Potential to make significant contributions to scholarship, are announced research funds for their holders for five years. The holders, all of whom has given two, term-endowed chairs that include $10,000 a year in healthcare at Wharton, will hold the Class of 1970 term professorships. Paris-born Dr. Joullic, an alumna of Simmons who took her Ph.D. at Harvard in 1979, taught at Harvard Med and at Temple, then joined Penn’s Leonard Davis Institute and earned an MBA at the Wharton School in 1984. Now a fellow of the American College of Physicians, member of many national and international committees in health, and co-chair of the American Geriatrics Society’s Task Force on Minority Health, she is an author of Practicing Prevention for the Elderly and of the National Academy Press’s Institute of Medicine report, The Second 50 Years: Promoting health and Preventing Disability.

Class of 1940: The University’s Bicentennial Class set up its chair to rotate, at five-year intervals, among the four undergraduate schools. Its first holder is in SEAS: the Lindback Award-winning Dr. Jan Van der Spiegel, associate professor of electrical engineering and director of the Center for Sensor Technologies. Educated at the Catholic University of Leuven in his native Belgium, he is noted for his work in microfabrication technologies, integrated and smart sensors and related studies. Named a Presidential Young Investigator in 1984, he has also won two IBM faculty development awards and SEAS’s Reid Warren Award for teaching. He is a fellow of the Royal Flemish Engineering Society and others.

To Stanford: Barbara Butterfield
Dr. Barbara Sale Butterfield, vice president for human resources here since September 1987, will leave the University in June to take the vice presidency for human resources at Stanford University.

Dr. Butterfield, who earlier served at Southern Illinois, Michigan State and Duke, came to Penn under the aegis of the late Senior Vice President Helen O’Bannon, known as “an outstanding proponent of open expression. She was a rare con- tributorto American higher education. We arevery sorry to loseher.”

The loss of Barbara Butterfield is met with much more than mere regret,” said President Sheldon Hackney. “She has been a rare contributor to American higher education. We are very sorry to lose her many talents.”

To the Annenberg Foundation: Gail Levin
Dr. Gail C. Levin, now associate secretary of the University, will leave Penn May 1 after 20 years to become senior program officer for the Walter H. Annenberg Foundation. In the new post she will again work with Dr. Mary Ann Meyers, the former Secretary of the University who now heads the Foundation.

Dr. Levin came to Penn as a graduate student from Wheaton College in 1970. After taking her Ph.D. in 1974 she served as assistant (continued next page)
to the director, then assistant director of the University Press. In 1981 she joined the Office of the Secretary, where she has coordinated a growing complex of Boards of Overseers—starting with five boards and 75 overseers in 1981 and now totaling 14 boards with 400 overseers.

"Gail is one of those special University citizens to whom it is especially difficult to say good-bye," said University Secretary Barbara Ray Stevens. "She has served Penn, the Trustees and the Overseers with intelligence and care." The Trustees Executive Committee echoed the tribute with a motion of appreciation to Dr. Boyd at the March meeting.

To the University Community:

On Recycling Together

You have surely seen the recycling bins across campus, and the University administration and student body encourage you to use them in your daily routines. Recycling has become a necessity of modern life, as waste disposal currently costs between $75 and $100 per ton due to our national landfill crisis. Full participation from the University community will drastically reduce our reliance on landfills, help conserve natural resources (we saved roughly 12,000 trees last year), and provide a model for institutions around the country.

Penn currently recycles 100 tons of paper every month, and the program is still in its infancy. The waste stream at Penn is 60% paper, all of which can be recycled. When using the white recycling bins, white office paper and copy paper should be separated from all lower grades of mixed paper, including cardboard, paper bags—even used paper cups.

While it is essential to use the campus recycling program for your office or classroom waste paper, as well as the paper you may separate at home, it is only the first step in the recycling, as the word implies, is a circular process. It is equally important to buy products made from the materials we recycle. Making one ton of paper from recycled fibers requires 70% less energy, causes half the pollution, and creates 5 times as many jobs as making paper from virgin wood pulp, not to mention the 17 trees spared.

We encourage the entire Penn community to help close the recycling loop by asking for and purchasing recycled products wherever possible. Recycled paper products, as well as other office supplies, are not available to academic and administrative departments via Penn Purchasing’s new order forms. A host of recycled products, such as notebooks, stationery, and paper towels are available at the University Bookstore and through the Penn Environmental and Recycling Group. Let’s make Penn Recycling work—together.

Almarin Phillipps, Faculty Senate Chair

---

Harriet M. Boyd, emeritus associate professor of allied medical professions, died February 10 at the age of 87. She came to Penn as an assistant professor and technical director in auxiliary medical services in 1953. She became director in 1957, then associate professor and chairman of the medical technology department in 1960. Dr. Boyd became emeritus in 1970. She is survived by her sister, Barbara Boyd Snel.

