Conference on Clinton’s Service Agenda: April 1, 2

Pennsylvania Senator Harris Wofford will be introduced by Robert Gordon of the White House Office of National Service at 7:30 p.m. Thursday in the Annenberg School’s Auditorium B110. From 8:15 to 9:15 p.m. Mr. Gordon facilitates a live panel on the Clinton service agenda with Smita Singh of the Commission on National Community Service, Wayne W. Meisel of the Bonner Foundation, and Greg Ricks of City Year in Boston.

Friday’s sessions begin with registration at 8:30 a.m. at 300 S. 36th Street (the Christian Association building). On the program:

9 a.m.: Welcome by Todd Waller, director of the Program for Student-Community Involvement at Penn; discussion by Tim Stanton, acting director of the Haas Center for Public Service at Stanford University.

10 a.m.: Breakout Sessions on “Service Learning,” including the purpose and definition of academically based public service, with different models presented; and “Community Impact,” with panelists Steve Halpern of SUNY/Buffalo and Maurice Eldridge of Swarthmore College giving pros and cons of service provided in the community.

11:30 a.m.: Breakout Session on “The National Service Agenda,” including nuts and bolts of impact that the Clinton agenda would have on students.

12:35 p.m.: Breakout Session on “Networking,” with perspectives primarily on the Delaware Valley. This session catalogues strengths and weaknesses of existing programs and speculates on potential benefits of institutionalized service learning.

The Office of Resource Planning and Budget notes the omission, in its graph published March 23, of the label percentile for the Y axis. Penn salaries for associate, full and assistant professors are, respectively, in the 99th, 85th and 76th percentile vis-à-vis peer institutions—not 89%, 85% or 75% of peer salaries. —Ed.
From the Senate Committee on the Faculty March 5, 1993

Comment on the Cost Containment Report

The Report of the Joint Faculty-Administration Committee on Cost Containment Within the University (Almanac January 19) is an important statement on our current state and structure. The report documents the quantitative changes in the various categories of University personnel from 1981 to 1991 and shows that the University headcount increased by 3,666 during that decade, an increase of over 38%, excluding HUP and CPUP employees and clinician educators. The report stated that the proportion of resources used for administration should be decreased while that devoted to teaching and research should be raised. The purpose of this communication is to strongly endorse the recommendations of the report while presenting its findings in a perspective that emphasizes their impact on the faculty and its academic mission.

An examination of the detailed figures shows that there has been more than a mere quantitative change in the headcounts. The data indicate that there has been a qualitative change in the structure of the University. The tenure track faculty size remained nearly constant, increasing from 1500 to 1556 over the ten year period while the total administration headcount increased by 1454, an increase nearly equal to the entire size of the tenure track faculty which now constitutes only 11.4% of the total number of employees of the University (again excluding HUP, CPUP and clinician educators).

Such a massive change must have far reaching consequences for the faculty and the University. Revenues are necessary to pay for the increase in administrative staff and the faculty is the major source of such revenues. About two-thirds of all University revenues come from faculty teaching and research and this was true a decade ago as well as today. Thus, since a larger fraction of the revenues are spent on administrative costs, these increased costs imply an increase in the income that had to be generated by the faculty. Furthermore, the increased revenue generation required of the faculty has occurred in spite of the large increase in the University endowment and gift income over the past decade. In fact, total annual gift income increased by 98% to $97 million (in 1981 dollars) from 1981 to 1991. Since faculty size increased only slightly during this period, this raises the question of the extent to which increased endowment income had the effect of transferring unrestricted funds from academic to administrative support.

It is an obvious truism that increased administrative costs deny us funds that could be used for our central academic objectives. It would be much more desirable to support undergraduate student aid, graduate fellowships, University support for research and faculty development rather than an expanded administration. Every effort must therefore be made to reverse past trends so that administrative support will absorb a significantly smaller share of our revenues than is now the case.

