Dear Colleagues:

Subject: Faculty Voluntary Early Retirement Program

From: David K. Hildebrand, Chair  Gerald J. Porter, Chair-elect  Louise P. Shoemaker, Past Chair

To: Members of the Faculty Senate

The Provost Walter Wailes has recently sent a letter to those faculty who are eligible for Penn’s Faculty Voluntary Early Retirement (FVER) program stating that the last date to enter this program will be June 30, 1996. That letter indicated that faculty would be unable to sign up for this program after June 30, 1993; however, those faculty signing up for retirement in 1996 could reverse their decision at any time prior to June 30, 1995. The Provost has assured us that all such faculty will be reminded of their decision in ample time to change their mind prior to June 30, 1995. We strongly urge all eligible faculty to preserve their option to retire by signing up for the program at this time.

There will be no penalty for cancellation prior to June 30, 1995.

We believe that some form of retirement incentive is valuable to the faculty and to the University. A subcommittee of the Senate Committee on the Faculty, chaired by Jean Crockett, will continue to explore possible options for reinstatement of a program like FVER. She would welcome suggestions and advice from faculty members. In the meantime, we recommend that you maintain your options by filing for the current program prior to the end of June 1993.

Please communicate your comments to Jean Crockett either by telephone (at Penn 898-7628 or at home 366-3687) or by mail to Finance, 2256 SH-DH/6367.

New Gabel Chair in SEAS: Dr. John Bassani

Dr. John Bassani, a 1984-89 Presidential Young Investigator who has been on the engineering faculty here since 1980, has been named the first Richard H. and S. L. Gabel Professor of Mechanical Engineering at Penn.

He takes a new $2 million chair endowed by the family of Richard H. Gabel, ME ’32, a world-renowned industrialist who is in SEAS’s Gallery of Distinguished Engineering Alumni. An exceptionally active undergraduate who was class valedictorian as well as a member of the Glee Club, Penn Band, Mask & Wig and an Engineering theater group called Men About Towne, Mr. Gabel was founder and CEO of Superior Tube Company. He kept close ties with SEAS throughout his life—not only with faculty and deans, but with students for whom he sometimes supplied materials for design projects. Among other honors he won the Alumni Award of Merit and the D. Robert Yarnall Award for Distinguished Service to the Engineering Profession and Society.

Last month his children endowed the new Gabel chair, named for their father and grandfather. By an additional gift they created the Bradley Gabel Memorial Fund (named for a stepbrother who died in 1991) for SEAS. Recalling Richard Gabel’s role as benefactor and advisor to SEAS, Dean Gregory Farrington said that Professor Bassani’s teaching and research fulfilled “the high standards which your father set for us.”

Dr. Bassani, who took his B.S. in mechanical engineering and M.S. in applied mechanics at Lehigh, earned his Ph.D. in engineering at Harvard in 1978. He spent a year as assistant professor at MIT before joining Penn in 1980 as assistant professor of mechanical engineering and applied mechanics. He added a secondary appointment in materials science and engineering in 1982, and was promoted to full professor in 1991.

“John Bassani has distinguished himself a true leader in his field of solid mechanics, and is considered by the elder statesmen now to be one of them,” said Dr. Ira Cohen, chair of mechanical engineering/applied mechanics. “His research on crack growth and crystal plasticity has been characterized by the giants of the field as classical, his elegant theoretical work as superb, and his numerical calculations as definitive...he has had a profound impact on his field and no one can doubt that he will continue his leadership in the solid mechanics community for many years to come.”

To the University Community

All members of the University are invited to a celebration of the life of Dr. Martin Luther King, Jr., on Monday, January 18, from noon to 2 p.m. at the Penn Tower Hotel, sponsored by the African American Association of Administrators, Faculty and Staff.

Managers are asked to extend the regular lunch break by an hour in order to allow interested employees to attend the commemoration.

