Bishop Tutu: January 14

Desmond Tutu, Anglican Bishop of Johannesburg, will deliver the keynote address at the University's week-long Martin Luther King Commemoration January 13-18. Bishop Tutu, who won the 1984 Nobel Peace Prize for his non-violent opposition to apartheid in South Africa, is expected to speak on the struggle for racial equality in his native land when he appears at Irvine Auditorium on Tuesday January 14, at 4 p.m.

In 1984, Bishop Tutu became South Africa's first black Anglican bishop. Before that he served for several years as that nation's first black General Secretary of the South African Council of Churches, during which time he represented 12 million Christians of all races. An outspoken proponent of economic pressure to bring reform of South Africa's policy of racial separation, Bishop Tutu is widely considered the leading figure of moderation in his country.

President's Forum 1986-87: Colorlines

In the coming eighteen months, the President's Forum will devote itself to the issues of race and racism, under the overall title Colorlines: The Enduring Significance of Race. President Sheldon Hackney has urged all of the University's Schools and organizations to "join in reflection and discussion of these pressing problems within our own community, our nation, and throughout the world." As with the first three President's Forums, primary objectives of the 1986-87 Forum will be to promote intellectual exchange within the University; to facilitate research across disciplines in the humanities, social sciences, natural sciences, and the professional schools; and to engage the larger Penn community in consideration of a dilemma that affects all of us.

For the Trustees Stated Meeting at 2 p.m. Friday, January 17—when Investment policy on companies operating in South Africa is on the agenda—there will be a microwave broadcast to Room 110 Annenberg School, which has a large-screen receiver and seats 100. Members of the University are welcome to view the proceedings in the new Annenberg facility.

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From College Hall

On Freedom to Exchange Ideas

We have stated the following points on numerous occasions in the past. As the new term begins, we hope they will be kept in mind by the entire University community.

Hundreds of outside speakers are invited to the campus each year, sponsored by scores of different organizations of faculty, students, and staff. We urge those who sponsor programs to consider carefully the likely reactions of the University community and the need to promote an environment of mutual respect. Sponsors, of course, have a right to follow their own judgments. We urge only that if a speaker whose views may be offensive to some portion of the campus community is to be invited, the sponsors think carefully about when and how to present such a controversial speaker so as to minimize the possibility that individuals or groups will be offended and to maximize the opportunity for real discussion.

At the same time, we affirm the right of all campus groups to invite whomever they wish to the campus and underscore our commitment to take all feasible steps to protect that right, whatever our views on the speaker or on the judgments of particular invitees. The free exchange of ideas requires no less. This is a great university, and it must continue to be a forum for the expression of differing opinions. Education can come in many different forms, including listening to speeches by individuals whose opinions are antithetical to most listeners.

We do not intend to speak out on each of these occasions any more than in the past, but our silence should not be taken as implicit endorser of the views of any speakers or of the goals of any sponsor.

Sheldon Hackney, President

Thomas Ehrlich, Provost

COUNCIL

Tighter Security Measures and Increased Vigilance

The Safety and Security Committee has been reviewing the security systems and practices currently in place on the campus of the University of Pennsylvania. While there does appear to have been a decline in major crime on campuses over the last five years, the recent tragic incident in Graduate Tower A has highlighted the need for tighter security measures and increased vigilance.

A basic weakness in the controlled access to residence and other buildings is the use of the current ID card. These cards can be lost or stolen and can be presented by individuals desiring to gain unauthorized entry. The tiny identification pictures and the fraction of a second that the card is flashed do not allow the ID checkers a safe and reliable approach to excluding intruders. What is needed is a computerized system linked to magnetic tape encoded ID cards which are identified by an automated card reading system. The ID checkers would continue to check photos while the card is in the reader, but the automated system would scan its data base to ascertain whether the card is valid. Once an individual leaves the University of Pennsylvania, his card would be cancelled and could not be used in the system.

