ICA: A Penn Professor-Architect Designs the New Gallery

The Institute of Contemporary Art (ICA) broke ground yesterday for its new freestanding museum designed by Graduate School of Fine Arts Professor Adele Naude Santos, a Philadelphia-based architect with an international reputation "for spatial inventiveness and social responsibility," ICA’s Advisory Board Chair Susan L. Ravenscroft said.

The three-story building, to be constructed between now and Fall 1990 at 36th Street and Sansom, will be the third home of the ICA since its founding at Penn in 1963. It began in the Furness Building, then moved in 1968 to the Meyerson Hall space it shares with the Graduate School of Fine Arts.

The new site is now a grassy knoll leading to Graduate Tower A. A new entrance for the tower is part of the plan, which will also have, in its 25,000 square feet of space, flexible gallery space of over 10,000 square feet; a multi-purpose auditorium accommodating up to 150; the Arcadia archival library to house ICA’s collection of drawings, photographs, artists’ correspondence, slides, tapes, journals, and catalogues of the past 25 years; a rooftop members’ sculpture garden; an orientation/lobby area; workshop space for art preparation; storage; and staff offices.

The parcel of land at 36th and Sansom was designated for ICA after an earlier plan—to renovate Franklin Building Annex space now occupied by Physical Plant and the Mail Service—fell through because soil tests showed the Annex would need extensive and costly foundation work. ICA had already raised $3.5 million for the project, and is redirecting those funds toward the $5 million new construction.

Trained both in architecture and in urban planning, Professor Santos has designed the new gallery to fit into space bounded by the Graduate Towers, a subway-surface entrance and the parking lot chosen by the Campus Center Advisory Committee as the preferred location of Penn’s new “center of gravity.”

It will not be the first arts complex for the South African-born Professor Santos, who moved her architectural practice here when she came from Harvard to join GSFA in 1981 as chair of the architecture department. Among her well-known work is the Pacific Center for the Media Arts at Hawaii Loa College, and a new Center for the Arts now under construction at Albright College in Reading, Pa.

Professor Santos, her design for ICA, and its siting in relation to Graduate Towers

---OF RECORD---

On Committee Service

At the request of the Steering Committee of the University Council we wish to call the attention of the Penn community to the following statement:

It is University policy that all members of school and University-wide committees should be able to express their views within these committees without any risk of reprisals from any member of the University community. Any threats or reprisals should be reported to the ombudsman or to the person or persons who appointed the committee, the department chair, the dean, the provost or the president so that the circumstances can be thoroughly investigated by appropriate mechanisms.

-- Sheldon Hackney, President
-- Michael Aiken, Provost

Council Agenda February 14

The University Council’s February 14 agenda has two items for discussion:

Honorary Degrees: Dr. Peter Freyd, chair of this year’s Committee on Honorary Degrees, will describe the process used, and the Steering Committee has emphasized that discussion is to be confined to the process.

Campus Center: The co-chairs of the ad hoc Campus Center Advisory Committee, Dr. Stephen Gale and Dr. Kim Morrison, will lead discussion of the recently-released report (Almanac January 30), which recommends a multipurpose building in the 3600 block of Walnut Street.

SEC Special Meeting February 21

The Senate Executive Committee has scheduled an additional meeting for 3 to 5:30 p.m. Wednesday, February 21, to complete discussion of item 6 on last week’s agenda (the Provost’s Ten Working Group Reports) and other items not covered February 7.

Among them will be the Faculty Club in relation to the proposed Campus Center; the University’s involvement with and cost of the United Way campaign; and University Harassment Policy vis-a-vis the Guidelines on Open Expression. (For a summary of the February 7 meeting and full text of its resolution on animal research, see page 2.)
I am pleased to be able to tell you of some recent developments. The two Task Forces on the Quality of Teaching (Almanac Supplement 11/26/85) that I chaired urged that "The President and Provost should make public statements reaffirming the centrality of a high level of teaching quality at the University of Pennsylvania". They did, and also "...agreed to send to the Deans a notice each year explaining that good teaching should be rewarded by merit salary increases and poor teaching should be penalized".

