I. Call to Order

Chairman Shoemaker called the meeting to order and an invocation was offered by Chaplain Stanley Johnson. The minutes of the 23 June 1989 stated meeting were approved as written by the secretary.

Mr. Shoemaker then commented on the importance of a $1 billion Campaign for Penn. He sketched the University's progress over the past decade, praised the administration's commitment to strategic planning, and noted that funds raised in the capital drive would permit Penn to build on its strengths in the liberal arts and professions in ways that keep Ben Franklin's promise. Expressing confidence that the campaign goal set by the Trustees would be reached, the chairman observed that with the success of the fund drive, Penn would be positioned as the "model comprehensive university of the twenty-first century." He said the inauguration of the campaign was "the University's most historic moment."

II. Report of the Development Committee

Mr. Miller traced the University's capacity to reach a $1 billion goal to the cumulative effects of the past two major drives. He said the Development Committee had conducted a detailed review of the nucleus phase of the campaign for Penn and of the fund-raising organization. "At $388
million, we are well above the nucleus fund target that we set for ourselves," he noted, "and, furthermore, our nucleus fund is the largest nucleus fund ever raised by any university for any campaign."

The chairman of the Development Committee added that Penn's baseline annual support was now at $110 million. "If you take five times that amount, on the basis of the five-year duration of the campaign, and add the total to the nucleus fund, you're already over $800 million," he continued. Mr. Miller then noted that the Development Committee was satisfied that Penn's fund raisers had not "creamed the milk" during the fund drive's nucleus phase, and he observed that the 67,000 alumni who contributed to Annual Giving in FY '89 constituted the largest group of alumni who had ever given to a U.S. University. He suggested that a major factor in Penn's attractiveness to donors is its excellent record in managing the endowment.

President Hackney said he was "enthusiastically in favor" of the campaign recommendation upon which the Trustees were to vote at the meeting. "If it is possible to raise $1 billion, we ought to set $1 billion as our goal," he stated. "Realizing it will allow Penn to achieve its historic mission, which is contributing to human welfare through education and research," he added.

The president went on to describe Penn as a "particular kind of elite university," which has provided opportunity for "people of talent" who might not have had access to other avenues of success. He said that he felt a responsibility to nurture the University and pass it on to those who come later in a "stronger condition" than he had received it from his predecessors. Noting that, historically, the University has been weakly endowed, Dr. Hackney observed that Penn has done "more with the individual dollar than any other university of our quality." He described the Penn personality shaped by its relative penury as "scrappy, aggressive, and entrepreneurial. I think we've been very creative and imaginative in the way we've managed our finances, invested endowment funds, and run the University," the president continued. He said he endorsed a $1 billion campaign because he would like to leave Penn "a bit more richly endowed and with more of the resources that a premier university needs to accomplish its mission."

Messrs. Weiss, Censits, Tanenbaum, and Steinberg also spoke in support of the fund drive. Mr. Miller announced that Trustees Leonore Annenberg, Saul Steinberg, and Jon Huntsman have agreed to serve as national campaign chairpeople. He then introduced:

**1. Action.** A Resolution on the Campaign for Penn, which was approved as follows:

**Intention:**

During the past three years, the University of Pennsylvania laid the foundation for a major fundraising campaign. Preparations have included:
1) a comprehensive assessment of Penn's strategic objectives and funding needs;
2) a rigorous evaluation of the University's fundraising capacity and readiness for a campaign of historic proportions; and
3) solicitation
of advance gifts from Trustees and other friends to build momentum in support of key priorities. These measures were implemented in the context of sustained progress. Penn is an institution whose academic reputation and service to the region and the nation make it one of America’s great universities.

The necessary preparations have been carried out on schedule and with success above expectations. The University has identified a set of strategic priorities and assembled a national volunteer corps of prominent alumni and friends. The advance gift, or nucleus fund, total stands at $338 million. This includes 68 endowed professorships and over $80 million in gifts from the Trustees. Therefore, be it

RESOLVED, that in light of Penn’s accomplishments and the opportunity it has to serve as the model university of the 21st century, the University shall commence The Campaign for Penn: Keeping Franklin’s Promise. The campaign will position Penn for leadership by securing philanthropic investments for graduate education and student life, reinforcing excellence in research, and increasing student financial assistance and scholarships. Special emphasis will be placed on achieving distinction in the arts and sciences and on ensuring, through the minority permanence program, a diverse and vital community of faculty and students. Be it, therefore,

FURTHER RESOLVED, that the goal of The Campaign for Penn will be $1 Billion. This goal, which includes the advance gifts, is to be achieved over the next five years.