Sheldon Hackney, President
Michael Aiken, Provost
John Wells Gould, Acting Executive Vice President

Three of the late Richard H. Gabel’s children are shown with Dr. John Bassani (second from right), the first incumbent of the Richard H. and S. L. Gabel Professorship. At left are Dr. H. Landis Gabel, who took his Ph.D. here in 1977 and is on the faculty of INSEAD near Paris, and Attorney E. Marianne Gabel (’77) of Delaware, Ohio. At right is Caroline D. Gabel of Washington, D.C., who earned her M.A. in international relations at Penn in 1967.
Looking Ahead

The new calendar year, 1993, starts with an upswing in the mood of the country as measured by the consumer confidence index of the Conference Board. There are also encouraging tax revenue projections from Harrisburg, and we are approaching the inauguration of a new President in Washington who has spoken often of investing in the “human infrastructure” of the country in terms that fan the fading embers of hope in the higher education community.

Though I share in this budding optimism, I am painfully aware that the unfavorable forces confronting universities are the result of deep, long-term trends and not simply fleeting political or economic perturbations. We have entered a fundamentally new era characterized by increasing constraints on revenue, severe cost pressures on everything that we do, and heightened public expectations. Whatever favorable things may happen in Washington or Harrisburg, times are going to continue to be tough for us, and we must respond creatively.

Penn and all of higher education will continue to be the focus of increasing public attention, not only from public officials but from business and community leaders, the media, and the families of our students. The fact is that our missions of international leadership in teaching, research and service are simply too important to be ignored by anyone who has a stake in the future of our economy, our society, or our local community. International competitiveness, technology transfer to industry, the quality of the American workforce, the education of foreign and American students for leadership roles in a changing world, solving the health care crisis, providing a working model for social relationships in a diverse and open community, creating an efficient and supportive workplace, and charting a responsible course through our long-neglected environmental dilemmas—all these tasks depend heavily on what we do here at Penn everyday: create new knowledge, teach, and live together.

The invitation that these expectations provide, coupled with the challenging intellectual opportunities that abound in almost every field, hold out the hope of an exciting future for us here at Penn. But if we are to make the most of our prospects, if we are to prove that the nimble can prosper even in parlous times, we are going to have to learn how to do more with less, how to achieve higher levels of quality with fewer resources.

The faculty and administration are already well started upon this path. Several years ago, we began the process of reducing the percentage of our resources that is spent on the administration of the University. This process must continue. In December 1991, Provost Aiken and the Chair of the Faculty Senate, Louise Shoemaker, appointed a joint Faculty Senate-Administration committee on cost containment within the University. I look forward to their advice on further measures we need to implement.

My own rough estimate is that we need to reduce our administrative cost base by 15 percent over the next four or five years. We want to do that carefully and in ways that do not destabilize our operations. This implies a thoughtful re-engineering of all of our administrative processes (both centrally and in the schools and resource centers) through a well-coordinated reassessment program—not simply through crude budget slashing.

Our priorities in this effort were set forth last spring in a series of meetings with faculty and staff on the 1992-93 University budget that responded to the loss of our Commonwealth appropriation. Provost Michael Aiken, Acting Executive Vice President John Gould, and I aim, first, to protect the academic core of the University; second, to utilize normal attrition, transfers and retraining to avoid layoffs to the greatest extent possible, while gradually reducing the total number of staff positions; and third, to manage our way through this restructuring so that we increase the quality of the administrative services we provide even as we lower their unit cost. We have already accomplished some of this kind of careful restructing through “total quality management” teams and in more traditional ways, and we will be more visibly and extensively engaged in it during the next few years. We will also be energetically seeking new sources of revenue to supplement our traditional sources whose growth is increasingly constrained.

Collectively, this mandatory re-engineering of what we do will make us better, stronger, even happier, but it will not be painless. Fortunately, as compared to a number of our peers, we are in sound fiscal and academic shape, well-managed, well-focused, and with several strategic advantages to help propel us into the 21st century as a model international research university that puts undergraduate education at the center of its efforts.

I will discuss the sources and the implications of this new era for Penn, and for higher education generally, in these pages during the weeks ahead. For the moment, we must each recognize that while these are not times for business as usual, they need not be catastrophic times either. We must bend the times to our own purposes.
W.E.B. DuBois College House, 1972-92

In 1973, a new college house was founded at Penn—one whose mission is to further the study of African-American culture. It was formally dedicated in 1974 as the W.E.B. DuBois House, named for the revered 19th-century leader who had held the position of research investigator at Penn in 1896-97. Initially residential settings on three floors of Low Rise North, the House developed rapidly as a place where students of all ethnic backgrounds could explore the African-American cultural heritage.

