

Almanac

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Commencement/Baccalaureate: U.S. Representatives

Two members of Congress will speak to the Class of 1988 at Commencement weekend: Congressman William H. Gray III of Philadelphia at the Baccalaureate May 15, and Congresswoman Patricia Schroeder of Colorado at Commencement the next day.

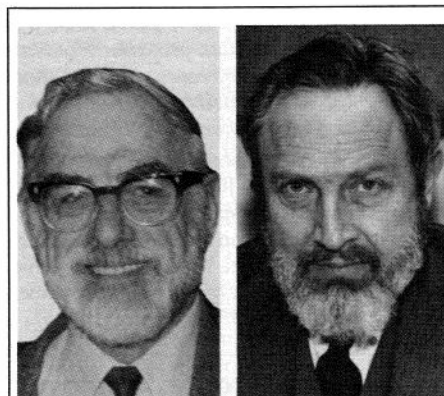
Following a 3 p.m. concert on Baccalaureate Sunday, Congressman Gray, chairman of the house budget committee, will deliver the baccalaureate address at 3:30 p.m. in Irvine Auditorium. Representative Gray is serving his fifth term in Congress, having represented Pennsylvania's Second Congressional District since 1979. He sits on the influential Democratic Steering and Policy Committee and is an at-large member of the Democratic Whip Organization, an arm of the leadership that organizes party efforts in the House.

He has also served as vice chairman of the Congressional Black Caucus. A leading spokesman on U.S.-African policy, Congressman Gray wrote the House version of the Anti-Apartheid Acts of 1985 and 1986—legislation to limit American financial support for apartheid. Representative Gray also serves on the Committee on Appropriations, where he is a member of the Subcommittee on Transportation and the Subcommittee on Foreign Operations, and on the District of Columbia Committee. In addition to his duties in Washington, he has been the senior minister at Bright Hope Baptist Church in North Philadelphia since 1972.

Congresswoman Schroeder, the senior woman in Congress, will deliver the Commencement address Monday, May 16, at 10

a.m. on Franklin Field. A Democrat who represents primarily the Denver area, Congresswoman Schroeder was first elected in 1972 and has been re-elected seven times. In the current race for the Democratic nomination, Congresswoman Schroeder was mentioned early but withdrew her name before the start of primaries. She has served as a Democratic Whip since 1978 and heads the House Arms Control Task Force. She is a member of the House Armed Services Committee, the House Judiciary Committee, the House Post Office and Civil Service Committee and the House Select Committee on Children, Youth and Families.

Congresswoman Schroeder's legislative interests over the past 15 years include pension law reforms entitling spouses to a portion of their partners' pensions, the Dependent Care Development Grants Act funding child-care programs, Civil Service reform laws setting up protections for federal employees, new federal personnel initiatives allowing the government to increase flex-time and part-time employment, and cost controls on defense spending.



Faculty Senate Election: There will be an election by mail for chair-elect of the Faculty Senate for 1988-89. Above are Dr. Robert E. Davies (left), the Senate Nominating Committee's candidate, and Dr. Samuel Z. Klausner, nominated by petition. Dr. Klausner of SAS is Professor of Sociology and Dr. Davies of the Vet School is Benjamin Franklin Professor of Molecular Biology and University Professor. Statements by the two candidates will appear in next week's issue.

Tuition Rising 6.5% . . . Billion-Dollar Budget in View

In the week before spring break, Executive Director of Resource Planning and Budget Glen R. Stine gave out figures at open meetings of faculty, students and staff in which he projected:

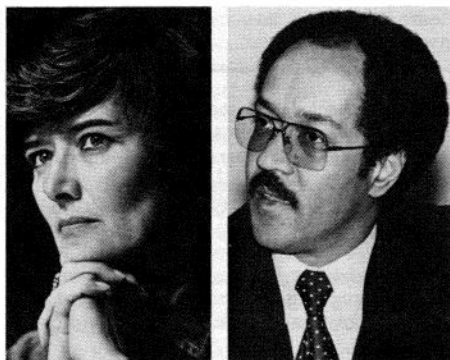
- finishing FY1988 with a balanced budget at \$959 million (counting Clinical Practices and HUP), for the University's 14th balanced budget in a row.
- seeing FY1988's unrestricted operating component of \$389,653 rise to \$422,665 in FY1989 (up 8.5%), with the likelihood that when Clinical Practices and HUP figures come in, the total of all budgets will exceed \$1 billion.

Against that rise of 8.5% in unrestricted budgets he announced that tuition-and-fees were expected to increase only 6.5%—a drop in rate from the FY1988 increase of 6.9%, making the sixth year in a row that Penn tuition has declined in rate of increase.

Tuition Voted: At week's end (Friday, March 4) the Executive Board of Trustees voted the 6.5% increase as predicted: undergraduate tuition and fees go to \$12,750 (from \$11,976) and graduate tuition and fees to \$13,500 (from \$12,680). Room and board rise by 5% and 3%, respectively, so that an undergraduate year will cost \$17,028 in FY1989 (versus \$16,085 in FY1988).

(continued on page 2)

Jim Richardson, Denver Post



Patricia Schroeder

William Gray

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Notice of Proposed Changes in Rules of the Faculty Senate

In accordance with the Rules of the Faculty Senate, the Senate Committee on Administration gives notice that it will propose the following changes to those Rules at the forthcoming Senate Meeting (3 p.m. on Wednesday, April 20, in 200 College Hall):

- 1) Role of the past Chair
The past Chair should be recognized as an officer of the Senate.
- 2) Procedure for filling a vacancy in the office of past Chair
When the past Chair is unable to serve, the vacancy in the office should be filled by the Senate Executive Committee, choosing from among
 - a) all past Chairs, and
 - b) all full professors who have served as members-at-large of the Senate Executive Committee during two of the past six years.
- 3) Rank of the Chair-elect
The Chair-elect should be required to be a full professor.
- 4) Selection of the assistant professor representatives on the Senate Executive Committee
The assistant professor representatives should be selected by the Senate Executive Committee from candidates selected by the Nominating Committee, whose names are published, together with any subsequent nominations made by assistant professors.

Explanations of the reasons for these proposals will be printed in *Almanac* shortly before the Senate Meeting. A copy of the Rules of the Faculty Senate marked with the changes needed to enact them will be available for inspection in the Senate Office, 15 College Hall (Call Ms. Burdon, Faculty Senate Staff Assistant, on Ext. 8-6943 for an appointment). You are reminded that under the current Rules, should the Senate Meeting fail to achieve a quorum, these proposals will automatically be referred to a mail ballot of the Senate membership.