E. Action. A Resolution on Adjournment was approved as follows:

RESOLVED, that this meeting of the Trustees of the University of Pennsylvania stand adjourned until 2 p.m. on Friday, 13 October, when it will reconvene in the Zellerbach Theatre of the Annenberg Center.

III. Report of the Chairman

After the stated meeting was reconvened, Mr. Shoemaker introduced three resolutions of appreciation to fellow trustees.

A. Action. A Resolution of Appreciation to John Whiley Eckman and the Designation of Mr. Eckman as a Trustee Emeritus was approved as follows:

Intention:

After graduation from the Trinity School and the launching his collegiate career at Yale University, John Whiley Eckman entered the University of Pennsylvania in 1940 and graduated from The Wharton School in 1943 with a bachelor of science degree in economics. Since then he has played many important roles in the life of the University, including service as a trustee since 1967.

First elected as an alumni trustee, Mr. Eckman was named a term trustee in 1972 and a life (charter) trustee in the next year. He always gave his Penn activities a high priority in the course of a very successful business career and life devoted to good works. Chairman of the Program for the Eighties, he also served as vice chairman of the Trustees and chairman of its Budget and Finance Committee, as well as a member of the Executive, Development, and the Nominating committees. He was founding chairman of the Board of Overseers of the School of Arts and Sciences and currently serves as founding chairman of the University Libraries Overseers. In addition, Mr. Eckman has been ever willing to accept the many ad hoc tasks his alma mater presses upon him and again and again, he has cheerfully undertaken time-consuming, unglamorous assignments.

The former chairman and chief executive Officer of Rorer Group Inc. has brought good judgment, acumen, and fairmindedness to deliberations in Penn’s highest councils. By so doing he has contributed enormously to the well being of countless students, faculty, and other members of the University family, as well as benefiting those whom the University serves through its research and community activities.

SECRETARY
RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves and the administration, faculty, students and alumni of the University, express their enduring gratitude to John Whiley Eckman for his service to the University of Pennsylvania over nearly 50 years, as well as their hope that Mr. Eckman's association with the University of Pennsylvania will continue for decades to come as a trustee emeritus.

B. Action. A Resolution of Appreciation to James J. Gavin, Jr., was approved as follows:

Intention

James J. Gavin, Jr., graduated was from the Wharton School with a B.S. degree in economics in 1949. After serving the University of Pennsylvania, in many supportive capacities, Mr. Gavin was elected an alumni trustee from Region VI for a five year term beginning in October 1984.

During his term as alumni trustee, Mr. Gavin was instrumental in perceiving the need for and ensuring the success of the Writing Across The University Program. Mr. Gavin served with distinction on the Academic Policy and the Facilities and Campus Planning committees.

RESOLVED, that the Trustees of the University of Pennsylvania on behalf of themselves and the administration, faculty, students and alumni of the University, express their gratitude to James J. Gavin, Jr., for his service to the University as an alumni trustee and express their hope that Mr. Gavin's association with the University will continue for many years to come.

C. Action. A Resolution of Appreciation to Edward J. Lewis was approved as follows:

Edward J. Lewis came to the University of Pennsylvania as a Wharton undergraduate. After receiving a B.S. in Economics in 1959, he earned a J.D. degree from the Law School in 1962.

After many years of University involvement, he was elected an alumni trustee for a five-year term, beginning in October 1984. He has lent his council to the Facilities and Campus Planning Committee, Development, and External Affairs committees. In addition, he was instrumental in helping develop a recruitment video tape for the Alumni Council on Admissions and demonstrated his support of the Law School at a critical time with great generosity.

RESOLVED, that the Trustees of the University of Pennsylvania on behalf of themselves and the administration, faculty, students and alumni of the University, express their gratitude to Edward J. Lewis, for his service to the University as an alumni trustee and express their hope that Mr. Lewis' association with the University will continue for many years to come.

IV. Report of the President

A. Dr. Hackney observed that the academic year, like the campaign, was off to an outstanding start with the usual collection of problem areas and new challenges. He said that, on the whole, he detected, a "significant spirit of cooperation and trust among the various constituencies and interest groups on campus."

The president further noted that plans are developing nicely for the University's 250th Anniversary celebration. He pointed out that the birthday observance, "kicking off with a series of events centered around Founder's Day in January and peaking with a gala celebration the week after commencement, will include not only festive events but a series of colloquia and faculty-alumni exchanges on major issues, along
with appearances by former President Reagan and major national figures."