For these reasons, we applaud the initiatives by the Faculty Senate leadership and the University administration as evidenced by the work of the Cost Containment Committee and the appointment of an Oversight Committee to help implement a reduction of administrative costs.

Of course we recognize that a portion of the growth in administration arises from factors external to the University such as Federal mandates. In such cases maximum efficiency of performance must be sought. We also recognize that the growth of the University came about because of a desire for increased services on the part of faculty, students, or administrators. In these cases it is important not only to maximize efficiency, but to examine the extent to which we can afford the services and if they are as important as transferring funds to academic uses. The goal should not be merely to curtail administrative growth, but to reverse it. This needs to be done at the school level as well as in the central administration, since more than half of the administrative growth since 1981 took place in the schools.

The central administration has made a good start with the President’s appointment of the Oversight Committee as reported in the February 23, 1993 issue of Almanac to a continuing effort to reduce administrative costs. We urge that its efforts be viewed as more than cost containment and its function not to be regarded as just monitoring and curtailing future administrative growth. Rather, we ask that the objective be to decrease both the absolute and relative size of administration not only to be able to balance University budgets, but to liberate funds that can be used to enhance the academic functions of teaching, research and faculty development.

Senate Committee on the Faculty

Fay Azzenberg-Selove (physics)
Louis A. Girfalco (materials science), chair
Peter J. Hand (animal biology)
David K. Hildebrand (statistics), ex officio
Madeleine Joullie (chemistry)
Morris Mendelson (emeritus finance)
Gerald J. Porter (mathematics), ex officio
Michael H. Schill (law)
Vivian Seltzer (social work)

Possible Freeze in New H-1 Visas this Summer or Fall

It is possible—though by no means certain—that U.S. employers, including the University of Pennsylvania, will be unable to obtain new H-1 visas for foreign appointees for a period of several months beginning sometime in the summer or early fall of 1993. This hold on new H-1’s will occur if H-1 applications nationwide reach the cap of 65,000 per fiscal year set by the Immigration Act of 1990.

There is no way to predict accurately if and when H-1 applications for the current government fiscal year will reach this cap. Many immigration attorneys and analysts have begun to voice concern that the cap could be reached sometime before the end of the fiscal year on September 30, 1993. If this happens, the Office of International Programs will be unable to obtain H-1 visas for new University appointees until the new U.S. government fiscal year begins on October 1, 1993. (H-1 extensions of stay for the same job for those already in H-1 status at Penn will be unaffected by the cap.)

Efforts to increase or eliminate the annual H-1 cap through new legislation are being promoted by NAFAE: Association of International Educators and other concerned organizations. These efforts will not result in change in this fiscal year and may or may not succeed in the future.

For now, the only thing that the University and other H-1 employers can do to avoid problems is to submit H-1 applications as early as possible. We at OIP are especially concerned because the majority of the University’s new H-1 applications are usually submitted in the period from June to September, the last four months of the fiscal year.

We urge University departments, therefore, this spring to let us know as soon as possible—as soon as personnel decisions are made— when an H-1 visa is desired. We will begin the H-1 application process immediately in an effort to avoid any possible problem with the H-1 cap. Please contact OIP if you have any questions or would like additional information.

— Ann Kuhlman, Associate Director, Office of International Programs

Credit to a Co-Author

Thank you for mentioning in Bob Davies’ obituary the work that he and I did together. Our partner in this work should also be mentioned. She is Dr. Nancy Geller, who was in the Department of Statistics at that time. Nancy’s contribution to our work was at least as great as Bob’s and mine. She is listed as first author of the papers we published about our work. She is well known for her contributions to the theory and practice of sequential clinical trials and is now a statistician at the National Heart, Lung and Blood Institute.

— John S. de Cani, Professor of Statistics

DEATHS

Donald J. McNally, 79, former head of Penn’s mail service, died March 13 at Paoli Memorial Hospital. Mr. McNally, a 1936 graduate of West Chester, was at Penn for 24 years until he retired in 1977. He was also a World War II veteran, serving as lieutenant in the Army.

