**Divestment: Not Outright**

The Trustees' January 22 vote on University policy in South African investments was in favor of the University Responsibility Committee Report submitted by its chairman Richard Brown—basically a strengthening of the Sullivan Principles adopted in 1980, with elements of the Rockefeller Foundation Study Commission’s more recent position. By a voice vote, and with audible demonstration in progress outside, the Trustees adopted the 25-page Brown report after rejecting Alumni Trustee Russell Brooks’ amendment calling for outright divestment.

The specific recommendations—given in greater detail in the report—call for:
- No new or expanded investment in South Africa by companies in the University's endowment.
- Use of Sullivan Report ratings as a basis for divestment.
- Adoption of a “social expenditure standard,” as advocated by the Rockefeller report.
- Auditing of company reports on employment practices in South Africa (with the later notation that President Hackney is working with fellow Ivy League institutions to find better monitoring mechanisms).
- Educational initiatives at American institutions to assist non-white South Africans.

**Benefits:** In other actions, the Trustees eliminated the six-month waiting period for both health and life insurance benefits for eligible personnel; formalized the choice of Dr. Ross Webber as vice president for development and alumni relations (he takes office June 1); designated Trustee Henry M. Chance II an emeritus trustee; and passed resolutions of appreciation for Mr. Chance and for William J. Zellerbach, whose term ended in 1981.

**Progress:** Executive Vice President Edward Jordan’s report on the FY 1982 budget was a succinct projection that the University will “probably report a modest surplus for this fiscal year.” Trustee and General Alumni Society President Sara Speeden Senior said that Alumni Day 1982 (May 15) is the target date for completing the E. Craig Sweeten Alumni Center. President Hackney reported that the “remarkably successful” United Way campaign this year ended with an increase of almost 100 percent in contributions over last year.

---

**FROM THE PRESIDENT**

**On the FY 1983 “Trial Balance” Budget**

Over the past several months, my colleagues and I have been working to shape the 1983 budget. The process is sufficiently advanced now to report here on the salient features of a “trial balance” or “outline” budget. It is tentative and subject to modification as the process develops over the next few months, but it does reveal the nature of the economic forces at work on the University of Pennsylvania and throughout higher education.

**Revenue and Academic Goals**

Our thinking has been guided throughout by the primacy of the academic goals of the University. To achieve them, we need first and foremost to provide for the faculty, the heart of the University. We must also do whatever we can to continue to attract the best students, regardless of their financial resources, while keeping costs for all students at the lowest feasible level. Finally, we must provide adequate support services to allow this complex enterprise to function effectively. To these ends, we viewed each component of the budget in relation to all others and we reached tentative judgments on all items simultaneously.

It is clear at the outset that our greatest problems with the 1983 budget are on the revenue side. We must anticipate drastic cuts in federal funds available for student financial aid. In the increasingly competitive scramble for outside support for research, we are operating on the somewhat optimistic assumption that we will be able to achieve modest increases in total income for grants and contracts, and thus of indirect cost recoveries, but at a rate lower than the effect of inflation on costs. Governor Thornburgh has responded to the Commonwealth's financial crisis by announcing a budget based on an average 6 percent increase in costs. However, in recent years our Commonwealth appropriation (except for the Veterinary School) has increased at a rate considerably below the average for all state activities, meaning that we probably will receive much less than 6 percent increase. These and other more minor revenue problems have imposed a severe set of conditions for the 1983 budget.

**Tentative Judgments**

During the fall, the Academic Planning and Budget Committee worked with the Provost on the three issues of primary importance in fashioning the University’s budget—financial aid, compensation, and tuition. On the basis of that review, and after consultations of Provost Ehrlich with the Deans of each School, with the Senate Committee on the Economic Status of the Faculty, and with many others, we have reached some preliminary conclusions.

First, we believe that we can continue the current University policy of ensuring that each undergraduate student admitted can matriculate without regard to her or his financial resources, but we can do this only by substantially increasing the current allocation of University unrestricted funds—probably in the range of 30 percent.

Second, we expect to increase the direct base compensation pool by an amount providing both about a 7 percent increase and a reserve to meet special situations; in addition, fringe benefits will increase by perhaps 2 percent of salary base. It may be that the favorable tax trends and abatement of inflation will also help improve the financial situation of faculty and staff. We expect that peer institutions will be in similar positions. In all events, we are committed to remaining competitive with those institutions.