Turning to other issues, Dr. Hackney reminded the Trustees that security continues to be at the top of the administration's agenda. "We have had a troubling series of hold-ups and muggings on the streets adjoining the campus," he explained, "and are taking several steps to improve safety off-campus as well as continuing with our ongoing education and information efforts."

The president went on to mention that at the Penn-Brown football game, he would present Ivy League championship certificates to three of the Quaker coaches for last year's performances in women's field hockey team, baseball, and football. "We are proud of all of our competitors," he added, "but it will be a pleasure to recognize the special accomplishments of the men and women on these teams."

B. Academic Report

1. Dr. Aiken reported that seven of the faculty-administration groups developing aspects of a five-year plan for the University had completed their reports and that three groups are nearly finished with their work. The reports are being discussed in detail by the Academic Planning and Budget Committee and the deans in order to develop a consensus about goals and priorities, according to the provost, and an initial draft of the five-year plan will be based on these deliberations.

Dr. Aiken also mentioned that the Department of Computer and Information Science in the School of Engineering has been awarded a five-year $8.3 million grant for research in artificial intelligence. In addition, he noted that two professors in the Engineering School had recently been awarded honors: Carl A. Gunter, selected as an Office of Naval Research Young Investigator on the basis of his "exceptional promise for creative research and teaching," and Wayne Worrell, awarded the Carl Wagner Memorial Award of The Electrochemical Society for his contributions to high temperature thermodynamics, electrolytes, electroceramics and sensor materials as well as for dedicated teaching in the field of materials science.

2. Action. A Resolution on the Name of the University Museum was approved as follows:

INTENTION:

In recent years, The University Museum informally initiated the use of "of Archaeology and Anthropology" for the purpose of identifying itself in its name with its area of interest. The institution now requests formal authorization of the expanded name.

RESOLVED, that The University Museum shall hereafter officially be known as The University Museum of Archaeology and Anthropology.

Turning to faculty appointments, the Provost called the Trustees, attention to the following persons:

- Samuel Preston, professor of sociology, chairman of the graduate group in demography, director of the Population Studies Center, and a demographer of international acclaim, who is being recommended for
appointment as the Frederick J. Warren Professor of Sociology;
Robert F. Boruch, foremost U.S. exponent of educational measurement and evaluative research who is a professor of education at Northwestern and is proposed as a Trustee Professor of Education;
- Joan S. Brugge, a member of the faculty at the State of University of New York at Stony Brook, whose research studies of tumor viruses and oncogenes is supported by the National Cancer Institute, the American Cancer Society, and the Howard Hughes Medical Institute and who is being proposed as a professor of microbiology;
- William N. Kelley, Penn’s newly-appointed executive vice president for the Medical Center and dean of the School of Medicine, who is recognized as a major figure in the study of biochemical and clinical aspects of metabolic disease and is proposed as a professor of medicine;
- Richard MacDermott, well known both for his work in gastrointestinal immunology and for his excellent clinical skills and teaching abilities, who comes to Penn from the medical faculty at Washington University in St. Louis and is proposed as the T. Grier Miller Professor of Medicine; and
- Michael Gibbons, one of the leading empirical researchers in finance, who has earned a reputation as an exceptionally gifted teacher during his career at the Graduate School of Business at Stanford and is proposed as the Drexel Burnham Lambert Professor of Investment.

3. Action. A Resolution on Appointments, Leaves, and Promotions was approved as found on pages 1 through 14 of the meetingbook.

C. Financial Report
Dr. Whittington reported that as of 30 September, the administration was projecting a University surplus of $50,000 after the approved and budgeted allocations. She said the positive factors in the University’s unrestricted performance are graduate tuition, special program and fee revenues, indirect cost recoveries, and savings in salaries and utility costs. The negative factors, according to the senior vice president, are summer and special tuition income, gift and sales revenues, and non-guaranteed student aid. She said that the unrestricted performance by school and center was projected to break even at this point in the fiscal year.

“On the restricted side,” Dr. Whittington continued, “endowment, gift, and grant and contract expenditures increased by 15.5 percent, 4.2 percent, and 10.1 percent, respectively, over the first three months of FY’89. The amount available for grant and contract expenditures was 7.4 percent greater on 30 September 1989 than on 30 September 1988,” she said.