As DuBois House celebrates its 20th anniversary, the tradition continues: 100 undergraduates and their 6 graduate facilitators live with the current Faculty Master, Dr. Richard Sims; three Faculty Fellows, a Visiting Faculty Fellow and an Assistant Dean. The House has its own Paul Robeson Library and Louis Lattimer Computer Center, a gallery and a guest suite well used as its wide-ranging program of events and activities draws some of the major names in African-American culture to Penn.

Two important ongoing programs are the Afro-American Studies Speaker’s Forum, which has investigated such topics as Black Male/Female Relationships, Stereotyping through the Media, and Politics of Literature in South America; and the Visiting Scholars and Artists program which has brought such distinguished figures as Ed Bradley of “60 Minutes,” Actress/Author Ruby Dee; Filmmaker Spike Lee, Musician Grover Washington, Jr., Civil Rights Leaders Julian Bond and Rosa Parks, Historian Asa Hilliard, Congressman Walter Fauntroy, Activist/Author Angela Davis and Activist Martin Luther King III.

Students take an integral part in program design and implementation. The DuBois House Council promotes the purposes and goals of the House through its five independently functioning committees: social, cultural, political, community outreach, and building activities.

Soul of DuBois

A special feature this year has been the development of the “Souls of DuBois” conference in which House members will explore and identify with many of the teachings and writings of W.E.B. DuBois. The conference—scheduled for March 20, 1993 and slated to become annual—will be open to all and will feature national and local art exhibits and a concert. This conference is scheduled for once a year and is scheduled for March 20, 1993. The theme will be “20 Years and Counting, What Have We Learned?”

Chronology of Leadership

While most of the college houses at Penn have consistently been led by senior faculty masters, DuBois leadership has been different, according to Dr. David Biggs’s brief history-in-progress, excerpted below: “Since African-American senior faculty were (and still are) scarce at the University of Pennsylvania, junior faculty were often called to serve,” he explains. “Professor Howard Arnold of the School of Social Work served as the DuBois House first faculty master, although he did not reside in the building. The first live-in faculty master, according to records, was Dr. Mary Hoover of the English department.”