At a meeting of the Executive Committee of the Trustees two years ago, the Provost said that salary increases would be based on merit, and that service as well as teaching must count in determining that merit. In Almanac (4/25/89) President Hackney, Provost Aiken, and Senior Vice President Whittington in their report on Salary Guidelines for 1989-90 wrote "This year as in the past, funds will be available through schools to provide salary increases to continuing faculty based on general merit --scholarship, research, teaching, and citizenship in the University community. A significant share of these funds is to be allocated to faculty members for outstanding teaching with the Dean of each school being asked to inform the Provost as to how this provision has been implemented".

So far so good, but many members of the faculty believe that these decisions are not generally known and are not reaching the Chairs of Departments with sufficient emphasis to make much difference.

On Friday, February 2, 1990, Professors David Balamuth, Almarin Phillips, and I, as past-chair, chair-elect and chair of the Faculty Senate, had the opportunity to discuss this matter with the Provost and the Council of Deans. We were pleasantly surprised to learn that there really had been action. The deans told us that they had been instructed to set aside 20% of their merit salary increase budget to reward extraordinary teaching, and the Provost later gave me permission to quote from the letter he sent to the deans last Spring. That letter includes: "Please provide me before June 1 with a detailed list of the proposed allocations of your portion of the Faculty Salary Reserve Fund. In the fall, I will be asking you for more specific information on how you rewarded outstanding teaching, and will need to know the names of faculty rewarded, the dollar amounts received by each reward recipient, and the criteria used to assess outstanding teaching."

Several of the deans also told us of their belief in the importance of service, as well as teaching, research and administration, as criteria they used in determining merit raises, and one specifically told us that he wanted members of his faculty to get to know those in other schools and to make contributions to the University as a whole on Presidential, Provostial, Council and Senate committees. He encouraged his faculty to spend 50% of their service time on school matters and 50% on University matters. It was agreed, however, that assistant professors should establish themselves in their discipline before getting too involved in service, which was more a responsibility of full and associate professors and should be appropriately rewarded.

This is a remarkable change from the situation existing many years ago and the present administration really is to be heartily congratulated. It is, however, also important that all faculty members know about the change. Since I will become 71 years old next August, and thus must retire from the standing faculty on June 30, 1990, this article is not self-serving. I suggest that all faculty members who believe that they should now get the rewards due to them keep a copy of this article for use when they inform or negotiate with the chair of their department or with their dean over the reasons why they should get merit salary raises in the future for outstanding teaching and/or good citizenship in the University. Fiat justicia ruat coelum!

Robert E. Davies

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair Robert E. Davies or Faculty Senate Staff Assistant Carolyn Burdon, 15 College Hall/6303, Ext. 8-6943.

Actions Taken by the Senate Executive Committee
Wednesday, February 7, 1990

1. Student Judicial System Hearings List. Nominations were made to fill vacancies.

2. Morrison office break-in. Consideration of a proposed motion resulted in adoption of the following:
   The Senate Executive Committee condemns the criminal vandalism and theft committed against Dr. Adrian Morrison's office, and also condemns the vicious personal harassment to which Dr. Morrison has been subjected. We affirm our unequivocal support of Dr. Morrison's right to engage in research on animal subjects, in conformity with the University and Federal standards regarding use of laboratory animals. We also affirm our unequivocal support of his right to express his views publicly without being subjected to reprisals.

3. Report of Senate ad hoc Committee to Review University Council. SEC held a preliminary discussion among themselves and with Provost Aiken. It is hoped discussion will take place directly with President Hackney at the next SEC meeting, and the committee report will then be released for publication in Almanac and consideration by the Steering Committee and the University Council.

