New Director of LRSM: Dr. Klein of Chemistry

Dr. Michael L. Klein, a theoretical chemist who studies condensed matter in materials and biological systems, has been named director of the Laboratory for Research on the Structure of Matter. His appointment was announced by the Provost at the stated meeting of the trustees in January.

Dr. Klein succeeds Dr. Ward Plummer, who left December 1 to take up a joint appointment in a distinguished scientist program at the University of Tennessee Oak Ridge National Laboratory.

Dr. Klein, the William Smith Templeton Professor of Chemistry and a member of the LRSM executive committee, has been described by his colleagues as “a prolific author, a great teacher and an exceptional colleague,” and as “a world class scientist and outstanding communicator who will be a superb leader of LRSM.” The author of over 265 original research papers, he has received major awards, fellowships and prizes. His appointment was announced by the Provost at the stated meeting of the trustees in January.

Dr. Robert A. Kraft, a Penn professor known both as a scholar of Judaism and Christianity in the Graeco-Roman period and as a pioneer in computer-assisted research in ancient texts, has been named the Moritz and Josephine Berg Professor in the Teaching of Religious Thought at the School of Arts and Sciences.

The Berg chair, established in 1951 by the estate of Albert A. Berg, gives SAS “a welcome opportunity to recognize Bob Kraft’s many contributions,” Dean Rosemary Stevens said. These contributions include not only his own scholarship and teaching, but the development of new structures and techniques that have given new direction to his field.

Dr. Kraft took his B.A. in philosophy and M.A. in biblical literature at Wheaton College (Ill.), in 1955 and 1957 respectively, and his Ph.D. from Harvard in the history and philosophy of religion in 1961. After two years as a lecturer at the University of Manchester, he became assistant professor here in 1963 and has been full professor since 1976.

Known from the outset for his involvement in research on Jewish sources of material adopted and adapted by Christianity, Dr. Kraft has also been active in developing new approaches to the study of ancient texts. While his most recent work has focused on electronic tools for the study of ancient biblical and related texts, he has also been instrumental in the organization of research teams and scholarly editions in his areas of specialization—including the Pseudepigrapha group of the Society of Biblical Literature and its Texts and Translations series (in which he helped produce editions of Testament of Job and Paraleipomena Jeremiou), which became a model for approaching such projects.

Dr. Kraft set out some 15 years ago to bring computers and religious studies together, and is “in the forefront of learning and teaching others how to use the computer to do, in a matter of seconds...philological and historical tasks that used to take a lifetime,” as Dr. Stephen Dunning of his department put it. “He is the most unassuming man I have ever known in giving of his time to help others.”

Dunning, who is graduate chair, also said Dr. Kraft’s reputation is a major reason Penn wins some of the country’s best graduate students in the field.

Dr. Kraft is currently undergraduate chair of the department and associate director for external affairs of the SAS Center for the Computer Analysis of Texts (CCAT) which he helped to found.

For February 25 Penn VIP Benefit: Tickets Now

To celebrate the spirit of volunteerism and the importance of higher education for all students, regardless of need, Penn VIPS (Volunteers in Public Service) will hold its First Annual Scholarship Benefit and Volunteer Recognition Reception at the Faculty Club on Thursday, February 25 from 4:30 to 6:30 p.m. At that time, scholarships will be awarded to high school seniors from West Philadelphia to help offset their college expenses. Tickets are $10 and may be purchased from a Penn VIPS member at the following locations:

Shirley Aderman
Dana Carver
Rocco Casiato
Anthony Celentano
Pat Coleman
Kristin Davidson
Marcine Pickron-Davis
Kass Evans
James Gist
Debbie O’Connor
Tom Walters
D L Wormley
School of Engineering
University Museum
3401 Walnut Street
Penn Alumnus
Franklin Building
Nursing Education Bldg.
Christian Association
Van Pelt Library
Computing Resource Ctr.
Blockley Hall
Faculty Club
Franklin Building
Room 107 Towne
Room 142
Suite 233A
C ’88
Room 003
Room 472
3601 Locust Walk
Orig. Catalogue Dept.
38th & Locust
Room 212
200 S. 36th Street
Room 212
898-8103
898-3024
898-1906
251-6884
898-4212
898-8442
898-4831
898-9047
898-9090
898-7285
898-3470
898-1690

For general information, contact Penn VIPS at Ext. 8-2020.

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LRSM's Dr. Klein

JIO Move: The Judicial Inquiry Office has moved from Bennett Hall to the Quad (3700 Spruce/6053), but its phone remains Ext. 8-5651. For other campus moves including the President’s Office, see p. 7.
Last week in Almanac, President Hackney addressed the concerns raised by staff, faculty and students of color who continue to experience the Penn environment as hostile and unwelcoming. He asked the Provost and the Acting Executive Vice President to lead a continuing effort to “end racial harassment, inhumane treatment, and hostile behavior as an everyday fact of life for people of color on this campus.” He also directed us “to incorporate this objective into the larger framework of ensuring that all groups and individuals in the Penn community are accorded the respect, politeness, and care that they deserve.”

We want to stress that this is an issue not only of how students are treated by staff, or how staff are treated by faculty, but of how each individual treats the other members of the University community. Everybody needs to do a better job of treating others, regardless of identity, rank or function, with greater consideration, courtesy and respect. We are all “customers” of each other and the quality of our “customer relations”—both with persons of color and with others—is not what it should be.

We all know that here at Penn—as in any large organization or community—there are individual staff, students, faculty and administrators who “just don’t get it.” Whether inadvertently or willfully they behave in ways that are perceived by others as demeaning, hostile, exclusionary, or victimizing. The “victim” may be an undergraduate student of color or a majority student, an international graduate student, a female staff member, a conservative faculty member, or even a white, male administrator.

