Death of Dr. Davis: Dr. Richard Davis, assistant professor of pharmacology, died following the recurrence of a stroke on October 25 at the age of 53. He joined the department of pharmacology at Penn in 1954, and received his Ph.D. from Rice University. Before coming to Penn he spent a postdoctoral year in electron microscopy at Rockefeller University. In July 1973, Dr. Davis was recognized internationally for his high-precision localization of cholinesterases in mammalian tissues. Dr. Davis graduated cum laude from Kenyon College in 1954, and received his Ph.D. from Rice University. Before coming to Penn he spent a postdoctoral year in electron microscopy at Rockefeller University. He is survived by his mother, Mrs. Adeline Davis, a sister, Mrs. Linda Litzinger, and a brother Louis Davis.

Publications Director: Stephanie Williams, who has been manager of marketing communications in University Relations, has been named to the directorship vacated recently by Nicholas Nagurny. Mrs. Williams, a former Philadelphia advertising executive, joined Penn in 1979 and has handled catalogs, bulletins, and external promotions such as the new series of video spots used on PBS this fall.

No Break: The week of Thanksgiving there has usually been no issue of Almanac; however, there will be an issue next week containing the Report of the Task Force on the Quality of Teaching and the December pull-out calendar.

IN BRIEF

The University Council, 25-10 Vote in Favor of Divestment

The University Council voted 25-10, with five abstentions, in favor of divesting of stocks in companies that do business in South Africa.

Three trustees opened the hour's debate on November 13—Richard Brown, chairman of the Trustees Committee on University Responsibility; Robert Yarnall and David Auten.

The resolution, introduced by GAPSA, cites Council's 1981 resolution to divest. The full text will be published shortly; its central passage asks that the Trustees "immediately agree to divest... within one year of any stocks and bonds now held with companies that are actively doing business within the country of South Africa." It adds, "We also request that in addition to divestment, the University acknowledge its moral responsibility to support the development of humane systems of government and establish a Task Force of knowledgeable university members to develop a set of measures that University members can take to counter apartheid."

In debate, Chair-elect Dr. Roger Soloway took the view that divestment might be a one-shot effort weaker than staying in and using investments as leverage, and Past Chair Dr. Jacob Abel proposed actively organizing stockholder resolutions to focus publicity and pressure on companies to strengthen adherence to Sullivan principles—and to raise the goals of Sullivan. The current Chair, Dr. Anthony Tomazinis, objected to voting a fixed institutional morality.

Dr. Susan Wachter addressed the question as an economist, noting the "zero sum game" effect that if divestment cost little, it would achieve little impact. Dr. Henry Tuene's concern was that American divestment might be welcomed by the regime, since U.S. capital could be replaced with no-strings Far Eastern capital.

The question of refusing gifts as well as divesting drew strongest debate. A student urged refusing gifts to increase public-opinion pressure. Dr. Michael Cohen said that such a proposal, if made...
INTERIM REPORT OF THE COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY

November 11, 1985

This interim report of the Senate Committee on the Economic Status of the Faculty has two purposes: 1) To report on our evaluation of last year's increases in salaries of continuing faculty, and 2) To recommend this year's increases. Two resolutions follow. The committee is also working on other matters, such as tuition benefits and flexible benefits and will report on them next spring.

Since in both areas the committee followed the guidelines of the 5-Year Plan for Faculty Salaries (approved by the Faculty Senate on April 10, 1984), it will be helpful to repeat its main points. In the first place, in view of a nearly 10% loss in the faculty's real income in the past years (1974-84), the annual salary increases need to be at least 2% higher than the cost of living increase. This minimum increase will be referred to as the "catch-up" goal. In the second place, noting that faculty salary increases have slipped behind increases in peer institutions by 4.4% during the last three years (1981-84), we also called for additional increases to cover that gap within three years. This goal will be referred to as the "match-up" goal.

1. Evaluation of last year's Increases

In our April 1985 Report, we expressed our satisfaction that the aggregate increases proposed by the administration for 1985-86 would meet the "catch-up" minimum. The overall figures now available indicate that they did so for the continuing faculty as a whole. What remains to be ascertained is the actual distribution of the increases. We then requested distribution figures by school and key percentiles from the administration.