Dr. Frank P. Brooks, an alumnus and faculty member who was the longtime chief of the Gastrointestinal Section at HUP, died March 18 at the Hospital. He received his M.D. in 1943 and did his internship in science in 1944 at Penn, and joined the faculty as an instructor in 1952. A memorial service was held last week, and an endowment fund has been created for him and his widow, Emily Marden Brooks. Details are given in the tribute below.

In Memory of Frank P. Brooks, M.D.

Dr. Frank P. Brooks was born in the historic Strawberry Bank Section of Portsmouth, New Hampshire on January 2, 1920, next door to where the last colonial governor of New Hampshire had lived. His travels throughout the New England countryside engendered a fondness for its magnificence and solitude. Although originally setting his sites on the law, a high school chemistry teacher recognized his ability in science and encouraged him to consider a career in medicine. The rest, as they say, is history. He graduated cum laude, from Dartmouth College in 1941, and was elected to Phi Beta Kappa. He received his M.D. from the University of Pennsylvania School of Medicine in 1941 and was a member of the Alpha Omega Alpha. Frank decided on specializing in gastroenterology in his senior year in medical school, after hearing a series of lectures by Dr. T. Grier Miller, the founder and then chief of the Gastrointestinal Section. Although he did his residency in Radiology, he recognized the close relationship between gastroenterology and radiology possessed. Further medical training was interrupted by two years of active duty in the Navy from 1946 to 1948. His training proved valuable during active duty as Radiologist on the SS Hope. He received his doctorate in science in 1944 at Penn.

With his interest in gastroenterology unabated, he trained at the Lahey Clinic in Boston under the guidance of Dr. Sara Jordan, a 1942 President of the American Gastroenterological Association. These years were followed by additional fellowship training at the Jefferson University and culminated in an appointment in 1952 as an Instructor in Medicine and Physiology at the University of Pennsylvania.

Dr. Brooks' initial work in gastrointestinal physiology was in the area of pancreatic secretion. He "switched gears" from pancreatic studies to explore the role of the nervous system and brain in the control of GI function, which was to become the focus of his work for many years. He once said that his professional career has rested largely on the vagus nerve and more recently on the brain itself in understanding the control of acid secretion. His classic studies clearly and precisely delineated the role of cholinergic and adrenergic nerves in acid secretion control, its pathways within the vagus and the response of the parietal cells. The most important contribution he felt that he made was that he stayed with and pursued the idea for the very complex and exciting field it has become in the 1990s. As much as anyone, Dr. Brooks has been a major part of this growth. The joy he found in his work and his ability to convey it to those under his guidance have been a major factor in the growth of new knowledge in gastroenterology and physiology.

All of Dr. Brooks' success was made more gratifying with the love and support of his family. Frank and Emily Marden Brooks married in 1942 in Portsmouth, New Hampshire and raised three children: Sally Elizabeth Brooks Braff, Robert Pickering Brooks and the late William Bradley Brooks. He had eight grandchildren. Mrs. Brooks served as a registered nurse at the Hospital of the University of Pennsylvania during World War II. She and their children have provided the warmth and support that is so vital to a successful and caring husband and father.

Dr. Frank P. and Emily E. Brooks Endowment Fund has been established. Checks may be made payable to the Trustees of the University of Pennsylvania, c/o Richard P. MacDermott, M.D., GI Section, University of Pennsylvania, Suite 600/CRB, 422 Curie Boulevard, Philadelphia, PA 19104.

Submitted by Stephanie Thornton of the Gastrointestinal Section, on behalf of colleagues, friends and family of Dr. Brooks

ALMANAC April 2, 1991
Looking at Locust Walk

While deliberating on the many social and intellectual issues involved in their charge to diversify Locust Walk, the committee headed by VPUL Kim Morrison and Dr. David Pope has also taken a look at some of the physical factors that make up its limits and potential.

The committee has been reviewing a planning study from Venturi, Scott Brown and Associates, Inc., entitled Preliminary Thoughts, from which the drawings below are taken. After the University identified four sites where new construction might be possible (shown as A, B, C and D on each of the maps), the architects imagined some results of using the sites in various ways.

The Committee to Diversify Locust Walk is expected to present its own report this spring. The Preliminary Thoughts document, one of many source materials used by the Committee, consists of 15 oversize pages with drawings. It is available for examination at the Office of the Vice Provost for University Life, 200 Houston Hall.

Main Street

Labeled the least risky of the conceptions, this design reinforces the present view of Locust Walk as the “spine” of the campus, but fine-tunes its functions by reorienting some present entrances (such as Social Work’s Caster Building, SAS’s McNeil) toward the Walk. About 500 more students could live along the spine if a mixed-use structure were built at “C,” the present Book Store site. Social space could increase with the construction of lounges and shops, a cafe as well as a balcony for Logan Hall’s main level, and an art gallery for Steinberg-Dietrich.

