

Almanac

Tuesday, April 17, 1984

Published by the University of Pennsylvania

Volume 30, Number 30

Daily Pennsylvanian photo of Wilson Goode



Scholars and Doers of 1984

Penn's 228th Commencement, to be held May 21, will honor ten leaders from the U.S. and abroad, including two Nobel Prize winners, a National Science Medalist from its own faculty and a world-famous alumnus in linguistics.

Philadelphia's Mayor W. Wilson Goode will be the Commencement Speaker, and Soviet Physicist Andrew Sakharov has been invited to give the Baccalaureate Address on May 20 (see box).

Mayor Goode, who took his M.A. in government administration from the Wharton School in 1968, is a former city managing director who was elected last fall by polling the highest number of votes of any mayoral candidate since 1959. His selection is symbolic of strengthening ties with the city toward a model town-gown relationship. President Sheldon Hackney said, "No university can be great without drawing on the resources of its community, and no community can be great without drawing on the resources of its universities."

Along with Sakharov and the Mayor, the honorary degree recipients will be **Edmund Bacon**, former executive director of the Philadelphia Planning Commission and 1984 recipient of the Philadelphia award; **August A. Busch III**, head of the Anheuser-Busch Companies, Inc.; **Dr. Noam Chomsky**, Penn alumnus and linguistics scholar on the faculty of The Massachusetts Institute of Technology; **Dr. Mildred Cohn**, Penn emeritus professor of biochemistry and biophysics and National Medal of Science winner; **Sir Andrew Huxley**, president of the Royal Society of London and 1963 Nobel Prize winner in medicine/physiology; **Dr. Benjamin Quarles**, historian and a leader in formation of Penn-Morgan State Cooperative Program; and **Judge Nochem S. Winnet**, president of the Samuel S. Fels Fund.

INSIDE

- **Open Expression Reminder**, p. 2
- **Offline; Of Record (Holidays)**, p. 2
- **SENATE: Reports on Frats/Sororities, on Grievance Commission**, pp. 3-5
- **Conduct/Misconduct and Judiciary**, p. 6
- **GAPSA Recommendations on TAs et al.**, p. 7

PENN-DEC Agreement: \$22.5 Million Leap

Less than six months after the decision to go massive with computerization, Penn's program took a \$22.5 million leap forward Friday as the University and the Digital Equipment Corporation announced a gift-and-grant program.

DEC will make a gift of 500 Rainbow and Professional personal computers, valued at \$2.5 million, on top of a \$10 million matching grant toward the purchase of \$20 million worth of Digital's equipment.

Penn will develop a campus-wide network call PENNET, based on Digital's VAX super-minicomputers tied to the Rainbow and Professional PC families, and will create administrative software and academic courseware with particular emphasis on engineering, business and liberal arts curricular applications. In research, the University has had ties with Digital systems dating back almost 20 years—to the Medical School's PDP-6, the Wharton DECSys-10 and Engineering's PDP and VAX installations for research and for development of computer sciences as a discipline.

DEC's Vice President for Corporate Operations Winston R. Hindle, Jr., said Penn was selected for the corporate program because of its "unique interdisciplinary research atmosphere and comprehensive instructional environment." The company has a long-term support program called Partners for the Advancement of Computers in Education (PACE) funded at \$16 million to help integrate personal computers into nontraditional disciplines, and has made cash and equipment grants worth over \$68 million in the last three years to support educational programs at colleges, universities, secondary and technical schools.

Apportionment: The offices of the president and provost will be developing a system for allocation of the donated and match-discounted equipment. Vice Provost for Research Barry Cooperman said. Next week a set of guidelines for purchasing computer equipment will be published in *Almanac*.

Ed. Note: See also *Offline*, p. 2.



The Sakharov Invitation

The University's choice for the Baccalaureate Speaker in 1984 is Andrei Sakharov, the 1975 Nobel Peace Prize winner held in exile in the closed city of Gorky since 1980. Expressing a hope that he be released to attend Commencement, the University will award the honorary doctor of science degree to the physicist who was the Soviet Union's most decorated citizen when he was taken into custody in January 1980. Scholars around the world have protested his detention and urged release for Sakharov and his wife, Elena Bonner. Penn physicists have spearheaded such a campaign since shortly after the arrest (*Almanac* 2/28/80 and 4/17/80). Since Sakharov has never been charged with a crime, and thus never tried, his sentence is described as indeterminate. "Andrei Sakharov is a symbol of free inquiry in a land where free inquiry is not respected," said President Sheldon Hackney of the 1984 choice. "Not only is he one of the greatest theoretical physicists of the 20th century, but he is also a defender of human rights who has been a strong advocate of nuclear disarmament. Even from his enforced isolation, he continues to contribute his thoughts to the understanding of particle physics and cosmology—and to the cause of world peace."

Computing: David Stonehill

Dr. David L. Stonehill, vice provost for computing at the University of Rochester for the past five years, has been named to the newly-created vice-provostship for computing at Penn. Dr. Stonehill will take office June 15, with policy responsibility and authority for all aspects of academic and administrative computing here.

A physicist with his advanced degrees from Yale, Dr. Stonehill has been in charge of coordination and planning of Rochester's computer services for administration, research, instruction and health care since 1979. Earlier he headed the computer center of the State University of New York at Binghamton, managing administrative and academic services there plus services to 18 other campuses in the state. From 1971 to 1974, he was associate director of computing services at the University of Illinois.