We received the requested figures, but not the necessary breakdowns we had requested. However, even the data that we received appeared to indicate that, especially for full professors, the increases were very unequally distributed, with a significant proportion failing to reach the "catch-up" minimum.

We also sent a short questionnaire to deans and department chairs about aggregate increases suggested to, and requested and obtained, by their budgetary units. Full confidentiality was assured in all cases. We did get some answers, for which we are grateful. However, we are sad to have to report that a number of deans did not only not answer our questionnaire, but instructed their department chairs not to release the requested figures. This committee was elected to promote the economic interests of the faculty, and therefore it is disappointed to find out that deans and department chairs, in their position as administrators, have declined to help it promote these interests of their faculty.

As a result, our concern about the distribution of increases remains unanswered. We can only state that there is no evidence that the implementation of the "catch-up" policy has been carried out in such a way that all segments of the faculty did indeed recover a significant part of their past losses in real income. Our concern expressed in the 1985 Report that "procedures be developed which ensure that the stated policies be implemented in all schools," continues.

Resolution of this matter requires the cooperation of the administration. Hence, the appended Resolution No. 2.

2. Recommended increases for next year

In the area of the "catch-up" goal, in view of the low cost of living increase projected for this year, we believe we may trust the administration to propose increases that will meet the minimum objectives of the 5-Year Plan.

However, insofar as the "match-up" is concerned, the situation has deteriorated since 1984. In order to "match-up" with their rate of salary increases over the four years 1981-1985, and bring the University back to a competitive position, we need now to have, during the next two years (having lost a year), an increase in continuing faculty salaries that would be 2.4% higher per year than the expected increases in the peer institutions.

While it is impossible to predict exactly what the peer institutions will do this year — in fact, our estimates last year turned out to be too low — the committee is assuming, on the basis of past performance, that the increase in peer institutions will be in the vicinity of 7.4%. In terms of the "match-up" objectives of the 5-Year Plan, this would translate into a total 9.8% increase for the continuing faculty at the University of Pennsylvania.

Resolution

The Faculty Senate recommends that:

1. The total increases in salaries for the continuing faculty for 1986-87 be at least 9.8%, so that the University might regain its proper place among its peer institutions.

2. Deans cooperate with the Senate Committee on the Economic Status of the Faculty in its attempts to monitor the implementation of salary increase policies.

SENATE COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY

Chair: Diana H. Crane (sociology), ex officio

Members:

Jacob M. Abel (mechanical engineering), ex officio
Paul A. Liebman (anatomy and ophthalmology)
Jean Alter (Romance languages), ex officio
Roger H. Walmley (physics)
Chair: Diana H. Crane (sociology)
James E. Walter (finance)
Roger D. Solomon (medicine), ex officio
Anthony R. Tomazinis (city planning), ex officio

ALMANAC November 19, 1985
To the University Community:

I am writing in follow up to your several recent conversations with Dr. Raub of my staff regarding funding for research with live vertebrate animals. As you know, in the light of the upcoming special review of the University of Pennsylvania's total program for the care and use of laboratory animals, the NIH finds it necessary to place temporary restraints on selected new commitments of funds. Specifically, effective November 1, 1985, I issued the following interim policy:

1. All NIH competing grants for research involving live vertebrate animals at the University of Pennsylvania will require the concurrence of the Deputy Director for Extramural Research and Training or his designee. The policy affects new grants (Type 1), competing renewals (Type 2), and competing supplements (Type 3).

2. Noncompeting continuation applications (Type 5) may be awarded without special considerations.

3. Where it is necessary to defer a competing continuation grant (Type 2) that the awarding unit otherwise would have issued, the current budget period should be extended administratively for six months with new funds to maintain the continuity of ongoing research.

4. Analogous considerations will obtain for new R&D contracts and extensions of existing ones. This interim policy will obtain until modified or discontinued on the basis of the results of the review of the new Animal Welfare Assurance that is due on January 1, 1986.

I am mindful of the fact that the University is strongly committed toward ensuring that its program for the care and use of laboratory animals is in full compliance with all applicable statutory, regulatory, and administrative requirements. I also am mindful that the interim policy described above may impose hardship on some individual scientist and administrative requirements. I also am mindful that the interim policy described above may impose hardship on some individual scientist and administrative requirements.