Paths and Plazas

Building a network of activity branching off the Walk is a way of providing alternatives to its reputation as “the only path and gathering place” for many. “By concentrating on secondary paths and plazas, the University’s intention to expand the campus core could be initiated,” say Venturi, Scott Brown of this design—echoing some thoughts of the Campus Center planning group, who called for a strong north-south axis to increase interaction from below Spruce Street to above Walnut.

Gateways

Turning to the concept that uses of the Walk could change in response to what occurs at either end of it, this design considers what to build at 38th Street in relation to renovations going on at the very core of campus. If the top priority chosen by Penn were to increase residence at the core, an influx of up to 700 students could be arranged by mixing college houses with academic life at both ends of the well-beaten path as well as using spaces in between.
Speaking Out

Targets Hit and Missed

The 1990 Affirmative Action Report for Standing Faculty is now available*. The existence of a report of this quality on an annual basis is a tribute to the Administration's commitment to affirmative action. Its contents are a revelation of the differences that exist within the University in the effectiveness with which this principle is being pursued.

The report provides detailed data by discipline on the proportions of minorities and women in the availability pool consisting of all those receiving Ph.D.s during a recent 8-year period. These proportions may be compared with the representation of the same protected groups in (1) the junior faculty hired over the last 9 years and (2) the Standing Faculty as a whole.

Serious progress toward remedying the under-representation of minorities and women would require that the proportions in the availability pool be matched or exceeded in the hiring of assistant professors (on average over several years for an entire school or a major component of a large school). This is a minimal short-run target.

The composition of the Faculty as a whole is less directly related to the availability pool, in part because it reflects retention practices and hiring of senior faculty as well as hiring of new Ph.D.s, and in part because the availability of qualified minorities and women has increased over time, creating a catch-up problem. Nevertheless, it would be expected that representation in the Faculty as a whole would accommodate with some lag to the proportions in the availability pool. Thus these proportions may be taken to represent a long-range target in this context as well.

The report shows considerable progress with respect to Blacks and Asians, with hires of assistant professors generally exceeding the numbers expected on the basis of the availability pool. The only major shortfall was for Asians in Clinical Medicine. There has been no visible progress across the University with respect to Hispanics.

With respect to women, there is a great diversity of performance among the different schools and major components of large schools. In four cases, Engineering, Law, Nursing and the clinical departments of the Medical School, conformity of Faculty representation to the proportions in the availability pool—the long-run target—has essentially been achieved.

In the remaining 10 cases for which availability data are presented, we have a very long way to go. The proportion of women on the faculty is two-thirds or less of the proportion in the availability pool.

The 111-page report is in the Offices of the Provost and all of the Deans, and can be examined at Van Pelt Reference among other locations. A copy is available in the Library before the end of the term as the third in a series that began with the May 1, 1989, issue and continued May 2, 1990. —Ed.

of the proportion in the availability pool. (In five of these cases—the natural science departments of SAS, Wharton, Annenberg, and the basic science departments of both Dental Medicine and Veterinary Medicine—representation of women is less than half the long-range target.)

In only one of the above 10 cases, Graduate Education, did the number of women hired as assistant professors significantly exceed expectations based on the availability pool. There were substantial shortfalls for the social science departments of SAS (due primarily to Economics and also to Political Science and Anthropology), for the natural science departments of SAS (especially Mathematics and Biology), for the Wharton School (especially Accounting and Finance) and for the basic science departments of the Medical School.

The President and the Provost are doing what they can. It is up to the Faculty to search more aggressively and perhaps broaden the scope of what they see as valid and valuable in terms of research topics and research methodologies.

—Jean A. Crockett
Professor Emeritus of Finance

No Entry

Wistar does it again! On Monday, March 7, 1991, I found myself barred from entering the Wistar Institute. A notice was posted at each entrance to the Institute ordering the guards to prevent me from entering the Institute under all circumstances. When I asked for a copy of this memo, the request was refused. We [my attorney and I] have made an official request to the Wistar Institute authorities for this action to be terminated forthwith with which, so far, has been ignored. That this arbitrary and egregious action has been taken by the Administration of the Wistar Institute is being brought to the attention of the Faculty and the Administration of the University of Pennsylvania. This treatment of a Professor of the University by an institution that purports to support the principles of academic freedom in research, whose students are enrolled in graduate studies in SAS and whose faculty are affiliated with that of the University of Pennsylvania, should not be permitted to stand.

—Lionel A. Manson
Professor of Microbiology/Med

Ed. Note: A Wistar Institute spokesperson declined the invitation to respond in the same issue.

Protest New Research Expense

The State of Pennsylvania is considering naming all "Sharps"—i.e., pasteur pipettes, hypodermic needles, syringes (with and without needles), scalpels, blades, blood vials, needles with attached tubing, and culture dishes as infectious waste regardless of the presence of an infectious agent. The implications of this ruling would mean all "Sharps" instruments would have to be autoclaved before discarding. In most research, the above items are used to transfer water and other harmless solutions. This waste procedure will be very costly both financially and in time spent by the researcher. All laboratories handling "infectious agents" are scrutinized and the disposal of their waste appropriately.