Freedom to Debate Ideas

In the remaining weeks of the spring term, a number of individuals will be speaking on the campus. All of these speakers will be expressing opinions with which some members of the University community will not agree; some of the speakers may hold or give voice to views that some members of our community find abhorrent. Nevertheless, nothing could be more fundamental to the University, as a community of scholars, than the freedom to hear, to express, and to debate ideas, no matter how controversial. No invitation to speak on the campus connotes University endorsement of the speaker's views. We are united in reaffirming the University's commitment to open expression and to the carefully crafted Guidelines that ensure individual and community rights.

The Guidelines, published in the Academic Bulletins, protect the right of the speaker to speak, and of the audience to hear; they also protect the right of those who wish to demonstrate their disapproval or disagreement to do so in ways that do not disrupt or interfere. We urge that everyone refresh his or her familiarity with the Guidelines and observe them scrupulously. Only in that way can we continue as a free and diverse community committed to the search for truth.

Sheldon Hackney

President

Thomas Eulich

Provost

James J. Bishop

Vice Provost for University Life

Jane Axinn

Chair, Faculty Senate

Bette J. Kauffman

Chair, GAPSA

Ken Meyers

Chair, UA

Offline

A Periodic Information Service on Implementation of the Academic Computing Plan

Is there any news on the search for a Vice Provost for Computing?

Yes! The University is pleased to announce the appointment of Dr. David Stonehill (Ph.D. Yale 1962, Physics) as Vice Provost for Computing, effective June 15, 1984. Dr. Stonehill comes to us from his present position as Vice Provost for Computing at the University of Rochester (See story, page 1—*Ed.*).

You said that the computer distribution center would open in April. What's happening there?

Things are falling into place. Renovations to the Book Store Annex building are nearly complete and the search for a retail manager is drawing to a close. Meanwhile, a director of microcomputing services has been recruited to oversee the more technical matters concerning the machinery ("hardware") and the various program packages needed to run it ("software"), among other things.

Who is the new director of microcomputing services?

Jeffrey Seaman, currently on the staff of the Philadelphia Social History Project, will take over this position as soon as suitable office space can be assigned. His hours and telephone number will be announced later.

What items will be sold in the distribution center?

The University has just announced an agreement with the Digital Equipment Corporation (DEC) for substantial discounts on their equipment and software products, including the DEC Rainbow line, which will be displayed in the distribution center as soon as possible. The Apple Macintosh and various other Apple

products will also be available, contingent on timely delivery, at similarly substantial discounts. In a future *Offline* column, specific price lists will be provided. The center is a new venture, and the University community can help by showing patience and by offering friendly suggestions as the product lines gradually are built up and the systems of display and distribution are developed.

What about IBM microcomputers?

At present the University receives a 30% discount from IBM for University purchased equipment. Individuals affiliated with the University are eligible for a 20% discount. The University currently is attempting to negotiate a more favorable University-wide discount, but no agreement has been finalized at this time. Negotiations with other manufacturers and vendors will also continue as well, as our new computing environment develops.

The previous *Offline* column spoke of a separate informational newsletter on University computing activities. When will it begin to appear?

No definite date has been set, but a new staff assistant to the Vice Provost for Computing has been appointed to coordinate such efforts administratively. Her name is Mary Hawryshkiw, and her office and telephone number will be announced in a later issue, when schedules become more settled. Another item relating to the previous *Offline* column involves a correction: Roy Marshall is not chairing the Working Group on Sharing Resources as reported. Martin Pring will act in that capacity.

Supplied by the Working Group on the Computer Information Center of the Subcommittee on the Computer Resource Center of the Academic Computing Committee, in cooperation with the office of the Vice Provost for Research.

OF RECORD



Recognized Holidays

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1984-June 30, 1985) on the dates listed below.

- Fourth of July, Wednesday, July 4, 1984
- Labor Day, Monday, September 3, 1984
- Thanksgiving, Thursday and Friday, November 22-23, 1984
- Christmas Day, Tuesday, December 25, 1984
- New Years Day, Tuesday, January 1, 1985
- Memorial Day, Monday, May 27, 1985

The special vacation granted to faculty and staff between Christmas and New Year's Day will be December 26, 27, 28, 31, 1984. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation is rescheduled for some other time.

In addition, an employee is eligible for a floating day off each fiscal year which may be used on any day for any reason, scheduled mutually with one's supervisor. Floating holidays are not cumulative. Please note that Christmas Eve, Monday, December 24, 1984, and Good Friday, April 5, 1985, are regular work days on which a floating day off may be used.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

Reminder: Memorial Day, the remaining holiday of the current 1983-84 fiscal year (ending June 30, 1984) will be observed on Monday, May 28, 1984.

— Office of Human Resources

Judiciary Progress: Council reached consensus April 11 on the seven components of a new Student Judiciary (*Almanac* January 24), to be formally proposed for vote at the May 2 meeting. The new system will have faculty and students on panels; an informal option to go before the Vice Provost for University Life if both parties agree; and appeal to a sole arbitrator for review of procedures, interpretation of rules, or severity of sanctions. Preparing the final draft are Professor Jacob Abel for Senate; Bette Kauffman for GAPSA and Ed Szczepkowski for UA. (See related Conduct/Misconduct Task Force view, page 6.)