Third, we must increase total tuition revenues in the neighborhood of 15 percent. This amount is higher than any of us would have wished, and we will do all possible to keep the increase at the lowest possible level. From all we have heard and read, a similar increase—in some cases higher—is required at our peer institutions, such as Princeton and Stanford.

(continued)
On the FY 1983 "Trial Balance" Budget (continued)

Fourth, we must achieve some significant cost savings in operating expenses. Executive Vice President Jordan and I are pressing hard to identify the economies that we have already assumed in this trial budget.

Fifth, the levels of federal and state support are obviously not within our control, but we will mount vigorous efforts to argue our case in Washington and Harrisburg.

Working Together

This is a difficult time financially for the University—and for all of higher education—and there is reason to believe that the situation will continue for some years. If we let the difficulties divide us—faculty, students, and staff—our problems will be multiplied, for the academic quality of the institution will only suffer through factionalization. The alternative is the cohesion that adversity can engender—through the common recognition that we can exist as one University only if we do not seek to beggar our neighbors within the University.

Over the course of the spring, my colleagues and I will be discussing the budget in increasing detail as further facts develop. We will do all we can to be responsive to the needs of the University. Your help and your understanding will be greatly appreciated.

Sheldon Hackney, President

Athletic Policy Draft Statement

A draft statement of University Athletic Policy has emerged through several earlier versions over weeks of intensive discussion and consultation, which is still proceeding. I am sharing it with the Athletic Advisory Board, the Department of Athletics and Recreation staff, the Council of Captains, and various other ad hoc groups and individuals concerned with athletic matters. I have now placed it before the two official bodies best equipped to give me overall advice on the present fully formed version. These are the University Council Committee on Athletics, and the Academic Planning and Budget Committee. At the same time, I am placing the document in the February 2 issue of Almanac for a wide range of University comment, to be directed to my office. By February 15 the Provost and I will be considering all advice and comment, and publishing the final policy statement.

Sheldon Hackney, President

Call for Nominations: Dental Dean

As announced in Almanac, January 12, a University-wide consultative committee has been appointed to conduct a search for a new dean of the School of Dental Medicine. That committee invites members of the University community to nominate candidates. Nominations should be sent by March 5 to Dr. Morton Amsterdam, chair, Dean Search Committee, c/o of Health Affairs, 110 College Hall/C. The University of Pennsylvania is an Equal Opportunity, Affirmative Action Employer.

Alice Paul Award Nominations

The Women's Faculty Club of the University of Pennsylvania invites nominations for the Alice Paul Awards. These awards honor women undergraduate and graduate students of the Class of '82 for outstanding contributions to the University. Nominations are due March 10, 1982. Letters should be addressed to Dr. Ann Matter, chair, Alice Paul Awards Committee, Women's Studies Office, 106 Logan Hall/CN. Call Ext. 8740 for more information.

Corrections


GS course listing Fund Raising: Guidelines For Difficult Times, a six part series, at 5:45-7:45 p.m., is now starting on April 27 instead of March 23.

For Evening Classes: 2102

In the event of bad weather, information about closings is available from 243-MELT or by listening for the special closing number, 2102. Evening classes will meet unless these sources of information indicate otherwise. Faculty should notify their offices as early as possible if circumstances prevent them from meeting a class or arranging a substitute.

ALMANAC, January 26, 1982
To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 17 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the bookstore and libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in Almanac. (See October 27, November 10, and December 8 issues.)

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late April. In order that we may meet this deadline, we ask you to make your nominations by February 10.

The 1982 Committee on Committees
Roosevelt Dicks
Roselyn Eisenberg
Peter J. Freyd
Judah Goldin
Audrey J. Goldstein
Joan I. Gotwals
Renata Holod
Robert Inman, Chair
David P. Pope
Ellen P. Zweig

Committees and Their Work

Bookstore considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Committee on Committees, organized on a calendar-year basis with most of its business conducted during the spring term, fills vacancies on the committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

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

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

*Faculty Grants and Awards recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

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

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

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

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

Recreation and Intercollegiate Athletics 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.

*Research is cognizant of research policy and the research environment, including the distribution of indirect costs and the assignment of research funds.

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

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

Student Fulbright Awards, active early in the fall, 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.