We must act quickly and write our concern to stop the implementation of these new burdensome regulations the State is trying to impose on the research community. Please write to:

Ms. Gail Phelps, Assistant Counsel
Bureau of Regulatory Control
P.O. Box 2357
Harrisburg, PA 17120

—Andrea S. Weisberg,
Research Specialist, Physiology

Hail and Farewell

This is to lament the departure of the Frank Furness Exhibit from its all-too-brief stay in the Arthur Ross Gallery at the Furness Library, Penn. Can indeed take pride in claiming as one of its most distinguished sons this giant among American architects.

In the course of its tenure I’ve made three visits to the exhibit, but the feeling remains that I have yet to fully discover all the facets of Furness’ protégé talent. It is apparent that much research, planning, design talent, countless man and woman hours, begging, borrowing and, necessarily, lots of dollars were all required to achieve the final grand effect of the exhibit. One could wish, however, that resources could be tapped to create a permanent home for a proper Furness Memorial—perhaps somewhere in the Furness Library itself.

To those of you who failed to see the exhibit—a fabulous record of the Furness genius—my sympathies.

—Maurice S. Burtis,
Art & Interior Design Consultant

Chemistry and the IAST

As Chair of the Department of Chemistry, I want to address some of the specific issues raised by Professor Kohler in his article of March 5, 1991, on the Institute of Advanced Science and Technology (IAST) that I believe were simply incorrect or at the very least largely overstated.

The specific issues are: The reference to "space hungry" departments, the hasty development of building plans put forth by the scientists and engineers, the requirement for contiguous space for chemistry, and the true cost of remote sites.

In the early 1980s, the Department of Chemistry developed a plan for excellence which called for modest faculty development (27 to 31), renewal of the teaching laboratories, improvement of the continued past inserts
On Dean Farrington's Remarks

In his brief for the demolition of Smith Hall (Almanac March 19), Dean Farrington makes several misleading statements.

The process of arriving at the present plan is depicted as a democratic and consultative process. "Of course" it was drawn up by representatives of the departments that stood to gain from the new laboratory. Why "of course"? Why no representatives of the five other departments who share the historic precinct with chemistry and engineering—English, history of music, fine art, geology, and history and sociology of science? Why none from the people who daily use and enjoy Smith Walk?

Dean Farrington notes that the planning group consulted the Committee on Historic Resources, which included professors Browning, Cole, De Long, and Levy. He fails to remind the committee also included Graeme and Titus Hewryk, of Facilities Management and Planning, and George Thomas, a commercial consultant in the fields of research without having any initial slight idea of the field. It is truly a sacrifice, whereof much time and grant money are at stake to take in an undergraduate at such a level. However, the biochemistry and chemistry faculty constantly accepting making this sacrifice for the sake of undergraduate education. I invite Professor Kohler to take a walk through the Chemistry department to see how many Penn undergraduates are being educated in the ways of the research laboratory. Now that I am a graduate student in biological chemistry, I look back knowing that I had had one of the best educations whose value is unsurpassable by those of other Pennsylvania departments. I can also take pride in that my undergraduate work is published in a major scientific journal.

—Joseph A. Ippolito, C'90

Researchers' Teaching

I am quite annoyed by the comments made by Professor Robert Kohler which appeared in the March 5 Almanac. Kohler claims that the plans for building the new Institute of Advanced Science and Technology have "nothing to do with undergraduate teaching." Being a recent alumnus of the undergraduate biochemistry major, I must say that Kohler's statement is an incorrect and unfair assessment of the Department of Chemistry's current goals. This advancement of research will have everything to do with undergraduate teaching.

To speak solely from personal experience, I was taken into a lab to learn the methods of research without having any initial slight idea of the field. It is truly a sacrifice, whereof much time and grant money are at stake to take in an undergraduate at such a level. However, the biochemistry and chemistry faculty constantly accepting making this sacrifice for the sake of undergraduate education. I invite Professor Kohler to take a walk through the Chemistry department to see how many Penn undergraduates are being educated in the ways of the research laboratory. Now that I am a graduate student in biological chemistry, I look back knowing that I had had one of the best educations whose value is unsurpassable by those of other Pennsylvania departments. I can also take pride in that my undergraduate work is published in a major scientific journal.

—Joseph A. Ippolito, C'90

On Dean Farrington's Remarks

In his brief for the demolition of Smith Hall (Almanac March 19), Dean Farrington makes several misleading statements.

The process of arriving at the present plan is depicted as a democratic and consultative process. "Of course" it was drawn up by representatives of the departments that stood to gain from the new laboratory. Why "of course"? Why no representatives of the five other departments who share the historic precinct with chemistry and engineering—English, history of music, fine art, geology, and history and sociology of science? Why none from the people who daily use and enjoy Smith Walk?