Correction: The April 10 issue of *Almanac* was Volume 30, number 29, not 27 as shown.—*Ed.*

Almanac

3601 Locust Walk/C8
Philadelphia, Pa. 19104
(215) 898-5274 or 5275.

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

EDITOR
ASSISTANT EDITOR
EDITORIAL ASSISTANT
WORK STUDY STUDENTS

Karen C. Gaines
Marguerite F. Miller
Linda M. Fischer
Kevin M. Dougherty
Amy L. MacMullan
Michael S. Markowitz
John J. Neumann
Matthew H. Stone

ALMANAC ADVISORY BOARD Eliot Stellar, chair; Jacob Abel, June Axinn, Jean Crockett, Carolyn Marvin and Ralph Spritzer for the Faculty Senate; ... Denise McGregor for the Administration ... Jane Bryan for the Librarians Assembly ... Edwin Ledwell for the Administrative Assembly ... Joseph Kane for the A-3 Assembly.

ALMANAC, April 17, 1984

Findings and Recommendations on Fraternities and Sororities

A Report of the Senate Committee on Students and Educational Policy

April 10, 1984

I. Background

At its meeting of September 14, 1983, the Senate Executive Committee adopted the following resolution:

The Senate Committee on Students and Educational Policy [will] investigate the impact of fraternities upon the quality of student life at the University and report its findings together with recommendations based upon those findings to the Senate Executive Committee.

At its first meeting in October 1983, the Senate Committee on Students and Educational Policy interpreted the charge to include an investigation of the entire Greek system i.e., fraternities and sororities at the University. In operationally defining its charge, the committee directed its efforts toward an examination of the current status of the Greek system including its organizational structure, functions and purposes.

II. Committee Activities

In order to accomplish the aforementioned tasks, the committee engaged in a variety of investigative activities. Including among these were individual and committee interviews with the Director of Fraternity and Sorority Affairs, the Director of Residential Living, the Director of Penn Women's Center, the Presidents of the Interfraternity Council (IFC), the Intersorority Council (ISC) and the Panhellenic Association. Committee members also met with varied groups of undergraduate non-Greek students on two separate occasions. In addition, individual committee members pursued relevant information from the following University offices: Vice Provost for University Life, Vice President for Operational Services, University Counsel and Student Data.

Documents reviewed by the committee included but were not limited to: The Policy on Recognition and Governance of Undergraduate Social Fraternities and Sororities at the University of Pennsylvania (1980); the Departmental Annual Report of the Office of Fraternity and Sorority Affairs (FY 83); the Fraternity and Sorority Membership and Residency Profile (fall 1983); the Fraternity and Sorority Handbook (1983-84); the Constitution of the IFC (1982); Summary of Fraternity Chapter Community Service (1983); Proposal for a Fraternity and Sorority Capital Improvement Fund (1983); Results of the Alcohol Attitude and Usage Survey conducted by the Department of Residential Living (1980); Residential Living Handbook (1983-84); Statement on Conduct and Misconduct on Campus (1983); and the Progress Report of the Task Force on Conduct and Misconduct (1984).

Information concerning the residential aspects of the Greek system was enhanced by the committee's tour of fraternities and sororities. This effort was facilitated by the office of Fraternity and Sorority Affairs.

III. Context

A. Organization of the Greek System

The Process of Recognition

Fraternal organizations have existed at the University of Pennsylvania since 1849. In August 1980, the office of the Vice Provost for University Life adopted the Policy on Recognition and Governance of Undergraduate Fraternities and Sororities at the University of Pennsylvania. The intent of that Policy is to define the relationships between fraternities/sororities and the University, to establish the framework for fraternity governance, and to guide successive generations of fraternity and sorority members in maintaining the traditional strengths of the fraternal system within the University community (Recognition Policy, 1980, p. 1). The Recognition Policy is administered by the office of Fraternity and Sorority Affairs with the advice and assistance of the Interfraternity Council, Panhellenic Council and the Interfraternity Alumni Council.

ALMANAC, April 17, 1984

Recognition, as defined in the Recognition Policy, is the formal process by which the University of Pennsylvania agrees that a social fraternity or sorority, whether residential or non-residential, may function on the campus, enroll members from the undergraduate student body through rush activities, and identify its chapter with the University. Full recognition accords the fraternity/sorority all the rights, privileges, obligations and University resources available under the University's recognition process including:

(1) Identification of the chapter with the University of Pennsylvania and use of the University's name along with, but not in place of, identification of the sponsoring body. Use of the University's name by fraternities and sororities is subject to the approval of the Office of Fraternity Affairs.

(2) Endorsement by the University that the fraternal organization provides a positive experience for its members, that it is truthful in its representation to the students it recruits as members, that it is meeting its obligations to the University and the community, and that it is capable of fulfilling its promise of life-long association for its members.

(3) Participation in the University's Interfraternity Council or Panhellenic Council, and Interfraternity Alumni Council, as those organizations relate to the self-governance of the fraternity/sorority system at Pennsylvania.

(4) Participation in any official University-wide rush or membership solicitation program, as articulated and monitored by the Interfraternity Council, the Panhellenic Council, and the Interfraternity Alumni Council.

(5) Assistance of various University offices in communicating with the University's alumni of the local chapter. This includes advice and assistance provided by the Offices of Development, Alumni Relations, and Annual Giving.

(6) Participation in the athletic, social, and educational programs and activities of the University which are provided for fraternal organizations.

(7) Access and use of University facilities for official chapter functions as approved by the Office of Fraternity Affairs and/or other University offices under whose jurisdiction utilization of any University facility is regulated.