—Martin Pring, Chair, Senate Committee on Administration

Tax Advisory Update: Employee Graduate Tuition Benefit Taxability

In a previous Tax Advisory (*Almanac* January 19, 1988), I alerted the University community to the fact that Section 127 of the Internal Revenue Code of 1986, which governs the nontaxability of educational assistance plans, expired on December 1, 1987. Under that section, the first \$5,250 of graduate tuition benefits for University employees was exempt from federal tax. I also stated that unless a provision reinstating Section 127, retroactively, was passed, all employee graduate tuition benefits would be taxable, beginning with the Spring 1988 semester, and that the University would be required to withhold both federal income tax, and F.I.C.A. tax retroactive to January 1, 1988, on such benefit amounts.

Recent information from Washington indicates that it is highly unlikely that the \$5,250 exclusion will be reinstated early in Calendar Year 1988 if at all. Accordingly, beginning in April 1988, in order to comply with current law, the University will withhold federal tax on all graduate tuition amounts awarded to employees for two reasons: 1) if, as appears likely, no legislative relief is forthcoming, early withholding during the year protects affected employees from potentially large tax liabilities at the end of the year and possible penalties; 2) the Treasury Department has stated that it expects employers to effect withholding, in compliance with the law, or face penalties. The tax amount withheld will be reflected on the employees' bursar bill, which will be issued during April, 1988, as an additional tuition amount due.

If Section 127 is reinstated during 1988, the University will cease tax withholding immediately on that portion of the benefit which is sheltered from tax, and employees will be able to obtain a refund for any excess taxes withheld. We are also exploring other avenues to determine if, prospectively, any tax relief may be possible.

Any questions regarding this matter should be directed to John Butler, University Tax Manager (Ext. 8-8967) or Jacob Miller in Payroll Accounting (Ext. 8-1543).

—Alfred F. Beers, Comptroller

Open Enrollment: April 1-15

Having choices is an integral part of Penn's benefits program. Individual situations have a way of changing mid-year—and the Benefits Open Enrollment period allows faculty and staff to adjust their benefits to meet those changes.

This year, Open Enrollment will take place from April 1 to April 15. During this two week period, participants will be asked to complete a new Pennflex enrollment form, regardless of whether they intend to change any of their coverages. The materials needed to complete the new form will be sent to homes during the month of March. Included will be a revised enrollment booklet, enrollment form, tax savings worksheet (to consult when calculating tax savings through Expense Accounts), question and answer insert, 1988 medical and dental plan rates and a Personal Report. The Personal Report will show coverages for 1987-88 and also the flexdollars available for 1988-89. Also included in this packet will be the Benefits Statement for 1987.

While all of these materials are important in helping participants make decisions, there may still be some questions about the benefits available at the

University. Penn offers an array of medical, dental and life insurance options, plus tax savings through flexible spending accounts. Faculty and staff are invited to bring questions regarding any of these benefits to Alumni Hall of the Faculty Club for *Representatives Day* on April 7, from 11 a.m. to 2 p.m. Staff members from the Benefits Office, as well as representatives from each of the plans offered by the University will be on hand to share information. In addition, representatives from Public Safety, Recreation, Penn Plus, the Treasurer's Office, Faculty/Staff Assistance Program, the Travel Program and other University offices and programs will be able to discuss their programs. Blood pressure testing, glucose testing, Weight Watchers information, etc. will also be available.

Mini Information Sessions

April 11, noon-1:30 p.m. in Room 109, Vance Hall
 April 12, noon-2 p.m., New Bolton Center.
 April 13, noon-2 p.m. in Room 216, Moore School

Budget from page 1

Salaries, Benefits: In the "very preliminary outline" being shaped for final Trustees vote in June, objectives include real growth in faculty and staff salaries for the eighth year in a row, Mr. Stine said. "The intention is to raise compensation above the rate of inflation." The University Benefits rate is expected to rise from 25% to 28.2%, he added, reflecting an increase in health care costs of 19%.

A companion objective in the FY1989 planning is to increase undergraduate student aid and graduate fellowships and maintain need-blind admissions, Mr. Stine said. "The substitution of University aid for declining federal aid is costly," he pointed out, with more than 40% of undergraduates receiving some financial aid—and almost 25 cents of every tuition dollar spent on aid.

FY1989 planning assumes that undergraduate admissions, which surged to 2500 this year due to an unexpectedly high yield, will settle back to the normal target of 2250. The unexpected tuition dollars gained from the Class of 1988 bulge are being applied to one-time uses, he said, including investment in the preparation for the forthcoming capital campaign.

Other Factors: The University will continue the goal of addressing deferred maintenance, such as that now in progress in the Quad, Furness Building, and Chemistry Department. It also intends to continue realizing savings from management improvements, and funding qualitative improvements in the Schools and centers, Mr. Stine said.

Budget complexity has been increased by changes in federal, state and city regulations, and the University is responding also to what he called "programmatic depreciation" as instrumentation for science becomes obsolete more quickly than in the past.

On the positive side, there is progress in uses of technology such as PennNet, and increasing research support through the internal Research Fund and Research Facilities Fund. The University is also benefitting from the Patents and Licensing Program adopted after the federal government instituted policies that allow the researcher and the institution to participate in royalties stemming from breakthroughs in sponsored research.

Speaking Out

... And Other Friends

I was delighted to find the caption "Dr. Mosher and Friends" on my photo in your recent article on my appointment as the new Vice Provost and Director of Libraries at Penn. Whoever devised that caption was right on target in suggesting the very personal relationship between me and books. In the light of the recent exchange in the Speaking Out section in the February 23 *Almanac* and the article on the front page of the February 24 *Daily Pennsylvanian*, it might have been even more significant to have shown me among Penn library staff with the same caption. People are the first priority even in a library, and my new colleagues may rest assured that it is my intent to make such a caption appropriate.

—Paul H. Mosher,
Deputy Director of Libraries,
Stanford University (Vice Provost
and Director of Libraries-elect)

Ed. Note: Dr. Mosher's letter from California was independent of the following complaint and the two campus responses appearing on page 4.

On Library Problems

Your issue of February 23 contains much disturbing commentary about the University Library, comprising a news account, a committee report, and some correspondence about the search for a new Director of Libraries. The correspondence, especially Dr. Daniel Traister's letter, suggests that the library world at Penn has reached a critical watershed. I would like to use your columns to discuss the crisis relating to the Library.