Undergraduate Admissions and Financial Aid meetings cover undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.
Children's Activities

Films
January 30 Greenvale
February 6 The W. &.i. King
Films are free, screened Saturdays at 10:30 a.m. in Harrison Auditorium, the University Museum. Recommended for children aged five and older.

Exhibits
Through February 11 The Paintings of Louis de Moll and the Sculpture of Victor Lowen, at the Faculty Club Lounge.
Through February 12 Hidden Talents, Pitt, students art work at the Houston Hall Art Gallery.
Through February 14 Echoes of the Samurai, at the University Museum.
Through February 21 Camera and I. Belus of Micronesia, photographic exhibition at the University Museum.

January 28-February 18 Costumes from Shakespeare productions will be displayed in the Zellerbach lobby at the Annenberg Center.

January 30-February 20 Poetsry Sculpture by Michael and Shelley Buxbaum will be featured in the Museum Shop of the University Museum.

February 1 Groove Phi Groove Remembers, featuring Black matters in the fields of science, engineering and medicine; opening Thursday, at the DuBois House Gallery.

February 1-40 March The American Theatre in the 19th Century, Rosenwald Gallery, 6th floor, Van Pelt Library.

Rare Shakespeare Books and Prints, Klein Coordinator, 1st floor, Van Pelt Library.

February 2-28 The Drawings of Gordon Cullen, town planner; designing buildings, environmental designer; and Stephen Kieran, architect, in the Graduate School of Fine Arts Gallery.

Gallery Hours
Faculty Club: 36th and Walnut. For information regarding hours call Ext. 3416.
Graduate School of Fine Arts Gallery: Thursday-Sunday, 10 a.m.-5 p.m., Tuesday, Thursday, 6 p.m.-9 p.m.
Houston Hall Art Gallery: Monday-Friday, noon-6 p.m., Saturday and Sunday noon-4 p.m.

ICA Gallery: Tuesday, Thursday, Friday, 10 a.m.-5 p.m., Wednesday, 10 a.m.-7:30 p.m., Saturday and Sunday noon-5 p.m., Closed Mondays.

Museum Shop, University Museum: Tuesday-Saturday, 10 a.m.-4 p.m. and Sunday, 1-4 p.m.

Rosenwald Exhibition Gallery, in Van Pelt Library, Monday-Friday, 9 a.m.-5 p.m.

University Museum, 33rd and Spruce, phone: 222-7777, Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday, 1-5 p.m. Closed Mondays and holidays.

W.E.B. DuBois House, 3900 Walnut Street, 9 a.m.-9 p.m.

Gallery Talks and Tours
January 27 Classical World
January 31 North American Indians
These talks and tours are free and begin at the main entrance of the University Museum at 1 p.m.

Films
Exploratory Cinema
January 27 Armageddon Crowd Scene Take I and Far From Vietnam
February 3 Queen of Apollo, French Lunch and One PM.
Films and screened in the Studio Theatre of the Annenberg Center, at 7:15 and 9:30 p.m. Admission is $2 with an ID and $3 for others. For more information call Ext. 7041.

GSAC Film Series
January 28 Nights of Cabiria
Films are held in Room B Stiteler Hall, Fridays at 7:30 and 10 p.m. Admission is $1.50 or $10 for a season pass.

Penn Union Council Film Alliance
January 28 Jonah Who Will Be 25 in the Year 2000, 10 p.m.
February 4 Last Year at Marienbad and Diamonds of the Night, 9 p.m.
Films are screened in Irvine Auditorium and admission is $2. For more information call Ext. 4444.

Penn Union Council Movies
January 29 American Werewolf in London
January 30 Dr. Strangelove and Rebel Without a Cause.
Films are screened in Irvine Auditorium and admission is $1.25. For times and more information call Ext. 4444.

University Museum Sunday Film Series
January 30 Silvers Witness, a film on the Turn of the Century.
January 31 Letter Eiser and Silver Witness.
Films are screened at 2 p.m. in Harrison Auditorium. Admission is free. Children are not admitted unless accompanied by an adult. For more information call Ext. 4025.

Music
January 26 The Curtis Organ Restoration Society and the University of Michigan Organists present Linda Riebinger and George Paul Turner in free recitals on the Curtis Organ in Irvine Auditorium at 12:05 p.m.