In addition, the cards would also be automatically logged in and out of the central computer so that in the event of a crime there would be a listing of those who had access to the building in question. Access to these buildings should be via a single lane turnstile so that unauthorized individuals cannot push their way through.

The key system that is currently in use in Graduate Towers A & B is of marginal utility as a security system and should be replaced and/or augmented by the system outlined above.

A major gap in current building security is presented by access to visitors. Visitors to the residences should be screened by building personnel by at least two methods. The individual receiving the visitor must talk directly with building security personnel and agree to receive the visitor. All visitors should be required to show identification and to sign in and out of the residence.

We urge the administration to begin to incorporate these measures into its security system as quickly as possible.

—Sheldon Jacobson, M.D., Chairman

Safety & Security Committee

(continued from page 1)

problems of school desegregation, elite institutions and affirmative action, racism in intercollegiate athletics and American sport, and race and university management.

The Forum will conclude in the spring of 1987 with a colloquium on The Future of Multi-racial Societies.

The President and Dr. Engs' Forum Committee are eager to incorporate in these preliminary plans initiatives from other campus groups. "Our goals remain the same as those of W.E.B. DuBois when he was at Penn nearly a hundred years ago," said Dr. Engs. "Through knowledge and understanding about one another, we can learn to accept and respect one another—if our minds are open—as they should be in our environment."

In early April, the Forum will sponsor a colloquium in cooperation with the Graduate School of Education entitled Gathered to Scatter: Purposes and Process in White-Defined Higher Education for Blacks—The Hampton Institute Model. Scholars and interested parties from Virginia and around the Northeast will gather to discuss the intent and outcome of the education offered at the historically black colleges of this nation.

As opportunity provides, additional Spring Colloquia or lectures may be added.

Fall 1986

In the fall of 1986, the Forum will sponsor two major colloquia. The first, Colorlines—Racism in America, will look at problems of color, gender, class and language among U.S. minorities. The second Colorlines—Race and Color Discrimination in the New World will look at similar problems in other areas of the hemisphere.

In the spring of 1987, the Forum will also sponsor two major colloquia. The first Colorlines: Comparative Ways of Defining Difference—Europe, Africa and Asia, will attempt to put American racial problems in an international perspective, and to recognize and seek understanding about problems of racial and ethnic difference that are peculiar to other societies.

The second, Racism in the Academy, will attempt to utilize insights and comparative perspective gathered from previous sessions. Its focus will be on such issues as racism and the department's serving as the Planning Committee coordinator.

Over the eighteen months of the Forum, the Committee will sponsor a series of colloquia to which the entire University community is invited. In addition, the Committee solicits ideas for workshops and programs related to its themes from other interested groups on campus. Modest funding is available to bring speakers, to support seminars, and to publicize courses and related events. The Forum Committee invites suggestions which may be addressed to any of the Committee members or to Dr. Engs, at the Office of the President, 100 College Hall/6380.

Spring 1986

In the spring of 1986, the President's Forum will initiate its activities through co-sponsorship of the Martin Luther King, Jr. Day Commemoration at the University, to be highlighted by the address of Reverend Desmond Tutu.

In late February or early March, it will sponsor its first colloquium entitled Defining Racism, in which scholars from Penn and other institutions will discuss the origins, manifestations, and consequences of "Colorlines" in human history from interdisciplinary perspectives.

Almanac

January 14, 1986

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.

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Committee will request the librarian of the Library Assembly. John Hayden for the Assembly. John Hayden for the Assembly.

ALMANAC January 14, 1986
Changes in Social Security, Withholding, and State Personal Income Taxes

Beginning January 1, 1986, all faculty and staff of the University will be subject to a change in the social security tax (FICA) which is collected through payroll withholding. The tax will increase from 7.05% to 7.15% and the taxable wage base will increase from $39,600 to $42,000. Therefore, the maximum social security tax to be withheld from employees in 1986 will increase from $2,791.80 to $3,007.00.