The crisis has been evident to many of us for a long time. It has been years since we had a first-rate research library at the University of Pennsylvania. In the last decade, our total expenditures on the Library, while rising overall, nevertheless increased so slowly that we have dropped far below other academic libraries. Our splendid Library professional staff has been allowed to shrink drastically so that the present group is overworked and simply unable to handle many important tasks. Outside of a few specialized areas and departmental libraries, book selection and systematic collection building are almost non-existent. The lacunae in our collections, always evident to the specialist, can now be seen by everyone. Our central library facilities, inadequate in public spaces when we opened them twenty years ago, are now manifestly overcrowded for a student population that has doubled since we completed Van Pelt-Dietrich. Our serious scholarly faculty must—and does—increasingly turn to other libraries to complete its basic research. In every visible way, our Library is now a second-echelon academic research institution.

Now, I am sure that no one will happily accept these facts; perhaps some members of our administration may prefer to deny them. But our administrators, however well-meaning, are simply not full-time scholars,

researchers, and authors—in short, they are not active library users. And the evidence that our administration has failed to recognize the crisis of our Libraries is persuasive. We have not funded our Libraries adequately to keep pace with facilities at comparable universities. We have reduced the Library's professional staff drastically. We have failed to treat the Library as the central goal of our various development campaigns. And, most emphatically of all, the recent search for a new Director of Libraries as the evidence of Dr. Daniel Traister's letter suggests, seems to have been inadequate.

I know that President Hackney thinks well of the Library and of the research needs of scholars. But you would not guess his concern from the composition of the search committee that helped select the new Director of Libraries. Choosing a new Director of Libraries in a time of crisis for the book world should be a watershed, with substantial study to the problems that we face. Yet the search committee did not contain a single active member of the humanities and social sciences faculties (except for the chairman, himself a member of the SAS administration), barely touched the departmental and professional school libraries, and manifestly ignored the major research interests that our Library is meant to serve.

The search committee successfully completed its task, as chairman Malcolm Campbell notes in his report (*Almanac* February 23). However, since no one infused the committee, unrepresentative of our academic research interests as it was, with any sense of crisis or mission, it was apparently—as their report implies—quite timid about carrying on its search. To be sure, the committee consulted with the two previous Directors of the Library, but these consultations seem to have been perfunctory. And the committee mentions no effort to interview the heads and leading staff members of other major academic libraries. Even worse, so far as I can tell, it was diffident about gathering opinions from our own faculty, those scholars and researchers who form the Library's permanent, statutory public. I have not been able to locate a single Penn faculty member with whom the committee consulted. This omission is astonishing and wholly unacceptable, for the Director of Libraries must work closely with the faculty, and often has faculty status (Mr. Richard DeGennaro was a member of the graduate faculty of the Department of English). The conduct of the search, then, as Dr. Traister's letter implies, seems to have been narrow and uncertain.

The spectacle of Malcolm Campbell's clandestinely smuggling candidates into Van Pelt in order to guard their confidentiality troubles many professors; I will go further and say that this procedure is grotesque. To be fair to Dr. Campbell, I can well accept that some candidates for the Directorship might not want their interest in Penn to become widely known—the directorship of a second-echelon academic library is a post to which some people might be ashamed to aspire. And I should add that whenever the candidates for a post include a member of the University's staff, some secrecy may be

understandable. Still, I do not think that Malcolm Campbell's answer to Dr. Traister's letter adequately explains the committee's zeal for secrecy. A potential director of a library the size of Penn's should be made known to his or her public in advance. It is seldom wise to offer a senior academic post to a person who wishes his or her candidacy to be secret.

The search process may have addressed affirmative action adequately, but it is clear to all that the final selection did not do so. The academic library world includes many gifted women leaders, as we may see from the evidence of our own professional staff—most of our departmental and divisional heads are women. And women are the directors of many important academic libraries—the Harvard College Library, the Yale University Library, and Johns Hopkins University's Eisenhower Library among them. How very strange, then, that President Hackney and Provost Aiken chose a man—a former academic rather than a library professional—as our new Director, even though their choice had no previous directorial experience and several of the women candidates did have precisely such backgrounds! Penn had a wonderful chance, I believe, to rejoin the first echelon of academic research libraries with this appointment. Have we missed a golden opportunity?

Our sense of history at Penn is often poor. In the case of the appointment of the Director of Libraries, the President and Provost failed to appreciate what we learned at the time of our last search for a Director. No doubt the staffs of their respective offices failed to study that history. In 1970, to be brief, we were about to choose as our new Director a man who was an able professional but clearly a middling choice, adequate but not outstanding. President Meyer-son, sensing something amiss with the process, scotched the search and started it over again with a new committee and a much broader charge. The second search brought Richard DeGennaro here from Harvard. Clearly, the reopened search was the right way to deal with an inadequate short list.

I do not suggest that we do the process over again now. Clearly, it is too late. We have offered the Library's Directorship, we have given the post added faculty status by calling it a Vice-provostship, the administration's choice has accepted. No matter how flawed and unrepresentative the search process, no matter how little regard our administration has paid to faculty concerns and affirmative action, we have to live with what President Hackney and Provost Aiken have given us. Yet it is clear that our leaders seem unaware of the extent of our Library's crisis: we do not need another "Five Year Plan" to identify the "Library's priorities." We already have too much planning and far too little action at Penn. What we do need is an immediate infusion of increased support for our libraries. Yet even with such support, we will still remain a second-echelon academic library for at least another decade—building

(continued next page)

a larger staff, starting to augment our collections broadly again, and expanding our hopelessly inadequate facilities will take many years. The University is going to mark its 250th anniversary with a library that distinguishes us as second-rate. The question for our planners to consider now is this: do we want to start the twenty-first century with a first-echelon library? And, if we do, when are we going to start becoming first-class?

—Paul J. Korshin, Professor of English

Two Responses

Speaking as a senior administrator in the University Libraries, I share many concerns that Paul Korshin discusses. Increased support, a major role in the upcoming University development campaign, and realistic plans to meet the pressing needs for increased space are essential for the University Libraries. Looking ahead and not back, I hope that the appointment of Paul Mosher, who comes from the Stanford environment of strong Library support and endowments, is meant as a clear statement of a University commitment to the Libraries of a new level of support and priority in budgeting and planning.

—Joan I. Gotwals,
Acting Director of Libraries

We are saddened by Professor Korshin's letter. In his attempt to secure attention to the needs of the Library, he needlessly denigrates some very able people and misrepresents the search process—two oversights that could have been remedied if he had attempted to ascertain whether his assertions were

correct.