D. 250th Anniversary Update
Mrs. Wofford reported that the University’s 250th Anniversary celebration will officially open on Founders Day, Benjamin Franklin’s birthday, 17 January 1990. She noted that, weather permitting, a procession with the president and some of his colleagues will move from
Eisenlohr to College Hall where a wreath will be laid at the Franklin Statue. Dr. Hackney will offer remarks. The managing director of the celebration also observed that an exhibition, "The Intellectual World of Benjamin Franklin," will be officially opened in the Arthur Ross Gallery in the late afternoon on the 17th with a special reception taking place the 18th prior to the Trustees' dinner. The dinner will be expanded to include other representatives of the University family plus special guests from the community.

Going on to note that the January events are designed primarily for the Penn Community whereas Peak Week events in May will attract thousands from all over this country and the world, she reported that a "special" brochure was mailed a month ago to some 12,000 especially selected alumni leaders, which asked them to be delegates to the 250th celebration. In two weeks, she said, the same brochure will go out to the balance of the Penn alumni body of some 160,000 persons, along with an information booklet, which will have a description of the program, housing registration, travel information, and an advance Peak Week program. A more complete program will be mailed in February, according to Mrs. Wofford, who went on to outline all the events planned for the May celebration.

She noted that Peak Week is organized around plenary sessions, colloquia, alumni/faculty exchanges, a series of cultural and festive events, and the Saturday night Penn Ultimate. She said that there seemed to be "a growing sense of excitement on campus about the University's birthday observance," and she predicted that it would be "a wonderful party."

V. Trustees Committee Reports
   A. Audit Committee

Mr. Dorrance noted that one of the responsibilities of the Audit Committee is to review and approve the financial statements prepared by Penn's outside independent accountant, Coopers & Lybrand. He said members had met on 4 October with representatives of the University and Coopers & Lybrand and reviewed in some detail the drafts of the financial statements and the consolidated report of the University for the year ended 30 June 1989. "We are able to report a clean audit," he said, "and we have voted to approve the financial reports." Mr. Dorrance added that the committee also had met with Penn's internal auditor and reviewed his report and the extent of his activities. He said members expressed some concern about efforts to acquire what they believe should be stronger internal controls over some expenditures, but felt progress had been made and would continue.

B. Budget and Finance

Mr. Fox reported that the Budget and Finance Committee had met and reviewed seven resolutions, which they endorsed and recommended to the Trustees for action. Mr. Shoemaker commented that the vote on the
resolutions will be recorded as action by the Executive Committee of the
Trustees.

1. **Action.** A Resolution on Personnel Guaranteed Mortgage
Program was approved as follows:

**Intention:**

Over the years, the University of Pennsylvania has had agreements with
several financial institutions to furnish 100% mortgages, guaranteed by
the University, to University personnel on residential properties in
University City and western Center City. The financial institution that
is currently active in the program is the Philadelphia Savings Fund
Society/Meritor Mortgage.

Applications for mortgages by faculty and staff have increased
substantially in recent months, and outstanding loans are close to the
maximum of $10,000,000 authorized by the Trustees in September 1984.
Given the importance of the program in encouraging faculty and staff to
locate near the University and the fact that the University has
experienced only two defaults on guaranteed mortgages, the administration
requests that the authorization be increased to $15,000,000.

RESOLVED, that the authorized amount of outstanding mortgages for the
Personnel Guaranteed Mortgage Program be increased from $10,000,000 to
$15,000,000.

2. **Action.** A Resolution on the Renovation of the Anatomy-Chemistry
Building for the Department of Anatomy in the School of Medicine was
approved as follows:

**Intention:**

The School of Medicine proposes to renovate 500 net square feet of
medical research laboratory space and laboratory equipment rooms on the
first floor of the Anatomy-Chemistry Building.

The estimated project cost of $319,310 will be funded by the School of
Medicine from the Medical School Building Fund and a NIH grant. This
project is included in the Capital Budget for fiscal year 1989. The administration requests approval to proceed with construction of the
project in October 1989.

RESOLVED, that the renovation of the fourth floor of the
Anatomy-Chemistry Building, estimated to cost $319,310, be and the same
hereby is approved and that the Senior Vice President or other
appropriate officers of the University be and they hereby are authorized
to proceed with such renovation and execute such contracts or other
documents and incur such expenses and obligations - not, however,
substantially in excess of the estimated cost of such renovation
presented to the Budget and Finance Committee - as may in their judgment
be necessary or desirable to accomplish such renovation.