Dean Farrington notes that the planning group consulted the Committee on Historic Resources, which included professors Browning, Cole, De Long, and Levy. He fails to remind the committee also included Graeme and Titus Hewryk, of Facilities Management and Planning, and George Thomas, a commercial consultant in the employ of the University planners. It was Mr. Thomas's firm, Clio Group, Inc. that relegated Smith Hall to the
very bottom of the list of buildings worthy of being preserved. These are not disinterested parties.

Finally, Dean Farrington repeats the assertion that a comparable building at 33rd and Walnut Streets would be far more expensive than one on the Smith site. However, assessment by an independent architect, with no stake in the present plan, suggests that the costs would be comparable. It appears that the cost of a building on the Smith site was made to appear less by not including a standard site development and interest cost and by assigning to the Walnut Street site the cost of rehabilitating Smith, Music, and Morgan for non-scientific uses.

In short, proponents of demolition display a restricted notion of democratic process. They consult only experts who are likely to agree with them, and provide assertions about finances where they should provide reasoned argument. Finally, I wish someone would explain why the University is going $20 million in debt to add a wing to the chemistry building. A time when students are being socked with a big tuition increase and the faculty is being cut.

(A reply to Professor Smith will appear in the next Almanac.

Robert E. Kohler, Professor of History & Sociology of Science)

Beyond Smith Hall

Often I read Almanac and am moved to respond to one issue or another. In this case, I will try to add a slightly different perspective to the argument over the demolition of Smith Hall.

I am interested in and emotionally involved with our architectural heritage, especially at Penn. I do not, however, find Smith Hall to be particularly distinguished, so I leave the question of whether it will remain to others.

I am concerned with what I consider to be a more important question: Will the new buildings that are added to our campus be more functional and emotional response when the question of their demolition arises? Are we creating any structures that future generations will treasure and lovingly restore? Obviously, with my limited perspective both on the present and the future, I cannot answer the question. I do find it fascinating to ask. Will someone chain herself to the front door of Vance Hall when the wrecking crew advances, or will a group of our students deny Van Pott to the bulldozer? Are our newer buildings unique or rich in texture? Do they break new ground for future designers to emulate? I am concerned that they may not. It is my belief that just as we are concerned about a building or a campus that is selected for a new structure, we should be so much more concerned by what replaces it. Will any of our new buildings become old friends to future generations?

Douglas Purvis, Director, Veterinary Facilities Management

Further on the HTLV-I Sheep Virus Matter

For those Faculty who may be interested in becoming better acquainted with the HTLV-I sheep incident, I am making available copies of a Chronology of events and other relevant materials, including the report of the investigative procedures conducted at the Animal Biology/Veterinary Laboratory of the University, and approval documents of the Protocol. I can be reached at the New Bolton Center by mail or phone (Ext. 8-2286).

In addition, I offer two sets of comments, below.

Dr. Jorge F. Ferrer, Professor of Microbiology and Head, Comparative Leukemia and Retrovirus Unit

A. On a lack of response:

In the March 19 issue of Almanac the Provost states that he has already responded to the "allegations" contained in my letter published in the same issue. Regrettfully, I must disagree.

A key question the Provost has failed to address is: Which University document gives him and Dean Andrews the right to impose penalties which, in addition to violating the University's own procedures, are likely to destroy a longstanding and important research program, place in serious jeopardy the career of a faculty member, and infringe on the principle of academic freedom, particularly when the infraction, as judged by a duly constituted committee, was of "low order" and "not severe in degree or intent." The Provost's failure to answer this question is hardly surprising since such document does not exist.

Moreover, in none of his letters in Almanac, nor in any other communication has the Provost explained why he and the Dean have imposed such severe penalties for my alleged violation of biosafety standards (the Biosafety Level 2 containment) when the University is guilty of the same violation, i.e., maintaining the HTLV-I inoculated sheep in a facility which does not meet the BSL2 standards described in either the University's or in the CDC-NIH Biosafety Manuals.

Also, the Provost has yet to provide a coherent answer as to why, in announcing the penalties to the academic community, the student body, the research institutions and the general public, the University has failed to mention the contradictions, failures of communication and failure to follow established procedures and other deficiencies on the part of the relevant University offices despite the fact that these deficiencies were exposed by the committees that investigated the incident.

B. On Dr. Davies's Response:

It is not my desire to extend the dialogue with Dr. Robert E. Davies any further than necessary; yet find it impossible to ignore certain aspects of this letter, in which he recounts his objections to the Misconduct and Just Cause Procedures.

I can't help wondering why Dr. Davies doesn't concentrate his energies on reforming those procedures rather than on fighting by disrupting, or trying to disrupt existing orderly procedures. Setting up new regulations at this point to "try" my case smacks strongly of "ex post facto" justice.