For residential fraternities and sororities, recognition accords the following additional services or benefits:

(8) Assistance of appropriate University offices, such as the Office of Public Safety, in protecting the fraternity and its property from disruptions, thefts, intrusions, etc.

(9) Advice and assistance of the Office of Fraternity Affairs and other appropriate University offices in the conduct of the fraternity's business affairs, its plant operations, maintenance, and renovations, and its short-term and long-term financial planning (Recognition Policy, 1980, p. 2).

Whether residential or non-residential, fraternal organizations eligible for University recognition must have all three of the following characteristics:

1. Their sponsoring bodies are legal corporations external to the University; in all cases, their chapter corporations, alumni corporations, and national/regional or local fraternal organizations are incorporated separately from the University.

2. Individually, they have organizational goals which are articulated by their sponsoring groups, and these goals are social/fraternal rather than honorary, professional, religious or political. Collectively, they share elements of a fraternal ethos which emphasizes the personal bonding of members to the group to a degree which precludes membership in more than one such fraternal organization at once.

3. They are entitled to be subjectively selective in their membership within the limits of the University's nondiscrimination policies, and are entitled to single-sex membership under the provisions of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act Amendments of 1972 (Recognition Policy, 1980, p. 1).

In addition, as defined in the University's Recognition Policy, fraternal organizations must fulfill specific criteria in order to secure and

maintain recognition by the University. Included among these are: demonstration of eligibility; consonance of chapter goals with the University's mission; provision of a governance structure that delineates responsibilities for the chapter's financial activities, program planning, compliance with the University's disciplinary standards and regulations, and participation within the IFC, or Panhellenic Council and Interfraternity Alumni Council; presentation of cost expectations and projections, and appropriate insurance coverage as mandated by the University; evidence of adequate academic performance; and a housing plan for residential fraternities/sororities.

Currently, there are 28 fraternities and seven sororities at the University. Twenty-nine chapters are residential; twenty-six are fraternities (one is coed) whereas three are sororities. The undergraduate student membership in fraternities and sororities in spring 1983 equalled 1348 or approximately 16% of the total undergraduate full-time enrollment. The membership in recognized fraternal organizations during the fall 1983 semester approximated 1020. During the spring 1984 semester, membership in the 35 Greek organizations approximated 1400.

The Governing and Advisory Bodies

The University's fraternity and sorority system is essentially governed by the Recognition Policy which is administered primarily by the Office of Fraternity/Sorority Affairs (OFSA). The Office is staffed by a Director, Assistant Director and approximately three administrative/support personnel. OFSA's scope of activities is diverse, and includes fiscal management: administering individual chapter operating budgets, generating rent charges, projecting needs for capital improvements and house improvement funds and facilities; maintenance: processing chapter repair requests to Physical Plant and non-University contractors, reviewing safety inspections of chapters, negotiating funding with alumni and Treasurer's office for major system improvements.

In addition, OFSA functions as the principal administrative office coordinating, supervising and assisting individuals and groups that participate in the Greek system at the University including IFC, IFAC, ISC, the Black Inter-Greek Council, Panhellenic Council, the Fraternity/Sorority Advisory Board. In this capacity, OFSA serves as the primary liaison between Greek organizations and University groups.

OFSA's long-range goals, as indicated in the FY '83 Annual Report, include: clarification of goals and missions of individual organizations (IFC, IFAC, IGC, etc.); implementation of chapter leadership development programs; expansion of women's fraternities at Penn; and adaptation of the Recognition Policy with regard to policy and procedural implementation within the Greek system.

The Interfraternity Alumni Council (IFAC) consists of representatives from the alumni chapters of each recognized undergraduate chapter. Chief functions of the IFAC include assisting with the implementation of the Recognition Policy, long-range planning for the Greek system and approval of candidacy of new fraternal organizations. The IFAC also appoints the chairperson of the Fraternity/Sorority Advisory Board. It should also be noted that fraternity/sorority alumni contribute substantially to the development/maintenance of individual chapters and to the University community.

The Interfraternity Council (IFC), composed of representatives from each of the 28 fraternities, participates substantially in their overall governance. The IFC provides OFSA with advisory assistance in the implementation of the Recognition Policy and coordinates Greek social and service activities. Recently, the IFC developed a constitution that delineates the structure and jurisdiction of this fraternal governing body.

The Intersorority Council (ISC) consisting of the presidents of the seven sororities (Panhellenic and Black Inter-Greek) is a newly created body designed to foster communication among chapters. Organized in May 1983, this group is responsible for implementing sorority rush and sponsoring programs for Greek women.

The Panhellenic Council, composed of members of Penn's four National Panhellenic Conference sororities, coordinates and co-sponsors with ISC, social and service events including rush, Greek Week and educational programs for women at Penn.

Black Inter-Greek Council (BIG-C) serves to foster unity and coordination among all Black Greeks. In addition, this group contributes to fraternal social and service events. Recently BIG-C was instrumental in encouraging member organizations to utilize McIlhenny (a room in the Quadrangle), thus providing these non-residential organizations with a central campus meeting facility.

Inter-Greek Council is a new governance board composed of the presidents of IFC, ISC, Panhellenic Council and BIG-C. Communication and coordination among these governance/programming bodies constitute the chief functions of this board.

The Fraternity and Sorority Advisory Board (FSAB), composed of students, faculty, alumni and administrators, advises OFSA and the University concerning recognition policies and process. FSAB reviews requests for initial recognition and subsequent changes in recognition status of individual chapters. Violations of principles of the Policy are also reviewed and recommendations made to appropriate groups.