3. **Action.** A Resolution on the Renovation of the Richard Building,
Fourth Floor, Tower D, for the Department of Physiology of the School of
Medicine was approved as follows:

**Intention:**

The School of Medicine proposes to renovate 1,900 net square feet of
medical research laboratory space and medical equipment rooms on the
fourth floor of the Richards Building for the Department of Physiology.

The estimated project cost of $869,389 will be funded by the School of
Medicine and the Medical School Building Fund. This project is included
in the Capital Budget for fiscal year 1989. The administration requests approval to proceed with construction of the project in October 1989.
RESOLVED, that the fourth floor of the Richards Building, estimated to cost $869,389, be and the same hereby is approved and that the Senior Vice President or other appropriate officers of the University be and they hereby are authorized to proceed with such renovation and execute such contracts or other documents and incur such expenses and obligations - not, however, substantially in excess of the estimated cost of such renovation presented to the Budget and Finance Committee - as may in their judgment be necessary or desirable to accomplish such renovation.

4. Action. A Resolution on the Renovation of the Richards Building, Fourth Floor, Towers B and D, for the Department of Pathology in the School of Medicine was approved as follows:

Intention:

The School of Medicine proposes to renovate 3,384 net square feet of medical research laboratory space and laboratory equipment rooms on the first floor of the Richards Building.

The estimated project cost of $1,035,792 will be funded by the School of Medicine and the Medical School Building Fund. This project is included in the Capital Budget for fiscal year 1989. The administration requests approval to proceed with construction of the project in October 1989.

RESOLVED, that the renovation of the first floor of the Richards Building, estimated to cost $1,035,792, be and the same hereby is approved and that the Senior Vice President or other appropriate officers of the University be and they hereby are authorized to proceed with such renovation and execute such contracts or other documents and incur such expenses and obligations - not, however, substantially in excess of the estimated cost of such renovation presented to the Budget and Finance Committee - as may in their judgment be necessary or desirable to accomplish such renovation.

5. Action. A Resolution on the Purchase of Laboratory Equipment for the Department of Psychiatry for the School of Medicine was approved as follows:

Intention:

The University proposes to purchase and install research equipment in the Department of Psychiatry's brain research laboratories in the Clinical Research building. The estimated cost of the required equipment and installation is $437,600. These costs will be covered through Medical Center Education and Development Funds and a grant from Alcohol/Drug Abuse and Mental Health Administration.

RESOLVED, that the purchase and installation of research equipment for the Department of Psychiatry's brain research laboratories, estimated to cost $437,600, be and the same hereby is approved in accordance with the proposals presented to the Budget and Finance Committee and that the Senior Vice President or other appropriate officers of the University be and they hereby are authorized to proceed with such purchase and installation and execute such contracts and incur such expenses and obligations - not, however, substantially in excess of the estimated cost of such purchase and installation as presented to the Budget and Finance Committee - as may, in their judgment, be necessary or desirable to accomplish such purchase and installation.

6. Action. A Resolution on the Sale of Vacant Lots on Collins Avenue and Black River Road, Lower Saucon Township, Northampton County, Pennsylvania was approved as follows:

Intention:

On April 10, 1989 the University received two vacant lots to fund a gift annuity for the ultimate benefit of the Nursing School. The gift
was valued at $55,000. The administration now proposes to sell this property for a total price of $66,900.

RESOLVED, that the Trustees of the University of Pennsylvania hereby approve the sale and conveyance of the said property and hereby direct and authorize the Senior Vice President or other appropriate officers of the University to proceed with the execution and delivery of the deed and all necessary affidavits and other documents required in connection with such sale and conveyance and hereby further approve, confirm, and ratify all other actions taken by such officers or their designees in connection with or which are necessary or convenient to the accomplishment of such sale and conveyance.

C. Nominating Committee.

Mr. Miller introduced two resolutions, which had the endorsement of the Nominating Committee.

1. Action. A Resolution on the Election of Richard P. Brown, Jr. as a Charter Trustee was approved as follows:

RESOLVED, that Richard P. Brown, Jr. be elected a charter trustee, effective 13 October 1989.

2. Action. A Resolution on the Election of Alvin V. Shoemaker as a Charter Trustee was approved as follows:

RESOLVED, that Alvin V. Shoemaker be elected a charter trustee, effective 13 October 1989.