However, there is a far more serious matter in Dr. Davies' letter in which he makes a judgment of the importance of the issue of misconduct in research by stating that the issue is not a matter of "life and liberty." Perhaps, however, this issue is as close as "life and liberty" as one can get at a University. Certainly, many Faculty would agree that very weighty issues concerning moral and ethical standards basic to the integrity of scholarship are involved. To be charged with misconduct in research is capable, in and of itself, of producing profoundly adverse effects. Even if the charges are found to be unsubstantiated, the damage may be serious. Dr. Davies' attempt to have the case retried can only serve to exacerbate the damage already done to the individual.

I believe that Dr. Davies' attempt to lighten the seriousness of the foregoing by claiming that the proceedings were not a matter of "life and liberty", would not sit well with many dedicated scholars to whom "liberty" is the freedom to do research and to whom research is an essential part of their life. Denial of the right to do research for many scholars is a denial not only of liberty but also of a meaningful life. Dr. Davies' innocent claim that he was a disinterested advisor of the Faculty will not sit well with colleagues who have been denied the right to engage in teaching and research.

This, together with Dr. Davies' probably unintentional diametrical to the three senior Veterinarians colleagues and the two other senior faculty who served on the investigative committees, can in no way strengthen Faculty participation in the orderly procedures of the University.

Response to A Above

Once again, the penalties imposed by Dean Andrews are penalties short of suspension and termination that do not require invoking the "Just Cause" process. Also, I must remark that if Dr. Ferrer had followed the protocol to which he had agreed, this situation would not have arisen. Students, staff and children would not have been placed at risk along with the University's reputation as a research organization.

Michael Aiken, Provost

Response to B Above

Much as I am tempted just to reply by quoting Provost Aiken (Almanac March 19, 1991: "Professor Ferrer's letter contains no new information"). I find it "impossible to ignore certain aspects" of Dr. Ferrer's letter. In fact I am trying to reform the Procedures Concerning Misconduct in Research. I was not setting up new regulations that smack of "ex post facto" justice, since the procedures that I suggested in my advice have been in place for over 30 years. The terms "double jeopardy" and "life and liberty" have specific legal meanings and apply to procedures where a person is accused of violations of state or federal criminal statutes. Dr. Ferrer's comments are still irrelevant and do not apply to the present situation, as already stated in my previous response in Almanac, March 19, 1991.

Robert E. Davies
Professor of Molecular Biology and University Professor Emeritus, Animal Biology/Vet

ALMANAC April 2, 1991
Summary Annual Reports
Pennsylvania Annuity Plan, Life Insurance Program,
Dental Plans, Health Care Expense Account,
Faculty and Staff Scholarship Program and
Retirement Allowance Plan of the University of Pennsylvania
for the Plan Year ending June 30, 1990

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning on July 1, 1989, and ending June 30, 1990. These Plans are sponsored by the Trustees of the University of Pennsylvania whose employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate a single printing, the reports for the plan year ending June 30, 1990 have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating.

Pennsylvania Annuity Plan: Basic Financial Statement
Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by the Equitable Life Assurance Society of the United States. Total premiums paid for the plan year ending June 30, 1990, were $2,302,394.

Life Insurance Program: Insurance Information
The Plan has a contract with the Equitable Life Assurance Society of the United States to pay all life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1990, were $2,302,394.

Plan costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1990, the premiums paid under the experience-rated contract during the plan year were $2,302,394 and the total of all benefit claims charged under the experience-rated contract during the plan year was $2,166,515.

Long Term Total Disability Income Plan
The Trustees of the University of Pennsylvania have committed themselves to pay all long term disability claims incurred under the terms of the Plan.

Dental Plan (Prudential)
The Plan is a pre-paid program providing dental benefits. Since there is no insurance carrier involved, no insurance premiums were paid during the plan year ending June 30, 1990.

Dental Plan (Penn Faculty Practice)
The Plan is a pre-paid program providing dental benefits. Since there is no insurance carrier involved, no insurance premiums were paid during the plan year ending June 30, 1990.

Health Care Expense Account
The Trustees of the University of Pennsylvania maintain a program providing reimbursement of health care expenses funded through salary reduction agreements for full-time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

Faculty and Staff Scholarship Plan
The Trustees of the University of Pennsylvania maintain a program providing scholarships to full-time faculty and staff and their dependents. The University provides these benefits in accordance with the terms of the Plan.

Retirement Allowance Plan: Basic Financial Statement
Benefits under this Plan are provided through a trust with CoreStates Bank of Philadelphia, PA. Plan expenses were $1,641,666. These expenses included $44,557 in administrative expenses and $1,597,109 in benefits paid to participants and beneficiaries. A total of 4,715 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was $57,053,027 as of June 30, 1990, compared to $56,978,095 as of July 1, 1989. During the plan year the Plan experienced an increase in its net assets of $74,932. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

Minimum Funding Standards
An actuary's statement shows that the Plan was funded in accordance with the minimum funding standards of ERISA.

Additional Information
As described below, you have the right to receive a copy of the full annual report of the Retirement Allowance Plan, or any part thereof, on request.