The value of one withholding allowance for Federal withholding tax will increase from $1,040.00 to $1,080.00 on an annual basis. For weekly-paid employees, the value of one withholding allowance increases from $20.00 to $20.77 on a weekly basis. For monthly-paid employees, the value of one withholding allowance increases from $86.67 to $90.00 on a monthly basis.

The Pennsylvania State Personal Income Tax will decrease from 2.35% to 2.20%.

Any questions relating to these changes should be directed, preferably in writing to Val Gossman, director of payroll, Room 327, Franklin Building/6264 at Ext. 1443.

—Alfred F. Beers, Comptroller

Weekly Pay on Fridays

The increased usage of direct deposit for payroll checks has caused the University to reexamine its weekly payroll cycle. With the standard University work-week starting on Monday and ending on Sunday, there is, at present, only one day processing time before direct deposit information must reach the bank clearinghouse. This one day does not allow for sufficient processing control. Adding one day to the cycle, resulting in a Friday payday, will help significantly with the processing schedule and will permit University weekly paid personnel to be paid on a schedule that remains more favorable than current industry standard practice. The first Friday payday will be January 17, 1986.

If you have questions, please contact Val Gossman, director of payroll, at Ext. 1443.

—Alfred F. Beers, Comptroller

Speaking Out

Death of a Student

The violent and untimely death of Meera Ananthakrishnan, a 24-year-old graduate student in physics, is a loss felt by every member of the University community. This tragedy has evoked widespread response of sorrow and sympathy. In addition to such universal responses each culture has evolved its own distinctive mode by which the surviving members of the family mourn their dead. I, along with several colleagues at the University and the local Indian community, attempted to provide some help and support especially in terms of meeting the proper residential and dietary needs of the relatives of the deceased student on their arrival at the campus. Our experience with the response of the University's administration offices was very disappointing.

On the morning of Tuesday, December 3, 1985, immediately after learning about the tragic event, I spent several hours on the telephone establishing contact with several administrative officers of the University. In most cases, even after repeated attempts I was unable to reach the top person(s) listed in the University Directory. Furthermore, there was a singularly uniform response from the receivers of my call that the person involved was at a meeting. In each case, I had left my name and/or telephone number to be given to the relatives on their arrival. I am not sure this information reached them.

When I eventually met the two relatives on Thursday afternoon, I saw two exhausted and bewildered individuals being shuttled between different offices. At the time of my seeing them, Reverend Stanley Johnson was the only major official of the University to have met them. Under the situation they were facing, it must have been particularly shocking to read that the University felt that the campus security was "splendid." This event has prompted me to speak out and raise the following points:

1. Is this type of response particularly characteristic of the University's administration offices or is it the price of the largeness of the Institution?

2. The administrative bureaucracy? Probably some of us recall that when another visiting Asian scholar was killed in the campus area some 25 years ago, the outrage and shock with which the University community responded. Secondly, as to how we can ensure that our views are heard and concrete steps are taken to implement them. I am also calling upon the faculty to express their views on an appropriate memorial for someone who was attracted to the University of Pennsylvania by its faculty and researchers.

—M. Raja Iyengar
Professor of Biochemistry, Vet. Biology

Death and the Community

We at the Department of Public Safety would like to take this opportunity to express our gratitude and appreciation to the entire University community for the cooperation rendered and the Philadelphia Police Department while investigating the tragic death of Meera Ananthakrishnan. The University community rallied to offer support and assistance without which would have made the responsibilities of Public Safety personnel much more difficult.

There are several individuals who lent Public Safety considerable aid that we must acknowledge specifically. Our many tasks were mitigated because these individuals came forward to facilitate the needs and concerns of Ms. Ananthakrishnan's family as well as the campus community. Reverend Stanley Johnson, University Chaplain; Dr. Anu Rao, Director Faculty Staff Assistance Program; Dr. L.G. Vasanthi, Department of Radiation Therapy, Science Center; Dr. S.K. Pidara, Dental School; Dr. David Balamuth, Physics; Ms. Ann Kuhlman, International Programs; Dr. Carol Kontos and the Residential Life Staff; and Ms. Connie Goodman, VPU Office, are among those who devoted themselves to the needs of others.