We would not be surprised if in the vast majority of such cases the “perpetrator” feels that he or she was just “doing my job,” “following the procedures,” “treating everyone alike,” or “having some innocent fun.” Often as not, that may even be true, but it is never the “whole truth.” The missing truth is that such actions—whether intentionally malicious or innocently offensive—are perceived as racist, sexist, chauvinist, discourteous, etc. They are often heard and experienced as expressing hostility, rejection, threats, and insults.

It is this Gordian knot of differential perceptions of a complex human reality that starkly confronts both American society and everyone on this campus. It is not a situation that we—or any of us—can afford to ignore. We must find ways to cross this perceptual, attitudinal, and behavioral chasm if we are ever to live comfortably together and to care for one another. To bridge that gulf we really do “need each other,” as President Clinton said in his inaugural address.

This is not the kind of cultural change that can be achieved solely by institutional policies or legal fiats. That is why it is so extraordinarily difficult. Neither is it a challenge from which we can shrink. The human cost of failure—for everyone—is too high. Neither is it a challenge that we—or any of us—can afford to ignore. We must find ways to cross this perceptual, attitudinal, and behavioral chasm if we are ever to live comfortably together and to care for one another. To bridge that gulf we really do “need each other,” as President Clinton said in his inaugural address.

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That is why, first and foremost, we ask each member of the University community to think about his or her own experiences of minority status, about how others may have interpreted or perceived those situations differently, and about how the experience of difference applies to every human interaction on this campus.

Second, we want to reiterate President Hackney’s message to all members of our community: “We will not tolerate acts that demean students, faculty, and staff—not in the classroom, not in support offices, not on the campus, and not in our residences. We will find means to ensure that such acts have important consequences.”

Third, we shall take a number of specific actions before a follow-up meeting at the end of February. Those steps include the following:

1. The Provost will inform all Deans of incidents of intolerant behavior reported by students, faculty, and staff. Deans will be asked to take immediate action with department chairs and faculty regarding specific incidents and to advise the Provost of actions taken in response to reported incidents to assure that all available institutional, Commonwealth, and federal remedies are used and these behaviors cease at Penn.

2. Further, the Provost agrees that it is essential that schools and departments create ongoing mechanisms for undergraduates, graduate, and professional students to relay information about specific faculty and staff incidents so that community members will understand that intolerant behavior will not be tolerated.

3. The Provost has already spoken with each undergraduate dean about these issues and will advise them of any specific incidents reported to him. He will request that schools and departments establish mechanisms, if they do not already exist, that will provide for an ongoing forum in which student concerns may be readily heard and appropriately addressed.

4. The Vice Provost for University Life, in consultation with undergraduates, graduate and professional students, and staff will prepare a resource brochure for students of color and other members of the University community to provide information about University resources available to them.

5. The Vice Provost for University Life will initiate a series of meetings with undergraduate, graduate, and professional students to hear specific concerns that have been raised by students regarding student affairs programs, division staffing, residential living, activities funding, and student health concerns, and will take appropriate steps to address them.

6. The Commissioner of Public Safety will review a series of specific recommendations regarding the establishment of more effective means of communication with the diverse members of the University community, and other strategies for improving the image and role of Penn police officers. The Commissioner has already agreed to implement immediately focus group discussions with students, faculty, and staff so that they can directly air their concerns and recommend additional strategies for improving service.

7. The Acting Executive Vice President will review and take appropriate action to implement recommendations to improve the University Police, the Office of the Bursar, and other administrative offices.

8. The Provost and the Acting Executive Vice President will review and take appropriate action to implement recommendations to improve the quality of services provided by the Office of Student Financial Services.

9. The President, Provost and the Acting Executive Vice President will communicate the need for improving the quality of services provided to all students, faculty and staff—but particularly to minority group members—to all service areas of the University.

10. The Provost and the Acting Executive Vice President will incorporate heightened qualitative standards of service into the University’s current long-term effort to re-engineer all of its administrative processes and services.

These steps form only the administrative context through which we hope to foster urgently needed changes in the way Penn’s people live and work together. We believe that individuals must also re-examine their attitudes, perceptions and behaviors, and through empathy and intellect, create new modes of understanding and commonality across vast cultural differences. We call upon each and every member of the University community to help us in this task.

— Michael Aiken, Provost
— John Wells Gould, Acting Executive Vice President
Tenure Decisions and Gender

Each year the Office of the Provost has been publishing data showing how men and women fare in the internal tenure process. The most recent reports were published in *Almanac* on October 16, 1990 and on November 12, 1991. These reports concern so-called "timely" internal reviews for tenure—which those conducted during the fifth or sixth year for Assistant Professors and those conducted in the third or fourth year for untenured Associate Professors. Appropriate modifications are made for health school faculty on the ten-year tenure track.

The study currently covers the period from 1980-81 through 1991-92. Faculty achieving timely tenure are indicated by (TT) in these tables. Cases yielding negative results are indicated by (D) if the department did not forward a positive recommendation to the school, by (S) if the school did not forward a department's positive recommendation to the Provost, and by (U) if the school's positive recommendation was not endorsed by the administration of the University. The symbol (O) refers to persons who reached the appropriate date for a timely review but for whom no review took place because of resignation, transfer to the Clinician-Educator track, death, or because the faculty member requested that no review be made. Numbers have been adjusted for faculty members reviewed twice; as a consequence the sum of the cumulative data from 1980-81 through 1991 and the data from 1991-92 need not equal the cumulative data for 1980-81 through 1991-92.

The Office of the Provost began publishing this data series in response to rather heated charges that the internal tenure review process was biased against women. The eleven years of data in this series show that this claim has no substance—at least as far as timely tenure reviews are concerned. This data does not shed any light on the relative treatment of untenured faculty members who are promoted or leave the University prior to their formal review year. Work has recently begun on a retrospective analysis of the fates of all untenured members of the Standing Faculty who have been appointed in the last decade or so.

