and colleague, Medieval historian Provost Stanley Chodorow, is correct, the academic community has changed little in its fundamental nature over the past millennium or so. From the academic costumes of the faculty, to the cloistered settings of many college buildings, to the Latin inscriptions on your diplomas, we are a community of ancient traditions and guild-like attitudes.

By joining our community, you are about to become the recipients of the twin gift of academic life. The first and most obvious is the extraordinary privilege of spending the next few years of your lives — and quite possibly the entire remainder of your sentient existence — investing in yourselves. Henry Rosovsky has described this privilege as the opportunity to spend “a lifetime of building and renewing intellectual capital.” But there is more to it than that. There is a second, remarkable privilege concomitant with the first: the right to participate in the life of our academic community. Note that I said “right,” not “responsibility” — though of course it is that as well. But participation in the intellectual and professional networks and exchanges of a community of individuals, devoted to the same values, engaged in the same stimulating tasks, and nurtured by the same process of interaction and debate — this is far more a privilege to be sought than an onerous obligation. The simple truth is that you cannot acquire your intellectual capital without participating in and contributing to our academic community.

This was brought home to me during the 1980's when I chaired a ten-year research program for the MacArthur Foundation. In order to study the bio behavioral determinants of human health, we created an international research network of behavioral, biological and medical scientists. Only a collaborative effort — on a scale never before imagined — could tackle such a fundamental and elusive research task. More and more, we find that such broadly international and interdisciplinary collaborations are the only way to advance the frontiers of knowledge, the only way to understand the most immediate, important and difficult problems. And it is the special nature of the academic and professional community, transcending the bounds of geography and nationality, discipline and institution, race, language and ethnicity, that make such networks possible.

Some few of you may have gotten by in high school or college by isolating yourselves, by focusing all your energies on your studies and blocking out the community around you. That will not work here. Though moments of lonely and intense isolation do make up a significant part of your graduate experience, you will not succeed in graduate or professional programs — or in the careers they will prepare you for — if you do not share the products of your isolation with your mentors, colleagues and fellow students. You will surely grow stronger intellectually if you take time to react to their ideas and opinions as well as seeking their reactions to your own.

I urge you also, to take responsibility for the character of our shared life together in Penn's academic community. You enter a special community, one in which the quality as well as the content of your communication is far more important than its quantity. How you interact with others, how you share your ideas and respond to those of others, how you challenge the temporary authority of your mentors and then assume the mantle of expertise yourselves, how you demonstrate by example to peers and undergraduates that this is a community in which the *ad hoc* and the *ad hominem* have no place, how you prove to those who will ultimately judge your success or failure that you are well-suited to become permanent members of a world-wide community of scholars and professionals — these are the challenges that define the special character of our community.

Each of us upon this stage, has successfully confronted the challenge you now confront. We have sat where you sit today. We have striven to acquire the knowledge and the skills to pursue our chosen scholarly or professional path. But most important, each of us has committed ourselves to the life of the mind in community. We are here today because this is where we have chosen to carry out our scholarship. We are here today because we are committed to welcoming each of you into our special community, introducing you to its special traditions and values, its idiosyncrasies and problems, its impressive achievements and looming challenges.

Now it is up to each of you to decide how you will meet those challenges, whether you will make the same commitment that we have made. Will you enter into our community and join with us in its collective tasks and shared values? For if you do, you will receive an education fit to inspire a lifetime's devotion.

The choice is yours, though your presence here today, and your decision to choose Penn and the special community of which Penn is a part, bode well for the outcome. Welcome and good luck!

*Juliett Rodin*