1972-73 Cathy Barlow, CW ’71 and Law ’76, was part-time director.
1973-74 Law Professor Howard Resnick, a trustee member who had served on the original fact-finding commission that led to the creation of the DuBois College House was non-resident faculty coordinator. William Harvey became the first full-time director, with Wesley Williams as assistant director. Irving McPhail and Lorraine Howard were the first faculty fellows.
1975-76, 1976-77 Irving McPhail left the University and was succeeded by Jacqui Wade as faculty fellow. All others remained in service.
1977-78 Positions were re-evaluated after the departure of William Harvey and Leslie Carter, and the position of administrative fellow created—part-time, and to be filled by a graduate or professional school student. The first such Fellow was Bill Simms (Law, ’80). The first live-in faculty master, Mary Hoover, arrived. Lorraine Howard and Jacqui Wade remained as faculty fellows.
1978-79, 1979-80 Valerie Swain-Cade succeeded as faculty master, and a new position, program director, was filled by Denis Cochran-Fikes. Bill Simms remained as administrative fellow, and the faculty fellows were Ernest Wilson and Lorraine Howard.
1980-81 Non-resident faculty master status returned and Law Professor Ralph Smith served in that capacity, sharing duties with Social Work’s Professors Samuel Sylvester and Howard Arnold. The director’s position was resurrected, and Eleanor Cox served in that position as well as faculty fellow. The other faculty fellow was Raoul Jordan-Cook.
1981-82 Raoul Jordan-Cook was succeeded by Lorenzo Griffin, and Mark Carter served as administrative fellow in this academic year as well.
1982-83 Resident faculty master status returned and John Roberts served in this year. The faculty fellows at this time were Barbara Turner and Eleanor Cox. Robert Marchman succeeded Mark Carter as administrative fellow.
1983-84, 1984-85 John Roberts remained as faculty master, with a change of faculty fellows: Sociology’s Ivar Berg, and GSE’s Thomas Parham. Joia Johnson became administrative fellow.
1985-86 In John Roberts’s last year as faculty master, the faculty fellows were Joyce Wilkerson and Robert Hill; Virginia Henderson was administrative fellow.
1986-87, 1987-88 The new faculty master was Allen Greer; faculty fellows E. Vanessa Siddle, Ken Shropshire, and Raynard Kington; and administrative fellow Pamela Petty with Lisa Johnson as assistant administrative fellow.
1988-89 Pamela Petty and Ken Shropshire left, and Flora Taylor joined as administrative fellow. All others remained in service. Jeffrey Cusick was added as assistant administrative fellow.
1989-90 Risa Lavizzo-Mourey, an M.D. with appointments in medicine and health care systems became faculty master at this time; Raynard Kington, and Vanessa Siddle remained as faculty fellows. Kevin Hibbert was added as assistant administrative fellow.
1990-91, 1991-92 New faculty fellows were Vivian Gadsden and Jacqueline Bowles. The administrative fellow position was discontinued and an assistant dean was added; David B. Biggs, who also does academic advising in the College of Arts and Sciences as well as administering the operations of the DuBois College House.
Increasing benefits costs, decreasing availability of unrestricted funds, and the impact of the new FAS 106 accounting rule on University budgets could undermine the University’s goal of providing medical benefits to retirees and their families as part of an affordable and competitive benefits package for both active and retired employees. As explained in [Almanac December 8], based on the current design of the University’s retiree medical benefits plan, independent actuaries have determined the University’s liability for these benefits, as of July 1, 1991, to be approximately $90 million; by July 1, 1993, when the University must adopt FAS 106, this amount could be as much as twenty percent higher.

By making judicious modifications now to the existing plan, the University’s liability can be significantly reduced—perhaps by as much as $18 to $20 million—thus better enabling Penn to meet its goal of providing affordable and competitive benefits to both active and retired employees.

Three goals guided the FAS 106 Work Group in its examination of the retiree medical plan:

- The University must maintain its ability to offer a competitive total compensation program (salaries and associated benefits) that will continue to play an important role in the recruitment and retention of faculty and staff.
- The University will continue to have as a goal the provision of medical care benefits to retirees and their families.
- If possible, the proposed modifications should not affect the benefits of current retirees.

Proposals for Retiree Medical Plan Modification

(Part II of a Report to the University Community)

As the chart indicates, early retirees (ages 55-64) would cost-share at a higher rate for the whole period of their retirement. Given the wide variation in retirement ages, family situations and plans selected, it is not practical to illustrate every possible retirement situation. For Blue Cross Plan 100 single coverage, based on 1992-93 premium cost sharing, active employees now cost share at 30% (active rate: $48.33/month, single plan). Under the proposed modifications, the impact for this plan is: those retiring between 55 and 61 would currently cost share at 50% (1.67 x active rate=$80.50/month, single plan) until they are 64; and those retiring between 62 and 65. As the chart indicates, early retirees (ages 55-64) would cost-share at a higher rate for the whole period of their retirement. Given the wide variation in retirement ages, family situations and plans selected, it is not practical to illustrate every possible retirement situation. For Blue Cross Plan 100 single coverage, based on 1992-93 premium cost sharing, active employees now cost share at 30% (active rate: $48.33/month, single plan). Under the proposed modifications, the impact for this plan is: those retiring between 55 and 61 would currently cost share at 50% (1.67 x active rate=$80.50/month, single plan) until they are 64; and those retiring between 62 and 65 would cost-share at a higher rate for the whole period of their retirement.

Proposed Plan Modifications

After lengthy study and discussion, the Work Group is proposing the modifications outlined below. These represent a modest adjustment to the existing plan. The basic program of providing medical benefits for retirees and their families will remain intact. The plan will continue to offer early retirees the same medical plan choices available to active employees and will continue to serve as a Medicare supplement beginning at age 65 for all retirees. However, under the proposed modifications: 1) service for meeting eligibility requirements must be continuous; 2) retirees will share the cost of medical plan premiums; and 3) additional spouses and dependents may not be added after retirement.