— Anne Mengel, Assistant to the Provost for PSC Matters
— Walter D. Wales, Deputy Provost

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Incidents in December

This is the December monthly report from the Judicial Inquiry Office which will appear in the *Daily Pennsylvania Almanac, The Graduate Perspective* and is to inform the University community at large of the types of complaints brought to this office in any given month during the academic year. The information is presented in aggregated format, by complaint type. The number of complaints are indicated by Year to Date (YTD) as well as for the immediately previous month. The number of withdrawn or dropped complaints are noted, as well as those for which an informal settlement was negotiated, and for which the investigation is still pending.

It is important to recognize that there are certain artifacts in the data as presented. First, with any given complaint, there may be more than one respondent and different outcomes/charges per respondent. Therefore, while the current total number of complaints is 57, the total number of respondents is 76. Secondly, with any given complaint, there may be multiple charges per complaint or per respondent. Thus, while the current total number of complaints is 57, the total number of potential charges is 83. Thirdly, during the process of an investigation of a complaint, additional respondents and/or charges may be added. So, while the current number of respondents is 76 and the current number of potential charges is 83, both of those numbers may change as any investigation progresses and draws to a close. And lastly, as an investigation comes to a close, a complaint may be dropped/withdrawn due to lack of evidence to support the complaint, the complaint type may change, or the complainant may withdraw his/her complaint. Therefore, while there are currently 35 potential charges pending, this number does not indicate that all these charges will result in settlements, nor does it indicate that if a settlement is achieved the charges will be the same as the original complaint.

If anyone has any specific questions regarding the data presented in the chart, please contact the Judicial Inquiry Office at 898-5651. We will gladly answer your questions to the best of our ability.

— Catherine C. Schiffter
Interim Judicial Inquiry Officer

OFFICE OF THE JIO

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<th>Judicial Inquiry Office Incident Report for December, 1992</th>
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<td>Code of Academic Integrity</td>
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<td>Cheating</td>
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<td>Assisting Another</td>
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<td>Code of General Conduct</td>
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<td>Alcohol violations</td>
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<td>Assault</td>
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<td>Fire Safety</td>
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<td>Harassment</td>
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<td>Indecent Exposure</td>
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<td>Malicious Mischief</td>
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<td>Obscene Phone Calls</td>
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<td>Propulsion of Object</td>
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<td>Racial Harassment</td>
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<td>Sexual Assault</td>
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<td>Sexual Harassment</td>
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<td>Security Violations</td>
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<td>Theft</td>
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<td>Vandalism</td>
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<td><strong>Totals:</strong></td>
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$^1$ YTD stands for Year to Date. These figures indicate the number of complaints which have been reported to the JIO from September 1, 1992 through November 30, 1992.

$^2$ Number Reported refers to the number of cases which came to the attention of the Office of the JIO during this month only. Cases come to the attention of this office by one of three main sources: a copy of a University of Pennsylvania Police report is forwarded to us, a copy of an incident report is forwarded to us from one of the University residences, or a complainant comes directly to this office to file a complaint.

$^3$ Number Withdrawn refers to those complaints for which either the complainant has decided to withdraw the complaint or the Office of the JIO determines through its investigation that there is not enough evidence to determine guilt. There is, therefore, no action in the case.

$^4$ Number Settled refers to those complaints for which an informal settlement has been reached through the Office of the JIO. An informal settlement indicates an admission of guilt of the complaint and sanctions have been determined and imposed by the JIO.

$^5$ Number Pending refers to those complaints for which the investigations were not completed at the time of this report. This occurs due to 1) time when complaint was received in the Office of JIO (i.e., late in the month), 2) discovery of need for further investigation, 3) difficulty in contacting people involved in complaint, 4) scheduling problems.

$^6$ This number represents the total number of potential charges, not the total number of respondents to complaints or the total number of complaints.

ALMANAC February 2, 1993
On Two Vet School Cases

In *Chronology of a Plagiarism Case (Almanac November, 1992)*, Senate Chair David K. Hildebrand presents his understanding of the sequence of events in the Robert Whitlock case. He states that, in preparing the chronology, he consulted most of the people involved. Not consulted were the Full Professors of the Department chaired by Dr. Whitlock at the time of the incident. The purpose of this letter is to provide additional information about the Whitlock case and to contrast its handling by the Administration with another Veterinary School case in which a faculty member was found to have made a judgmental error of “low order.”

Missing from Professor Hildebrand’s chronology are the following facts and observations:

- In violation of School and University rules, Dean Andrews accepted a verbal, rather than a written report from K. Hildebrand’s Senate Subcommittee on Academic Freedom and Responsibility (SCAFR).
- Based on the verbal report from SCAFR, Dean Andrews withdrew the charges against Dr. Whitlock.
- Although Dean Andrews withdrew the charges, mild sanctions were nevertheless imposed on Dr. Whitlock, with the knowledge and consent of the University Administration. However, Dr. Whitlock was kept on as Department Chairman and he retained the prestigious Marilyn M. Simpson Chair in Equine Medicine.
- Contrary to School policy, the Veterinary Faculty was never informed about the original SCAFR report or the nature of the sanctions imposed on Dr. Whitlock. The matter appeared to have been dropped until the professors at New Bolton Center began to receive external criticism about the University of Pennsylvania’s apparent tolerance of plagiarism. We recognized the seriousness of the allegations and, as a group of Faculty, we began an investigation, which eventually resulted in the formation of the Group for Compliance.
- Soon after Dr. Whitlock’s letter of May 1991 to the Senate Committee on Academic Freedom & Responsibility (SCAFR), asserting that a new inquiry would constitute double jeopardy, the Trustees approved a change in the “just cause” procedure to include the possibility of lesser sanctions than suspension or termination for plagiarism.