4. Provost's Ten Working Group Reports. In SEC's continuing discussion of the reports, Dr. Paul Mosher made a presentation about the decline of the Library and the 20-year budget shortfall that has resulted in a crisis. He stated that in order to raise the standing of the Library the budget must be increased by the consumer price index plus 5 percent over the next five years. It was observed that the institution of responsibility center budgeting in the mid-70's left non-tuition generating units, such as the Library, in a difficult position and appropriate budgetary adjustments to properly fund the Library have not been made. The presentation will be considered further at the next SEC meeting.

5. Special SEC meeting. An extra SEC meeting was scheduled for Wednesday, February 21, 1990 from 3:00 to 5:30 p.m.

6. Faculty Club and the new Campus Center. Concern was expressed over the future of the Faculty Club and possibility of including it in the plans for the new Campus Center. It was decided to take up this issue at the next SEC meeting after the discussion on the Campus Center at the next University Council.

7. Impact of University's fringe benefits policy on research programs. Discussion focussed on the inability of a principal investigator to hire a replacement during extended absences of regular employees paid from grant funds. It was decided to obtain information for further discussion by asking the Personnel Benefits Committee and the Council Research Committee to consider a proposal to take these costs from the benefits pool.
GSAC on Dissertation Reports

Following is the text of a resolution passed by the Graduate Student Associations Council on January 30, 1990.

The Graduate Student Associations Council is dismayed to learn of Dean Fitz's plan to institute another Progress Report on Dissertation for all Ph.D. students beyond the fifth year. Dean Fitz has denied that the plan has any relevance to the debate about the length of stay at Penn for doctoral candidates, but the fact is that the form is only for advanced students, not those in the first five years of study, belies the program's real intention. The plan's implementation marks a systematic means of 'weeding out' students based on their length of stay. It functions as a "negative incentive," in that students who are not approaching completion of their dissertations at the end of the fifth year feel the threat of expulsion. We hope that other mechanisms of this sort do not follow.

Before any further action is undertaken, however, the Graduate School must address two sets of issues implicit in the annual report plan:

First, there is a lack of due process surrounding the implementation of the annual report. At the January 25th meeting of the Council of Graduate Deans, Dean Fitz described the process of assessing the report after a graduate student completes it. The report is to be returned to Dean Fitz's office, and he is to forward it to the student's graduate group. The graduate group decides, on the basis of the form, whether the student is making "adequate progress." Students who are not judged to be making adequate progress may then be dropped from the program. This leaves many questions unanswered. Who, exactly, in the student's graduate group evaluates the report? The student's advisor? The graduate group chair? Do students have any recourse for action if they are concerned about who is evaluating their reports? What about the potential for conflict of interest in evaluating these reports?

When students are judged to be making inadequate progress, what are their rights? Do they have the right to appeal the decision? To call in outside scholars to attest to their work? Is there any provision made for the graduate equivalent of "academic probation"?

GSAC feels strongly that the annual report plan should not go into effect until the Dean's Office can answer these questions and provide a detailed description of this new policy to every graduate student in GAS. It is unacceptable that Dean Fitz hopes to mail the first of these forms "in a few weeks" but the affected graduate students have heard nothing about it.

The second and more important set of issues that the report plan brings up is the longstanding dialogue about the relationship between economic status and length of stay. We believe that economic well-being and swift completion of the Ph.D. form a simple linear equation. GAS has stated that it is committed to contributing to the economic status of its students, but the efforts initiated by graduate students do not go into effect. GAS later found that at the level of administration, GAS reiterates its opposition to any administrative action on length of stay without a thorough, ongoing investigation of graduate students' financial conditions.

Based on these two sets of concerns, we resolve the following:

1) The "Annual Progress Report on Dissertations" shall not be sent to any graduate students until a complete due process has been documented and this body has had an opportunity to contribute and respond to that due process.
2) Once an acceptable due process has been established, GAS shall make that process available to all graduate students, and shall mail it to all students affected by the new plan.
3) GAS shall immediately reconvene the Committee on the Economic Status of Graduate Students, established in 1988, and the committee shall meet regularly throughout the school year.
4) The Committee shall be charged with determining the financial problems commonly experienced by graduate students, and with recommending solutions for those problems. The School of Arts and Sciences shall provide the resources for conducting a scientific survey of students every year.

