Minutes of the Stated Meeting
of the
Executive Board of the Trustees of the University of Pennsylvania
25 November 1980


I. Report of the Chairman

A. Mr. Miller reported that so far in the current fiscal year the University has received subscriptions of $18.4 million—a total which means it is on schedule in its drive toward a $46-million goal. If gifts continue to come in at this rate, Penn should have passed the $25-million mark by the January board meeting, and the prospects for doing just that, the chairman said, "are good. We've got major gift discussions going on with about 40 people," he continued, "and we are hopeful a number of them will make gifts totaling something like $4 or $5 million by the end of January." Six major presentations are in the hands of corporations, and 12 corporations are considering proposals from the University. If all are accepted, the yield by 30 January could be $27 or $28 million.

B. Mr. Miller then turned to a discussion of a resolution designating Eisenlohr Hall as the president's house. He said there was a consensus among members of the Executive Board on the desirability of the University's chief executive officer living on campus, and Sheldon Hackney has accepted this condition. It appears, however, that the most appropriate residence, Eisenlohr, already has been designated as an alumni center. "I've had informal talks with a number of alumni, including Sara Senior, president of the General Alumni Society," Mr. Miller went on, "and I think that quite unanimously they see merit in making Eisenlohr available to the new president. But they are naturally anxious to know where the University can relocate the alumni center." He said he had discussed this with President Meyerson and, while he believed that finding suitable quarters was an administrative matter, he knew that Mrs. Senior, Mrs. Mainwaring, other members of the Executive Board, and other alumni felt a high priority should be placed on the search. The chairman emphasized that the $230,000 the alumni had put into Eisenlohr already would be made good to them. He said he was turning to the Development Office for help in raising funds to restore the hall as the president's house, and added he was hopeful that money contributed to date by alumni for a center would not have to be significantly augmented to accomplish their objective. Mr. Miller then sought and received approval of the following resolution:

Action: The Resolution on Designation of Eisenlohr Hall as the President's House was approved as follows:
Action: The Resolution on Designation of Eisenlohr Hall as the President's House was approved as follows:

Intention: Designed by architect Horace Trumbauer, the house at 3812 Walnut Street was built between 1907 and 1910 as a residence for Otto Eisenlohr and his wife, Josephine. At her death in 1939, Mrs. Eisenlohr left her home to the University. It was occupied by the School of Education until 1966 and subsequently housed various University groups. The 1962 development plan designating it as the presidential residence was not implemented.

RESOLVED, that the house at 3812 Walnut Street, known as Eisenlohr Hall, be designated as the residence for the president of the University of Pennsylvania.

II. Report of the President

A. Mr. Meyerson said that it was with great sadness he reported news of the apparent murder of a first-year graduate student who died as the result of head injuries sustained in a street attack. "An epidemic of violence seems to have broken out at a number of urban universities this fall," the president observed. "We don't know why, but we will do everything possible to increase our security efforts."

He then went on to speak briefly to inquiries on the meaning of the national presidential election for higher education. Noting that student aid programs were likely to come under a certain amount of administrative pressure, he also predicted greater federal encouragement of applied as opposed to basic research.

The president reported that at its meeting on 10 December the Budget and Finance Committee would review financial aspects of the University's recently established Research Foundation. He distributed a prospectus on the foundation (copy enclosed) to board members, and urged them to read it and convey their views to the Budget and Finance Committee.

He next announced that it was President-elect Hackney's wish that, if the Trustees designated Eisenlohr as his residence, Lee Copeland chair a small committee comprised of Titus Hedryk and Richard Buford to oversee the hall's restoration. Dean Copeland agreed, and the president noted with pleasure that the dean also had agreed to accept the Paley Professorship.