- In May 1992, the Trustees, “in deference to the principles of academic freedom and faculty self-governance,” approved the sanction recommended by SCAFR, but stated that they did so with “extreme reluctance” because plagiarism “does violence to academic integrity and therefore merits the most severe sanctions.”

Another case heightens our concern. We note with regret that deference to the principles of academic freedom and faculty self-governance was not extended to Professor Jorge Ferrer. He was cleared of misconduct by a duly constituted University committee. The committee concluded that Dr. Ferrer had made an “error in judgment” and that the error was of a “low order.” Yet Dean Andrews and the University administration chose to disregard two SCAFR reports. These reports stated that the severe sanctions imposed on Dr. Ferrer by Dean Andrews were illegitimate, violated academic freedom, and should be rescinded. Instead of complying with the spirit of the SCAFR reports in the Ferrer case, Dean Andrews continued the sanctions, but retroactively redefined the reason as a “lack of judgment.” Also rejected was SCAFR’s finding that the University must provide Dr. Ferrer with the assistance necessary to keep his laboratory operating so that he might again be in a position to compete successfully for external funds.

In a recent letter (Almanac October 27, 1992) the Executive Committee of the University of Pennsylvania Chapter of the American Association of University Professors cite the University’s failure to follow SCAFR’s recommendations in Dr. Ferrer’s case as constituting a “dangerous erosion of academic freedom” and that in dealing with the case, Dean Andrews violated University procedures.

It is not our purpose here to reopen investigation or pass judgment on Professors Whitlock and Ferrer. Rather, we wish to call attention to the inconsistencies in implementation of fundamental principles of academic freedom and responsibility at our University.

In Professor Hildebrand’s chronology he raised the question as to whether the Whitlock case signals a need to improve established University procedures. On the basis of the manner in which both cases have been dealt with by the School and University Administrations we submit that the immediate need is to apply these procedures in an unbiased and consistent manner.

— William Chalupa, Professor of Nutrition
— William J. Donovick, Mark Whittier
— Patricia Griswold Allam, Professor of Surgery
— Loren H. Evans, Professor of Surgery
— Robert M. Kenney, Associate Professor of Animal Reproduction
— Robert R. Marshak, Professor of Medicine
— Richard A. McFeely, Professor of Animal Reproduction
— David M. Nunamaker, Jacques Jenny, Professor of Orthopedic Surgery
— Charles Ramberg, Professor of Nutrition
— Charles F. Reid, Professor of Radiology

**Du Bois’ Career Span**

I was pleased to see attention given to the history of W.E.B. Du Bois College House (Almanac, January 12), for it seems to suggest that at Penn our respect for the history of our own institutions converges with our respect for social and intellectual history in general. This is why I was particularly appalled to see W.E.B. Du Bois described as a “19th century leader.” Dr. Du Bois was still flourishing in the 1960s. In the 20th century, he helped found the NAACP, supported Henry Wallace in the 1948 elections, contested U.S. anti-communist policy in the 1950s, wrote more than a dozen books and hundreds of articles. Apparently your writers saw that he was at Penn in 1896-97 and assumed that it was the zenith of his career.

— Alan Filreis, Associate Professor of English

**Ed. Note:** The article was not so much written as “assembled” from several sources, but the error should have been caught. I apologize that it was not. —K.C.G.

**Remembered Barriers**

Watching Eyes on the Prize on a recent Sunday afternoon (January 17, 1993) on Channel 12 brought back a flood of boyhood memories, which I didn’t think I had. Those memories may be of relevance in the wake of our celebration of Martin Luther King, Jr. I was born in 1944 in Arkansas (a deep South state, except for the northwestern corner) but raised in Charlottesville, in central Virginia (a not-so-deep South state), the site of the University of Virginia and having a population of about 30,000 people. Anybody over about 45 and born and raised in such states will have had the same experience. All aspects of life were segregated. I entered elementary school in 1949, and the school was only for whites. I stayed there for seven grades and then went to high school (there was no middle school or junior high school or, for that matter, kindergarten, as there are now), and that high school was for whites only, too. I graduated from high school in 1961. There was an elementary school for blacks, though I didn’t know its name or where it was. I did know the name of the black high school and where it was.

Everything in the documentary was as I remember it. There were separate water fountains for the two races, one labeled “whites” and the other labeled “colored” or “colored only” (“colored” is a kind of relic word meaning “Black,” though you still hear some elderly people use it and it appears in NAACP). The bathrooms were also separate, both by sex, as they still are, and by race, with the same labels as the water fountains. At the movies, the blacks came in the side entrance and sat in the balcony. The buses, bus stations, trains, train stations, and restaurants must have been the same, though I never used or frequented them. Segregation ended sometime in the 60s; I’m not sure when. Because I was either too young or was born in Vietnam for most of the decade. When I came back to Virginia in the late 60s or early 70s, segregation had gone; so had those labels.

I went up North twice when I was a boy: once in elementary school with a friend of mine with his parents, who were northerners, in the summer of 1954 to a place in Wisconsin to fish, and the other time to college in 1961. On the way to Wisconsin, we stopped in Chicago, where my friend’s father had some friends. They berated him about the South. During my college days, I was in Boston for some reason. A girl left the room when she heard where I was from. My accent had already given me away, and I was making her quite nervous.

The reason I bring these memories before you is to show you that the prevailing attitude among decent white Americans then was that if they could just stamp this thing out in the South, where segregation was de jure, then everything would be O.K. Towards the end of his life, King realized that wiping out de jure segregation in the South was not enough, though it was a good start.

— Daniel R. Vining, Jr., Associate Professor of Regional Science
**Dining Out for Life**

This Thursday, February 4, over 130 Philadelphia area restaurants will participate in the third annual *Dining Out for Life*, an event in which participating restaurants donate one-third of their food proceeds to local AIDS service organizations. This year’s beneficiaries are ActionAIDS, AIDS Coalition of Southern New Jersey, Delaware County AIDS Network and the Fund for Living of Montgomery County.