The items listed below are included in that report:
1. an accountant's report;
2. assets held for investments;
3. transaction in excess of five percent of plan assets;
4. insurance information including sales commissions paid by insurance carriers; and
5. actuarial information regarding the funding of the plan.

You also have the right to receive from the plan administrator, at request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

Your Rights to Additional Information
About These Plans
You have the right to receive a copy of the full annual reports, or any part thereof, on request. Insurance information for the Pennsylvania Annuity Plan, the Life Insurance Program and the Dental Plan (Prudential) is included in those reports.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Vice President for Human Resources, Room 538A, 3401 Walnut Street, Philadelphia, Pennsylvania 19104, (215) 898-1331. The charge for the full annual report of the Retirement Allowance Plan is $3.50; the charge for each other full annual report is $1.50; the charge for a single page is 25 cents.

In addition, you have the legally-protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, Pennsylvania, 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20216.

Office of Human Resources/Benefits
The University of Pennsylvania Police Department

This report contains the tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported between March 25, 1991 and March 31, 1991.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/25/91</td>
<td>10:10</td>
<td>39th St S. Spruce</td>
<td>Male attempted to take wallet</td>
</tr>
<tr>
<td>3/26/91</td>
<td>3:14</td>
<td>Anat Chem Wing</td>
<td>Radio equipment and speakers taken</td>
</tr>
<tr>
<td>3/26/91</td>
<td>1:33</td>
<td>Lady Laboratory</td>
<td>2 centre rotors taken from unsecured room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>5:16</td>
<td>Blockley Hall</td>
<td>Wallet with credit cards taken</td>
</tr>
<tr>
<td>3/29/91</td>
<td>11:55</td>
<td>Lab</td>
<td>Brass nails taken from unsecured room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>4:02</td>
<td>Johnson Pavilion</td>
<td>Handtruck taken from unsecured room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>6:17</td>
<td>Johnson Pavilion</td>
<td>Wallet taken from unsecured room</td>
</tr>
<tr>
<td>3/31/91</td>
<td>5:48</td>
<td>Richards Building</td>
<td>Money taken from file drawer</td>
</tr>
<tr>
<td>3/31/91</td>
<td>7:53</td>
<td>Stemmler Hall</td>
<td>Cash taken from unattended wallet</td>
</tr>
<tr>
<td>3/36/91</td>
<td>11:46</td>
<td>Williams Hall</td>
<td>VCR taken from room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>8:55</td>
<td>Williams Hall</td>
<td>Fax machine and computer taken</td>
</tr>
<tr>
<td>3/29/91</td>
<td>11:56</td>
<td>Williams Hall</td>
<td>VCR taken from secured room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>9:30</td>
<td>Williams Hall</td>
<td>Cash and tokens taken from wallet</td>
</tr>
<tr>
<td>3/31/91</td>
<td>10:15</td>
<td>Williams Hall</td>
<td>Door forced open: nothing taken</td>
</tr>
<tr>
<td>3/39/91</td>
<td>14:08</td>
<td>Van Pelt House</td>
<td>Secured bike taken from rack</td>
</tr>
<tr>
<td>3/29/91</td>
<td>3:13</td>
<td>Van Pelt House</td>
<td>16 storage lockers taken</td>
</tr>
<tr>
<td>3/29/91</td>
<td>2:47</td>
<td>Low Rise West</td>
<td>Bike secured to tree taken</td>
</tr>
<tr>
<td>3/29/91</td>
<td>12:46</td>
<td>Harrison House</td>
<td>Bike secured from rack</td>
</tr>
<tr>
<td>3/36/91</td>
<td>20:09</td>
<td>Steinberg/Ritich</td>
<td>Briefcase taken from unattended room</td>
</tr>
<tr>
<td>3/29/91</td>
<td>4:30</td>
<td>3600 Block Locust</td>
<td>Wallet taken/later recovered minus cash</td>
</tr>
<tr>
<td>3/29/91</td>
<td>12:26</td>
<td>Steinberg/Ritich</td>
<td>Cash taken from unsecured room</td>
</tr>
<tr>
<td>3/33/91</td>
<td>9:54</td>
<td>Hayden Hall</td>
<td>Secured bike taken</td>
</tr>
<tr>
<td>3/27/91</td>
<td>3:05</td>
<td>Moore School</td>
<td>Secured bike taken</td>
</tr>
<tr>
<td>3/27/91</td>
<td>6:41</td>
<td>Chemistry Building</td>
<td>Secured bike taken from rack</td>
</tr>
</tbody>
</table>

Safety Tip: Bicycle theft is a problem. You are helping bicycle thieves if your bike is not locked, not in a rack, not engraved, and if you don't have a record of the make and serial number.