I expect that as many as 15 new and competing renewal grants to Penn may be affected by this interim NIH policy. NIH appreciates the hardship on individual scientists and on the University as a whole that their policy may impose. As a result they have agreed to give prompt attention to our Assurance statement, due December 31, 1985, so as to be able to provide a substantive response before February 1, 1986.

I Penn will continue to work with the NIH to ensure that our programs for the care and use of laboratory animals are in full compliance with federal requirements. However, we must point out that we fail to understand the process by which the NIH has acted in imposing this interim policy, or the justification for imposing funding delays on projects that have received high scientific priorities, based on peer review, and for which no questions have been raised as to the appropriateness of animal care and use. Faculty and staff having questions regarding this interim policy should address them to their respective Deans.

Sincerely yours,

James B. Wyngaarden, M.D., Director, National Institutes of Health

Licensing of the Penn Name, Logos, and Symbols

The University of Pennsylvania has a proprietary interest in its name and in the logos and symbols that have come to be associated with it. Often vendors seek University approval to license the University name, logos, or symbols for use on commercial products; other times vendors do so without University approval. To protect its reputation, the University has a strong interest in ensuring that its name is associated only with high quality merchandise of appropriate character. For the purpose of monitoring licensing activities throughout the United States and the world, it has entered into an agreement with the International Collegiate Enterprises, Inc. ("ICE"), a company that is experienced in the licensing field and acts as licensing agent for many other universities. Because ICE will act as the University's exclusive licensing agent, anyone in the University community seeking to use the University name, logos, or symbols for commercial purposes must do so through ICE. Individuals and departments of the University with questions or wishes to license the University name should forward a copy to the Office of the Vice President for Administration (737 Franklin Building, 6294) no later than December 6, 1985.

—Mary Ann Meyers, Secretary of the University

—Gary J. Posner, Vice President for Administration
Conference Schedule


Workshops of the Conference

21 The Pauperization of Women, 10 a.m.-noon, Bodek Lounge, Houston Hall. People of Faith ... Called to Activism?; 3-5 p.m., Bodek Lounge, Houston Hall.

22 Worker Owned Cooperatives: noon-2 p.m., Bodek Lounge, Houston Hall (Christian Association, Hillel at Penn, Penn Political Union, Connaissance, Penn Extension, Penn Newman Center, Women's Center, Political Participation Center).

Talks

19 Turnover and Release of Arachidonic Acid in Thrombin-Stimulated Human Platelets and Macrophages; David Purton, Thrombosis Research Institute, Temple University; 12:30 p.m., Physiology Library, Richards Building (Department of Physiology).

20 Preventing Acquaintance Rape: Female-Male Relationships; 7:30 p.m., Room 100, Law School (Women's Center, Public Safety and Security, University Counseling Service, Office of Student Life, Residential Living, Student Health).

The Symbolism of the Book in Art: Maurice Shapiro, professor of art history, Tulane University; 5:30 p.m., 6th floor, Van Pelt Library (Friends of the Library).

The Concept of the Universality of the Roman Empire from Augustus to Boisset: Emilio Gabba, professor of ancient history, University of Pavia, member of Institute for Advanced Study in Princeton; 5 p.m., Bishop White Room, Houston Hall (Classical Studies).

The Quest for Melanoma-Specific T Cell Clones; Jeanette Bencivelli, Dr. DuPont Guerry, Hematology-Oncology Section; 4 p.m., Conference Room 7, Silverstein, HUP (Hematology-Oncology Section).

21 The Measurement of Male Adult Personality Development; Dr. Michael T. Brown, counseling psychology and guidance, Ball State University; 3 p.m., Room D-9, Graduate School of Education (Psychology in Education, GSE).

The Attractive and Repulsive Forces Between Membranes: Dr. Sidney Simon, department of biology, Duke University Medical Center; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

22 The Natural and Unnatural Roles of Polyoma Virus Oncogene; Dr. Tom Benjamin, department of pathology, Harvard Medical School; 11:30 a.m., 196 Med Labs Building (Microbiology Graduate Group).