Participating restaurants in the University City area are: American Diner, India Palace, Lemon Grass Thai, The Palladium, The Restaurant and Zocalo. The Palladium and India Palace will also participate at lunch. For other participating restaurants: 981-3300.

**Occupational Hazards of AIDS and Hepatitis B Revisited**

The revised edition of the booklet *Occupational Exposure to the AIDS and Hepatitis B Viruses at the University of Pennsylvania and Medical Center* is being sent by campus mail to all faculty and staff. The booklet targets specific concerns of health care workers such as needlesticks and exposure to human blood, body fluids, and tissues. It also provides information for other members of the University community, including those whose jobs are not directly health-related but who could be exposed through their work in areas such as housekeeping, physical plant, security, and others.

The updated booklet contains information about the recent Occupational Safety and Health Administration (OSHA) regulation “Occupational Exposure to Bloodborne Pathogens” which became effective in December 1991. This federal law mandates a program of worker protection to eliminate or minimize occupational exposure to hepatitis B virus, human immunodeficiency virus and other disease-producing organisms that are transmitted by human blood. Components of the law include: free Hepatitis B vaccination for all employees with potential occupational exposure to the virus; on-the-job training; and the development of an exposure control plan which describes practices and procedures to protect workers who come in contact with human blood and other potentially infectious materials.

Those who do not receive a booklet within the next few weeks, or who are interested in obtaining more information about training seminars, safe work practices or the availability of free Hepatitis B vaccination, may call the Office of Environmental Health and Safety at 898-4453.

**People with Diabetes for Eye Study**

A free, complete eye examination is being offered to people who volunteer for a research study at Scheie Eye Institute (Department of Ophthalmology of the University of Pennsylvania School of Medicine). Volunteers must have been diagnosed with diabetes within four years; be between 15 and 35 years old; and have no major complications. Volunteers will be asked to come to Scheie at 51 North 39th Street, one time for a complete eye examination including a retinal evaluation, blood studies, and eye photography. There will be no charge for these services.

The purpose of the research is to determine whether changes occur in the retina of the eye before clinical signs of diabetic retinopathy. The findings from this study may lead to a new method for earlier detection of the onset of diabetic retinopathy. Those interested should call Joan Baine at 662-8038.

**On the Penn AIDS/HIV Task Force**

**To the Penn Community:**

This academic year, the AIDS/HIV Task Force has been active in addressing many issues relative to AIDS/HIV which currently do and subsequently will affect Penn’s students, faculty and staff. The three committees of the Task Force: Education and Information, Policy, and Services have been engaged in information collection and analysis, development of awareness programs and publications, and enhancement of testing and counseling services. Many of you have received requests for support or information and the responses have been quick and thorough.

We have also received many requests for further information about the charge to the Task Force and its intended objectives. Therefore, a summary of the charges to the three committees of the Task Force are printed below. In addition, the full membership of the Task Force and committees is listed.

The Task Force invites all members of the Penn community to offer any thoughts, suggestions or concerns about AIDS/HIV as it relates to the University. Please contact me directly with anything you wish to share with the full Task Force or with any of the committees. A Task Force report will be issued at the end of this academic year which will delineate the work of the Task Force, recommendations for future activities and subsequent plans. Our thanks to all of you for your help in this essential effort.

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For the AIDS/HIV Task Force: Larry Moneta, Associate Vice Provost for University Life, Chair of the AIDS/HIV Task Force

**Charges to the Committees of the AIDS/HIV Task Force**

**Education and Information:** The Education Committee will review and make recommendations regarding all activities which seek to provide comprehensive and continuing educational programs regarding AIDS/HIV for all segments of campus life. Included in the charge to this committee is concern with the dissemination of accurate AIDS/HIV related information.

**Policy:** The Policy Committee of the AIDS/HIV Task Force will identify general areas calling for institutional policies regarding HIV/AIDS as it affects students, faculty and staff individually, and in relationship to each other and with the institution; review existing policies regarding these areas; and suggest changes in existing policies and major points to be included in policies which need to be developed.

**Services:** The charge to the Services Committee includes a focus on the definition and coordination of all services related to AIDS/HIV with particular concern for those services which are associated with the prevention, diagnosis and treatment of HIV.

**Education and Information Committee:**

- Zofia Airall
- Albert Angelo
- Bette Begleiter
- Brigitte Blanco
- Tracy Breen
- Jodi Bromberg
- Bob Cardie
- Andrea Casasow
- Barbara Cassel
- Mimi Collins
- Kelly Culbert
- Phyllis Dennis
- Michelle Finkelstein
- Gloria Gay
- Ernie Green
- Ken Grimm
- Cheryl Groce
- Joann Mitchell
- Albert Moore
- Tom Mottola
- Karen Pollack
- Joanne Rafferty
- Ann Robling-Hayes
- Leslie Trimbile
- Jennifer Trupkin
- Al Vaccari
- Daren Wade
- Kate Webster*

**Policy Committee:**

- Michael Bazinet
- Gary Clinton
- Mimi Collins
- Nick Constan
- Jerry Damas
- Kristin Davidson
- Phyllis Dennis
- Ellie DiLapi
- Louise Dunn
- Michele Grimm
- Tomas Leal
- Joann Mitchell
- Gulbun O’Connor
- Jack Reece
- Brenda Ridley
- Bob Schoenberg*
- Annette Thomas-Weintraub
- Wanda Whitted
- Jo-An Zoll

**Services Committee:**

- Brigitte Blanco
- Keisha Demard
- Cheryl Groce
- Violet Kron
- Lorna Lynn
- Rob Roy MacGregor
- Allen Orsi
- Michael Polgar
- Marilyn Silberberg
- Perri Stella
- Susan Villari
- Kate Webster
- Evelyn Wiener*

* Committee Chair

Note: FLASH stands for Facilitating Learning About Sexual Health

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**People with Diabetes for Eye Study**

A free, complete eye examination is being offered to people who volunteer for a research study at Scheie Eye Institute (Department of Ophthalmology of the University of Pennsylvania School of Medicine). Volunteers must have been diagnosed with diabetes within four years; be between 15 and 35 years old; and have no major complications. Volunteers will be asked to come to Scheie at 51 North 39th Street, one time for a complete eye examination including a retinal evaluation, blood studies, and eye photography. There will be no charge for these services.