We do share in his concern about the future of the Library and believe that under Paul Mosher's leadership the Library's progress will be consistent with our intention to strengthen Penn's place among the leading research institutions in the nation. Mr. Mosher's record as a librarian is nationally-known and should more than off-set what Professor Korshin seems to view as the handicap of full-time faculty service. To many of us, that faculty experience, in a discipline as heavily dependent on good collections as any in academia, indicates that he knows firsthand the importance of library resources to scholarship in the humanities.

—Sheldon Hackney, President

—Michael Aiken, Provost

AAUP Pension Information

The January-February 1988 issue of *Academe*, the official publication of the American Association of University Professors, has an interesting article on "Market Fluctuations and Your Pension," by David Z. Robinson, executive vice-president and treasurer of the Carnegie Corporation of New York.

His discussion includes his view of the ideal pension plan features for faculty, and an extensive (yet clear) explanation of TIAA-CREF and the marketplace of investments.

I bring this to the attention of all faculty, including those who are not currently members of AAUP. Are you planning well for your future?

—Elsa Ramsden, President
Penn Chapter, AAUP

Faculty Master: Van Pelt College House

Tenured faculty members interested in the residential Mastership of Van Pelt College House are invited to express their interest to Terry Conn, Interim Coordinator of College House Programs, 3901 Locust Walk/6135; Ext. 8-5551. The new Faculty Master will serve a three-year term beginning in August 1988.

Van Pelt College House is a small residential community of 170 undergraduates, four graduate fellows and three resident faculty and their families, located at 3901 Spruce Street. Prospective Faculty Masters should have an interest in undergraduates and their education, a commitment to the ideal of the community of scholars and the ability to exercise intellectual leadership, which is the Master's chief responsibility.

The Faculty Master is provided with an apartment and is assisted in managing the House by an Administrative Fellow, who handles day-to-day operational details. The College House has its own dining area, and the Master is expected to dine with House members frequently. A modest budget is available to the House for carrying forward educational and social activities. The Faculty Master becomes a member of the Council of Faculty Masters who set educational policy in the six Houses that make up Penn's College House system. Women and minority candidates are encouraged to apply.

—Terry Conn, Interim Coordinator of
College House Programs

University Biomedical Research Support Grant (BRSG): April 1 Deadline

The Biomedical Research Support Grant is intended to strengthen, balance and stabilize existing Public Health Service-supported biomedical and behavioral research mechanisms. The funds are awarded to the University to complement and enhance the efficiency of biomedical and behavioral research, and to permit on-site judgement regarding emphasis, specific direction and content of activities supported. It will allow the institution to respond quickly and effectively to emerging opportunities and unexpected requirements that develop frequently in the course of research.

Grants from the program are intended to support primarily those biomedical and behavioral research activities not readily or normally supported by Public Health Service categorical research grant programs.

Examples of the usage of BRSG funds include:

- Pilot research
- Support of new investigators
- Unexpected research requirements and emergencies
- Continuation of research during temporary interruption of grant support
- Emerging research opportunities
- Setting up new laboratories
- Improvement of investigator's research skills
- Investigations in new fields and in fields new to the investigator
- Central shared research resources
- Compliance with animal welfare require-

ments

- Research opportunities for minorities and women

Certain expenditures are prohibited in this Grant, including the following:

- Indirect costs
- Previously incurred cost overruns
- Training stipends
- Construction
- Support for grant projects disapproved by advisory councils
- Library support, aside from specialized publications
- Travel, unless directly related to research activities

Research salary support for tenured faculty is permitted only on a short-term basis and with justification. Ongoing Public Health Service grants can be supplemented only for emergency needs.

Submitted with *original and seven copies*, proposals should take the form of mini-grant applications, three to five pages long, and transmitted via the Department Chairperson.

The cover page of the proposal should contain the following information:

- 1. Name, Rank, Department, School
- 2. Title of proposal
- 3. Amount requested
- 4. 100 word abstract of need
- 5. 100 word abstract of significance of research
- 6. Amount of all current research support

- 7. Do you have an application pending that includes support of the same request made here?
- 8. List BRSG support for past three years (years, amount and which BRSG)
- 9. Have you made requests from other BRSG committees this year? If so, was it from the Dental, Medical, or Veterinary BRSG and was it for the same or a different proposal?

The second page should include the budget, listing and justifying the specific items requested, and if possible assigning a priority to each.

Please also include a one-page NIH biographical sketch, giving your education, professional appointments, honors, and five most recent publications. If you had a BRSG award, please include a one-page summary of results.

The proposal itself should give a brief description of the research and a statement of the specific needs to be covered by the proposed grant.

As the funds available are limited, investigators with appropriate needs are encouraged to apply before *April 1, 1988* in order to ensure proposal consideration. While there is no fixed size of the awards to be made, we expect that they will be in the \$3,000 to \$10,000 range.

Please contact Eliot Stellar (Ext. 8-5778) for substantive or procedural questions.

Proposals should be submitted to the Office of the Vice Provost for Research, 106 College Hall/6381.

Decision and Findings in the ZBT Case

In accordance with my responsibilities under the Fraternity/Sorority Advisory Board Judicial Charter, I have reviewed the written decision of the Advisory Board, the Chapter status report, the charge, and the supporting materials submitted by the Chapter in the complaint brought against Zeta Beta Tau Fraternity.

The Advisory Board has identified nineteen findings of fact upon which it has based its recommendations to me. These findings are attached to this statement (see below). The Board has found by a preponderance of the evidence that ZBT is collectively responsible for the activities described in the findings of fact.

Specifically, the Board has found as follows:

1. ZBT has an obligation under the Recognition Policy to accept collective responsibility for the activities of individual members of the undergraduate chapter as they relate to conduct of members and conduct of guests of members which is knowingly tolerated by members of the fraternity and is in violation of the University's Code of Conduct. Specifically, the activities described in the findings of fact . . . show a failure of ZBT members to act in a mature and responsible manner respecting the rights of all persons as required by the Code of Conduct.

2. The activities described . . . in the findings of fact violate ZBT's obligation under the Recognition Policy to contribute positively to the University community and to the development of individual members. Specifically, the activities described in the findings of fact . . . promote sexist and racist attitudes among ZBT members and rushes, and contribute to the creation of an offensive and intimidating environment for women and minorities in the University community; however, there is insufficient evidence to support a finding that ZBT violated the University's Harassment Policy.