DNA in Tight Places; Charles Cantor, professor of ancient history, Columbia University; noon, Room 404 Anatomy-Chemistry Building (Department of Biochemistry and Biophysics).

Cytological Parathyroid Hormone Assay; Application of Techniques in Vivo; Susan Silverton, department of physiology; 12:30 p.m., Physiology Library, Richards Building (Department of Physiology).

Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the January pullout calendar is Monday, December 2. Send to: Almanac, 3601 Locust Walk, 6224 (second floor of the Christian Association Building).

Note: The December pullout calendar originally scheduled for this week will appear in next week's Almanac, November 26.

An Open Letter to the Penn Community

November 21, 1985 has been set as the American Cancer Society's Great American Smokeout, a day for all faculty, staff and students to recognize that stopping smoking is not only good for you, but it's good for the people around you, and makes the Penn environment all that more enjoyable. Don't smoke on November 21. It might just become your new habit.

—Gary J. Posner, Vice President for Administration
—Anthony R. Tomazinis, Chair, Faculty Senate
—Russell Muth, Spokesperson A-3 Assembly
—Shirley Hill, Chair, A-1 Assembly
—Michael Gordon, Chair, Undergraduate Assembly
—James Whelan, Chair, GAPSA

Penn's Participation in the Smokeout

The Support Network

Penn, through its Wellness Program, has set up a support network to help smokers quit successfully on November 21. The following members of the faculty and staff who have stopped smoking through the University's I Can Quit programs will be available all day on Thursday, November 21 to speak with smokers and help them through those 24 hours. Those trying to quit should call: Susanne Bradford, Annenberg School, Ext. 8016 George Budd, Human Resources, Ext. 6010 Charles Perry, Industrial Research, Ext. 5605 Gary Posner, VP Administration, Ext. 6684 Helena Clark, Law School, Ext. 7493 Barbara Johnson, Staff Relations, Ext. 6903 Suzanne Riley, Law School, Ext. 3203 Eric van Merkeneistein, Wharton, Ext. 1170.

The Reunion

On the evening of November 21, I Can Quit graduates are getting together for a reunion. Those smokers who quit for the day, successful quitters, those who are thinking about quitting or those who know someone who might quit smoking and would like to be of help, are invited to the Faculty Club at 5:30 p.m. to spend some time with other people who work and teach on this campus and were able to kick the habit. Michael Silverman, Philadelphia Health Plan's clinical and group psychologist who has guided hundreds of smokers to non-smoking lives, will also be present.

The Support Network is available at the following locations:
- Faculty Club from 5:30-6:30 p.m. and the cost is $30. Penn expresses its commitment and support of smoking cessation by partially refunding the program cost of successful quitters. For further information or to register please call Franni Lundy, on Ext. 6093, or come to the reunion.

I Can Quit

Smokers who decide that they want to quit for more than just one day can call the Wellness Program's I Can Quit smoking cessation course. The next program begins on November 26. It is an eight session course designed to deal with the complex behavioral, physiological and psychological factors that confront the smoker who attempts to quit. The sessions are held at the Faculty Club from 5:30-6:30 p.m. and the cost is $30. Penn expresses its commitment and support of smoking cessation by partially refunding the program cost of successful quitters. For further information or to register please call Franni Lundy, on Ext. 6093, or come to the reunion.

Adopt-A-Smoker

There is an important role ex-smokers or never-smokers can play on Smokeout Day. They can Adopt-A-Smoker. This has been an extremely successful aspect of the Smokeout. They take upon themselves to help a quitter-for-the-day on the path to smokelessness. They provide constant encouragement. For extra credit, apply for a Smoking Cessation Certificate. Adoption papers are available at Franni Lundy.

Visit the Smokeout Kickoff

Wednesday, November 20 from 4:30-5:30 p.m. and Thursday, November 21 from 8:30-9:30 a.m. in the lobby of the Franklin Building. Smokers will be able to throw away their cigarettes alongside other campus quitters and pick up survival kits, extra tips, adoption papers, buttons to let people know that they are going to quit smoking for the day and an extra bit of encouragement.

Correction: In last week's front page story on the Green College, the Hon. Leonore Annenberg's name was misspelled. We regret the error.

Ed.

Almanac

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(215) 898-5274 or 5275.

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ALMANAC November 19, 1985