B. Functions and Purposes of the Greek System

The Greek system at the University serves to provide a residential alternative for its members, social activities for Greeks and non-Greeks, opportunities for the development of leadership skills and service-related activities.

Until the 1960's, Penn's fraternity and sorority groups were all residential chapters with individual houses providing room and board for members. With the approval of the Recognition Policy in August of 1980, the University began to recognize non-residential fraternal organizations. During the fall 1983 semester, Greek organizations housed approximately 610 of the full-time undergraduate students at the University. The 26 residential fraternities provided housing for approximately 566 students whereas the three residential sororities housed 44 students. The chapter rental fees per student occupant per semester ranged from \$650 to \$1240 during the 1983-84 academic year. The mean semesterly rental fee (per occupant) during this same time period approximated \$816. It should be noted that the University owns seven of the chapter houses; eight are privately owned. Fourteen chapter houses come under a reversionary agreement whereby the University holds title, but the fraternity has reversionary rights to the value (equity) of the property.

Whether privately owned or University owned, residential sororities and fraternities must provide accommodations equal in safety and comfort to those of University residences. In addition, they are subject to the same University regulations, guidelines and standards applied to residential dormitories and facilities.

Social Activities

The social activities sponsored by the Greek system and its individual chapters are numerous including Greek Week, concerts, formals, (Mid-Winter Ball) special dinners, trips, barbecues and frequent parties. It should also be noted that some of the Greek social activities serve to generate monies for charitable organizations. In addition, Greek organizations contribute to University-sponsored social events including Spring Fling and Homecoming.

Leadership Development

Opportunities for Greek members to develop leadership skills/abilities are provided by individual chapters, the collective aggregate and fraternal governing bodies. Since each chapter is essentially self-governed, members have the opportunity to participate in activities such as fiscal management, policy formulation, program planning, and facilities management. In addition, chapters select representatives to the Greek governing bodies at the University and national levels.

Recently OFSA has sponsored programs for fraternity and sorority officers that were focused on the development of leadership skills. It should be noted that a major goal of OFSA is to provide increased emphasis on activities that foster personal and leadership development including training programs for officers as well as educational and values clarification seminars for all Greeks.

Service Activities

Most of the fraternities and sororities sponsor and/or participate in activities that have a service-oriented mission. Activities such as basketball tournaments, marathons, Derby Days, and raffles generated approximately \$64,000 for charitable organizations during the 1982-83 academic year. In addition, some chapters provided volunteer services to West Philadelphia organizations including hospitals, nursing homes, and Ronald McDonald House.

IV. Findings

1. The Recognition Policy delineates the relationships and contractual agreements between the Greek system and the University. However, adequate as a policy document it may be, it fails to be specific regarding (a) the responsibilities and hierarchies of the various governing bodies and advisory groups, and (b) the nature of day-to-day administration

The Task Force on Conduct and Misconduct devoted three of its meetings during the fall term 1983 to a thorough examination of the Proposed Charter of the University Judicial System. In general, the Task Force currently supports most of the proposed provisions [in the Keene Report, summarized in Almanac December 6, 1983]. However, the Task Force may have different views about its recommendations on the Charter once it completes its work and proposes solutions to the overall problem of misconduct on the campus.

—Diane Frey and James H. Bishop, Co-Chairs

Recommendations on the Proposed Charter of the University Student Judicial System

by the Task Force on Conduct and Misconduct

March 15, 1984

I. Section III—The University Hearing Board

We generally favor this entire provision; however, we make the following recommendations on this provision's sub-sections:

A. "Composition"

We believe that faculty should have maximum involvement in the judicial matters governed by this proposal. We recommend that:

1. The Board be composed of *only* faculty (i.e. "Standing Faculty" including Deans and Associate Deans) and students.
2. The faculty pool on the Board be expanded to ten (10) members.
3. Each Hearing Panel include a faculty member.

Most of us believe that the presence of administrators on the Hearing Board would cause a perception of a "conflict of interest" since persons in the administrative sector of the University are responsible for operating the Student Judicial System and are responsible for prosecuting cases. Additionally, we believe that the climate of the University would benefit greatly by having the faculty routinely involved in the non-academic life of students. We urge that there be established a mechanism to ensure wide-spread faculty participation on the Hearing Board. We suggest that Deans make routine appointments of faculty to the Board selection pool.

B. "Cases Arising Under the Code of Academic Integrity"

We recommend that this subsection be deleted from the Proposed Charter as amended in the original Charter on December 2, 1980.

C. "Disqualification of Panel Members"

Your proposal well outlines a procedure for the disqualification of panel members. However, we note that there is not a provision made regarding the number of challenges to panel members. We recommend that respondent or complainant objections be limited to three challenges as a means of avoiding undue delays in beginning a Hearing.

D. "Advisors to the Respondent and Complainant"

The Task Force concurs with your proposal regarding advisors to respondents and complainants, but we recommend that advisors be limited to members of the University community—i.e. students, full-time staff, and Standing Faculty. Outside Attorneys would be permitted only in certain cases involving felony. By restricting participation in Hearings to members of the University community, we would minimize the adversarial aspect. Most of the Task Force members believe that if a member of the University community is also an Attorney she/he should not be prevented from being an advisor. However, in this event, it should be clear that the person is to fulfill the role of advisor and *not* of attorney.