3. The activities described . . . in the findings of fact violate ZBT's obligation under the Recognition Policy to contribute positively to the University community and to the development of the individual members. Specifically, the ZBT members and guests did not conduct themselves in a mature and responsible manner. The rights of persons were not respected. Individuals performed sexually degrading acts. This undignified public display is deemed shocking and indecent to the sensibilities of the University community.

4. The activities described in paragraphs 16 and 17 of the findings of fact violate ZBT's obligation under the Recognition Policy to abide by all University regulations because those activities constitute a major violation of the IFC Dry Rush Proposal.

5. The activities described in paragraphs 16 and 17 of the findings of fact violate ZBT's obligation under the Recognition Policy to abide by all University regulations because those activities violate the University's policy on the Use of Alcohol. Specifically, the activities described violate ZBT's obligation to 'take reasonable measures to ensure that alcohol is not sold, served or made available to persons who are under the legal drinking age, or to persons who are obviously inebriated.'

6. The activities described . . . violate ZBT's obligation under the Recognition Policy to abide by state law because those activities violate the Pennsylvania AntiHazing Statute. The situation described in paragraphs 1 through 15 of the findings of fact . . . included activity which could adversely affect the physical health and safety of individuals, could subject individuals to extreme mental stress, could result in extreme embarrassment and could adversely affect the dignity of individuals. The activities described in paragraphs 16 and 17 of the findings of fact . . . involve forced consumption of alcohol in violation of the Pennsylvania AntiHazing Statute. The willingness of any individual to participate in these activities is irrelevant as the Statute presumes that the activity was 'forced' activity if admission into or affiliation with ZBT is 'directly or indirectly' conditioned upon the activity.

7. The activities described . . . violate ZBT's obligation under the Recognition Policy to abide by state law as those activities violate the Pennsylvania Open Lewdness Statute.

Based on these findings, and in accordance with the recommendations of the Fraternity/Sorority Advisory Board, I have made the following decisions:

1. *ZBT's recognition under the University's Recognition Policy shall be suspended immediately until no earlier than the commencement of the Fall 1989 semester.*

2. *Effective immediately, ZBT will not be permitted to pledge or initiate any members, to conduct any functions, including social events, at the ZBT house or to have alcohol in the ZBT house.* These prohibitions are in effect for the duration of the Spring 1988 semester and until ZBT returns to the campus in good standing.

3. *The ZBT chapter house will be closed immediately.* All occupants must vacate the house and remove their personal belongings by March 20, 1988. Every effort will be made to place current residents in available University housing or to assist them in finding housing off-campus. The chapter and the House Corporation will be held responsible for the upkeep and condition of the house until such time as the house is vacant.

4. *The property located at 235 South 39th Street shall be retained for use by the Fraternity/Sorority System.*

5. Before applying for reinstatement, ZBT, working with the national sponsoring body and the alumni corporation, is required to produce a written plan of corrective action to be taken so that ZBT will meet the criteria established by Section II of the Recognition Policy entitled "Criteria and Procedures for Initial Recognition." In particular, the educational plan presented under Section II.A.7 must include programs that address the elimination of racist and sexist behavior and an understanding of the attitudes that promote such behavior among future members and pledges.

6. Each ZBT member who plans to return as a member recognized by the University to be in good standing must complete 25 hours of community service during academic year 1988-1989, as certified by the Office of Fraternity and Sorority Affairs. Any member of the current pledge class must also complete 25 hours of community service before he will be permitted to participate as a member of a recolonized chapter of ZBT.

7. If ZBT complies with the requirements of paragraph 5 above, then ZBT may return on probationary status no earlier than the Fall 1989 semester and only after review by the Fraternity/Sorority Advisory Board. Materials to be considered in ZBT's re-application must be submitted to the OFSA and the FSAB on or before March 1, 1989.

8. After review by the FSAB, ZBT shall be on probationary status for a period of no less than two academic years. Conditions of probation will be determined upon the FSAB's review of ZBT's re-application as submitted pursuant to paragraph 5 above.

9. If ZBT meets the conditions set forth herein for return on probationary status for the Fall 1989 semester and has otherwise met the terms of this suspension, then the University will permit ZBT to return to the house located at 235 South 39th Street.

10. ZBT shall issue a public apology to the University community immediately.

In accordance with Section II.B of the Fraternity/Sorority Advisory Board Judicial Charter, it will be the responsibility of the Director of the Office of Fraternity and Sorority Affairs to ensure that these sanctions are enforced.

In reviewing the materials submitted by the Fraternity/Sorority Advisory Board, including the Chapter Status Report, I have taken note of the fact that ZBT has been an active participant in fraternity activities and has not been involved in any other disciplinary activity. The materials show that ZBT has raised significant funds for charity, and letters of support from charitable foundations confirm this worthwhile activity.

I reviewed the fraternity's proposal that sanctions be educational rather than punitive. I agree with the need for educational measures.

However, the violations in this case are both numerous and serious; the conduct in question was harmful to the University community including, in particular, women and minorities. ZBT must be judged in light of fraternity system standards, University conduct codes and other regulations.

The impact of these sanctions upon the fraternity should not be underestimated. The chapter no longer has a pledge class. All but the current sophomore class will effectively be prevented from participating in a future recolonization effort of the chapter. The Chapter House will be closed. By all accounts, these are among the toughest sanctions that can be imposed upon a fraternity at the University.

At the same time, it is important to remember that it is one fraternity's actions, and not the entire fraternity system that is being judged. I have personally met many fine leaders within the Greek system, and I know that many chapters perform a positive role within the University community. It is the mutual expectation of the University and the fraternity system, as articulated in the Recognition Policy, that has been violated in this case.

I want to offer public thanks to the members of the Fraternity/Sorority Advisory Board who met for many hours over four days to hear testimony and to deliberate on this matter. They proceeded with thoroughness and care, under difficult circumstances and at personal sacrifice. The University is in their debt.

Finally, I hope that these proceedings and the events which gave rise to them will cause us all to examine how our words and actions affect the lives of those around us. We must continue to work together as a community, to reaffirm our commitment to the dignity of individuals, and to express to all our members the respect and generosity of spirit that is everyone's just due.

—Kim M. Morrisson, Acting Vice Provost

Following news announcements of ZBT's suspension, numerous phone calls were received in several University offices. The President's Office reports the most frequent questions, and their answers, below.

Fact Sheet on Suspension of ZBT

Why is the penalty so harsh? Haven't fraternities been holding striptease parties for years?