While it is our hope that modest changes now will place us on a sound footing for the future, in light of such uncertainties as economic exigencies, legislative reform or changes in the health care delivery system, Penn may be compelled at some point to further modify its retiree medical program.

The active rate referred to in the chart below represents the premium cost sharing paid by active employees; this rate varies depending on the plan chosen. The “65 Special” rate represents the proposed premium cost sharing to be paid by retired employees enrolled in the Blue Cross 65 Special Plan (Medicare supplement).

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An Almanac article 12/8/92 stated that active employees contribute towards the expense of the medical plans through premium cost sharing. While the vast majority of employees have premium cost sharing, employees who have chosen to remain in Blue Cross Plan B (a closed plan) do not have premium cost sharing. — Adrienne Riley, Human Resources

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<tr>
<th>Eligibility</th>
<th>Current Plan</th>
<th>Proposed Modification</th>
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<tr>
<td>Age and Service</td>
<td>Age 55 with 15 years of service or age 62 with 10 years of service</td>
<td>No change</td>
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<tr>
<td>Continuous Service</td>
<td>Service does not have to be continuous</td>
<td>Service must be continuous</td>
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<th>Retiree Medical Plan Choices</th>
<th>Proposed Modification</th>
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<td>55-64 65/+</td>
<td>Same as for active employees Medicare Supplement</td>
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<th>Cost Sharing on Premium</th>
<th>Proposed Modification</th>
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<td>Age at Retirement is 55-61</td>
<td>Cost sharing at rate based on both age at retirement and the active rate for the plan selected. At age 65, primary retiree coverage converts to Medicare; Penn coverage becomes Medicare supplement.</td>
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<tr>
<td>Age at Retirement is 62-64</td>
<td>Ages 55-64: 1.67 x active rate; ages 65/+: 1.67 x ‘65 Special’ rate</td>
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<th>Co-payments and Deductibles</th>
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<td>Cost sharing for actual care received</td>
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<th>Family Coverage</th>
<th>Proposed Modification</th>
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<td>At time of retirement</td>
<td>No change</td>
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<td>After Retirement</td>
<td>No change</td>
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- Adrienne Riley, Human Resources

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for Medicare eligibility), in part because of the high medical expense to on the medical benefits of those who retire before age 65 (the current age In designing the modifications, the Work Group focused particularly once they are age 65 or older) would be as shown on the chart below.

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<th>Retired at 65+</th>
<th>Retired at 62-64</th>
<th>Retired at 55-61</th>
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<td>($25.80/person)</td>
<td>($34.50/person)</td>
<td>($43.00/person)</td>
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Reminder: The costs above are only for retirees after they reach age 65. Before age 65, early retirees’ costs vary and could be expected to be higher until 65 is reached.

Making the Transition
If adopted, the proposed plan would become effective for all employees hired on July 1, 1993, and thereafter. For all other employees, the proposed plan provides for a three-year window, beginning July 1, 1993, and closing on June 30, 1996. Individuals who meet the eligibility requirements before or during the window will have the opportunity to retire on or before June 30, 1996 under the current plan, upon reaching the eligibility requirements.

Review of the Proposed Modification
We invite responses from the University community. Comments should be directed to Provost Michael Aiken or Acting Executive Vice President John Wells Gould by January 22, 1993.

Questioning FAS 106 Proposals
The University’s plans for compliance with Statement 106 of the Financial Accounting Standards Board (FAS 106) raise a number of questions and problems that I can best illustrate by quotations from the two recent Almanac articles on the subject (see References below — readers who have not yet read these carefully are strongly urged to do so). The first section that specifically addresses FAS 106 attempts, reasonably enough, to assess the magnitude of the problem caused by the requirement to accrue the costs of post-retirement medical benefits over the work-ing career of employees by assigning a number to it:

Penn’s FAS 106 liability was approximately $96 million as of the beginning of FY 1992.(1)

How this number was calculated is not made clear. The Vice President for Human Resources volunteered at a meeting of the Medical Faculty Senate that it had been obtained by outside accountants on the basis of various employee profile data supplied to them by the University, but would say little more about it. (Could we not calculate it ourselves, or were we required to obtain it from an independent source?)