Their efforts not only helped comfort family and friends, but also served to illuminate Public Safety's Investigative Supervisor, Michael Carroll, who was charged with accommodating the family's needs while at the same time coordinating investigative responsibilities with the Philadelphia Police Department.

These individuals as well as others demonstrated, in this painful and unfortunate event, that the University is a community in the true sense.

—John P. Logan, Director
Department of Public Safety

Ride Board Safety

In light of the recent campus focus on safety, I thought this a good time to raise a related issue.

When I entered Syracuse University as a freshman, a friend of mine had been missing for a year. She was last seen before she accepted a ride posted on a University ride board. Her body was found later that fall. Syracuse has since established a ride service that requires current University I.D.s in a computerized ride matching service.

Needless to say, I was shocked to see Penn still functioning with a potentially dangerous "ride board system" in effect. I hope the University will consider a system such as that at Syracuse before circumstances force it.

—Anne Cranmer, Assistant Buyer, Purchasing

Response on Ride Boards

Currently, Houston Hall has contracted with College Marketing International to install a fully-computerized ride board. With this installation, we hope to minimize security/safety problems of those obtaining rides through the system.

I have been in touch with CMI and at the moment they are investigating whether or not a student/staff data base could be installed. Until this ride board and its components are installed, we will be posting notices advising those seeking rides to be extremely careful.

Thank you for your concern. I will be monitoring the installation closely, and will be advising the campus of the final result.

—Thomas J. Hauber, Associate Director of Student Life
Speaking Out

On University Responsibility

We the undersigned, have prepared the following response to the Trustees' nine questions concerning divestment (Almanac, November 5, 1985).

1. We cannot see how the University's educational mission in any way frees it from the constraints of fundamental human morality. On the contrary, such a mission imposes an additional moral burden. As academics, we must have both the ability and the responsibility to use our knowledge and our academic freedom to improve the human condition. The notion that the University must consider only its own economic and political interests when making decisions about its investments is not consistent with the University's educational mission.

2. There are already many pressures and constraints on the University that arise from its many commitments. To suggest that the University should now be held to an additional constraint is not realistic. The University, however, should still be held to the moral constraints that guide its academic mission.

3. South Africa is the only developed country in the Western Alliance whose government maintains power by an explicit policy of brutality, suppression, torture, and a particularly abhorrent form of racism. As the noted liberal philosopher, John Dewey, once said, 'What is the use of education if education does not educate us to action?'
The University has the opportunity to educate it's students and the world in general about the dire situation in South Africa.

4. While it is relevant that the University's Guidelines for Investment acknowledge the legitimacy of moral criteria in making investment decisions, we are not primarily concerned with the morality of publicly held companies, but rather, with the morality of the University of Pennsylvania. We hold that it is immoral to maintain investments in companies with holdings in South Africa, regardless of the amount of those holdings. If a company's South African operations are minimal, it should be that much easier to get that company to pull out of South Africa. If the world is to put economic pressure on South Africa, it is vital to keep the momentum going, and the symbolic effect of divestment will be lost if we rationalize away about "percentage immorality." Besides, what could we possibly put on the other side of the scale to "balance" out the brutality and murder that is now going on in the name of apartheid?

5. Divestment is an absolute minimal requirement if the University is to oppose apartheid. There are many additional actions we can take, but if we were to maintain our South African investment, these actions would be ineffectual. We would have no credibility among the black South African majority; but rather we would become isolated from those political forces which seek ...
8. Although the short-term economic effects of divestment would hurt the black majority temporarily, much as any strike or boycott, the short and long term political effects would help them dramatically. The vast majority of black South Africans are solidly in favor of divestment, disinvestment, embargos and other economic sanctions, according to independent newspaper polls. Most of the black leadership is likewise calling for sanctions. By responding to this call, we encourage these people; we empower them. We give them a peaceful but powerful weapon to use against the evil of apartheid. If economic sanctions are maintained until the black majority requests their removal, then Botha will eventually be forced to negotiate with the black leadership.