II. Section IV—Decanal Resolution

We held an extensive discussion on this provision. We decided that this option creates a separate Judicial system which would not be available to all students. We believe that it is essential that all cases be dealt with uniformly to preserve the integrity of the Judicial process. In our discussions with the Judicial Administrator and the Judicial Inquiry Officer, we learned that only a small percent of past cases could have been handled by this provision. Therefore, we recommend the elimination of the "Decanal Resolution" from the proposal.

III. Section V—Resolution by Special Hearing Officer in Cases that May Involve Criminal Felony Charges

We support this Section for the following reasons: In some sensitive

cases, the complainants refuse to bring charges because of their strong wish to avoid testifying before a group of people. In many other cases, both the respondent and complainant would prefer that only one person hear the case. We recommend, therefore, that the Judicial Administrator, in consultation with the Vice Provost for University Life and involved persons, determine when this procedure is to be used. We believe that this is in keeping with the role of the Judicial Administrator as proposed in this Charter.

IV. Section VII—Sanctions

We agree generally with the provisions in this section. However, we recommend that sub-section A—"Available Sanctions" be changed to read that: "Since the Judicial Panel is required to determine the guilt or innocence of the respondent, it should be empowered to *determine* what sanctions are to be imposed and not simply recommended." The Hearing Board, as constituted under this Charter, should have authority over its decisions. Additionally, we recommend that the sanction "indefinite suspension" be eliminated from the sub-section. This seems to be an unnecessary sanction given the provisions of "term suspension" and "expulsion." In the interest of justice, a student is entitled to know the length of time for which she/he is suspended. If the offense is so serious that the Panel is unwilling to assign a time limit, then the penalty should be expulsion.

V. Section VIII—The University Appellate Officer

We endorse this provision. Decisions as important as these should be made by the chief executive officer for University Life. However, we recommend that if the VPUL is involved in the facts of the case, she/he delegate the role of "Appellate Officer" to another University official. We also recommend that the "Appellate Officer" promptly report to the Hearing Panel the appeal decision. It is in keeping with the integrity of a Hearing Panel to know how their decision was handled in appeal.

VI. Section IX—Confidentiality of Judicial Records and Procedures

We agree with the provisions of this Section. However, we recommend that the wording of sub-section "B" be changed to read as follows: "that complainants be informed of the *terms* of the resolution of complaints." We believe that a complainant has the right to know the outcome of her/his case.

VII. Section X—Reports

We endorse this Section. We emphasize the importance of this Section since it provides the University community with accurate information about the resolution of *all* judicial cases. Secrecy or the perception of secrecy about the Judicial System fosters rumors and distrust of the process.

Respectfully submitted by

Task Force on Conduct and Misconduct Members

Dr. James Bishop, Co-Chair	Dr. Kenneth George
Dr. Ann Burgess	Ms. Amy Lyman
Dr. Peter Conn	Mr. Arthur Morris
Dr. Diane Frey, Co-Chair	Mr. Stephen Seckar
Dr. Anne Linda Furstenberg	Ms. Ilse de Veer
Dr. Jacqui Wade (VPUL Support)	

The following has been forwarded by the Council Steering Committee for publication as background for discussion.



Review of the Graduate TA/RA/TF Compensation Issue

by the Graduate and Professional Student Assembly

March 28, 1984

A specter is haunting graduate education—the specter of a lost generation of scholars.

Between 1981 and 1983, real federal aid to students was slashed 21%. Another 3% cut in real funds for education is expected in this fiscal year. Prospective graduate students, and even professional students in some disciplines, face not only dwindling government support for education, but also a widening disparity between the still positive social return to graduate education and the deteriorating private return to investment in schooling beyond the baccalaureate—already negative in some fields. If unchecked, these trends will have a disastrous effect on graduate education in particular, on universities in general, and on the nation's stock of human capital.

As individuals and as a body, we are unanimous in our opposition to the policies behind these developments and in our commitment to lobbying for their reversal. We do recognize, however, that in the present social and economic environment, renewed public support for graduate education is unlikely to reattain the levels reached in the 1960s and early 1970s. It is therefore natural to examine what we at the University of Pennsylvania, as an institution, can do to mitigate this erosion of government support.

We believe that such an examination is critically important because of Penn's hard-earned and justly deserved reputation for excellence in research and in graduate and professional teaching. When private markets to finance human capital investment function imperfectly, and government withdraws from its role of redressing those imperfections, the quality of graduate education is soon affected. Highly qualified and motivated students may be unable to afford graduate schooling; others may be forced to shift into disciplines, promising higher expected future incomes, that can be financed privately. Those students bearing an increased share of their own educational expenses (which are themselves rising rapidly) are bound by time as well as financial constraints. The adverse consequences for the University are not confined to the graduate classroom and laboratory, but spill over to undergraduate instruction and faculty-graduate student interaction and research.

An ideal appraisal of graduate and professional education at Penn will address fundamental issues. It might parallel the recent fruitful examination of critical questions concerning undergraduate education here. For example, the Penn Plan study scrutinized central issues such as what sort of good an undergraduate education really is, and led to consideration of who should pay for that good, and on what terms. Similar consideration of graduate and professional schooling might lead to beneficial revisions of the lecture/seminar/independent work components in various programs, some compression of the time required to complete many degrees, and to new mechanisms to finance graduate tuition, to name only a few possibilities. As another example, the tradeoffs inherent in weighing the size of a graduate program against the amount of financial support available to students in that program have some analogy to the tradeoffs in the University's commitment to need-blind undergraduate admissions.