This was not a "striptease" party.

The allegations against ZBT were far more serious, involving violations of a range of University policies and state laws. They included sexual acts between a naked student and the two naked women on stage, and an underage drinking incident similar to the incident in which a Rutgers University student died last month.

The findings of fact by the Fraternity and Sorority Advisory Board point to behavior that clearly cannot be tolerated at the University. To the extent that the sanctions against ZBT are severe, the President and the Provost believe that those sanctions are appropriate to the findings of fact by the Fraternity and Sorority Advisory Board.

Those who would compare the ZBT case to earlier cases (ATO) should keep in mind that the ATO case involved an alleged multiple rape that never was proven in court. That case was decided by a law school faculty member who ultimately suspended the fraternity for six months.

Why do the students have to vacate the house by March 20th? Won't this be unfair and disruptive to their studying, etc?

The fraternity was suspended immediately—as of March 4th.

It would be inconsistent with an immediate suspension if the group was permitted to remain in the house. The charges and the findings of fact were serious enough to warrant the immediate suspension.

The students in the house were given until March 20th—more than two weeks—to move. They will be provided with more than adequate assistance by the appropriate University offices.

(continued on page 7)

Findings of Fact Submitted by the Fraternity/Sorority Advisory Board

The following facts were found by a preponderance of the evidence presented at the hearing:

1. Zeta Beta Tau Fraternity ("ZBT") sponsored a rush event at the ZBT house at 235 South 39th Street on September 30, 1987 which was attended by ZBT members and officers, and by students specifically invited as rushes as part of ZBT's rush activities. One freshman not specifically invited was in attendance at this ZBT party.

2. ZBT, through its rush chairmen and/or other ZBT officials, arranged through the manager of a Philadelphia bar to have two women perform at the rush event.

3. ZBT paid the bar manager \$150 to have the women perform at the rush event.

4. After ZBT showed a pornographic movie, two black women performed at the ZBT house on a stage consisting of three or four tables in a room set up by ZBT officers and members for the performance.

5. The women's performance took place before an audience of between approximately 100 and 200 men, consisting of ZBT officers, members, rushes and others. The performance included three acts and two intermissions and lasted approximately 40 minutes. One of the ZBT rush chairmen introduced Leon, the bar manager, to the audience by saying "Leon wants to know if you're going to take care of his girls. Are you?" The crowd shouted back "Yes."

6. Prior to the women's performance, ZBT, through its officers and/or members, distributed 25 one dollar bills to members of the audience who were up front near the stage. During the women's performance, audience members were encouraged to place the dollar bills under the women's garters and other articles of clothing before the women undressed.

7. The two women danced on the stage and removed all of their clothing. During the women's performance, members of the audience shouted the word "bush".

8. Several members of the audience danced on the tables with the women and touched and interacted, including kissing of the breasts, with the then naked women during the performance.

9. The women inserted quartered cucumbers into their vaginas. Members of the audience manipulated the cucumbers. Members of the audience also poured or squirted ketchup on the women's exposed genital area. The women also moved the cucumbers in and out of their mouths in a sexually provocative manner simulating fellatio.

10. A freshman rush, attending the party by invitation of ZBT as part of

ZBT's rush activities, went on stage with the women. Members of the audience chanted this rush's name. Members of the audience observed that this freshman appeared to be drunk. Earlier, an officer of ZBT had observed that this freshman was drunk and had allowed him to remain at the party. One of the women removed this freshman's shirt. Then, his pants were dropped and one of the women began to kiss his thighs. The woman then took down his boxer shorts and kissed his upper thighs again and his groin area. The freshman licked and/or kissed the women's breasts. At one point, the freshman's tongue touched the tongue of one of the women.

11. Some attendees, including rushes and members, were offended by the activities described above, which took place before an audience of ZBT officers, rush chairmen, members and rushes. Some rushes and members were "disgusted", "morally affronted", "bothered", "uncomfortable", "uneasy", "extremely disturbed" and "turned off." These people described the event as "offensive" and "not enjoyable." A number of rushes and ZBT members left the event. Officers and members of ZBT described these activities as "distasteful."

12. The written invitation to rushes did not forewarn them that the activities described above would take place at the rush event. The invitation stated only a date, a time and a question mark. Some members of the audience were surprised by the activities described above.

13. The freshman described in paragraph 10 was asked to join ZBT.

14. No alcohol was served at the event of September 30, 1987.

15. ZBT had employed strippers to entertain at rush events in the past and these women were caucasian and black.

16. In response to an open invitation to stop by the ZBT house, some rushes went to the ZBT house prior to the end of rush. Present at the house at this time were some ZBT brothers. On this evening, drinking games were played which included the rushes who had stopped by and some ZBT brothers. During these games, one of the rushes drank a large quantity of beer.

17. During this event, one of the rushes who was 18 became ill, went to the bathroom and began to vomit. While this rush was in the bathroom, a ZBT member entered and asked him if he was alright. The rush continued drinking.

18. No other incidents of drinking involving rushes were found.

19. Neither drinking nor participating in or attending the September 30, 1987 stripper event was stated to be a pre-condition to membership in ZBT.

(continued from page 6)

Did the University "cave in" to publicity or pressure concerning the race issue?

Absolutely not.

The sanctions followed closely those recommended by the Fraternity and Sorority Advisory Board, which is composed primarily of fraternity and sorority student and alumni representatives, as well as University faculty. The advisory board held extensive hearings and issued findings of fact, upon which it based its recommendations.

The only reason there was publicity at all was because ZBT filed a public lawsuit raising these issues in the public domain. In the absence of this lawsuit, the University's proceedings would have remained confidential.

While the Fraternity and Sorority Advisory Board did report findings of fact that the fraternity's conduct promoted "sexist and racist attitudes among ZBT members and rushes, and contribute(d) to the creation of an offensive and intimidating environment for women and minorities in the University community," the fraternity's own admissions before the advisory board of sexual misconduct clearly were egregious enough to warrant the sanctions as recommended by the advisory board.

Was ZBT's extensive history of service to the community and academic excellence considered?

Yes. The Vice Provost's report to the community makes reference to the fraternity's considerable history and contributions on campus. ZBT Chapter Status Report, submitted during the hearing before the Advisory Board, included information on the fraternity's contributions.

Were the legal rights of ZBT and its members violated?

No. It is important to note that the action against the fraternity was an internal disciplinary process—not a legal proceeding. The students were given ample opportunity to present their own witnesses and evidence, to cross-examine witnesses and to be advised by attorneys on their rights—including their right not to incriminate themselves.