B. Mr. Meyerson then called on Matthew Hall, the University's general counsel, to explain changes in the several annuity plans for which he sought approval. Noting that the most significant amendments involved the TIAA/CREF Retirement Plan, Mr. Hall summarized these as: 1) a provision for participant and University contributions to be based on the participant's total salary, unless the participant obtains permission to have them calculated on his smaller "benefits base," 2) a provision permitting waiver of participation by tenured University employees under certain circumstances; 3) a revision to reflect current provisions of the University's Personnel Policy Manual and to comply with the 1978 Amendment to the Age Discrimination in Employment Act of 1967; 4) a provision for the continuation of University contributions on behalf of a participant who is found to have a total disability for purposes of the University's Long-Term Disability Income Plan; and 5) a revision giving the Executive Director of Personnel Relations authority to amend the plan after consulting with the Personnel Benefits Committee and obtaining
Mr. Ballam objected that trustees ought to review changes on benefit plans which resulted in increased costs to the University, and Mr. Miller asked that the resolutions before the board be amended to require review of such changes by the Budget and Finance Committee, which would be charged with recommending any action to the full board. As amended, then, the annuity resolutions were approved as follows:

1. The Resolution on Changes in the TIAA/CREF Retirement Annuity Plan:

   Intention:

   The Resolution on Changes in the TIAA/CREF Retirement Annuity Plan was approved as follows:

   1. Throughout the Plan references to employees of the University on the payroll of Graduate Hospital have been deleted.

   2. In Article III, §1(a), a provision permitting waiver of participation by tenured University employees under certain limited circumstances has been added.

   3. Article IV has been revised to reflect the current provisions of the University's Personnel Policy Manual (effective date May 5, 1980) and to comply with the 1978 Amendments to the Age Discrimination in Employment Act of 1967.

   4. An entirely new Article V has been added providing for the continuance of University contributions under the Plan on behalf of a Participant who is found to have a total disability for purposes of the University's Long-Term Disability Income Plan.

   5. In accordance with the Provost's memorandum of January 14, 1980, Article VI has been amended to provide that participant and University contributions under the Plan will be based upon the participant's total salary, unless a participant obtains permission to have his contributions and University contributions on his behalf calculated on his smaller "benefits base."

   6. Article XIII has been amended to set forth the type of administrative provisions which the University intends to incorporate in all of its employee benefit plans.

   7. Article XV has been amended to comply with final regulations of the Department of Labor on ERISA claims procedures.

   8. Article XVI of the Plan has been amended to give the Executive Director of Personnel Relations authority to amend the Plan after consultation with the Personnel Benefits Committee and, in the case of amendments resulting in increased costs, with the approval of the Trustees of the University of Pennsylvania.

   The Executive Board has discussed the proposals and considers them to be appropriate.

   RESOLVED, that the TIAA/CREF Retirement Plan, amended and restated as of July 1, 1980, be adopted in the form attached hereto.

   SECRETARY
2. The Resolution on Amendments in the TIAA/CREF Tax Deferred Annuity Plan (Supplemental Retirement Annuities):

Intention:

1. Throughout the Plan references to employees of the University on the payroll of Graduate Hospital have been deleted.

2. Article XI has been amended to set forth the type of administrative provisions which the University intends to incorporate in all of its employee benefit plans.

3. Article XIII has been amended to comply with final regulations of the Department of Labor on ERISA claims procedures.

4. Article XIV of the plan has been amended to give the Executive Director of Personnel Relations authority to amend the plan after consultation with the Personnel Benefits Committee and, in the case of amendments resulting in increased costs, with the approval of the Trustees of the University of Pennsylvania.

The Executive Board has discussed the proposals and considers them to be appropriate.

RESOLVED, that the TIAA/CREF Tax-Deferred Annuity Plan (Supplemental Retirement Annuities) amended and restated as of July 1, 1980, be adopted in the form attached hereto.

3. The Resolution on Changes in the Pennsylvania Annuity Plan (Equitable Supplemental Retirement Annuity Plan):

Intention:

1. Throughout the Plan references to employees of the University on the payroll of Graduate Hospital have been deleted.

2. Article XII has been amended to set forth the type of administrative provisions which the University intends to incorporate in all of its employee benefit plans.