9. We question the judgment of the management of corporations still invested in South Africa. Several large banks with large South African loan portfolios have realized that their loan policies have already been hurt. Some multi-nationals have traditionally been slow to recognize political reality. General Motors, for example, remained heavily invested in Nazi Germany right up until Hitler nationalized their factories. And nationalization is not the only danger.

Given the political instabilities of South Africa, it may become difficult for such corporations to repatriate profits. Also, there is the negative effect on public relations, and the potential threat of consumer boycotts. And if large union pension funds divest, it may become more difficult for corporations with South African holdings to raise needed capital. In short, continued investment in such corporations carries financial—as well as moral—risks.

And as for the possibility of "financial burdens," let us turn the question around: if companies invested in South Africa do poorly due to consumer boycotts, and the University's holdings deprecate as a result, would the Trustees be prepared to make up the difference? Prudent investors will take a long hard look at the "risk/reward" ratio before they commit themselves politically, financially, and morally.

—Daniel J. Conrad, graduate student, Microbiology Graduate Group
—Fred Frankel, professor, microbiology (Med.)
—Sol H. Goodgal, professor, microbiology
—Mary Monck, graduate student, Microbiology Graduate Group
—Neal Nathanson, professor and chair, microbiology (Med.)
—Laura D. Pastore, secretary to chair, Department of Microbiology
—Susan R. Weiss, assistant professor, microbiology

Penn has provided financial assistance to other South African students who have come to the University independent of the operations of SAEP-II. Two black South African students are now enrolled in graduate programs at Penn and receive financial assistance from the University.

University representatives, including the president, have participated in several meetings to discuss issues related to South Africa. These include a meeting on April 3, 1985, convened by the Reverend Leon Sullivan, which drew together 30 college and university presidents and their representatives to hear Reverend Sullivan's views of the situation in South Africa and to discuss how institutions of higher education might use their influence to effect change. It was at this meeting that the Reverend Sullivan indicated that, although he felt the Sullivan Principles were having a positive effect and that some useful thrust among others to bring about peaceful change in South Africa, if apartheid was not abolished within a certain period of time he would reevaluate the situation and make new recommendations. At the meeting of the Council of Ivy League Presidents on June 19, 1985, the presidents met with the Reverend Jesse Jackson to discuss methods to eliminate the system of apartheid, efforts to assist black South African students studying in the United States, federal legislation concerning American economic activities in South Africa, and the pros and cons of selective and complete divestiture. On June 25, 1985, the presidents of the institutions participating in the Research Consortium of South Africa met to discuss current federal legislative efforts to impose governmental sanctions on South Africa, appropriate policies of institutions of higher education with respect to their investments in companies that do business in South Africa, and educational initiatives that might help black South Africa, including student and faculty exchanges. One outgrowth of this meeting was the consensus that the presidents should, as individuals, cosign a letter urging the Senate majority and minority leaders to enact legislation imposing economic sanctions on South Africa. I signed this letter along with the presidents of 19 other colleges and universities. We called upon Congress to provide a more powerful demonstration of our national disapproval of apartheid through imposing economic sanctions on South Africa.

The 1985 President's Forum, Colorlines: The Enduring Significance of Race, will focus on South Africa as part of the international dimension of the Forum.

The Provost and I have recognized the many individuals and organizations on the Penn campus who are dedicated to assisting the black majority in South Africa. We are impressed by their commitment and convinced that they can make a significant difference because they care so much about the cause that engages them. We support these organizations and individuals and urge others who care deeply about apartheid to make personal contributions to help those who are subject to its oppression. We have recognized, in particular, the efforts of the Council for Black Education and Research which is led by a former member of our faculty, professor Ezekiel Mphahlele and the Christian Association's South Africa Black Education Fund.

The following list of suggestions for alternative or additional means of opposing apartheid use the University's economic resources stem from the University Council's debate on divestment, responses to the questions concerning University policy toward apartheid developed by the Trustees' Committee on University Responsibility, the Undergraduate Assembly forum on divestment, letters and editorials that have appeared in the campus press, and other sources of campus opinion.