This report discusses only a single, albeit highly important, aspect of graduate and professional education at Penn: the compensation of graduate teaching and research assistants (TAs and RAs) and teaching fellows (TFs). The report is framed in light of the general trends mentioned above, and focuses on five specific issues raised in previous reports by the Graduate Students Association Council (January, 1982), the Graduate Council of the Faculties (May, 1982), and Marion Oliver's office (April, 1983).

ALMANAC, April 17, 1984

We believe that these five areas of concern can be addressed apart from and in advance of the wider-ranging examination of graduate education we suggest. Moreover, we stress at the outset that our primary concerns here are to raise the level and improve the equitability of teaching compensation among graduate students; emphatically, we do not argue for increased allocation of resources to graduate and professional students at the expense of the faculty or undergraduates. We do believe that enlarging the University's resource pool and a more equitable alignment of TA/RA/TF compensation will have beneficial effects on the quality of both research and undergraduate instruction at Penn. Finally, we emphasize that while real inequities in compensation may be difficult to resolve, the appearance of inequity—which is strongly perceived by many graduate students—is more easily dispelled, through better information and clear statements of University policy.

We request that the Provost, working with the Academic Planning and Budget Committee, the Graduate Deans, and other appropriate bodies, move to examine, revise, and communicate University policies in the following areas as expeditiously as possible.

1. *Fellowship assistance.* Graduate students at Penn were delighted to hear that total fellowship aid will be raised by almost one-half. This is an excellent start toward a renewed commitment to graduate education. Inasmuch as Penn still lags behind peer institutions, sustained efforts to increase the total dollar amount of "free" fellowships available and to allocate them equitably are critical. A key question to be addressed is the balance between the number of students receiving fellowships and the amount of assistance to each student.

2. *Consistency of TA/RA/TF workloads and compensation across schools.* The survey of TA compensation policies prepared by Marion Oliver's office presents a summary of TA packages across schools. It is unclear whether tuition benefits have been included consistently in calculating total compensation. Nevertheless, the huge range of TA/RA/TF compensation is startling: more than a \$9,000 difference between SEAS and Dental Medicine.

The present determination of workloads and remuneration at the school level may lead to outcomes that are not consonant with the direction in which we, as a University, wish to be moving. It appears that undue weight is given to the schools' present resources and access to outside funding, and not enough to the variety of disciplines and the balance between them that we want at Penn in the future.

We believe that previous analyses of the compensation issues do not explore the problems in sufficient depth to form the basis for appropriate policies. For example, in their report the Graduate Council of the Faculties conclude that teaching fellows are not an inexpensive way of providing teaching (page 8).^{*} But to reach this conclusion, they halve the two-course-per-semester teaching load (acknowledged to be the standard workload in at least some departments) and compare that cost to the cheapest possible outside hire. (The issue is further simplified, of course, by ignoring the "demand for faculty services" that graduate TAs and TFs create, and that outside hires do not.)

We recognize that TA/RA/TF compensation cannot and should not be set by a rigid and universally applicable decree. We do urge the following action:

- (a) Clarification of workload norms and guidelines. The present norm (six sections per week) is probably too burdensome to permit either the development of effective teaching skills or the optimal conduct of graduate research.
- (b) Articulation of explicit and objective criteria to be used by the schools in

determining compensation packages.

- (c) Regular review of the schools' compensation policies and plans by senior administrators, in conjunction with the planning and budget process.
- (d) Periodic dissemination of information on TA/RA/TF compensation and planned revisions, to graduate and professional students across the University.

3. *Greater consistency of workloads and compensation within schools, departments, and programs.* Many of our comments in the preceding section apply here as well. In particular, the Graduate Council of the Faculties report concludes that exploitation of TAs and TFs is not a serious problem, and recommends that they be compensated in a way commensurate with their responsibilities and skills. Inasmuch as schools and departments are monopsonists in the market for graduate TA/RA/TF services, we feel that it is unwise to believe that any market mechanism fairly determines compensation on the basis of "market differentials and individual capabilities, talents, and responsibilities." (Memo to Oliver, page 4).^{*} Regular reviews and guidance from senior administrators is necessary here as well.

4. *Revision of compensation.* We urge that TA/RA/TF compensation be revised yearly to maintain the real value of tuition benefits and stipends. A hard-and-fast formula is probably impractical, but linking—however loosely—the value of compensation to some known and reasonable index will permit better graduate student financial planning. Com-

pensation levels and increases should be part of the Provost's annual budget guidelines, and an integral part of each school's budget review. We stress also that existing disparities in compensation, between schools and within schools, should be narrowed first, lest any scheme of indexation only perpetuate and widen those disparities.

5. Other recommendations.

a) We request that the Provost and Graduate Deans consider inclusion of general fees in the compensation packages. Pending resolution of this question, we encourage the Deans to regularize an option for stipend payments, whereby larger payments are made to students at the time the fee is due, and reduced payments later in the term. This suggestion of the Graduate Council of the Faculties (Exhibit A) has been implemented in very few schools.

b) The tax treatment of stipends varies widely across schools. We recommend that the Provost and the Deans periodically review the individual schools' situations to ensure that tax-free treatment is accorded to as many stipends as possible, in numbers and value.

c) In those cases where stipends must be considered taxable (numerous at present), then their classification as payment for services rendered might have no marginal cost for graduate TAs, RAs, and TFs, yet entitle them to other benefits such as health insurance that normally accompany employment. Such possibilities should be reviewed and investigated as soon as possible.