Surviving are his wife, Angeline “Dolly” Scarcastевич McNally, and a sister.

Dr. Elizabeth Ralph: At press time, Almanac learned of the death of the Museum’s innovative radiocarbon-dating specialist, on March 23 at age 72. An obituary will appear next week.
The Code of Academic Integrity

What do the changes mean for you?

On July 1, 1992, the newly revised Code of Academic Integrity quietly went into effect. It starts out, “Since the most fundamental value of any academic community is intellectual honesty, all academic communities rely upon the integrity of each and every member. Faculty and students alike, then, are responsible not only for adhering to the highest standards of truth and honesty but also for upholding the principles and spirit of the ... Code.” (University Policy and Procedures, 1992-1994, p. 14.) The preface clearly states the intent of academic integrity and posits that the responsibility for upholding these standards lies with both faculty and students alike.

Examples of academic dishonesty are: cheating by using unauthorized aids or preventing another from using those authorized (you know, like, checking out all the copies of a required reading from the library so no one else can read them); plagiarizing by using information (ideas, data, language) of someone else without giving proper credit (this one includes using pirated software); fabricating information in a report or assignment; multiple submission of a piece of work for credit (for more than one course or requirement); misrepresenting academic records or tampering with any part of one’s own record or transcript before or after enrolling at Penn (this includes indicating you are a student in a program before enrolling or a graduate before graduating); and facilitating academic dishonesty of another (like, taking an exam or writing a paper for someone).

What are your rights and responsibilities as members of the Penn community if you suspect or are aware of academic dishonesty in any form? If you are a student and you suspect academic dishonesty, you may file a complaint with the Judicial Inquiry Officer (JIO). If the complaint involves a specific course, the JIO will notify the instructor of that course. The JIO will investigate the complaint using whatever means needed, decide if there is reasonable cause to believe an offense has been committed, and attempt to settle the dispute informally. All parties are entitled to an advisor during this process to help the student understand the process and her/his rights and responsibilities. In light of evidence uncovered, other charges and/or other respondents may be added, or the original charges may be dropped. (At any time after the filing of a complaint, the JIO, with the approval of the Judicial Administrator, may place a “judicial hold” on the respondent’s academic records for the purpose of preserving the status quo pending outcomes of further proceedings.) If a settlement cannot be reached, the case will go to an Honor Board hearing, to be discussed later in this article.

If you are an instructor and you suspect a student of such a violation, you should first informally discuss this with the student privately. If this discussion does not lead to a satisfactory solution, there are two other options available to you:

First, you have the option to assign whatever grade seems appropriate for the work or course, up to and including a grade of “F.” You must notify the student and the JIO in writing of this action and why within thirty days of discovering the violation or no later than ten days past the due date for grades in the course. If the student does not agree with this action, she/he may appeal to the Honor Board or discuss a settlement with the JIO. Notification to the JIO will result in the student having a Judicial Record.

A second option for you as the instructor is to give an incomplete or no grade and refer the situation directly to the JIO to settle. Again, the student must be notified in writing of such an action within thirty days of discovering the violation and no later than ten days past the due date for grades in the course. The JIO will investigate the complaint, decide if there is reasonable cause to believe an offense has been committed, and attempt to achieve an informal settlement agreement. The student is entitled to have an advisor during this process to help the student understand the process and his/her responsibilities. If an informal settlement does not occur, the case will go before an Honor Board.

At any point in the process, if both parties agree, the situation may be referred to the Ombudsman’s office for mediation and reconciliation to their mutual satisfaction. If this occurs, the Ombudsman’s office will notify the JIO of the results so records may be kept for reporting purposes.

If you are a student and you are accused of violating the Code of Academic Integrity you have three options according to the Code. First, you may accept the instructor’s grading decision and no further action is needed. Second, if you do not accept the instructor’s grade, you may file a petition with the JIO asking for judicial proceedings. The petition must be filed within thirty days of your receipt of the grade notification. If the case then goes to the Honor Board for review and all sanctions authorized by the Code are available when a violation is determined. Decisions of the Honor Board are transmitted to the Dean of your school. The third option is to make an informal settlement with the JIO who shall consult the instructor prior to finalizing any agreements. All sanctions authorized by the Code are available in informal settlements. If informal negotiations fail at this point, the case will go before an Honor Board.

In all cases where academic dishonesty is determined, the Dean of the student’s school will be notified and the record of the case will be made available to him/her.

Of course, there is an appeal process. An appeal can be made by the JIO, complainant, or respondent with the Executive Committee or equivalent of the student’s school, in writing, with a copy to the other parties and the JA, within fourteen days of the Board’s or Dean’s decision. The Executive Committee shall review the appeal within ten days of receipt and may hear witnesses, but shall make a decision within thirty days of receipt of the appeal notice. The Executive Committee may uphold the original decision or overturn that decision, but may not increase the original sanctions.

It is important to know that all records are confidential, in accordance with the University’s Policy on Confidentiality of Student Records. All members of the University community will respect the confidentiality of judicial proceedings; failure to do so is a violation of the University’s General Code of Conduct.

The maintenance of the principles of academic integrity is extremely important and cannot be taken lightly. A great deal of effort and commitment will be needed on the part of all members of the University community to ensure that violations will not be tolerated on this campus or go unattended.

Those of us who are directly involved with administration of University policies and procedures are dedicated to assisting you with this responsibility. We understand both the importance and the difficulty in maintaining academic integrity and with confronting academic dishonesty. We are here to assist you in any way necessary. If you have any questions about any part of the process, please contact either Dr. Catherine C. Schifter or Ms. Robin Read at 898-5651.
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 March 22, 1993 and March 28, 1993. The University Police actively patrol from Market Street to Baltimore Avenue, and from the Schuylkill River to 43rd Street and Congress Street in Philadelphia. In this effort we will provide you 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.

34th to 38th/Market to Civic Center: Robberies (and attempts)—2, Simple assaults—1, Threats & harassment—2

30th to 34th/Market to University: Robberies (and attempts)—1

Outside 30th-43rd/Market-Baltimore: Threats & harassment—2

34th to 38th/Market to Civic Center: Burglaries (and attempts)—4, Total thefts (and attempts)—13, Threats of auto (and attempts)—2, Thieves of Bicycles & Parts—1, Arson (and attempts)—1, Criminal Mischief & Vandalism—5

34th to 38th/Market to Civic Center: Vandalism—5

33rd to 43rd/Market: Burglaries (and attempts)—1, Simple assault—1, Threats & harassment—2, Auto theft—1

Outside 33rd-43rd/Market: Robberies (and attempts)—1, Simple assaults—2

898-5274 for a copy to be faxed.

3rd to 34th/Market to Civic Center: Burglaries (and attempts)—1, Threats & harassment—2

Crime Against Persons

34th to 38th/Market to Civic Center: Dances (High Rises, Spruce Street House).

Chemistry: A Workshop

34th to 38th/Market to Civic Center: Counseling Service).

34th to 38th/Market to Civic Center: Fortnightly Program

The deadline for submitting the Camp Periodicals Questionnaire is published in the March 16 issue of Almanac is April 2, for a copy of the questionnaire, stop by our office at 3601 Locust Walk, second floor, in the Christian Association, or call 898-5274 for a copy to be faxed.

Reminder to Campus Editors

Almanac

E-Mail ALMANAC@A1.QUAKER

The University of Pennsylvania’s journal of record, opinion, and news is published Tuesday during the academic year, and as needed during summer and holiday breaks. Guidelines for readers and contributors are available online.

E-Mail ALMANAC@A1.QUAKER

Alcohol/Drug Awareness: April 12-15

For more information on events in Alcohol and Other Drug Awareness Week, listed below, call 898-2219 or 898-3670.

30th to 34th/Market: Burglaries (and attempts)—1

Outside 30th - 43rd/Market - Baltimore: Burglaries (and attempts)—2

32nd to 34th/Market: Burglaries (and attempts)—1

33rd to 34th/Market: Burglaries (and attempts)—1

34th to 38th/Market to Civic Center: Disorderly conduct—1, Alcohol & drug offenses—1

33rd to 34th/Market: Burglaries (and attempts)—1

34th to 38th/Market to Civic Center: Crimes Against Society

The 18th District reported for March 15-21 a total of 18 incidents with 7 arrests. There were 15 robberies, 2 aggravated assaults, and 1 auto theft.

18th District Crimes Against Persons

Non-Crime Incidents

Chi Fraternity (Recreation, ADE)

Fortune Cookie Give-Away

30th to 34th/Market: Burglaries (and attempts)—1, Threats & harassment—2, Auto thefts—1

34th to 38th/Market to Civic Center: Dances (High Rises, Spruce Street House).

Chemistry: A Workshop

34th to 38th/Market to Civic Center: Counseling Service).

34th to 38th/Market to Civic Center: Fortnightly Program

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12 Use and Misuse of Medication and Other Substances by the Elderly; noon-1 p.m.; 305 Houston Hall (FSAP).

Kick-Off Block Party and Mocktail Competition; 4:30-6:30 p.m.; Houston Hall Auditorium, Balloon Sale; 4:30-6:30 p.m.; at the Block Party (DART, RAPLine).

Mock-Hotel Party; 8 p.m.; 200 Ashhurst, Quad (Community House).

Forte Cookie Give-Away; 11 a.m.-3 p.m.; Locust Walk (DART, ADE).

Chemical Dependency in African Americans; noon-1 p.m.; 305 Houston Hall (African American Resource Center).

Whose Responsibility Is It Anyway? Finding the Balance in Caring for Ourselves & for Others; noon-1 p.m.; Woerner Amphitheater, New Bolton Center (FSAP).

For Women Only—Alcohol and Sexuality: A Workshop; 5 p.m.; Harrison Room, Houston Hall (Penn Women’s Center, ADE).

Evian Spikelet Quarter Finals; 5:30-7:30 p.m.; Hutchinson Gym (Recreation, ADE).

14 Balloon Sale; 11 a.m.-3 p.m.; Locust Walk (DART, RAPLine).

Society I—Less Than 18 Months in Recovery; noon-1 p.m.; Harrison Room, Houston Hall (FSAP).

Drugs of Abuse in the 90’s—Toxic Problems for the Helping Professional; Harrison Room, Houston Hall (FSAP).

Link Between Food & Alcohol Addiction in Women; Harrison Room, Houston Hall (FSAP).

Can Social Alcohol/Drug Use Lead to Addiction?; 6-7 p.m.; Harrison Room, Houston Hall (Treatment Research Unit, Student Health, Counseling Service).

Balloon Sale; 11 a.m.-3 p.m.; Locust Walk (DART, RAPLine).

Society I—Less Than 18 Months in Recovery; noon-1 p.m.; Harrison Room, Houston Hall (FSAP).

Can Social Alcohol/Drug Use Lead to Addiction?; 6-7 p.m.; Harrison Room, Houston Hall (Treatment Research Unit, Student Health, Counseling Service).

Milk and Cookies Study Break; 10 p.m.; Residences (High Rises, Spruce Street House).

Utilizing Brief Solution-Oriented Therapies with Chemically Dependent Clients; noon-1 p.m.; 305 Houston Hall (FSAP).

Evian Spikelet Final; 4:30-6 p.m.; Sigma Chi Fraternity (Recreation, ADE).

The 18th District reported for March 15-21 a total of 18 incidents with 7 arrests. There were 15 robberies, 2 aggravated assaults, and 1 auto theft.