Coming Retirement of Dr. Clelland and Search for New Deputy Provost

Dr. Richard Clelland, the professor of statistics who in 1982 became Penn's first deputy provost, has announced that he will retire at the end of the spring term 1992. Provost Michael Aiken has named a search committee (below) to advise on the selection of a successor.

"Dick Clelland has done a superb job as Deputy Provost," Dr. Aiken said. "His temperament, his judgment, his even-handed way of dealing with problems is an inspiration to everyone. It will be difficult to find someone who can generate such confidence."

Dr. Clelland, now 70, has been at Penn since 1953, when he joined the Wharton School as assistant professor of statistics. He took his A.B. from Hamilton College in 1944 and A.M. from Columbia University in 1949, then taught at Hamilton and at Syracuse University before enrolling here for the Ph.D.

After service in operations analysis with the Alaskan Air Command in the late 'fifties, Dr. Clelland became associate professor in 1961 and was named full professor and chair of his department in 1966. He chaired the graduate group in operations research in 1969-70; served as acting dean of the Wharton School in 1971-72, and was its associate dean from 1975 to 1981. He also holds faculty appointments in SAS, SEAS, and the School of Nursing, and was a trustee of the Presbyterian-University of Pennsylvania Medical Center.

A longtime associate editor of The American Statistician, he has published widely in health journals here and abroad (including Lancet and the Journal of the Indian Medical Association) as well in journals of mathematics and statistics.

The search committee named by the president and provost, in consultation with faculty and students, is made up of:

Nominated by the Faculty Senate:
Ivar Berg, professor of sociology and former associate dean, Arts and Sciences
Helen C. Davies, professor of microbiology and associate dean for student affairs, Medicine
Frank Goodman, professor of law
Ann L. Strong, professor of city & regional planning and associate dean, Graduate School of Fine Arts

Nominated by the President and Provost:
Edward H. Bowman, Reginald H. Jones Professor of Corporate Management and deputy dean for academic affairs at the Wharton School (chair)
Oscar Gandy, professor of communication
Paul McDermott, professor of education
Frank W. Warner, professor of mathematics

Nominated by GAPSA
Pamela Inglesby, Annenberg School Ph.D. Program

To come: Nominee of the UA/NEC.

Search for Social Work Dean

Provost Michael Aiken has named the committee to advise on a new Dean of the School of Social Work to replace Dr. Michael Austin, who will have held the post seven years when he leaves next spring for Berkeley (Almanac May 7, 1991). The committee:

Peter Vaughan, associate professor and associate dean of SSW, chair
June Axinn, professor of social welfare at SSW
Fred Burg, vice dean for education at the School of Medicine
Marvin Lazerson, professor and dean of the Graduate School of Education
June Lowe, assistant professor, SSW
Joan Lynaugh, associate professor of nursing
Roberta Sands, assistant professor, SSW
Mark Stern, associate professor, SSW
Anthony Butto, SSW Ph.D. program '93
Katarzyna Malinoska, SSW '94

To Staff Grievance Volunteers:

Four orientation sessions have been scheduled for members of the University community who volunteered to serve as panelists and/or employee representatives for the new Staff Grievance Procedure. All sessions will be held from 9 a.m.-12:30 p.m. on these dates:
Dec. 4 Training Room, Blockley Hall
Dec. 9 Conference Room, 2nd Fl. McNeil
Dec. 10 Room 337, Towne Building
Dec. 12 1962 Lecture Hall, Medical School

Attendance at one session is required for those who wish to serve as panelists. Those unable to attend but interested in serving may contact the Office of Staff Relations at 898-6093.

—Division of Human Resources/Staff Relations
Speaking Out

Query on Costs of Uncapping

I was pleased to read the Report of the Task Force on Retirement (Almanac, 10/29/91). The report was fair, detailed, balanced, and constructive as it attempted to examine the possible consequences when mandatory retirement ends in 1994; the results of the emeritus survey should be valuable to both active and retired faculty.