3. Article XIV has been amended to comply with final regulations of the Department of Labor on ERISA claims procedures.

4. Article XV of the Plan has been amended to give the Executive Director of Personnel Relations authority to amend the Plan after consultation with the Personnel Benefits Committee and, in the case of amendments resulting in increased costs, with the approval of the Trustees of the University of Pennsylvania.

The Executive Board has discussed the proposals and considers them to be appropriate.

RESOLVED, that the Pennsylvania Annuity Plan (Equitable Supplemental Retirement Annuity Plan), amended and restated as of July 1, 1980, be adopted in the form attached hereto.

C. Finally, the president requested and received approval of the following resolutions on appointments to overseers and other boards:

1. Action: The Resolution on Appointment to the Board of Overseers of the School of Social Work was approved as follows:

RESOLVED, that Edward Thomas Weaver be appointed a member of the Board of Overseers of the School of Social Work for a period of three years beginning December 1, 1980.

2. Action: The Resolution on Appointment to Board of Overseers of the School of Veterinary Medicine was approved as follows:

SECRETARY
RESOLVED, that Roger Andrew Caras be appointed to the Board of Overseers of the School of Veterinary Medicine for a period of three years beginning December 1, 1980.

3. Action: The Resolution on Appointments to the Board of Trustees of the University of Pennsylvania Press, Inc. was approved as follows:

RESOLVED, that Whitfield J. Bell, Jr. and Mark Carroll be appointed members of the Board of Trustees of the University of Pennsylvania Press, Inc., for a period of three years beginning December 1, 1980.

4. Action: The Resolution on Appointment to the Advisory Board of the Institute of Contemporary Art was approved as follows:

RESOLVED, that Marilyn L. Steinbright be appointed to the Advisory Board of the Institute of Contemporary Art for a period of three years beginning December 1, 1980.

III. Report of the Provost

Dr. Shen sought and received approval of the following resolutions:

Action: The Resolution on the Social Systems Sciences Unit of the Wharton School was approved as follows:

Intention: A unit in the Wharton School is an experimental entity which is expected to become a department if it has succeeded in its major mission. Social Systems Sciences has been a unit in the Wharton School since 1972. It includes the graduate groups in Social Systems Sciences and in Operations Research along with the Busch Center, a non-profit research center funded largely by contracts. The program is directed to the Ph.D., but also awards the M.S. degree.

A committee to review the Graduate Group in Social Systems Sciences submitted its final report to the Associate Provost and to the Graduate Council of the Faculties in the spring of 1980. Its recommendations have now been implemented by the Wharton School.

The Wharton School considers the review report to have validated the academic mission of the Social Systems Sciences Unit and has indicated its support for conferring departmental status on the Unit by a positive vote of both the Wharton Policy and Planning Committee and the Wharton Faculty.

RESOLVED, that departmental status shall be accorded to the Social Systems Sciences Unit which shall be known hereafter as the Social Systems Sciences Department.

B. Action: The Resolution on Complying with Terms of Grant was approved as follows:

RESOLVED, that the Trustees of the University of Pennsylvania accept the grant from the Fannie E. Rippel Foundation and all of its terms as set forth in a letter dated October 7, 1980, addressed to Dean Edward J. Stemmler and signed by Herbert C. Englert specifying that the proceeds of this grant shall be used exclusively for the purposes stated in paragraph numbered 2 of the above said letter and specifying that the University of Pennsylvania has not received, as of the date of this formal action, any notice that the United States Treasury Department has determined that it is no longer not a private foundation or private operating foundation.

C. Action: The Resolution on the Paley Professorship was approved as follows:

RESOLVED, that Lee G. Copeland, dean of the Graduate School of Fine Arts and professor of architecture and planning in the standing faculty of the Graduate School of Fine Arts, be designated as the Paley Professor, effective November 23, 1980.
D. **Action**: The Resolution on Designation of Sir Peter Shepheard as Dean Emeritus of the Graduate School of Fine Arts was approved.

E. **Action**: The Resolution on Recommendations for Academic Appointments, Promotions, and Leaves for the period from September 12, 1980 to October 21, 1980 was approved.

Adjourned.

Respectfully submitted,

Mary Ann Meyers
Secretary of the University