The purpose of the research is to determine whether changes occur in the retina of the eye before clinical signs of diabetic retinopathy. The findings from this study may lead to a new method for earlier detection of the onset of diabetic retinopathy. Those interested should call Joan Baine at 662-8038.
The W-2 Form for Calendar Year 1992

The University has recently mailed over 23,000 Calendar Year (CY) 1992 W-2 Forms to our employees’ home addresses as they appear on the current Payroll File (Employee Data Base).

Accordingly, it is now appropriate to publish an explanation of some of the amounts and other data that appear on your W-2 Form in order to assist you in preparing your Federal and State Income Tax Returns.

The W-2 form for CY 1992 should look familiar, since it has been laser printed for the third consecutive year and no changes were required to the form by the IRS. However, the form has changed dramatically, in that in prior years we used preprinted forms and simply printed the appropriate information on the form. This year, we printed the form as well as the information contained on it. Special recognition for this change goes to the staffs of UMIS and Payroll.

An explanation of the contents of the various boxes on the form is as follows:

A. Employee’s Social Security number: This is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll system is also inaccurate and you should contact the Payroll Office, immediately, before you file your returns.

B. Federal income tax withheld: This represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Internal Revenue Service, on your behalf, by the University.

C. Wages, tips, other compensation: This represents the total amount of Federal taxable compensation paid or imputed to you during Calendar Year 1992 through the University Payroll System. This amount includes:
   a. The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;
   b. The value of Group Life Insurance coverage for amounts greater than $50,000. The premium payments for this excess coverage, if any, have been included as imputed income (see Excess Insurance Premium, below);
   c. Certain other fringe benefits relating to imputed income are included here as well. If you have received any of these benefits, you will be or were contacted individually concerning their taxability.

Amounts excluded from this amount are:

   d. Tax deferred annuity contributions (i.e., TIAA/CREF);
   e. Health and Dental insurance premiums that have been “sheltered”;
   f. Amounts voluntarily contributed to a dependent care or medical reimbursement account.

D. Social Security tax withheld: This represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

E. Social Security wages: This represents the total amount of compensation paid to you during calendar year 1992 which was subject to Social Security (FICA/OASDI) tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have “sheltered.”

F. Medicare wages and tips: This represents the total amount of compensation paid to you during Calendar Year 1992 which was subject to Medicare tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have “sheltered.”

G. Medicare tax withheld: This represents the total amount of Medicare tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

H. Excess insurance premium: The Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of $50,000 be imputed as income to the employee. The amount which appears in Box 17 and labeled (C) is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table which identifies premiums for different age groups.

I. Tax deferred annuity contributions: This represents the total amount of contributions made by an employee to a retirement plan on a tax deferred basis. The amount is shown in Box 17 and labeled (E).

J. Dependent care benefits: This represents the total amount which you have voluntarily “sheltered” for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this “shelter” as of December 31, 1992.

K. Benefits included in Box 10: If you have received certain fringe benefits, the value of such benefits is shown here, and is also included in Box 10, Wages, tips, other compensation. These benefits include the value of taxable graduate and/or professional tuition benefits and other benefits relating to imputed income. If you have received any of these benefits the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

L. State income tax: This represents the total amount of Pennsylvania State Income Tax withheld during Calendar Year 1992 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University. If you do not live in Pennsylvania and if you submitted the Employee Statement of Nonresidence in Pennsylvania form to claim exemption from Pennsylvania State Income Tax, no amount will be reflected in this box.

M. State wages, tips, etc.: This represents the total amount of compensation paid to you during Calendar Year 1992 which was subject to Pennsylvania State Income Tax, including all of your deferred annuity contributions.

N. Local income tax: This represents the total amount of Philadelphia City Wage tax withheld from your earnings during Calendar Year 1992 and paid to the City of Philadelphia, on your behalf, by the University.

O. Local wages, tips, etc.: This represents the total amount of compensation paid to you during Calendar Year 1992 which was subject to Philadelphia City Wage Tax, including all of your deferred annuity contributions.

P. Other: This is the total amount of State Unemployment Tax (SUT) that was withheld from your earnings during Calendar Year 1992 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University.

When you receive your W-2 Form, please review it immediately to ensure that your name is spelled correctly and that your Social Security number is correct. If you feel that any information on your W-2 is incorrect, review your calculations carefully and compare the information on the form with your final 1992 pay stub. If you have availed yourself of certain taxable benefits which are reported in Box 17 or Box 18 on the W-2, please review any additional information which was provided to you, under separate cover, concerning these benefits and their impact on your tax status. If you still believe that your W-2 is in error, please contact the W-2 Office at 573-3277 or write to James Curran, W-2 Office, Room P 244, Franklin Building Annex/6284.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal tax forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, and most U.S.Post Offices and at certain banks.

Pennsylvania Income Tax Forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, State Stores and may be obtained by writing to The Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pennsylvania 17129.