Maybe the following sheds some light on its genesis:

... very few staff and even fewer faculty retire before the age of 65. For FAS 106 purposes, however, this aspect of the program is very costly because the University must recognize the potential that many individuals will retire before age 65. (2)
Scholarships for individuals may be sponsored by their own deans or departments. The deadline for application is June 990 by Coopers & Lybrand and amounted to $127 million. Realizing that the measurement of the University’s liability would be highly dependent on many variables, each of the assumptions underlying the calculation was closely scrutinized.

Coopers & Lybrand carried out an extensive analysis of health care costs from data supplied by our health carriers. A series of discussions took place in which baseline costs were verified, checks were made of the eligible population, and actuarial assumptions were reviewed, with the University supplying additional data where available. Several assumptions based upon national patterns were refined using University experiential data. These included retirement ages of faculty and staff and termination patterns for both faculty and staff. The most critical assumption for the projection involved medical cost inflation rates. These rates were reduced based upon recent University cost patterns.

The net result of all of these revisions reduced the estimated liability to $96 million. Subsequently, modeling was done in-house as plan design modifications were considered. At the later stages of modeling, the University again turned to Coopers & Lybrand. This was done because as the University’s auditors, Coopers & Lybrand will have to concur with the calculated liability when they render an opinion on the University’s financial statements.

The calculated liability is not a worst-case scenario. As discussed, the amount was reduced by using actual University experience rather than national norms. The model did not assume that all individuals retire early. Such an assumption would have resulted in overstatement of the liability. Rather, the model used historical University retirement patterns in calculating the cost of the program. However, FAS 106 requires the University to accrue the cost of retiree medical benefits over the active work life of employees. The accrual period ends when employees become fully eligible for the benefit, i.e., at age 55 with 15 years of service or at age 62 with 10 years of service.

The University and Coopers & Lybrand’s actuarial experts worked together to assure that the retirement numbers are in compliance with the requirements of the Financial Accounting Standards Board. It is important to note that the University’s obligation will be reviewed annually. Appropriate adjustments will be made in light of actual experience and consistent with FAS 106 requirements.

As indicated in Almanac articles, the University must choose to recognize the entire liability in one year or alternatively, amortize the obligation over a twenty-year period. The University will likely choose the latter approach since Penn does not have sufficient fund balances to absorb its full liability all at once. Funding is not an “all-or-nothing” choice. However, to the extent that the University does fund the obligation, interest earnings will partially offset our post-retirement medical benefit costs on an ongoing basis. Additionally, the Work Group concluded that segregating assets for this purpose would give greater assurance to faculty and staff that these commitments could be honored in the future.

The proposed plan modifications were developed through a consultative process in which cost considerations were balanced with expectations of both present and future retirees. Dr. Pring is correct, there are other alternatives. The University has had an early retirement program for tenured faculty for many years. Although this program has been helpful in transitioning faculty into retirement, its budgetary impact is not of the same order of magnitude as the FAS 106 annual expense. The cost savings from this program are contingent upon utilization in any given year and the savings are not recaptured to offset the overall University benefits costs.

Any alternative must result in real savings in the short-term since FAS 106 must be adopted in year 990. Any increase in the employee benefits rate is taken very seriously since it affects our competitiveness and puts pressure on both restricted and unrestricted budgets. The recommendations of the Work Group permit the University to determine with certainty the near term budgetary impact and strike an appropriate balance between cost containment and the University’s commitment to provide retirement health benefits.