- To act in concert with other universities in introducing shareholder resolutions in corporations which do business in South Africa aimed at countering apartheid.
- To develop an improved version of the Sullivan Principles and to encourage corporations with interests in South Africa to adopt them.
- To use the funds that would otherwise represent the cost of divestment to educate black South Africans at Penn, providing them with the
training they will need to assume leadership in South Africa as apartheid ends.

- To develop special classes taught by University faculty on the question of apartheid and to place greater curricular emphasis on the study of southern Africa.

- To establish faculty and student exchange programs between Penn and universities in South Africa.

- To sponsor a series of debates on the campus to which representatives of South Africa's government would be invited to participate.

- To provide legal assistance for victims of apartheid by supporting Law School faculty and students.

- To provide financial support for educational organizations in South Africa that seek to train blacks and/or combat apartheid.

- To extend the University's role in combating apartheid through educational means by calling upon expertise in the University in this respect; for example, the Law School could be called upon to offer ideas in the legal arena, the Wharton School to offer ideas in the business area, and other disciplines to present proposals in their own areas of expertise each of which would seek to (1) put pressure on South Africa to undertake peaceful change, (2) to prepare the black population for major roles and eventual control of the government, and (3) to improve the education and advancement of the black population.

- To provide training opportunities for black South Africans through the University's professional schools, either at Penn or by sending faculty to work with institutions in South Africa.

- To band together in a like-minded coalition with other universities that are interested in molding companies with significant operations in South Africa into instruments for change.

- To undertake systematic studies of South Africa and to hold conferences and to publish research on the topic in order to keep the deficiencies of that government and its policies in the public eye.

- To encourage students and faculty members to form teams to work with corporations in suggesting effective ways to take steps which provide pressure for change in South Africa.

- To establish a task force of University members to develop a set of measures that the University and its members can take to counter apartheid.

- To establish an on-going educational forum on South Africa.

- To develop more extensively various consortia of universities, companies, and institutional investors organized for the purpose of fostering efforts by U.S. firms doing business in South Africa to improve the educational opportunities and the health and economic conditions of non-whites in South Africa and to improve the effectiveness of the Sullivan Principles.

- To establish a University task force to study how Penn can engage its teaching, research, and public service resources to further the educational opportunities of non-white South Africans both in the United States and in the Republic of South Africa and to establish programs of exchange intended to help develop the human talent and resources of South Africa's non-white population.

- To consider ways of improving the University's exercise of its shareholding voting rights for the purpose of promoting good corporate citizenship by companies in which the University has invested.

In closing this summary, I acknowledge that no one can be certain how much any specific actions can accomplish to bring about positive change in South Africa. There is undoubtedly more that we can do as individuals and as an institution. Our discussions through the fall have underscored the fact that, however much we may differ on appropriate institutional policy or the most effective individual actions, we are united in our desire to see apartheid end. We should remember that common commitment.

Resolution adopted by the University Council Committee on International Programs, introduced by Dr. Henry Hitch and accepted by President Hackney without vote at the December 11 Council meeting.

Recent tragic events raise concerns about the special needs and vulnerabilities of Penn's international students, many of whom are graduate and professional students. The University Council Committee on International Programs urges the University administration (1) to review immediately safety and security measures in University residences, particularly in graduate residences during University holidays; and (2) to undertake steps to enhance significantly support programs for graduate and professional students, especially international students. Two possibilities to consider are (a) developing a peer support program by pairing new international students with American students; and (b) strengthening the host family program in cooperation with the International House of Philadelphia. In addition, we suggest a review of the staffing level in graduate residences, including the possible implementation of a faculty master system.