--Elizabeth Hunt, President, GSAC

Response from Dr. Fitts

As Associate Dean for Graduate Studies I have the responsibility to monitor the quality of the graduate experience of SAS students and to improve the graduate students' academic and financial resources. As one step in fulfilling this responsibility, I have initiated within the Graduate Division of SAS the requirement of a short annual progress report on the dissertation from students beyond the fifth year of study. The purpose of this report is two-fold: to encourage dissertation students to maintain close academic communication with their graduate programs and to stimulate the faculty monitoring and student enthusiasm, neither of which should be ignored while we resolve the following:

1) The "Annual Progress Report on Dissertations" shall not be sent to any students beyond the fifth year of study until a complete due process has been documented and this body has had an opportunity to contribute and respond to that due process.
2) Once an acceptable due process has been established, GAS shall make that process available to all graduate students, and shall mail it to all students affected by the new plan.
3) GAS shall immediately reconvene the Committee on the Economic Status of Graduate Students, established in 1988, and the committee shall meet regularly throughout the school year.
4) The Committee shall be charged with determining the financial problems commonly experienced by graduate students, and with recommending solutions for those problems. The School of Arts and Sciences shall provide the resources for conducting a scientific survey of students every year.

--Donald D. Fitts, Associate Dean for Graduate Studies

Libraries Tips for the Asking

Copies of "Some Tips for Good Library Assignments" and "Selected Bibliography on College Teaching in Van Pelt Library" are available from the Van Pelt Library Reference Department. The handouts were used in a workshop for Penn teaching assistants and may be requested by calling me at Ext. 8-7555.

--Trish Ridgeway, Reference Librarian

Nominations: University Scholars

The University Scholars Program is looking for bright and creative undergraduates who have the potential for careers in research and scholarship in all disciplines of the arts, sciences, and humanities. The program offers research opportunities, faculty mentorship, and advising.

Faculty members who know of freshmen, sophomores, or juniors who could profit from this opportunity, and who might aspire to master's or doctoral work at Penn, should contact Dr. Deborah Burnham (Ext. 8-6060), Dr. Michael Zuckerman (Ext. 8-5709), or Dr. Elliot Stellar (Ext. 8-5778) for more information.

Speaking Out welcomes reader contributions. Short, timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.
**Update**

**FEBRUARY AT PENN**

**FILMS**

Neighborhood Film and Video Project of International House. Tickets: adults $5, students $4. For information call 895-6524.

15 Qullobo; 7 p.m.
*The Other Franciscos*: 9:15 p.m.
16 Techniques of a Duel; 7:30 p.m. Through February 18.
21 Three Sad Tigers; 7:30 p.m.

**Department of Public Safety**

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors where two or more incidents were reported between February 5, 1990 and February 11, 1990.

Total: Crimes Against Persons-0, Thefts-19, Burglaries-0, Attempted Thefts of Auto-0, Thefts of Auto-2