— Michael Aiken, Provost

More on Dr. Needleman

Dr. Shapiro informed the community of the success achieved through 400 signatures from around the world on a petition to obtain open hearings for Dr. Herbert Needleman (a Penn alumnus) at the University of Pittsburgh (Almanac, December 8, 1992). The positive result for Dr. Needleman is only part of the story, however. He sustained enormous costs in defending himself against the charges. We can be of further assistance by contributing to the Needleman Defense Fund set up under the auspices of the American Association of University Professors in Pennsylvania. Send your check or money order to Dr. Robert Norman, University of Pittsburgh, Graduate School of Public and International Affairs, Pittsburgh, PA 15260. Large or small contributions are gratefully received. Every penny helps!

— Elsa L. Ramsden, Associate Professor of Physical Therapy, Nursing, and President, AAUP Pennsylvania Division

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for that time. Likewise in their case too only some small fraction of the total may represent funds that can be reallocated without significant disruption.

— Martin Pring, Associate Professor of Physiology/Med

References:
2. Almanac, “For Comment”, 12/15/92

Response to Dr. Pring

The issues raised by Dr. Pring on the magnitude and implications of the University’s post-retirement medical benefits obligation reflect many of the concerns deliberated by the FAS 106 Work Group. The initial valuation of the retiree medical liability was calculated in June of 990 by Coopers & Lybrand and amounted to $127 million. Realizing that the measurement of the University’s liability would be highly dependent on many variables, each of the assumptions underlying the calculation was closely scrutinized.

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— Michael Aiken, Provost

More on Dr. Needleman

Dr. Shapiro informed the community of the success achieved through 400 signatures from around the world on a petition to obtain open hearings for Dr. Herbert Needleman (a Penn alumnus) at the University of Pittsburgh (Almanac, December 8, 1992). The positive result for Dr. Needleman is only part of the story, however. He sustained enormous costs in defending himself against the charges. We can be of further assistance by contributing to the Needleman Defense Fund set up under the auspices of the American Association of University Professors in Pennsylvania. Send your check or money order to Dr. Robert Norman, University of Pittsburgh, Graduate School of Public and International Affairs, Pittsburgh, PA 15260. Large or small contributions are gratefully received. Every penny helps!

— Elsa L. Ramsden, Associate Professor of Physical Therapy, Nursing, and President, AAUP Pennsylvania Division

HERS 1993: Applications March 5

The Eighteenth Annual Summer Institute for Women in Higher Education Administration (HERS) will be held Sunday, June 27 - Friday, July 23, 1993. HERS is a residential program on the University campus offering women extensive training in educational administration. The curriculum prepares participants to work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work force.

The program accepts women who are actively seeking increased administrative responsibilities and provides training in the management and governance of institutions of higher education, with special attention to accounting and budgeting, strategic planning, information technology, decision making processes, and policy implementation. One objective of the Summer Institute is to foster a network of peers and mentors who provide information, resources, contacts, and support for one another.

There are two ways for women at Penn to apply to the HERS Summer Institute. First, the University will sponsor two participants chosen in a campus-wide selection process. Second, individuals may be sponsored by their own deans or departments. The deadline for application through the University selection process is Friday, March 5, 1993. If you are interested in the Summer Institute and an application, please contact Debra Fickler at Ext. 8-7660 or you can send an e-mail message to fickler@A1.QUAKER.
The University of Pennsylvania Police Department
Community Crime Report

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University between the dates of December 14, 1992 and January 3, 1993. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—1, Threats & harassment—2
12/15/92 3:06 AM 3700 Block Spruce Commandeered by unknown male
12/21/92 2:45 PM 3401 Walnut St Harassing phone calls
12/24/92 11:38 AM Nursing Ed Bldg Harassing phone calls

38th to 41st/Market to Baltimore: Homicide & manslaughter—1, Robberies (& attempts)—5, Aggravated assaults—1, Burglaries (& attempts)—6, Total thefts (& attempts)—54, Thefts of auto & bicycles—1, Burglaries—3, Reporting
12/22/92 8:24 AM 4200 Block Pine Briefcase taken from compl. by mate
30th to 34th to Market to University: Threats & harassment—3
12/14/92 10:56 AM Hill House Unwanted calls received
12/16/92 9:50 AM Hill House Harassing message left on calendar
12/19/92 10:56 AM Hill House Unwanted calls received