^{*}Supplemental documentation mentioned above is available from the GAPSA Office, 250 Houston Hall, Ext. 3150.

Update

APRIL ON CAMPUS

FILMS

International Cinema

Screenings at 7:30 p.m. in International House. Information: 387-5125, Ext. 222. Admission \$2.50, students \$2, children \$1.

18 *The Whitney Biennial Super-8 Program.*

19 *Bitter Cane*; filmed clandestinely by Haiti Films, a classic Marxist analysis of the history and contemporary realities of that Caribbean nation.

Movies in Video

Modern Language College House: movies are shown at 9 p.m. in Lounge 411.

19 *Cousin, Cousine*; French comedy directed by Jean-Charles Tacchella about a love affair between two cousins.

SPECIAL EVENTS

19 *Food Tasting*: sample a variety of foods prepared by the Faculty Club's chef Jacques Hodnet. Call Ext. 4618 if you plan to attend.

TALKS

18 *The Role of Prostaglandins in Gastrointestinal Disease*; Dr. Donald E. Wilson, professor and chairman, medicine, Downstate Medical Center; 11 a.m., Medical Alumni Hall, HUP (5th Annual Nathan F. Mossell Lecture/Medical Grand Rounds: School of Medicine).

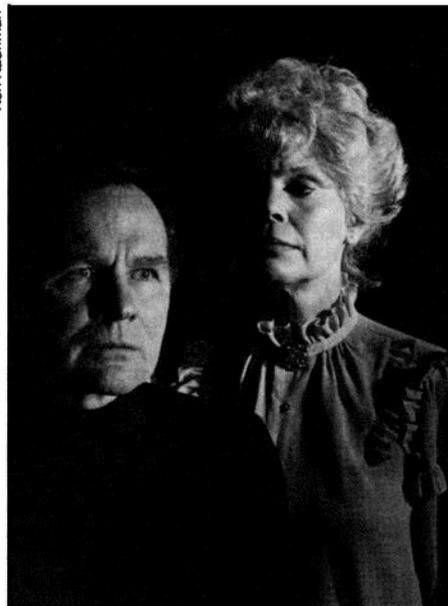
Electron Probe X-Ray Microanalysis of Frozen Hydrated Sections: Recent Results with Epithelia; Brij Gupta, department of zoology, University of Cambridge; 4 p.m.,

Physiology Library, Richards Building (Department of Physiology).

19 *Regulation of Neuronal Activity by Protein Phosphorylation*; Irwin Levitan, department of biochemistry, Brandeis University; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

Literary Traffic: The Serenity of Influence; Isabelle Naginski, 1983-84 Mellon Fellow; 5 p.m., Benjamin Franklin Room, Houston Hall (Graduate Group in Comparative Literature and Literary Theory, Undergraduate Major in Comparative Literature, Slavic Department).

Ken Kauffman



Betsy Palmer and Stephen Joyce head the cast of the Philadelphia Drama Guild's completely new adaptation of August Strindberg's The Father, the 19th century classic about marital power plays in the struggle between the sexes, done by Broadway and television writer Oliver Hailey. The last production of the season, under the direction of William Woodman, opens with previews April 26 and runs through May 13 at the Zellerbach Theatre of the Annenberg Center. For tickets/information call 546-0776.

Need Some Exercise?

The department of recreation will offer lunch-time classes in aerobics and exercise this summer. The 8 week lifetime sports sessions begin April 30 and both classes will meet Mondays, Wednesdays and Fridays: aerobics noon-1 p.m. and exercise 1-2 p.m. Sign up for either class at Room 210, Hutchinson Gym, Monday, April 23 to Thursday, April 26, 9 a.m.-4 p.m.

There is a limited number of spaces available in each class and there will be no mail-in or late registration. \$20 for staff and faculty; \$15 for students. For more information call Ext. 7452.

23 *Biology Redefines Sex in the Twentieth Century*; Diana Hall, Wood Institute, College of Physicians of Philadelphia; 4 p.m., Seminar Room 107, Smith Hall (Department of History and Sociology of Science).

The Commonwealth of Turkish Arts: Ottoman Festivals; Metin And, professor of drama, University of Ankara, Turkey; 4 p.m., Room B-4, Fine Arts Building (Middle East Center).

24 *The Effect of Oxidative Stress on the Respiratory Burst and Redox State of Rat Alveolar Macrophages*; Dr. Mark Sutherland, department of physiology; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminar).

Isolated Elders in New York City and London; Ruth Bennett, deputy director, Center for Geriatrics and Gerontology, Columbia University; 3:30-5 p.m., Dunlop, Auditorium B, Medical Education Building (Center for the Study of Aging Seminar Series).

Italian Industrialization, 1861-1913: A Progress Report; Stefano Fenoaltea, department of economics, Williams College; 4 p.m., Harrison-Smith-Penniman Room, Houston Hall (Department of History and Sociology of Science, History Department).

Regeneration of Synaptic Connections by Identified Neurons in Cultures; John Nicholls, department of pharmacology, University of Basal, Switzerland; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

Additions, changes and cancellations for the weekly On Campus Update must be received by noon Tuesday prior to the Tuesday of publication. Address: 3601 Locust Walk/C8 (second floor of the CA).

ALMANAC, April 17, 1984