— Alfred F. Beers, Comptroller

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STOP: Franklin/PennLIN Change
To make it easier for dial-up users of Franklin/PennLIN to exit our database system, the Library has modified the STOP command.
• After accessing PennData through the Internet or from the campus network “annex” prompt, typing STOP from any Franklin/PennData screen will return you to your network prompt.
• After accessing PennLIN from the campus network “DIAL” prompt, typing STOP from any Franklin/PennData screen will drop your connection completely.
We will shortly modify our Quick Guides for redistribution.
— Patricia Renfro
Associate Director of Libraries

Computer Security Update
A recent incident at Penn highlights the importance of rigorous computer password security:
— A system administrator leaving office changed the “root” password on a UNIX workstation to something easily guessed, “to make things easier” for his successor
— Someone logged in as root, guessed this password, and created several new accounts.
— These new accounts were used over 40 times from three remote Internet sites during a two-week period.
The departing administrator violated one of the basic rules of computing: Don’t use a password that is easy to guess. Worse, the person was a system administrator who left unprotected the root (system manager) account.
All systems administrators and users are urged to set their passwords and report anything unusual to David Millar, Information Security Officer, 898-2172, millar@al.relay.
This would also be a good time to change your password if you haven’t given much thought to its robustness—studies show that over 30% of passwords can be guessed using simple algorithms. The PennNet Authentication System (PAS) was instituted in response to such concerns; following the PAS guidelines in PennInfo would reduce the risk of someone guessing your password.
For more about good security practice, let me recommend the following:
• PennInfo: keyword search under “password”
PennNet Passwords (includes sidebars)
Network ID and Password Rules (sidebar)
Hints for Choosing Memorable Passwords (sidebar)
PennNet Authentication Service —
Network Passwords
Eniac Passwords (sidebar)
• PennInfo: keyword search under “security”
Security—Guidelines
UMIS Security
Security—Is your information secure?
Security—Computer security book reviews
Security—and the law
Security—Back-up’s not hard to do
Security—Tips from the ACM
How to Learn More about Info. Security
Good books:
Stoll, Clifford. The cuckoo’s egg: inside the world of computer espionage. NY: Doubleday, 1989. (Reads like a good detective novel.)
— Daniel Udelprobe, Associate Vice Provost, Information Systems and Computing

As College Hall renovations enter a new phase, a number of moves are in view:

Changing Locations for Key College Hall Offices
Office of the President: The complex of offices using the mailing address of 100 College Hall will diverge to two temporary locations, but all retain the mailing address of 100 College Hall/6380.
Moving to 121 College Hall by February 12 are
President Sheldon Hackney
Linda Hyatt, Associate Director of the Office
Stephan Steinberg, Assistant to the President;
Staff: Jodi Sarkisian, Karen Wheeler, Alice Nelson, Anne McCollum, Catherine Wallis, Joan Bauer, and Janet Dwyer.
Already moved as of February 1 to 133 S. 36th Street/3246 are
Nicholas D. Constan, Jr., Assistant to the President (to Suite 516);
Valarie Swain-Cade McCoullum, Associate Vice President (Suite 501);
Staff: Patricia Ravenell, Bev Williams, and Earline Johnson.

Office of the Provost: While retaining the mailing address 102 College Hall/6303, the Provost and most of his immediate staff expect to move by March 5 to 110 College Hall, where the Office of the University General Counsel is now located. (General Counsel Shelley Green and associates will move in mid-February; details will be announced next week.)
Already moved effective February 1: Manuel Doxer, Executive Director of Administrative Affairs, to 133 S. 36th Street, Suite 507; and staff members Harish Rastogi, Mai Freeman, and Nora Bugis.

School of Arts and Sciences: Both the Dean’s Office and the Graduate Division have returned to their original locations in College Hall. The former to 116 CH/6377 and the latter to 16 CH/6378.

... and Other Moves
Office of the Secretary: The Secretary of the University and her staff, who have been at 4200 Pine Street, are moving this week to the 4th floor, 133 S. 36th Street. They include Barbara Stevens, Secretary of the University, to Room 422; Keith A. Schnall, Associate Secretary, to Room 422; Susan L. R. Jacobson, to Room 412, Duncan Van Dusen to Room 401.
Staff: Eileen Heron, Trudy Kuehner, Sarah McLaurin, Lucy Mettler, Allison Rose, Mariawanka Wakuowski.

Center for Community Partnerships: Also moving this week to 133 S. 36th Street, Suite 519, from 3440 Market Street are Ira Harkavy, Director of the Center and Assistant to the President; Glenn Bryan, Director of Community Relations; Amy Cohen for Programming for Assessing and Revitalizing the Social Sciences (PARSS); and staff members Joann Paul, John Mohan, and Cory Bowman.

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 Police Department between the dates of January 25, 1993 and January 31, 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. B-4482.

Crimes Against Persons

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/26/93</td>
<td>4:06PM</td>
<td>3424 Sansom St</td>
<td>Person harassing employee/left area</td>
</tr>
<tr>
<td>01/29/93</td>
<td>8:43PM</td>
<td>214 S. 40th St</td>
<td>Person vs. employee</td>
</tr>
<tr>
<td>01/30/93</td>
<td>6:34PM</td>
<td>3935 Walnut St</td>
<td>Manager harassed by ex-employee</td>
</tr>
<tr>
<td>02/23/93</td>
<td>4:30AM</td>
<td>3232 S. 41st St</td>
<td>Threatening calls received</td>
</tr>
<tr>
<td>02/24/93</td>
<td>1:22AM</td>
<td>40th &amp; Chestnut</td>
<td>Male robbed at gunpoint/feather jacket</td>
</tr>
<tr>
<td>02/25/93</td>
<td>10:02PM</td>
<td>High Rise North</td>
<td>Harassing phone calls received</td>
</tr>
</tbody>
</table>

41st to 43rd/Market to Baltimore:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/29/93</td>
<td>12:01PM</td>
<td>3395 Walnut St</td>
<td>Manager harassed by ex-employee</td>
</tr>
<tr>
<td>07/29/93</td>
<td>5:15PM</td>
<td>4335 Walnut St</td>
<td>Manager harassed by ex-employee</td>
</tr>
<tr>
<td>02/23/93</td>
<td>4:30AM</td>
<td>3232 S. 41st St</td>
<td>Threatening calls received</td>
</tr>
<tr>
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<td>Male robbed at gunpoint/feather jacket</td>
</tr>
<tr>
<td>02/25/93</td>
<td>10:02PM</td>
<td>High Rise North</td>
<td>Harassing phone calls received</td>
</tr>
</tbody>
</table>