I do have one criticism, however. Several estimates of potential added financial costs from uncapping in 1994 were presented; for example, if three of four faculty annually choose to continue after 70 years of age, the “cost” to the University would be approximately $500,000. The formula used by an Administrative Working Group assumed that the difference between the salary benefits of a faculty member who continued past age 70 and the salary and benefits of an assistant professor replacement would yield the potential added financial costs of uncapping. As I understand the report, the Task Force applied these same assumptions in examining various scenarios. Recognizing the complexities accounted for by the several models presented, still I wondered whether the comparable fiscal productivity of these hypothetical faculty members was included. How much in tuition income generated, research grants received, and departmental services provided would each contribute to Penn’s coffers? How much in terms of replacement would yield the potential added financial costs of uncapping.

The “Proposed Policy on the Use of University Fellowship Funds” below represents a way to implement the policy that these two groups saw as desirable. Please forward any comments on this policy to Professor Janice Madden, Vice Provost for Graduate Education, 106 College Hall/6381 by December 1, 1991.

Proposed Policy on the Use of University Fellowship Funds

1. University fellowship funds are provided only to support the academic preparation of students for the Ph.D. degree.
2. Services that are not required from all Ph.D. students cannot be demanded in exchange for these funds. (Research assistantships provided to Trustee Professors as part of their original appointments may be funded from these funds.)
3. All students who receive these funds must be full-time students. If they have not completed 20 cus, they must be registered for a minimum of 3 cus. If a student needs less than 3 cus to reach the 20 cus requirement, he or she must register for the number of cus needed to reach 20 in that semester.
4. All students who receive University Fellowship Funds must be supported for a full academic year (unless they graduate) at a level that includes, at a minimum, full tuition and a nine month stipend level of $9,000.
   - Partial awards of University Fellowship Funds can be made if the students are receiving funds from other sources—such as internal or external fellowships, teaching assistantships, or research assistantships—that total to an amount that meets the full funding requirements.
   - A student on a leave-of-absence or on GAS 996 for one term may be supported during the other term provided that the student is fully supported during that term.
   - All partial awards of University Fellowship Funds to a student must demonstrably comply with item 2. In order to demonstrate that a student, who is receiving a partial University Fellowship to complement a service award, is not performing services for the University Fellowship money, the school or department must have a clearly stated and enforced policy on the service requirements associated with the level of the service award provided to the student and not require the student to provide services in excess of that required of other students getting the same level of service award.

Outcomes of Timely Tenure Reviews 1990-91

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<tr>
<th>Number of Faculty Members (Proportion)</th>
<th>Tenure Attained</th>
<th>Tenure Not Attained</th>
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<tr>
<td></td>
<td>(TT)</td>
<td>(D)</td>
</tr>
<tr>
<td>Women</td>
<td>7(70)</td>
<td>1.10</td>
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<tr>
<td>Men</td>
<td>20(50)</td>
<td>6.15</td>
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Outcomes of Timely Tenure Reviews 1980-81 through 1990-91

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<th>Number of Faculty Members (Proportion)</th>
<th>Tenure Attained</th>
<th>Tenure Not Attained</th>
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<tbody>
<tr>
<td></td>
<td>(TT)</td>
<td>(D)</td>
</tr>
<tr>
<td>Women</td>
<td>63(54)</td>
<td>14.12</td>
</tr>
<tr>
<td>Men</td>
<td>213(53)</td>
<td>52.13</td>
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Clothing the Homeless

A drop-off point has been set up in the lobby of the Franklin Building where clothing in good condition can be donated for the homeless in University City. The building will be open 8 a.m.-5 p.m. through November 25. The drive is sponsored by the Penn Volunteers in Public Service.
Executive Summary*

The University of Pennsylvania is committed to institutional integrity. During this past year, while the news media focused attention on questionable financial practices and issues of bias on campuses across the nation, Penn took effective measures to continue to foster an ethical and equitable environment. Most notably, Penn defined this environment in the University’s Statement on Stewardship of Human and Financial Resources, which was published in FY 91.*

The Division of Human Resources is proud to have taken a leading role in the development of this document for the Offices of the Provost and Senior Vice President. It serves not only as a philosophical statement, but also as a guide that directs faculty and staff administrators to existing campus resource offices, training opportunities, and written policies and procedures. In FY 92, Human Resources will continue to reinforce the concept of stewardship through (1) panel presentations which explain the responsible discharge of administrative duties, (2) more seminars on managing a diverse workforce, (3) other supervisory training, and (4) the impartial enforcement of Penn’s human resource policies.