The University Council Honorary Degrees Committee passed the following resolution on 16 October 1985:

The Honorary Degrees Committee will continue its work during the spring. I would like to urge the schools planning convocations for the earlier part of the following academic year to submit their candidates for honorary degrees early enough for the committee to review the choices before final approval.
To the University Community:

Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves 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 15 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 Book Store 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. We encourage faculty and staff who have not previously participated to volunteer so that we can have an appropriate blend of new ideas and experience.

Before submitting your name 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 22 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in April. In order that we may meet this deadline, we ask you to make your nominations by January 31.

The 1986 Committee on Committees
Gloria Duca (development), Chair
Joan I. Gotwals (libraries)
Marilyn E. Hess (pharmacology)
John F. Lubin (management)
Joan E. Lynaugh (nursing)
David Pacey (Dent '87)
David Shaman (Col '87)
Paul Shaman (statistics)
Roger D. Soloway (chair-elect, Faculty Senate), ex officio
Brian J. Spooner (anthropology)
Arthur F. Whereat (medicine)

Committees and Their Work

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

**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 director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

**Library** 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.

**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** has cognizance over 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.*

Mail to: Committee on Committees, Office of the Secretary, 121 College Hall/6382.
A Week's Events In Memory of Dr. Martin Luther King, Jr.

January 14 Opening Program with keynote speaker Bishop Desmond M. Tutu on the Condition of South Africa and the Struggle for Change; 4 p.m., Irvine Auditorium.

January 15 Anti-Apartheid Rally; 4 p.m., College Green (PENN Anti-Apartheid Coalition and Black Graduate and Professional Students Association).

Teach-In On The Principles of Non-Violent Revolution with guest speaker Dr. Vincent Harding, author of There is a River; 7:30 p.m., Multipurpose Room, DuBois College House (Black Student League; MLK Program Coordinating Committee).

January 16 Panel Discussion on Apartheid and Divestment as a Black Issue with panelists Sonja Sanchez, poet, scholar; Jerry Herman, American Friends Service Committee and Vincent Phaalha, PENN African Students Association; 7 p.m., Multipurpose Room, DuBois College House (Black Graduate and Professional Students Association).


Houston Hall 90th Anniversary Events

Spring 1986

Thursday, January 16: Trustees luncheon; sociologist professor Digby Baltzell speaks and a plaque for the Houston family is dedicated.

Friday, January 17: For Founder's Day, a Victorian Dinner for organized alumni classes features a mini-exhibition.

Thursday, January 23: The 90th Birthday Party, with exhibits and entertainment (Houston Hall Night). Student music and improvisational groups will perform at 7:30 and 9 p.m. at the Houston Hall Auditorium in a concert to benefit UNICEF, organized by Students for Africa. Lynne Ulman, daughter of actress Liv Ulman, has recently been guest speaker August Clark, Esq., Councilwoman-at-Large; 7 p.m., Bodek Lounge, Houston Hall (Office of Student Life).

All of the above programs are open to the general public. With the exception of the Concert, all programs are free.

Aboretum's Annual Photo Contest

The Morris Arboretum's Annual Photography Contest will accept entries in the following four categories:

A. Outstanding Trees of the Morris Arboretum.
B. Morris Arboretum Scenes and Vistas.
C. Seasons at the Morris Arboretum.
D. Morris Arboretum Fauna.

First place winner in each category will receive $25 towards spring course fees or towards plants from the spring Plant Festival to be held in mid-May. There is no fee for entering the contest; photographs must be submitted before January 28. Entry forms are available at the Hillcrest Avenue Entrance Pavilion or call 242-3399. An exhibition of the award-winning photographs will open February 15 at the Hillcrest Avenue Entrance Pavilion.

Clinical Study to Prevent Shingles

A clinical study is being conducted jointly by CHOP and HUP to evaluate a chickencox vaccine for the prevention of shingles. Shingles is a disease that usually affects people over 40 years of age and can cause a severe rash, pain for months and, in rare instances, encephalitis. Faculty and staff of Penn, HUP, CHOP or Wistar who are over 60 years old and have had chickenpox are eligible to be screened for the study. Participants will be paid. For more information, call Rosemary at HUP, 662-6917.

Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication.