GSE Overseers Chair: Margaret Beale Spencer

Dr. Margaret Beale Spencer, a leading developmental psychologist who came to Penn this year from a professorship in the division of educational studies at Emory University, has been named the Graduate School of Education’s Board of Overseers Professors.

A Philadelphia by birth and graduate of the city’s public schools, Dr. Spencer is noted for her research and teaching on children and adolescents in at-risk settings.

Chosen as one of the Top 15 Educators in Georgia in 1990, she is called upon nationally as a speaker and consultant, making over 100 presentations to colleges and learned societies in recent years while publishing more than 50 papers, articles and chapters such as the . Many of her writings and lectures deal with ethnicity, identity and resilience in disadvantaged children and young people. Her recent work on “Persistent Poverty of African American Youth: A normative study of developmental transitions in high-risk environments” has been supported by major grants of the Ford Foundation and W. T. Grant Foundation. Other studies have been sponsored by NIMH, Social Science Research Council, and foundations such as Kellogg, Sage, Spencer and Carnegie.

Dr. Spencer took her bachelor’s degree at Temple University’s School of Pharmacy in 1967, and practiced in that field at the University of Kansas Medical Center while earning her master’s degree in psychology at Kansas in 1970.

She then took her Ph.D. in 1976 from the University of Chicago in child and developmental psychology, serving a clinical internship at Chicago Read Hospital. After serving as research project director for Chicago’s Committee on Human Development and teaching in the Governor’s State University College of Human Learning and Development, she joined Emory in 1977 as assistant professor of psychology. In 1983 Dr. Spencer was promoted to associate professor and named Clinical Associate Professor of Community Medicine at the Morehouse School of Medicine. She became full professor at Emory in 1991.

Forming a Bioethics Program at Penn

Dr. Arthur L. Caplan of the University of Minnesota will join PennMed later in the spring term to establish and direct a University-wide Center for Bioethics.

Medicine’s Dean William N. Kelley announced his appointment to the Center and to his school’s Department of Molecular and Cellular Engineering, calling Dr. Caplan the nation’s “most prominent figure” in the field of bioethics—an area of study of paramount importance in today’s environment of advances in biomedical and health services research.

“Almost daily,” he added, “biomedical research and clinical medicine report significant breakthroughs that augment our knowledge about the human organism and shed new light on the understanding, detection, treatment and prevention of human disease. These advances often raise concerns that challenge our ethical and moral beliefs. How we deal with these issues is becoming — and should be — a central focus of the University and particularly of academic medical centers.” Penn’s new center, housed in the Medical School for administrative purposes, will involve senior academic leaders and faculty from across the institution including Annenberg, SAS, SEAS, Nursing and Wharton.

Dr. Caplan is a graduate of Brandeis with two master’s degrees and the Ph.D. from Columbia. He has been professor of philosophy and professor of surgery at the University of Minnesota, where he has also directed the Center for Biomedical Ethics since 1987. Earlier he was at the Hastings Center and Columbia’s College of Physicians and Surgeons.

“We’re looking forward to Dr. Caplan’s arrival,” said Dr. James M. Wilson, Director of the Institute for Human Gene Therapy and Chairman of the Department of Molecular and Cellular Engineering. “His expertise and insight into the challenging issues raised by the rapidly emerging filed of biomedicine will be invaluable.”

Dr. Caplan is an expert on the crucial ethical issues society faces regarding the latest biomedical research advances. His most recently published book is Prescribing Our Future: Ethical Challenges in Genetic Counseling. His counsel is frequently sought by his peers, the media and most recently, the President’s Task Force on Health Care Reform, on issues such as dilemmas in life at nursing homes, government intervention in the treatment of critically ill newborns, and ethical issues raised by new reproductive techniques. Other recent books include If I Were a Rich Man, Could I Buy a Pancreas and Other Essays on Medical Ethics and When Medicine Went Mad.

He was co-author and host of a public television documentary called “When Research is Evil,” has published more than 300 articles and delivered some 300 public lectures on topics such as termination of medical treatment of the young and the old; the rationing of health care; suicide assisted by health care professionals; and the “volatile mix” of genetics, race, and ethnicity. He serves some 80 academic presses and journals in referring and reviewing submissions, and he writes a weekly column, “A Question of Ethics”, which is syndicated to more than 50 newspapers throughout the United States and Canada.
Proposals For a Retirement Transition Benefit

Report of the Subcommittee on Retirement of the Senate Committee on the Faculty

December 22, 1993

Mandatory retirement of faculty members at age 70 was eliminated at the end of 1993, under the law that prohibits age discrimination in employment. For the great majority of University employees, retirement rules based on age were ended several years ago without much disruption. It is possible, however, that the recent extension of the law to tenured faculty may bring significant changes to the University. Predictions are difficult to make based on the scanty information now available, but there is some evidence to suggest that a relatively high proportion of the faculty at large research universities may choose to remain active well beyond age 70.

The Faculty Senate’s Subcommittee on Retirement has been considering whether some kind of early retirement program or other retirement transition benefit may still be desirable in the new legal environment. For those who have already applied for the Faculty Voluntary Early Retirement Program that was in effect here for several years, the provisions of that program remain in force. Under its rules, retirement benefits declined after age 65 and vanished at the (then) mandatory retirement age of 70. Any program offered in 1994 or subsequent years must provide equal treatment for all those over a specified minimum age. It is not yet clear how the courts will interpret this requirement, but it does not appear that the program recently in effect at the University would meet the test. Faculty members eligible under that program were informed in November of 1992 that June 30, 1993, was the deadline for applications to participate.

The subcommittee believes that retirement transition programs may be even more useful under the new rules than in the past. We have been searching for options that will serve the mutual interests of both faculty members and the University, while satisfying the legal constraints. To inform this search, a questionnaire, dealing with retirement plans and related concerns, was distributed last Spring to tenured faculty members over 50. About 300 responses were received. Not surprisingly, the results were somewhat different for those under 60 than for those aged 60 or over.

We asked respondents to indicate what interest, if any, they would have in each of three retirement transition options. We were careful to emphasize that the administration has made no commitment whatsoever to any of the options presented and that even if these or other transition plans should become available, anyone who prefers to continue to work indefinitely on a full-time basis may do so.

The three additional options suggested for consideration in the survey would be available on a one-time-only basis to all those over 65. One option provided for reduction in workload after age 65, with corresponding reduction in salary and pension contributions but with full health benefits. One provided for retirement at age 65 with an income allowance for five years thereafter equal to one-third of the average base salary for a full professor in the retiree’s school. A third was intermediate between these two, with reduction in workload at age 65 for up to seven years and retirement by age 72. A post-retirement income allowance would still be paid in this case, but for a shorter period than if retirement occurred at age 65. (Those already over 65 at the introduction of a retirement transition plan would, of course, be permitted to begin an option at that time.)

Interest in one or more of the options was indicated by a very high proportion of the respondents in the 50-to-59 age group and by about half of those aged 60 or over. The numerical responses, and especially the comments, suggest that faculty members fall into two clusters—those who prefer to continue teaching beyond age 72, perhaps with a reduced workload, and those who wish to retire fully at age 65 or earlier. The first group either indicated no interest in any of the options or chose the first. The second group opted for full retirement at 65, but frequently with comments that 60 or 62 would suit much better. Relatively few selected the intermediate option as their first choice, but it was the most common second choice. (See Table 1.)

Several other results of some interest emerge from the survey data:

1. Many of the respondents do not currently have a retirement plan. Almost two fifths of those aged 60 or over and almost half of those under 60 report that they do not currently have a retirement plan. (See Table 2A.) A number of those without a specific plan were nevertheless willing to give us their best guess as to the age at which they are likely to retire and their post-retirement interests. Even reported plans are, of course, subject to change if conditions change.

2. The most likely age of retirement for those who are now 60 or over is 70-71, although a sizeable proportion chose 65-69. About 22 percent plan to retire at age 72 or later. The most likely age of retirement for those now under 60 is 65-69, with a sizeable number choosing 60-64 and almost as many choosing 70-71. About 12 percent plan to stay on after age 71. (See Table 2B.)

(continued next page)

<table>
<thead>
<tr>
<th>Table 1: Ranking of Retirement Transition Options</th>
</tr>
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<tbody>
<tr>
<td><strong>A. Age 60 or over</strong> (Highest)</td>
</tr>
<tr>
<td>---------------------------------</td>
</tr>
<tr>
<td>Reduced load for an indefinite period</td>
</tr>
<tr>
<td>Reduced load at age 65; retirement by 72 with 3-year income allowance*</td>
</tr>
<tr>
<td>Retirement at age 65 with 5-year income allowance*</td>
</tr>
<tr>
<td><strong>B. Age under 60</strong> (Highest)</td>
</tr>
<tr>
<td>---------------------------------</td>
</tr>
<tr>
<td>Reduced load for an indefinite period</td>
</tr>
<tr>
<td>Reduced load at age 65; retirement at 72 with 3-year income allowance*</td>
</tr>
<tr>
<td>Reduced load at 65 with 5-year income allowance*</td>
</tr>
</tbody>
</table>

* The income allowance amounts each year to one-third of the average base salary for a full professor in the faculty member’s School.

** Columns will not add to 100 because alternatives were ranked equally in some cases and omitted entirely (indicating no interest) in other cases.
3. Concern over financial problems is clearly a major factor in the timing of retirement. For those 60 or over, inflation prospects and retiree medical benefits were the dominant considerations in the choice of retirement age. For younger respondents, the availability of research opportunities after retirement was about as important as either of the two financial factors. (See Table 3.)

Many of the respondents wrote in comments that provided a wealth of interesting and helpful information and suggestions. By and large the comments served to reinforce the quantitative results and enrich them.

An interest in continuing to participate in University activities after retirement was indicated by 85-90 percent of respondents. Access to research opportunities appears to be particularly important, and the ability to continue working with Ph.D. students was specifically mentioned.

Office space and access to computer facilities and lab space were very important to a number of individuals. One of the suggestions we liked best was for the creation of a retirees’ resource group for tutoring students, community service, guest lectures, special summer programs, and so on. Given the perceived need of our students, and especially minority students, for more mentoring and small group contact with faculty, it may be that retirees are a vastly underutilized resource.

Concerns relating to medical benefits appeared repeatedly in the comments. The need to relate disability benefits to any early retirement plan was also mentioned.

A variety of comments dealt with the parameters and technical details of the retirement transition options: 1) It was suggested that more weight be given to length of service in determining eligibility for a benefit, perhaps by making the cutoff depend on the sum of age plus years of service. 2) A number of people pointed out the problem in defining a reduced workload in view of the great variation in teaching loads that now exists. 3) The problem of defining base salary in the clinical departments of the Medical School was also mentioned. 4) There was considerable interest in increasing flexibility or increasing benefit levels or both.

**Recommendations**

In the light of these findings and other information available to us, the subcommittee made the following recommendation last Spring to our parent committee, which has approved it:

Faculty members who reach age 65 with a minimum of 15 years of service as a faculty member of the University become eligible for a Retirement Transition Benefit. Within three years following the date of reaching eligibility, the faculty member may choose:

1. to continue his/her appointment into the future, without specifying a retirement date;
2. to apply for retirement and a Retirement Transition Benefit. This benefit shall amount to 33 percent of the average base salary for full professors in the school of the faculty member. The benefit shall be paid for five years;
3. to change to reduced duties, with correspondingly reduced salary and salary-related benefits, but with full health benefits, for a period of up to five years, followed by a Retirement Transition Benefit equal to 33 percent of the average base salary for the rank and school for two years. The Retirement Transition Benefit may only be chosen within three years following the date a faculty member reaches eligibility.

This Fall the subcommittee made three further recommendations, which have now been accepted by the parent committee:

1. In view of the unusually high degree of uncertainty surrounding faculty response to the elimination of mandatory retirement and to potential changes in retirement policy, it is essential that the Senate Committee on the Faculty be charged with monitoring faculty retirement patterns on an annual basis, reporting on the costs of and response to any retirement transition program that is adopted, and recommending changes if required.

2. The University should encourage and give financial support for faculty retirement planning. It appears that financial uncertainty is a major factor causing faculty members to postpone retirement. To the extent that more attention to planning can reduce that uncertainty, both faculty members and the University stand to benefit.

3. No degradation in medical benefits for retirees relative to active faculty should be permitted to occur. It would be most unfortunate if any faculty member felt compelled by health costs to continue teaching longer than he or she wished.

- F. Gerard Adams (economics)
- Fay Ayzenberg-Selove (physics)
- Jean Crockett (finance), chair
- David K. Hildebrand (statistics)
- Madeleine Joulliot (chemistry)
- Howard Lesnick (law)
- Jerry S. Rosenbloom (insurance)
- Vivian Seltzer (social work)
- Robert Summers (emeritus economics)

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**Table 2: Results of Survey on Retirement Plans**

<table>
<thead>
<tr>
<th>A. General Questions</th>
<th>Age 60 or over</th>
<th>Age under 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>No</td>
<td>Total</td>
</tr>
<tr>
<td>1. Do you have a retirement plan?</td>
<td>63.8%</td>
<td>36.2%</td>
</tr>
<tr>
<td>2. Do you plan to stay in the Philadelphia area?</td>
<td>87.2%</td>
<td>12.8%</td>
</tr>
<tr>
<td>3. Would you like to continue to participate in University activities?</td>
<td>85.8%</td>
<td>14.2%</td>
</tr>
</tbody>
</table>

**Table 3: Factors Affecting the Timing of Retirement**

<table>
<thead>
<tr>
<th>A. Age 60 or over</th>
<th>(Highest)</th>
<th>Ranking*</th>
<th>Number of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Availability after retirement of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Research opportunities</td>
<td>25.2%</td>
<td>16.5%</td>
<td>16.5%</td>
</tr>
<tr>
<td>b. Part-time teaching</td>
<td>16.0%</td>
<td>16.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>c. Office space/services</td>
<td>23.6%</td>
<td>19.8%</td>
<td>30.2%</td>
</tr>
<tr>
<td>Inflation prospects</td>
<td>39.2%</td>
<td>14.7%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Retiree medical benefits</td>
<td>31.4%</td>
<td>33.3%</td>
<td>14.3%</td>
</tr>
</tbody>
</table>

| B. Age under 60 | | | |
| Availability after retirement of: | | | |
| a. Research opportunities | 31.8% | 12.6% | 20.5% | 16.6% | 18.5% | 151 |
| b. Part-time teaching | 18.9% | 16.1% | 18.9% | 16.8% | 29.4% | 143 |
| c. Office space/services | 19.7% | 13.8% | 22.4% | 26.3% | 17.8% | 152 |
| Inflation prospects | 30.0% | 28.0% | 15.3% | 14.7% | 12.0% | 150 |
| Retiree medical benefits | 35.4% | 29.1% | 13.9% | 12.0% | 9.5% | 158 |

* Column totals will not add to 100 because factors were ranked equally in some cases or omitted as irrelevant in other cases.
Penn Expertise: The Faculty Research Database is Now Online

Vice Provost for Research Barry Cooperman announces that PennExpertise, the database of faculty research interests, is now available to all members of the Penn community via gopher.

About PennExpertise

PennExpertise is the standardized, comprehensive database of faculty research interests and expertise at the University of Pennsylvania. The information in PennExpertise was collected by Penn’s Office of Research Administration in cooperation with Best-North America, and is a subset of a larger database maintained by Best, which includes the listing of faculty expertise available at leading North American research universities. So far over 150 universities have agreed to participate in Best-North America. A similar database, covering major research Universities in Europe, is also available from Best.

What data are available now from PennExpertise?

Profiles collected from over 1000 Penn Standing Faculty and Research Faculty members are currently available. Overall, this represents almost 50% of the Standing Faculty and Research Faculty at Penn, but response rates vary a great deal across schools. As profiles are collected for the remaining members of the Standing Faculty and Research Faculty, the database will be updated on a monthly basis.

Who Can Search PennExpertise?

All members of the Penn community may search the PennExpertise portion of the database by using gopher. Access via gopher is currently restricted to users with an internet address ending in upenn.edu. Users may connect to the Penn Gopher Server (gopher.upenn.edu) and choose PennExpertise from the “Gopher Servers at Penn” menu. For more information about gopher itself, select “About the University of Pennsylvania Gopher” or from PennInfo, search on the term gopher.

How do I search PennExpertise?

You can search for any word or words contained in any of the faculty profiles. The boolean operators AND, OR, and NOT may also be used to combine search words. By default, OR is implied.

Some Examples:

A search for Philadelphia Community is equivalent to Philadelphia OR Community and would find all documents containing the word “Philadelphia” or the word “Community” or both. Since Philadelphia is included in the address of all Penn faculty, this would not be useful in narrowing things down.

A search for Philadelphia AND Community would return the documents that contain the word “Philadelphia” and the word “Community” in the same document.

How can interested parties outside Penn gain access to the information in PennExpertise?

People outside Penn should be directed to:
- The Center for Technology Transfer
  University of Pennsylvania
  3700 Market Street, Suite 300
  Philadelphia, PA 19104-3147
  (215) 898-9585

How can I search the entire Best-North America Database?

Penn faculty and staff who wish to search the aggregate Best-North America database or the Best-Europe database should contact:
- Office of Research Administration
  University of Pennsylvania
  133 S. 33rd Street
  Philadelphia, PA 19104-3246
  Attention: Stuart Watson
  (215) 898-7293

How can faculty members add or update their records?

The Office of Research Administration provides each faculty member with a blank or partially completed questionnaire on the individual’s research and interests. The faculty member completes the questionnaire and/or attaches an annotated curriculum vitae if the questionnaire format doesn’t reflect adequately his/her field of expertise or interests.

Completed forms are then forwarded to Best North America, where they are entered and edited for consistency. A copy of the draft record is returned to the faculty member for a final check. When the PennExpertise records are complete, they are added to the Best-North America database.

Updating of records is an ongoing process. Individual faculty members may send records for updating to the Office of Research Administration at any time, and need not wait to be asked for new information by ORA. Copies of the blank survey instrument are available from ORA, and existing records may be downloaded using gopher, marked up or edited, and returned to ORA in either paper or electronic form.

It is expected that faculty members will use their own judgment in describing sensitive or proprietary work. The purpose of PennExpertise and Best-North America is to solicit further research inquiry, not to be exhaustively descriptive of research projects themselves. Sensitive information therefore should not be treated differently from when publishing, or even providing a C.V.

For further information on the survey please contact: Stuart Watson at the Office of Research Administration, Ext. 8-7293.

E-Mail: Office Systems Report


This document describes a vision for electronic communication among faculty, staff and students at Penn. It reviews current and future functions, ranging from today’s familiar electronic mail systems, to enhanced messaging technologies with easy inclusion or attachment of various types of data—text, audio and video, as well as calendar and schedule capabilities. It also discusses aspects of the computing “environment” for these functions including user interfaces, location-independent access, security and privacy, as well as the necessary technical issues of standards and protocols. This report and the ongoing contributions of the Office Systems Working Group should guide the selection, development, and implementation of personal and workgroup systems at Penn over the next five to ten years.

The Working Group seeks both feedback on its report and participation in its on-going pilot projects and implementation efforts. The two documents are available via FTP in PostScript format from ftp.upenn.edu in/pub/doc/penn-off-sys-1.1.ps and penn-off-sys-exec-summ-1.1.ps. Requests for hard copies of either document should be directed to Ted Fry, fry@pobox.upenn.edu

230A 3401 Walnut Street/6228
(215) 898-1787.

Comments on the report and requests to join the working group should be directed to the Office Systems Working Group chairs at oamail-chairs@isc.upenn.edu.

Please let me know if you have any questions.

—Christopher E. Shull
Academic Computing Services
shull@isc.upenn.edu
To the University Community: A Call for Advisors

We invite and encourage faculty, staff and students to play an important role in the University Student Judicial System by volunteering to serve as Advisors to students accused of misconduct.

Advisors play a vital part in our judicial system. Their role will become even more important as we move toward a greater emphasis on education, taking responsibility and working through misunderstandings and disputes. The Advisor is the person best situated to turn the students’ experience into a positive, educational one.

The function of an Advisor is not to speak for the student; Penn students can and should speak for themselves. Rather, Advisors help students prepare, accompany them to meetings and hearings, and assist them in understanding procedures and choices. Advisors offer guidance, support and information throughout what can be a stressful period in a student’s life.

Those of you who answer this call and volunteer as Advisors will be asked to participate in a workshop which will familiarize you with applicable Codes and procedures. This year’s workshop will include a forum to discuss how the student judicial process can better contribute to the education experience of the students involved.

The workshop has been scheduled for January 28, 1994, from noon to 3 p.m. in the Smith-Penniman Room of Houston Hall.

To volunteer to serve, or to obtain more information, please contact Lyn Davis at Ext. 8-5651.

— Steven G. Blum, Judicial Inquiry Officer
— Dr. Steven Gale, Judicial Administrator

DEATHS

Wm. Richard Gordon, treasurer of the University for twenty years, died December 28 after a short illness.

Mr. Gordon was born and raised in Philadelphia. He was a member of the Wharton Class of 1936, having been awarded a full scholarship by the City of Philadelphia. He served as president of the Class of 1936 until his death.

During World War II, Mr. Gordon served in the Second Regiment Coastal Artillery of the U.S. Army. Afterward he was active in the Army Reserve; during the Korean War, he served as a captain in an intelligence unit of the General Staff Corps at the Pentagon.

In 1942, Mr. Gordon was promoted to assistant treasurer and served as treasurer of the University from 1955-1975. During that time, he was the principal architect of the Associated Investment Fund, in which most of the University’s endowment funds were pooled. Between 1975 and 1982, he was president of the Franklin Investment Company, which administered the Associated Investment Fund.

He was active with numerous organizations, including the Pennsylvania Society of the Sons of the Revolution, Society of the War of 1912, Military Order of Foreign Wars, Society of Colonial Wars, and the Historical Society of Pennsylvania.

He is survived by his wife of 43 years, Mary Wagner Gordon; sons William Murray, Robert Duff and Douglas Andrew Gordon; daughter Anne Gordon Kessler; nine grandchildren; two sisters, and a brother.

Memorial gifts may be sent to John Foster, c/o the University, Sixth Floor, 3451 Walnut St.; or to Paoli Presbyterian Church, 224 S. Valley Road, Paoli, PA 19013.

Dr. F. Otto Haas, an emeritus trustee who headed the Morris Arboretum’s Advisory Board of Managers for 17 years, died at the age of 78 on January 2 in his home.

Among his many contributions to the University were service on the University Museum’s Board of Managers and, through his vice chairmanship of the Haas Community Fund, support of the Museum, the Law School, School of Medicine, School of Dental Medicine, and Chemistry Building. He received an honorary degree from Penn in 1983.

Dr. Haas, an Amherst College alumnus, began working in one of his father’s Rohm & Haas chemical laboratories upon completion of his Ph.D. at Princeton in 1939. After serving in the U.S. Navy during World War II he returned to hold various positions in the company, taking over as chief operating officer in 1959 when his father died.

As he oversaw the company’s expansion, he maintained a commitment to Philadelphia, keeping the firm’s headquarters in Philadelphia as part of urban redevelopment around Independence Hall.

In 1972, troubled by the decline of the Morris Arboretum (where he had courted first wife, Dorothy) Dr. Haas became chair of the Arboretum’s board. He restructured the board, instituting long-range planning and budgeting and starting a more vigorous fund-raising effort. In 1977, he recruited the Arboretum’s first full-time director, William Klein. One of the new plants developed by the Arboretum, a yellow tea rose called Daphie’s Delight, was dedicated to the memory of Dorothy Haas in 1987.

“More than anyone else, he was responsible for the rebirth of the Arboretum,” said the present director, Paul Meyer. “He helped build a highly professional staff. He made many generous gifts to the Arboretum. He supported us in every conceivable way.”

A member of the American Philosophical Society and many other prestigious organizations, Dr. Haas was also known for his “quiet determination” with which he saved the Walnut Street Theater and supported or helped create many performing arts groups, including the Concerto Soloists, Mozart on the Square and the Melanie Stewart Dance Company. He also served on the boards of the Wildlife Preservation Trust, the Philadelphia Historic Preservation Corp. and the William Penn Foundation.

Mr. Haas is survived by his wife, Carole Fenimore Haas; sons, John Otto, William David and Thomas Willaman; his brother, and eight grandchildren.
For Women of Color Awards

The National Institute of Women of Color has designated the first day of Women’s History Month (March) as National Women of Color Day. For the seventh consecutive year, the University of Pennsylvania will seek to increase the community’s awareness of the talents and achievements of women of color. As in past years, we will recognize people in our community whose special commitment and dedicated service to Penn, HUP, and/or the Delaware Valley have made a difference in the lives of women of color. Our awards ceremony will be held Friday, March 4, from noon-2 p.m. in the Penn Tower Hotel.

We need your assistance in identifying nominees for the 1994 awards. Honorees must be a student, faculty or staff member at Penn or HUP. A special recognition, the Helen O. Saladis, vegetables, Sharon Smith, Co-chair, Awards Subcommittee, is presented to an individual who has demonstrated outstanding service to the community for twenty years or more. Please help us ensure that these talented and committed individuals receive the recognition that they deserve. Nominations will be accepted until January 31, 1994.

The nomination form describes the selection process and provides information on how and where to submit the names of candidates. If you need additional information regarding the nomination process, please contact Sharon Smith at Ext. 8-1446 or Terri White at Ext. 8-0810.

Thank you for your assistance in this important effort.

Terri White, Chair, Awards Subcommittee
Sharon Smith, Co-chair, Awards Subcommittee

Women of Color Fund-raisers

The seventh annual Women of Color Awards Luncheon will be held at the Penn Tower Hotel on March 4. To help meet the costs of this event, the Women of Color Committee has planned several fund-raisers, listed below. For information, call Yamma Carter at Ext. 8-4831, Afifi Roberson at Ext. 8-0104, or Islene Johnson-Baptiste at Ext. 8-3358.

January 14 Raffle Drawing: $1/ticket; $5/book; African American Resource Center, 3537 Locust Walk; drawing at: 5:15 p.m.; winner need not be present to win; first prize, $75; second prize, $50; third prize, $25.

January 21 After Work Happy Hour: open bar, 6-7 p.m.; open buffet, 6-8 p.m.; The Ritz, Second and South Streets; free admission.

February 4 After Work Happy Hour: open bar, 5-7 p.m.; open buffet, 5-7 p.m.; Quincy’s, Adam’s Mark Hotel, Monument and City Line Ave.; $5 admission.

February 11-13 Ski Trip to Roundtop Slope in New Cumberland, PA: includes breakfast, dinner, weekend open bar and parties; bowling, roller skating, shopping, race tracks, and skiing also available; accommodations: $225/person; $190/person, doubles; $175/person, quads.

Celebrating a Dream, Continuing a Dream

This is the 14th consecutive year that Penn has presented an evening commemorative program to honor the memory of Dr. Martin Luther King, Jr. who was born January 15, 1929 and died April 4, 1968. Many other events have grown up around the commemoration, now including:

14 King’s Walk; paint banners for Locust Walk; 10 a.m.-4 p.m.; Christian Association Auditorium; reception follows at the Castle (Program for Student Community Involvement)
16 Alpha Phi Alpha Martin Luther King, Jr. Vigil; 7 p.m.; Du Bois College House.
17 Unity Rally; for students, staff and faculty; 10 a.m.; Du Bois College House (BSL/BGAPSA).

17 Building Ourselves, Building Our Community; workshop; 10:30 a.m.-noon; Du Bois College House.
17 “Forward Always Through Building A Common Agenda” is the theme of the luncheon program as the African American Association of Administrators, Faculty and Staff at Penn hosts its Seventh Annual Commemorative Service—this time with the Hospital of the University of Pennsylvania employees as well.

The master of ceremonies is Ronald Story, staffing/recruiting specialist at the University, and the keynote speaker is Dr. Houston Baker, Greenfield Professor of the Humanities and director of Penn’s Center for the Study of Black Literature and Culture.

Time: 12 noon to 2 p.m. (see page 1 for notice to supervisors regarding released time).
Place: Ballroom of the Penn Tower Hotel, 33rd and Civic Center Boulevard.

Lunch Option: A soul-food buffet will be available from 11 a.m. to 3 p.m. in PT’s, first floor of Penn Tower Hotel, at $8.95 plus tax and gratuity ($5.95 for children up to 10).

Special Additions:
- Performance by the Hospitals United Mass Choir, made up of employees from gospel choirs at Seashore House, Children’s Hospital of Philadelphia, Hospital of the University of Pennsylvania, Presbyterian Hospital, and Graduate Hospital.
- A display of 14 photographs and biographies of “Civil Rights Leaders Who Made A Difference,” featuring not only Dr. King and his legacy but his forerunners and successors, from Harriet Tubman and W.E.B. Du Bois to Rosa Parks and Nelson Mandela.
- Recognition of the three top writers in a new AAAAFS essay contest for fifth-graders in District One, Southwest Philadelphia, on the topic, “Who Was Martin Luther King Jr. and How Can I Continue His Dream?”

“Although we are doing this program for Dr. King, Black History should be something taught throughout the year and not just one month out of the year,” said Christine Davies, chairperson of the celebration. “This is the first year that HUP and the University of Pennsylvania collaborated on this event in order to bring all the communities together in one building, she added. “I hope we will see more collaborations in the future.”

17 Moving Forward: Agenda Setting for 1994; workshop; 2-4 p.m.; Bodek Lounge, Houston Hall (BSL/BGAPSA).
17 Harambee; Dr. Teta Banks, Executive Director Philadelphia Dr. Martin Luther King, Jr. Non-Violence Association; African Dance Troupe; 4-6 p.m.; Bodek Lounge, Houston Hall.
17 Reception; coffee and doughnuts with Phi Sigma Kappa; 6-7 p.m.; 3615 Locust Walk.
17 University of Pennsylvania Commemorative Program; keynote speaker: Gwendolyn Goldsby Grant, media psychologist, Diplomat of American Board of Sexologists and advice columnist for Essence magazine; with musical selections by Fatima Nelson, CAS ’97; Kaplan Mobray, BSL, C ’94; and the Penn Gospel Choir. Greetings and introduction by Tricia B. Bent, SW ’94; introduction of guests by Audrey Smith-Bey, Afro-American Studies Program, 7-9 p.m.; Annenberg School Auditorium.

Other events throughout the week:

18 Breaking the Glass Ceiling: How Do We Make the Dream Come True? discussion with graduate and doctoral students; 12-1 p.m.; Harrison Room, Houston Hall (African American Resource Center).
17 What is Freedom of Speech? faculty discussion on the definition of open expression; 5-7 p.m.; Smith Penniman Room, Houston Hall (BSL/BGAPSA/Undergraduate Honor Societies).
19 Freedom Theater: An Anthology of Black History; performed by one of the premier African American theater groups; 1:30-3:30 p.m.; 2nd Floor Auditorium, Houston Hall (SSW).
20 The Meeting; film and discussion about Dr. King and Malcolm X; brown bag lunch; 12-4 p.m.; D-11, GSE (Association of African American Graduate Students in Education).
20 Memorial Service: African dance, spiritual song, eucenemonial worship, and recollections by faculty, staff, and student in Dr. King’s remembrance; 2-4 p.m.; Christian Association (GSAC).
21 Building Tomorrow, Today; Susan Taylor; Dr. Rev. Calvin Butts; Rev. William Gray, CEO, UNCF; Keith Clinkscales, CEO, Vibe magazine; 20th Anniversary Whitney M. Young, Jr. Conference; Adam’s Mark Hotel, Monument and City Line Avenue; Tickets: 898-6180 (African American MBA Association). Through January 23.
### 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 December 20, 2013, and January 2, 1994. 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 help protect your property. For any concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

### About the Crime Report

Below are the 18th District Crimes Report for the period December 13 through December 31, 1993 and all the Crimes Against Persons and Crimes Against Society listed in the campus report for the period December 20, 1993 through January 9, 1994. Also reported during this period were Crimes Against Property which included 15 thefts (12 burglaries, 4 thefts of auto, and 2 of bikes and parts); 15 incidents of criminal mischief and vandalism; 2 case of trespass and loitering; and 1 of forgery and fraud. The full reports can be found in Almanac on PennInfo. Those who do not have PennInfo can access the data at public kiosks listed on this page.—Ed.

### Crimes Against Persons

#### 34th to 38th/Market to Civic Center: Threats & harassment—4, Purse snatchings—1

- 12/20/93 2:06 PM Grad B Tower Harassing phone calls received
- 12/21/93 5:01 PM Franklin Annex Unknown male harassed complainant/field
- 12/27/93 3:22 AM Nichols House Resident received unwanted calls
- 01/09/94 10:44 AM 3700 Block Walnut Shoulder bag taken
- 01/08/94 11:48 PM Grad B Tower Resident received harassing calls

#### 38th to 41st/Market to Baltimore: Robberies (& attempts)—3, Aggravated assaults—1, Simple assaults—1, Threats & harassment—3

- 12/20/93 10:04 PM Harnwell House Threatening call received
- 12/22/93 1:54 AM 40th & Sansom Unknown male took backpack/contents
- 12/23/93 11:27 PM 4000 Blk Locust 2 unknown males assaulted male & female
- 12/24/93 12:28 AM 100 Blk 30th Male struck w/bottle by group of males
- 12/24/93 8:49 PM 4008 Chestnut Male pushed officer/cited
- 01/07/94 7:06 PM 4000 Block Walnut Unknown male w/gun robbed 2/no injuries
- 01/09/94 3:12 AM Harnwell House Observe phone calls received
- 01/09/94 6:41 AM 3925 Male 30/W Walnut St. Male 30/W Walnut St.

#### 41st to 43rd/Market to Baltimore: Robberies (& attempts)—3, Threats & harassment—1

- 12/20/94 12:40 AM 4141 Spruce Employee harassed by co-worker
- 01/01/94 4:48 PM 4100 Blk Pine Robbery of cash
- 01/06/94 5:54 PM 300 Block 43rd Robbery by 2 males/w/gun
- 01/06/94 11:33 PM 42nd & Osage Robbery by 1/male/3 arrests

### Crimes Against Society

#### 34th to 38th/Market to Civic Center: Weapons offenses—1

- 12/25/93 4:43 AM 38th & Chestnut Car driven wrong direction/stopped/weapons found

### 18th District Crimes Against Persons

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Incident</th>
<th>Arrest</th>
</tr>
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<tr>
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<td>1:40 AM</td>
<td>4100 Spruce</td>
<td>Robbery</td>
<td>No</td>
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<tr>
<td>12/15/93</td>
<td>10:48 AM</td>
<td>4700 Passchal</td>
<td>Robbery</td>
<td>No</td>
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<tr>
<td>12/15/93</td>
<td>1:28 PM</td>
<td>4806 Springfield</td>
<td>Robbery</td>
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<tr>
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<td>5:55 PM</td>
<td>4806 Springfield</td>
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<tr>
<td>12/17/93</td>
<td>8:25 PM</td>
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<td>Robbery</td>
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<td>4500 Chestnut</td>
<td>Robbery</td>
<td>No</td>
</tr>
<tr>
<td>12/16/93</td>
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<td>4100 Pine</td>
<td>Robbery</td>
<td>No</td>
</tr>
<tr>
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<td>5:10 AM</td>
<td>1426 S. Fallon</td>
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</tr>
<tr>
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<tr>
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<td>Robbery</td>
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<td>No</td>
</tr>
<tr>
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<td>4024 Sansom</td>
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<tr>
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<tr>
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<tr>
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<tr>
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<td>400 S. 40th</td>
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* indicates kiosk uses point-and-click software.
Happy New Year to everyone. The new year is a traditional time for new beginnings and renewed commitment. In that spirit, I’d like to take a page from the Roman deity Janus, for whom January is named. Janus, as you know, was symbolized by a figure with two faces, looking backwards and forwards simultaneously.

At the mid-point of my one and only academic year as Interim President, it seems natural to assess Penn’s progress in the first six months of my term and look forward to the next six months of challenges we face together.

During our first six months “in the interim”:

• We have put behind us the specific controversies of last spring and moved aggressively to confront the outstanding policy issues that remain: student conduct, judicial processes, academic integrity, ROTC, racial harassment, sexual harassment, domestic partnership benefits, the Revlon Center, etc. The country’s most influential newspapers have begun to take note—not of Penn’s failings—but of Penn’s leadership.

• Under the extraordinary leadership of Chair Gloria Chisum, Director Rebecca Bushnell, Co-Director Allen Green, and other members of the Commission on Strengthening the Community, we have been seriously discussing, debating and re-thinking the fundamental nature of the Penn community. There appears to be a high level of interest on campus in bringing individuals and groups on campus and in our extended Penn family into closer, more productive relationships with one another.

• We have come together as a community to support the residents of Du Bois College House and other University residences and to express our collective outrage at the terrorism bomb threats and harassing phone calls to which they were subjected. By rapidly putting “call trace” and other security steps in place for all residents of University housing, we have tried to prevent such incidents in the future and acted on the consensus of our community that such behavior will not be tolerated at Penn.

• We have taken advantage of opportunities open to us to use Penn as a forum for dialogue and debate on issues of concern to us and to the nation, thereby turning some of last semester’s controversies into occasions for positive attention. For example, through the recent “Firing Line” debate taped here at Penn, over a million viewers have been drawn into conversations that need to occur across this nation as well as up and down Locust Walk. I hope that you will agree that the civil discourse on issues of freedom of speech demonstrated on that program was a model worth emulating on campus and elsewhere.

• We have begun to break down some of the boundaries that separate us from one another through personal contact and the innovative use of new electronic technologies for televised Town Meetings. The level of collaboration of individuals, centers and schools in the productions was phenomenal and again, an exceptional model for other activities. We are also ready to move forward with electronic polling.

• We are successfully moving towards completion of the University’s ambitious fundraising goals, especially in the areas of funding for financial aid, support for minority permanence, faculty development, and capital improvements.

• The deans have entered into partnership with the central administration in a new and exciting way that has real implications for the University’s ability to maintain the quality of services, target growth and development, determine areas where streamlining is possible that will enhance the academic core of the University—in short, to get us ready for our future.

• Extensive consultations by Provost Lazerson and me with student groups have led us to conclusions about various issues reflective of student concerns, and have set the stage for the work that needs to be done in the coming semester on student conduct, judicial procedures, academic integrity, undergraduate education, and student services.

• The Faculty Senate leadership has engaged with the administration in examining Penn’s future in a unified, collaborative mode which augurs well for the new administration. There is a sense of “we” rather than the “we-they” which often characterizes such interactions.

• An extraordinary presidential search committee has completed its work and chosen a superb President-elect who will lead Penn to new heights of success. Judith Rodin, a Penn graduate and brilliant scholar, will be a force to contend with in the local, national and international arenas in which Penn is engaged.

So much for the semester past. Janus, the doorkeeper of the heavens, also presides over new beginnings, and our collective accomplishments will only mark a new beginning for Penn if we build on them in the weeks and months ahead. As the above list attests, we have “begun” a great many things; have completed some of them; but now we need to “finish” successfully parts of the uncompleted agenda. We can’t afford to sit tight and wait. That is not the legacy Provost Lazerson and I want to leave the University or Judy Rodin. She and we want this spring to be a time of major accomplishments for Penn, accomplishments on which Administration will be able to build in the years ahead. As the Trustees have made clear, this is not the time for lame-duck-ism or a waiting game. We are moving ahead in many areas this semester, and we will be making decisions and commitments of real consequence for the future of the University.

Spring 1994 promises to be very busy and productive. A few of the items on our agenda:

• Campus-wide discussion of the recommendations of the Commission on Strengthening the Community, whose preliminary report will be published in Almanac.

• Completion of work on a new code of student conduct, new student judicial procedures, and a new code of academic integrity.

• Intensified emphasis on the centrality of education in everything we do at Penn; this will be symbolized by our next electronic Town Meeting focused on undergraduate education. This Town Meeting will have a different format as well as a different agenda and will include members of the Student Committee on Undergraduate Education and faculty in discussions of the intellectual climate at Penn.

• Development of a new, workable and affordable, plan for completion of the Revlon Center.

• Moving forward with decisions for diversification of Locust Walk.

• Completion of a study of arrangements regarding ROTC at Penn.

• Searches for a new Provost, Deans of the Schools of Veterinary Medicine and Education, Athletic Director, Director of Affirmative Action, and Director of the University Museum.

• Meeting our development goals in minority permanence, undergraduate financial aid, and faculty development. We expect to make announcements in relation to almost all of these in the coming months.

As we have told some of Penn’s severest critics in recent months, Provost Lazerson and I have done our best to write “coda” to the problems of the past and to move forward with both short-term responsiveness and long-term fundamental change. Our agenda for the next six months reflects our commitment and the support of the Trustees and faculty. We have made great progress this fall, but in the words of the poet, still have “miles to go” before we sleep. *

Again, Happy New Year to all. We’re counting on all of you to continue the positive momentum for Penn so that Spring 1994 will be a memorable and positive time for us all.

Claire Fagin, Interim President

* Apologies to my colleagues in the School of Nursing: No, I am not expecting to sleep when I get back. — C.M.F.