In fact, ZBT filed suit in Federal Court to block the University's action. The Court denied the request and fully upheld the University's right and obligation to proceed.



Carolynne Martin



Cynthia Skipper

University Life Appointments

On January 7, Carolynne Martin joined the staff of the Division of University Life as the Director of Off-Campus Living. Ms. Martin has served as Acting Director since August, 1987. Having received her MBA from Wharton in 1978, Ms. Martin worked as a management consultant for Connecticut General Insurance Corp. and Towers, Perrin, Forster and Crosby. She then returned to academia at Antioch University as a faculty member in the Administration Program. As Director of Off-Campus Living, Ms. Martin works with students, faculty and staff to find suitable housing and counsels individuals about the adjustments to living off campus. She also has liaison with the Department of Public Safety, Residential Living, various community organizations, and the Philadelphia Police Department.

Cynthia Skipper took office February 8 as Director of the University's PennCap/Act 101 and Special Services Programs. Ms. Skipper formerly worked as the Director of Act 101, Special Services, Counseling and Tutorial Support at Philadelphia College of Textiles and Sciences. Ms. Skipper also worked as a senior counselor for Widener University's Act 101 program and has taught in the public school system.

OF RECORD

The U.S. Department of Labor has instituted a new reporting procedure for permanent full-time and part-time faculty and staff who are Vietnam Era or disabled veterans. The University must submit the new VETS-100 form to the U.S. Department of Labor, Office of Federal Contract Compliance Programs by March 31, 1988. In order to comply with this new reporting requirement, the University is inviting persons with disabilities, disabled veterans, and Vietnam Era veterans to self-identify.

—Sharon Harris, Office of Affirmative Action

Self-Identification Process for Persons with Disabilities and Vietnam Era Veterans

The University is committed to taking affirmative action to employ and promote people with disabilities, disabled veterans and Vietnam Era veterans. The University has affirmative action policies and programs for persons with disabilities, disabled veterans, Vietnam Era veterans, women and minorities. The Office of Affirmative Action monitors these policies and programs.

Self-identification is completely voluntary and persons who do not participate will not be subjected to adverse treatment. This information is confidential, with the following exceptions: (1) supervisors and managers may be informed about any work restrictions or accommodations needed by the person, and (2) first aid personnel may be informed if the condition might require emergency treatment.

The Rehabilitation Act of 1973 defines a disability as "any mental or physical condition which substantially limits one or more of a person's major life activities." Persons having "histories of such impairments" or "who are regarded as having such impairments" are also included.

The Vietnam Era Veterans Readjustment Act of 1974 defines a Vietnam Era veteran as a person who "was not dishonorably discharged and who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975." A person who was discharged or released from active duty for a service-connected disability during the same time period is also covered. A disabled veteran is a person who "has a disability rating of 30% or more and is eligible for disability compensation under laws administered by the Veterans Administration or was discharged or released from active duty due to a disability incurred or aggravated in the line of duty."

Persons who wish to self-identify should complete the Equal Employment Opportunity Data Form. The forms are available from the Office of Affirmative Action, 1133 Blockley Hall/6021, 898-6993 (voice) or 898-7803 (TDD) and the Employment Office, 130 Franklin Building/6286, 898-7285. If you have questions about the University's affirmative action programs or policies, please contact the Office of Affirmative Action.

Moves to 3401 Walnut Street

Information Center: Opened March 15

The University's new Information Center opens March 15, in the ground floor corner offices of 3401 Walnut Street. The telephone number is 898-1000.

The phone numbers of previously existing offices (below) have not changed.

Beckman Center: Moved March 9

The Beckman Center for the History of Chemistry, Suite 460B, 3401 Walnut Street/6228.

Business Services Units: Moving March 18

Business Services will move to:
Suite 521 A, mailcode: 6228.
Transportation and Parking will move to:
Suite 447 A, mailcode: 6228.
Telecommunications will move to:
Suite 449 A, mailcode: 6228.
Purchasing will move to:
Suite 421 A, mailcode: 6228.

Human Resources Units: Moving March 28

For five offices the mailing address will be 543 A (corner), 3401 Walnut Street/6228:
Benefits (including Faculty/Staff Scholarship Office);
Compensation;
Human Resources Business Administration;
Records;
Staff and Labor Relations (except offices presently in 116 College Hall and 316 Blockley Hall)

For the time being, Employment remains at 130 Franklin Building, and the Training Office and Penn Plus remain in 1214 Blockley Hall.

CONFERENCE

18 Graduate School of Fine Arts: A Century of Achievement, 1890-1990; the first of three annual symposia to look at the values and aspirations of the School over its 100 years: Bruce Graham, AR'49, Chairman of the School Board of Overseers; David Wallace, AR'41, will speak on the School during the 1940s; George Thomas, A&S'75, will speak on the early decades; Roy Carroll, AR'28, and Carl Feiss, AR'31, will comment on the School in the 1920s and 1930s; 4:30-6 p.m., Room B-1, Meyerson Hall. Drinks and dinner to follow. Fee: \$13.00 for dinner; cash bar. Information: Ext. 8-8321 (Graduate School of Fine Arts).

FITNESS/LEARNING

Career Planning and Placement Service

21 Careers in Writing; a graduate student career

seminar with speakers Elise Vider, freelance journalist, and Stephanye Williams, associate director, University Relations; 4:30-6 p.m., Bishop White Room, Houston Hall. Call Ext. 8-7530 to sign up.

Medline

19 Medline classes for BRS/Colleague or Grateful MED; Biomedical Library. Also March 22, 24, 29, 31. Call Ext. 8-5817 to sign up (Online Services).

MEETINGS

16 Association of Women Faculty and Administrators; 4-5 p.m., Ben Franklin Room, Houston Hall with guest speaker Linda Aiken, professor of nursing and associate director for Nursing Studies in the Leonard Davis Institute for Health on *The Nursing Shortage: Myth or Reality*.

TALKS

15 A Woman's Health: The Mind Body Connection; a panel of medical experts, moderated by syndicated columnist Darrell Sifford, will discuss women's health

issues relating to gynecology, cancer, plastic surgery, and psychiatry; 10 a.m., Medical Alumni Hall, HUP (Board of Women Visitors and Doctors Wives Committee of HUP).

17 Growth of Bacteriophage Lambda and its Dependence on the Heat Shock Proteins of E. Coli; Constantine Georgopoulos, University of Utah; noon, Hirst Auditorium, 1 Dulles Building, HUP (Biochemistry and Biophysics Department).