Human Resources further supported the University’s principle of equity during the fiscal year by improving the comprehensiveness of Penn’s human resource data. Ethnicity data was added to almost 500 faculty and staff records, enabling the division to perform more accurate demographic studies of Penn’s hiring and promotion practices. The results of these studies were shared with campus groups and University senior management and will be considered in shaping human resource programs.

Institutional integrity also relies upon processes that are effective and conserve money. As an early proponent of Total Quality Management (TQM), Human Resources applied this method to eliminate an internal processing backlog and to improve benefits eligibility records. The latter effort produced immediate, substantial savings in University premiums, and more savings are expected. The division’s FY 92 activities will include collaboration with the Office of the Senior Vice President to implement TQM techniques throughout Penn. Specifically, the division will provide facilitators for quality improvement teams and offer TQM training opportunities.

This past year was one of achievement for Human Resources. Responsibility for the Penn’s Way/United Way Campaign was assumed by the vice president for Human Resources at the request of senior University management. Using the division’s considerable automated information processing capabilities to plan goals and monitor progress, the campaign committee, which included representatives from across the campus, led Penn’s most successful campaign in history. A record-breaking $370,000 was pledged by the Penn community to support social service organizations in the greater Delaware Valley.

This past year also was one of change. Near the end of the fiscal year, Barbara Butterfield, vice president for Human Resources, left Penn for a new challenge at Stanford University. Her tenure at Penn culminated in the publication of the division’s multi-year Strategic Plan and Business Plan. Projects that were conceived under her direction will move forward as planned. During this transitional period, the division is being directed by the undersigned. Also in the past year, the University modified its administrative structure. The Division of Hospitality Services was reassigned to report to the Division of Human Resources.

Much of the work of the Division of Human Resources was accomplished through close cooperation among the division’s departments and with other campus offices and groups too numerous to name. Sufficient to say that without the perspectives of various constituencies and their expertise on matters of law, campus automation, and in other areas, we would have made far less progress on our goals to fulfill Penn’s human resource needs.

We submit this record to you, our colleagues, and invite you to continue working with us as stewards of a future of accomplishment for Penn.

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* Single copies of the full 26-page report are available from Amy Mergelkamp at the Division of Human Resources, Ext. 8-6884

** The guidelines were distributed to senior level management, ie. deans and directors, and will be published in Almanac in December.
**Update**

**NOVEMBER AT PENN**

**EXHIBITS**
23 Master of Fine Arts Exhibition: graduate fine arts student paintings, drawings, prints and sculptures; 7-10 p.m., Meyerson Hall Gallery, Mon.–Fri. 10 a.m.–5 p.m. Through December 7.

Ongoing
From the Outside Looking In; self-portraits by undergraduate and graduate Penn students; Bowl Room, Houston Hall. Through December 8.

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**University of Pennsylvania Police Department**

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crimes in the five busiest sectors on campus where two or more incidents were reported between November 11, 1991 and November 17, 1991.

**Totals:** Crimes Against Persons-1, Thefts-21, Burglaries-3, Arson-1, Attempted Thefts of Auto-0

**Date** | **Time** | **Location** | **Incident**
--- | --- | --- | ---
11/17/91 | 11:21 PM | Lot 17 | Student robbed/cash taken

**37th to 38th; Spruce to Locust**

11/11/91 | 5:15 PM | Vance Hall | Secured bike taken from rack
11/12/91 | 7:51 AM | Vance Hall | Wallet taken from computer
11/12/91 | 5:31 PM | McNeil Building | Wallet taken from unattended bag
11/15/91 | 7:46 AM | McNeil Building | Wallet taken from room

**38th to 39th; Locust to Walnut**

11/11/91 | 4:40 PM | Dining Commons | Radio taken from unattended bag
11/16/91 | 4:01 PM | Har new House | Snacks taken from commissary
11/16/91 | 4:01 PM | Har new House | Money taken from unsecured drawer

**34th to 36th; Locust to Walnut**

11/11/91 | 8:20 PM | Van Pelt Library | Jacket taken
11/12/91 | 6:45 PM | Van Pelt Library | Credit cards and ID taken/one apprehension
11/17/91 | 12:04 PM | Meyerson Hall | Camera taken from room