Outside 30th - 43rd /Market to Baltimore: Simple assaults—1, Threats & harassment—3
12/14/92 4:20 PM 535 S.46th St. Dispute between landlord and tenant
12/16/92 4:20 PM 4513 Spruce St. Unwanted harassing calls received

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—6, Total thefts (& attempts)—54, Thefts of auto & bicycles—1, Burglaries—3, Reporting
12/22/92 8:24 AM 4200 Block Pine Briefcase taken from compl. by mate
30th to 34th to Market to University: Threats & harassment—3
12/14/92 10:56 AM Hill House Unwanted calls received
12/16/92 9:50 AM Hill House Harassing message left on calendar
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Children’s Classes: January 14

Children’s Saturday Morning Classes in fencing, swimming and gymnastics will begin Saturday, January 16. Registration is on a first come basis in the Gimbel Gymnasium office, prior to the first class. Registration deadlines is Thursday, January 14; there is no registration at classes.

Elm: A New Electronic Mail Service

DCCS announces the start of another retail electronic mail service offering, effective January 1, 1993. The service is based on Elm, the standard electronic mail package which was selected last year by the Electronic Mail Task Force for use by many of the Schools. (See the September 1992 Penn Printout for background information regarding the selection of Elm.) Elm is a terminal-based package which is simple to learn and use, and which can be accessed by any workstation on campus via PennNet or from home via modem.

The service costs $00 per year and is available to members of any School or Department that authorizes the account and arranges for payment through the University accounting system.

For more information, please see PennInfo in the “Electronic Mail References” section, where the latest details will be posted. For specific questions or to open an account, contact the PennNet Services Center (psc@dcss or Ext. 8-8171).

— George P. McKenna Director, DCCS Network Operations

Changes in PennBus and Loop

The Campus Loop has switched from a continuous service to a scheduled one, and the PennBus has been rerouted. A new brochure reflecting these changes is in this issue of Almanac and was in yesterday’s Daily Pennsylvanian. It is also available in all vehicles and at all transit stops.
CRIMES

38th to 41st/Market to Baltimore: Burglaries (& attempts) — 6, Total thefts (& attempts) — 25, Auto thefts (& attempts) — 3, Thieves from autos — 6, Bicycle thefts — 7, Forgery & fraud — 1, Criminal mischief & vandalism — 3

30th to 43rd/Market to Baltimore: Total thefts (& attempts) — 32, Thieves from autos — 12, Thieves from bicycles & parts — 8, Criminal mischief & vandalism — 2

Outside 30th - 43rd / Mkt - Baltimore: Total thefts (& attempts) — 5, Thieves from autos — 2, forgery & fraud — 1

Ed. Note: Crimes of the 18th District will appear next week.

8 ALMANAC January 12, 1993

ALMANAC ADVISORY BOARD:

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ASSOCIATE EDITOR Marguerite F. Miller

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For the Staff Assemblies

For the Faculty Senate

JANUARY AT PENN

TALKS

18 Cocaine Update; John Di Gregorio, pharmacology, Hahnemann University; noon; Mezzanine, John Morgan Building (Pharmacology).

19 SYSTEMS OF SUPPORT FOR SCIENTIFIC RESEARCH IN FRANCE; Jean-Pierre Dedonder, President de l'Université de Paris-VII; agreement of cooperation and exchange will also be signed by President Decoster and President Hackney; 5:15 p.m.; A-4, David Rittenhouse Labs (French Institute).

DEADLINES: The deadline for the February at Penn pullout calendar is Tuesday, January 9. The deadline for the weekly updates is a week before the week of publication.

Correction: To January at Penn Special Events, January 16; the correct location for the Founder's Day Luncheon is the Chinese Rotunda at the University.

TALKS

16 Zora! Behind the Scenes of the (Philadelp)hia Theatre Caravan dramatization of Hurston's life; 10 a.m.-noon; Annenberg Center. Also January 23 and 30. For 9-12 graders. Register: Ext. 8-6763. Fee is $90 (Discovery Program).

16 The Recognition and Treatment of Obsessions and Compulsions; Richard Summers, Institute of Pennsylvania Hospital; 1 p.m.; Marriage Council, 4025 Chestnut Street, 2nd floor.

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