18th District Crimes Against Persons Report

Schuylkill River to 46th Street; Market Street to Woodland Avenue

12:01 a.m. March 18, 1991 to 11:59 p.m. March 24, 1991

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Offense/Weapon</th>
<th>Arrest</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/19/91</td>
<td>2:55</td>
<td>4400 Spruce</td>
<td>Robbery/Strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>3/19/91</td>
<td>2:45</td>
<td>4700 Walnut</td>
<td>Aggravated Assault/Knife</td>
<td>Yes</td>
</tr>
<tr>
<td>3/19/91</td>
<td>7:08</td>
<td>4500 Sansom</td>
<td>Robbery/Strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>3/19/91</td>
<td>9:19</td>
<td>4900 Walnut</td>
<td>Robbery/Strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>3/20/91</td>
<td>8:25</td>
<td>3200 Convention</td>
<td>Aggravated Assault/Knife</td>
<td>Yes</td>
</tr>
<tr>
<td>3/21/91</td>
<td>9:50</td>
<td>18 S. 44th St.</td>
<td>Robbery/Strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>3/22/91</td>
<td>3:30</td>
<td>3900 Sansom</td>
<td>Robbery/Strong-arm</td>
<td>No</td>
</tr>
<tr>
<td>3/22/91</td>
<td>1:06</td>
<td>3900 Sansom</td>
<td>Aggravated Assault/Knife</td>
<td>Yes</td>
</tr>
<tr>
<td>3/24/91</td>
<td>12:06</td>
<td>108 S. Faragut</td>
<td>Robbery/Gun</td>
<td>No</td>
</tr>
</tbody>
</table>

Penn Press’ Big Book Sale

The University of Pennsylvania Press holds its annual Big Book Sale from June 28. Over 400 books (almost twice as many as last year) are priced at discounts of up to 92%. For copies of the Big Book Sale catalog and information on the sale, call Carol Gaines at Ext. 8-6264.

“Mobile Guides” for Museum

The University Museum of Archeology and Anthropology seeks volunteers for its celebrated, in-school program called “Museum on the Go.” Volunteers, known as Mobile Guides, travel to Philadelphia elementary schools introducing children to actual Museum artifacts, as well as reproduction costumes, maps, models and pictures of Ancient Egypt, the Classical World and North American Indians.

To find out more about volunteer opportunities, contact the Mobile Guides office at The University Museum, Ext. 8-4277.

APRIL AT PENN

FITTEN AND LEARNING

6 Magnolias and More; theme tours of Morris Arboretum, 2 p.m. Meet at Widener Education Center. Cost: adults, $3; children, $1.50; members and children under six, free. Information: 247-5882. Also Saturdays and Sundays throughout April.

TALKS

3 Caliphate, Imamate & The Iranian Revolution; Mahmood Ayoub, department of religious studies, Temple University, 4:30 p.m., Smith Penniman Room, Houston Hall (Muslim Student Association).

Arabian Peninsula Cultural Night; Penn/Drexel Muslim community will break fast together during Islamic month of Ramadan 6:30 p.m., Roof-Top Lounge, High Rise East (Muslim Student Association).

4 The Wistar Legacy: Medical Science in Philadelphia and the Foundations of the Wistar Institute, 1796-1905, Simon Baatz, 4 p.m., Wistar Auditorium (The Wistar Institute).

The Iranian Revolution: Ahmad Ashraf, Center for Iranian Studies, Columbia University, 4 p.m., Classroom II, University Museum (Middle East Center).

5 Promiscuity, Emancipation, Submission: The Civilizing Process and the Establishment of a Female Model in the Frame Story of The 1001 Nights; Samar Atrab, visiting Rockefeller Fellow, University of Michigan, 5:30 p.m., eighth floor lounge, Williams Hall (Middle East Center, Oriental Studies).

6 North African Cultural Night; Penn/Drexel Muslim community will break fast during the Islamic month of Ramadan 6:30 p.m., Roof-Top Lounge, High Rise East (Muslim Student Association).

10 Muslim Political Thought In Egypt (1871-1966) Consensus and Variables; Omar Imady, department of Oriental studies, 5:30 p.m., Smith Penniman Room, Houston Hall (Muslim Student Association).

Deadlines

The deadline for the May at Penn pullout calendar is April 9. The deadline for the Summer at Penn pullout calendar is May 14. The deadline for the weekly updates is each Monday for the following week’s issue. See addresses below.

Almanac

4000 Locust Walk, Philadelphia, PA 19104-6224

(215) 898-5274 or 5275 FAX 898-9137
E-Mail ALMANAC@AOL.COM

EDITOR
Karen C. Gaines

ASSOCIATE EDITOR
Monique VanLandingham
Jennifer E. Burke, Ashley M.

STUDENT ASSISTANTS
Shauna Seliy, Amy Sykes.
Lyne L. Westwater

THE WORTMAN ADVISORY BOARD: For the Faculty Senate, June Asin, Charles D. Graham (Chair), Alain Philips, Louise P. Shoemaker; for the Administration, William Epstein; for Staff Assemblies, Devere Fierce (AA), Judith A. Vaughan-Stirling (Librarians); 50 representatives to be named.

ALMANAC April 2, 1991