**36th to 38th; Walnut to Market**

11/11/91 | 5:46 PM | Grad B Tower | Watch taken from secured room
11/16/91 | 3:01 AM | Lot 17 | Auto taken from lot
11/17/91 | 11:21 PM | Lot 17 | See above under crimes against persons

**36th to 37th; Spruce to Locust**

11/11/91 | 4:25 PM | Steinberg-Dietrich | Microwave taken from unsecured room
11/17/91 | 7:35 PM | Steinberg-Dietrich | Bike recovered/returned to owner

**Safety Tip:** Care about your neighbor. Watch his house and property. Report all suspicious persons and automobiles to the police. Write down license numbers and descriptions. Call the University Police at 511 for emergencies or 898-7297.

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**18th District Crimes Against Persons**

Schuykill River to 49th Street, Market Street to Woodland Avenue

**Totals:** Incidents-15, Arrests-3

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**FITNESS/LEARNING**

21 NeXT Computer User Group Meeting: 7-9 p.m., Ben Franklin Room, Houston Hall.

22 Representatives from Prudential on Employee Mortgage Program; brown-bag session; noon, 720 Franklin Building (treasurer’s Office). Register: Ext. 8-7256.

23 Morris Arboretum Walking Tours: Saturdays and Sundays at 2 p.m. from Widener Education Center. Tickets: $3 adults, $1.50 for seniors; members and children under 6 free. Info: 247-5882. 100 Northwesterl Ave.

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**ON STAGE**

20 New Views/New Voices: new works by Philadelphia movement and performance artists; 7 p.m.; also November 21-23, 8 p.m.

matinee November 24, 3 p.m. Tickets $15; for discounts to groups, senior citizens, students, call 382-0606 (MTI Tabernacle Theater).

**TALKS**

20 Earthing the Unknown: The Verbal Archaeology of Investigative Journalism; James Steele, Philadelphia Inquirer; 5 p.m. reception, 5:30 p.m. lecture, 6th floor Van-Pelt Dietrich Library (Friends of the Library).

21 Difficulties in Evaluating a Truly Grass Roots Community-Based Injury Prevention Program; Leslie Davidson, pediatrics, Columbia; 9:10 a.m., 313 NEB (SGIM).

22 Endocarditis: Diagnosis & Management; David Callans and Howard Eisen, cardiology; noon-1 p.m., Agnew-Grice Conference Room, 2 Dulles (SGIM).

23 ES Cells, mesoderm, hematopoietic cells; Michael Van Wiles, Basel Institute of Immunology; noon, Wistar Auditorium.

25 Doctors, Patients, and Health: Anne Somers, decision sciences, noon-1 p.m., Ralston House, 2nd floor Conference Room (SGIM).

Isolation of cDNAs expressed in mouse plasmacytomas but not B-Lymphomas (… title continues); Michael Kuhl, Navy Medical College. 1 p.m. Wistar Auditorium (Wistar).

27 Avoidable Errors in Trauma Management; William Schwab, chief, Trauma Service; 8:30-9:30 a.m., E.R. Conference Room, Silverstein (SGIM).

28-29-30 SASA’s—An Important Cause of Ulcer Complication in the Elderly in New South Wales; David Henry, Newcastle, Australia; 11 a.m., Alumni Hall, 1 Maloney, HUP (SGIM).

Intervention, recovery, therapy and A.A.; Richard F. Limones and Mary Jo Porreca, 1-2 p.m., 2nd fl., Marriage Council, 4025 Chestnut.

**VIDEOCONFERENCE**

22 Perspectives on Global Chaos: Implications for the United States; Joseph S. Nye, Jr., Harvard University; Simon J. Appatov, Odessa University; Piia Wood, Old Dominion University; John Zhao, U.S. Institute of Peace; 2:30 p.m.-4 p.m., Room 111, Annenberg School. (Phi Beta Delta, Conflict Analysis and Peace Science Graduate Group, Dynamics of Organization Program, Aresty Executive Education Center, History Department, International Relations, Annenberg School).

**Reminder:** No Almanac November 26. Update deadline for December 3 is November 25.

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**4 Almanac November 19, 1991**

The University of Pennsylvania’s journal of record, opinion and news 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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Marquette F. Miller

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