On Stage
Through January 31 Dear Daddy, a drama Guild production, at the Zellerbach Amphitheater, Annenberg Center; Tuesday-Saturday, at 8 p.m., Sunday at 2 and 7:30 p.m., Saturday at 2, Tuesday and Wednesday at 7:30 p.m. Students receive half price seats the day of performance.

Special Events
January 28 Community Volunteer Fair, recruiting effort for Voluntary Action, sponsored by the Student Volunteer Services Office and the Undergraduate Assembly; noon-5 p.m., West Lounge, Houston Hall. For more information call Ext. 386-1553.

Member's Night at the University Museum: preview the new exhibition, Polynesian, with an illustrated slide lecture by Dr. William Davenport, curator of the Oceanian Section and Culture, University of Delaware, infant classes and the Undergraduate Assembly; noon-5 p.m., West Lounge, Houston Hall. For more information call Ext. 4026.

January 29-February 7 Study Abroad, 6:30 p.m., A Shakespeare Celebration at the Annenberg Center featuring drama, music, film and exhibits. For tickets and more information about the following performances call Ext. 6791.

January 29 Julius Caesar, film with Marlon Brandon, at 8 p.m., in the Studio Theatre.
January 30 The Teming of the Shrew, film with Richard Burton and Elizabeth Taylor, at 8 p.m., in the Studio Theatre.
February 4 Who's Afraid of the Sonns, at 8 p.m., in Zellerbach Theatre.

January 30 The Administrative Assembly and the Personnel Relations Training Office present a Career Directions Seminar beginning with a lecture on Career Planning by Dr. Marilyn Morgan, assistant professor, management; 1-2 p.m., Room 245, Houston Hall.

WEOPU presents a workshop, Know Your Job Rights, followed by a wine and cheese reception; 4:45 p.m., Art Gallery, Houston Hall. For more information call Ext. 8811.

Talks
January 26 Functional Sub-Populations of Guinea Pig Broncho-Alveolar Cells, Dr. Andrei Holan, Penn Medical School; 12:30-1:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

Russian Formalism and Definitions of Art, Arkady Plotinsky, Penn, department of comparative literature; 7:30 p.m., GSE (Center for Research in Literary Communications, Interdisciplinary Colloquia).

February 3 Fields and Biological Cells: Fundamentals and Mechanics, Professor Gerald, 6th floor, Van Pelt Library, Towne Building (Department of Biogenetics Seminar).

Sociology of Ayurvedic Medicine: Charles Leslie, of the anthropology and the humanities, Center of Science and Culture, University of Delaware; 11 a.m., Classroom II, University Museum (South Asia Seminar).

February 27 Interaction of Chimeric Receptors with the Adrenergic Cyclic System, Dr. Joseph A. McComb, 12:30-1:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

February 8 Pension Systems and Income: Dr. Dan McGill, Professor of insurance, 3 p.m., Room 113, Education Building (Center for the Study of Aging Seminar).

February 9 College Women in the Classroom: Teaching Evaluations and the Female Instructor: Dr. Sheila Bennett, assistant professor, sociology department, Bryn Mawr College; 7 p.m., Logan Hall (Women's Studies Office Brown Bag Seminar).

To list an event
Information for the weekly Almanac calendar must reach our office at 3601 Locust Wall-C8, the Tuesday prior to the Tuesday of publication. The next deadline is January 26 for the February 2 issue.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and on an occasional basis during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
KAREN C. GILLES
MARKERIE F. MILLER
RUTH A. HENRY
LINDA FECTOR
ASSISTANT EDITOR
ANNA LAFFER

WORKSTUDY ASSISTANT
THE UNIVERSITY OF PENNSYLVANIA's JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.

THE UNIVERSITY OF PENNSYLVANIA'S JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.

THE UNIVERSITY OF PENNSYLVANIA'S JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.

THE UNIVERSITY OF PENNSYLVANIA'S JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.

THE UNIVERSITY OF PENNSYLVANIA'S JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.

THE UNIVERSITY OF PENNSYLVANIA'S JOURNAL OF RECORD AND OPINION IS PUBLISHED TUESDAYS DURING THE ACADEMIC YEAR AND occasionally DURING SUMMER AND HOLIDAY BREAKS. GUIDELINES FOR READERS AND CONTRIBUTORS ARE AVAILABLE ON REQUEST.