Outside 30th - 43rd/Market to Baltimore: Aggravated assault—1

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/29/93</td>
<td>12:07PM</td>
<td>33rd &amp; Walnut</td>
<td>Male stopped after exposing self</td>
</tr>
</tbody>
</table>

Crimes Against Property

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/25/93</td>
<td>5:52PM</td>
<td>Johnson Pavilion</td>
<td>Wallet taken from pocket</td>
</tr>
<tr>
<td>01/26/93</td>
<td>12:31PM</td>
<td>Law School</td>
<td>Unattended bagged taken</td>
</tr>
<tr>
<td>01/26/93</td>
<td>5:12PM</td>
<td>3400 Block Walnut</td>
<td>Second bike taken from rack</td>
</tr>
<tr>
<td>01/26/93</td>
<td>5:14PM</td>
<td>Law School</td>
<td>Unattended wallet taken</td>
</tr>
<tr>
<td>01/26/93</td>
<td>5:17PM</td>
<td>Johnson Pavilion</td>
<td>Unattended wallet taken</td>
</tr>
<tr>
<td>01/27/93</td>
<td>4:08PM</td>
<td>200 Block 37th</td>
<td>Bike taken from secured bike</td>
</tr>
<tr>
<td>01/27/93</td>
<td>9:42PM</td>
<td>Leidy Dorm</td>
<td>Toilets damaged on 3rd floor</td>
</tr>
<tr>
<td>01/28/93</td>
<td>5:50PM</td>
<td>Furness Bldg.</td>
<td>Credit card taken from coat pocket</td>
</tr>
<tr>
<td>01/28/93</td>
<td>6:46PM</td>
<td>3700 Block Locust</td>
<td>Items removed from truck</td>
</tr>
<tr>
<td>01/28/93</td>
<td>11:43PM</td>
<td>Lot # 25</td>
<td>Articles removed from vehicle</td>
</tr>
<tr>
<td>01/29/93</td>
<td>2:51AM</td>
<td>Athel-Chem Wing</td>
<td>Articles removed from safe and room</td>
</tr>
<tr>
<td>01/29/93</td>
<td>4:45PM</td>
<td>130 S. 34th St</td>
<td>Merchandise taken from retail store</td>
</tr>
<tr>
<td>01/29/93</td>
<td>6:14PM</td>
<td>Richards Bldg.</td>
<td>Snack machine damaged</td>
</tr>
<tr>
<td>02/25/93</td>
<td>2:19PM</td>
<td>Hillel Foundation</td>
<td>Jewelry taken from room</td>
</tr>
<tr>
<td>02/29/93</td>
<td>4:35PM</td>
<td>3400 Block Sansom</td>
<td>Vehicle entered/items taken</td>
</tr>
<tr>
<td>03/10/93</td>
<td>12:08PM</td>
<td>Houston Hall</td>
<td>Items removed from room</td>
</tr>
</tbody>
</table>

continued next page
Memorial Services: Dr. Rainey, Ms. Santoro

What In The World?, a memorial tribute to Dr. Froelich Rainey, the University Museum’s director from 1947-76, will be held Friday, February 12 at 6 p.m. in the Museum’s Harrison Auditorium. Dr. Rainey died on October 11 at the age of 85 in England (see Almanac October 20). Colleagues have prepared a program of voices and photographic reminiscences, including a classic episode from the Peabody Award-winning television series What In The World?, moderated by Fro Rainey, with guest appearances by Carlton Coon, Vincent Price and Jacques Lipschitz. The University Museum has also created a new fund, the Froelich Rainey Fund, “to follow Fro Rainey’s pioneering spirit, and to keep his legacy alive by extending the walls of the Museum through new and emerging technologies.”

A memorial service will be held for Linda Bowen Santoro, marketing and public relations coordinator of CGS, who died November 26 at the age of 45 (Almanac December 1). The service will be held Wednesday, February 17, at 5 p.m. in the Smith-Penniman Library, second floor, Bennett Hall. Memorial donations may be made to the Bread Upon the Waters Scholarship Fund, c/o CGS, 3400 Market Street, Suite 100/6224.

continued from previous page

Update

FEBRUARY AT PENN

EXHIBIT

Class of 1923 Ice Rink; one free admission with any paid admission to public skating with current Coupon Clipper coupon; 3130 Walnut; admission $3/PennCard holders, $4.50/public; skate rental $1.50; call Ext. 8-2308 for hours.

TALKS

3 The Uses and Functions of Rural Literacy in a Nigerian Village; F. Niyi Akinnaso, anthropology, Temple; noon-1:30 p.m.; The National Center on Adult Literacy, 3910 Chestnut St.; BYO lunch; for info call Patrick Fitzsimonds at Ext. 8-2100 (Literacy Research Center).

10 Molecular Biology of the Chromosomal Translocation in the Pediatric Cancer Rhabdomyosarcoma; Frederic Barr, pathology/laboratory science; 3-4:30 p.m.; Room 337, Towne Building (Engineering).

Participatory Brass

Brass players in the University community and their friends can participate in the Monday rehearsals of the Restoration Baroque Ensemble, working side-by-side with professionals under Artistic Director Elin Frazier. The repertoire ranges widely — Baroque, Classical and Romantic. Rehearsals are at 7:30 p.m. each Monday (except March 5). During February they are in the CA Auditorium, 36th and Locust; in March and April at Irvine Auditorium, 34th and Spruce. For additional information call the Curtis Organ Restoration Society, 898-2848.