Membrane Channel Expression in Developing Neocortical Neurons; Owen Hamill, Department of Neurobiology and Behavior, Cornell University; 4 p.m., 4th floor, Richards Building (Department of Physiology).

Japanese Therapies: Harmonizing Self and Society; David Reynolds, director, ToDo Institute, Los Angeles; 7 p.m., 1st floor conference room, Van Pelt Library (Department of Oriental Studies, Japanese Cultural Society).

18 Serotonin Receptors: Pet Scanning to Cloning; Paul R. Hartig, Environmental Neurobiology, Johns Hopkins School of Hygiene and Public Health; 4 p.m., Suite 100-101, Mezzanine, John Morgan Building (Department of Pharmacology).

21 Cross-Flow Microfiltration of Cell Suspensions; Clark K. Colton, Massachusetts Institute of Technology; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

Causality and Morality: A Comparison of Classical Tibetan and Chinese Views; Alexander Berzin, translator for the Dalai Lama; 4:30 p.m., Gates Room, Van Pelt Library (Buddhist Studies Seminar).

22 Metabolic Effects of Substrate Availability in Suspension of Proximal Tubules; Patrick Vinay, University of Montreal, Notre Dame Hospital; 1-2 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Group and Department of Anesthesiology).

Metal-Ceramic Interfacial Reactions; Fumio S. Ohuchi, E.I. du Pont de Nemours and Co., Central Research and Development Department; 4 p.m., Auditorium, LRSM (Department of Materials Science and Engineering).

23 Trisomy-16 Mouse: Insights into Pathophysiology of Down's Syndrome and Alzheimer's Disease; Joseph Coyle, department of psychiatry, Johns Hopkins Hospital; 4 p.m., Neuroscience Conference Room/Library, Room 140, John Morgan Building (David Mahoney Institute of Neurological Sciences).

The Mission of the Laity in the Church and Society; Sr. Rose McDermott, Canon lawyer; 7-8:30 p.m., Penn Newman Center (Lenten Series, Penn Newman Center).

Reality and Imagination; Two Taste Treats in One; Rodney Alan Greenblatt, artist, whose exhibit is now at ICA; 7 p.m., Institute of Contemporary Art (ICA).

Covert Action and the CIA; Ralph McGehee, a 25-year veteran of the CIA and author of *Deadly Deceits: My 25 Years in the CIA*; 7:30 p.m., Room B-1, Meyerson Hall (CASA, Connaissance).

Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between **February 29, 1988 and March 13, 1988.**

Total Crime: Crimes Against Persons—2, Burglaries—2, Thefts—29, Thefts of Auto—1, Attempted Thefts Auto—1

Date	Time Reported	Location	Incident
Crimes Against Persons:			
02-29-88	1:11 PM	Rittenhouse Lab	Officer injured while making arrest.
03-09-88	1:43 PM	Hutchinson Gym	Arrest/employee assaulted, personal property taken.
32nd St. to 33rd St., South St. to Walnut St.			
02-29-88	1:11 PM	Rittenhouse Lab	See entry listed above under crimes against persons.
02-29-88	5:19 PM	Hutchinson Gym	Wallet taken from secured locker.
02-29-88	7:10 PM	White Training House	Watch and padlock taken/interior doors forced.
03-02-88	7:01 PM	Lot #5	Cash taken from unattended booth.
03-04-88	1:34 PM	Hutchinson Gym	Wallet taken from locker/forced entry.
03-06-88	3:55 PM	Hutchinson Gym	Jacket, keys and wallet taken from 2nd floor.
03-09-88	1:43 PM	Hutchinson Gym	See entry listed above under crimes against persons.
03-10-88	9:26 PM	Lot #5	Purse taken from car via broken window.
Expressway to 32nd St., University Avenue to Walnut St.			
03-09-88	8:40 PM	Lot #5	Unattended cash taken from envelope.
03-11-88	4:58 AM	Ice Rink	Arrest/males apprehended for theft of ice machine.
03-12-88	12:18 AM	Tennis Pavilion	Money in envelope taken.
34th St. to 38th St., Civic Center Blvd. to Hamilton Walk			
03-04-88	8:52 AM	Lot #44	Auto taken from lot.
03-10-88	10:08 AM	Medical School	Unattended purse taken from room.
03-11-88	8:34 PM	Leidy Lab	Unsecured bike taken from unlocked room.
36th St. to 37th St., Spruce St. to Locust Walk			
03-08-88	9:35 AM	SH-DH	Computer part taken from office.
03-09-88	4:02 PM	SH-DH	Radio taken from secured office.
37th St. to 38th St., Locust Walk to Walnut St.			
03-04-88	1:46 PM	Bookstore	Wallet taken by pick-pocket.
03-07-88	12:00 PM	Bookstore	Backpack removed from unsecured locker.

Safety Tip: Welcome back! This is a good time to remind you that crime is a continuing concern to all of us. For this reason, we would like to encourage you to get involved in crime prevention. Take responsibility—protect yourself! By becoming actively involved in crime prevention you can substantially improve your chances of avoiding becoming a victim, and together with your fellow students, the faculty and staff, we can anticipate a reduced threat from criminal predation.

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave.

Reported crimes against persons from 12:01 a.m. 2-22-88 to 11:59 p.m. 2-28-88

Total: Crimes Against Persons—9, Robberies/gun—1, Robbery/strongarm—2, Robbery/no weapon—1, Attempt robbery—1, Purse snatch—2, Aggravated Assault/knife—1, Aggravated Assault/bottle—1, Arrests—5

Date	Location/Time Reported	Offense/weapon	Arrest
2-23-88	44th and Market St., 3:11 AM	Attempt robbery/unknown	No
2-23-88	4600 Market Sts., 5:45 PM	Purse Snatch	Yes
2-24-88	3925 Walnut St., 7:00 PM	Robbery/strongarm	Yes
2-25-88	4401 Chestnut St., 11:20 PM	Robbery/none	No
2-26-88	46th and Market St., 3:40 PM	Robbery/strongarm	No
2-26-88	3925 Market St., 9:20 PM	Robbery/gun	Yes
2-28-88	4400 Market St., 12:00 AM	Purse Snatch	No
2-28-88	3900 Ludlow St., 7:05 PM	Aggravated assault/knife	Yes
2-28-88	3900 Ludlow St., 7:05 PM	Aggravated assault/bottle	Yes

Almanac

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