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/05/90</td>
<td>1:30 PM</td>
<td>Houston Hall</td>
<td>Wallet taken/recovered/minus cash</td>
</tr>
<tr>
<td>02/08/90</td>
<td>2:04 PM</td>
<td>Houston Hall</td>
<td>Wallet taken from purse</td>
</tr>
<tr>
<td>02/10/90</td>
<td>1:40 PM</td>
<td>Houston Hall</td>
<td>Unattended property taken</td>
</tr>
<tr>
<td>02/11/90</td>
<td>1:26 PM</td>
<td>Duhring Wing</td>
<td>Secured bike taken</td>
</tr>
<tr>
<td>03/06/90</td>
<td>5:01 PM</td>
<td>Van Pelt Library</td>
<td>Unattended jacket taken</td>
</tr>
<tr>
<td>02/08/90</td>
<td>4:34 PM</td>
<td>Meyerson Hall</td>
<td>Secured bike taken from rack</td>
</tr>
<tr>
<td>02/10/90</td>
<td>9:45 AM</td>
<td>Van Pelt Library</td>
<td>Unattended watch taken</td>
</tr>
<tr>
<td>06/06/90</td>
<td>3:09 PM</td>
<td>Steinberg/Dietrich</td>
<td>Unattended knapsack taken</td>
</tr>
<tr>
<td>02/07/90</td>
<td>5:41 AM</td>
<td>Steinberg/Dietrich</td>
<td>Unattended pocketbook taken</td>
</tr>
<tr>
<td>06/06/90</td>
<td>12:51 PM</td>
<td>Vance Hall</td>
<td>Purse taken</td>
</tr>
<tr>
<td>02/09/90</td>
<td>9:25 AM</td>
<td>Vance Hall</td>
<td>Bike taken</td>
</tr>
<tr>
<td>30/06/90</td>
<td>7:02 PM</td>
<td>Lot #24</td>
<td>Auto taken from lot</td>
</tr>
<tr>
<td>02/09/90</td>
<td>6:01 PM</td>
<td>Hill Field</td>
<td>Unattended knapsack taken</td>
</tr>
</tbody>
</table>

Safety Tip: Wherever you are—whether its walking between classes, in the library, shopping, or driving—stay alert and tuned into your surroundings.

**18th Police District**

Schuylkill River to 40th Street, Market Street to Woodland Avenue


Total: 14 Incidents, 4 Arrests

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Offense/Weapon</th>
<th>Arrest</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/29/90</td>
<td>4:10 AM</td>
<td>4500 Locust</td>
<td>Agg Assault/gun</td>
<td>No</td>
</tr>
<tr>
<td>01/30/90</td>
<td>12:00 AM</td>
<td>4519 Pine</td>
<td>Purse Snatch/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>01/30/90</td>
<td>5:40 AM</td>
<td>4600 Market</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>01/31/90</td>
<td>11:40 AM</td>
<td>4000 Market</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>01/31/90</td>
<td>3:00 PM</td>
<td>300 S. 40</td>
<td>Robbery/knife</td>
<td>Yes</td>
</tr>
<tr>
<td>01/31/90</td>
<td>6:14 PM</td>
<td>3915 Walnut</td>
<td>Robbery/knife</td>
<td>Yes</td>
</tr>
<tr>
<td>02/01/90</td>
<td>10:05 PM</td>
<td>3800 Chestnut</td>
<td>Robbery/gun</td>
<td>No</td>
</tr>
<tr>
<td>02/01/90</td>
<td>5:56 PM</td>
<td>4000 Market</td>
<td>Robbery/strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>02/03/90</td>
<td>8:10 PM</td>
<td>310 S. 48</td>
<td>Robbery/gun</td>
<td>No</td>
</tr>
<tr>
<td>02/04/90</td>
<td>1:07 AM</td>
<td>4619 Chester</td>
<td>Robbery/gun</td>
<td>Yes</td>
</tr>
<tr>
<td>02/04/90</td>
<td>3:25 AM</td>
<td>4000 Walnut</td>
<td>Agg Assault/fists</td>
<td>No</td>
</tr>
<tr>
<td>02/04/90</td>
<td>2:15 PM</td>
<td>4600 Market</td>
<td>Robbery/strong-arm</td>
<td>Yes</td>
</tr>
<tr>
<td>02/04/90</td>
<td>9:08 PM</td>
<td>4000 Irving</td>
<td>Robbery/gun</td>
<td>No</td>
</tr>
</tbody>
</table>

Correction to last week's front-page story on the Goldie Anna chair at GSE. The program funds the chair will provide for Dr. Fine's work in restructuring the Philadelphia comprehensive high schools is $50,000 over five years, not $50,000 a year as misstated by Almanac.—K.C.G.

**Almanac**

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ALMANAC February 13, 1990