D. Medical Center

Mr. Brown observed that as William N. Kelley had joined the University administration on 1 October as executive vice president for the Medical Center and dean of the School of Medicine and predicted he would be "a real leader." The chairman of the Medical Center Board further noted that Wilbur Pittinger would become the executive director of the Hospital on 6 November and that a new director of marketing for HUP also had joined the administration. "We are about to have a new director of development," he observed, "and we will then have a team in place which is really going to make a difference to the workings of the Medical Center." Mr. Brown went on to report that he had seen HUP and CHUP financial reports for the first two months of FY'90 and they showed that the center was "above budget in revenues and below budget in expenses. All in all," he concluded, "we are getting things under control."

E. Investment Report

Mr. Neff reported that since this June meeting of the Trustees, the Associated Investments Fund's vested position in equities had declined from 62 percent to 58 percent of its total investments. "We have taken our foot off the accelerator a bit," he said, "since the market strikes us as being a bit ahead of itself, particularly relative to the reality that corporate earnings have probably peaked for this business cycle. We don't see them plummeting," he added, "as a matter of fact, we see the cycle as more durable than is the consensus, although seven years of expansion is mature by any previous standards." The chairman of the Investment Board further noted that long-term interest
rates have enjoyed the majority, if not all, of their decline, whereas short rates could well decline another hundred basis points or so. "LBO activity, strikes us as probably diminishing over the near and intermediate term if for no other reason than the junk bond conduit seems to be crowded, if not plugged, and actually the banks have interceded in the case of one and perhaps two airline acquisitions. Year-to-date, the market is probably up about 31 percent in total return," he continued, "and we were a little more optimistic than most at the start of the year, thinking that 10 to 12 percent would be a fair backstop."

Mr. Neff said that one investment evaluating service had placed the AIF in the twelfth percentile for the year ending 30 June, but he said that struck him as being a little better than the Fund actually did. "It was not one of our remarkable years," he observed, "but, on the other hand, we had probably a better concentration in equities than most endowments, and the equity part did better than the fixed sequement, so even if we have had an off year, at least by our standards, the 12th, 20th, or 25th percentile is not all that bad." Since the start of FY'90, Mr. Neff continued, AIF common stocks have appreciated 9.3 percent (total return) versus a 10.7-percent increase in the Standard and Poor 500 Index, and since 31 December 1988, the Fund was up 27 percent (total return) versus 29 percent appreciation in the value of the S&P.

"We often get left a bit behind," he explained, "in pushy, excited, adrenaline-laiden markets such as we have had so far this year, although even on that score, we haven't done terribly badly in keeping up, with the exception of the autos. The performance of autos has been very heavy," the Investment Board chairman said, "and while we think the market is wrong, we have a very large concentration of perhaps 19 percent of the equity portion of the portfolio in auto stocks." He noted that, on the other hand, the AIF's large positions in banks, savings and loans, and airlines had "paid off handsomely. So, somewhat non-traditionally," Mr. Neff observed, "we've had some pretty good participation in excited areas with the multi-line insurance about as good as the markets. All in all, I'd give us a B+ year-to-date," he said, "and if the autos had been given a little fairer reading, maybe an A-." He added that he expected a 10 to 15 percent market correction, and, if it comes, "the AIF would increase its equity position another 5, 6, or 7 points."

VI. Overseers and Other Boards
A. Action. A Resolution on Appointments to the Board of Overseers of the Graduate School of Education was approved as follows:

RESOLVED, that Judith E. Lanier and Geraldine B. Laybourne be appointed to the Board of Overseers of the Graduate School of Education for three-year terms, effective 13 October 1989.

B. Action. A Resolution on Appointments to the Wistar Institute Board of Advisors was approved as follows:

RESOLVED, that Nakao Ishida and Robert H. Rock be appointed to the Wistar Institute Board of Advisors for a term beginning on 13 October 1989 and ending 19 January 1990.
VII. Mr. Shoemaker concluded the formal business of the meeting by asking Mr. Miller for a development update. The chairman of the Development Committee said that the nucleus fund, valued at $338 million as of 30 September, was now at $344 million.

VIII. Mr. Miller added that in light of discussions over the past two days about security and other problems, he would like to propose that the administration think about new ways to attend to some of the bigger behavioral problems on the campus. He suggested that the president consider the possibility of asking entering students to sign a pledge not to cheat, not to use or purchase drugs, not to abuse alcohol, and to respect the diversity of the community. Mr. Yarnall inquired if Mr. Miller would make entrance to the University conditional upon signing the pledge. Mr. Miller said he had not reached a conclusion on that issue, but that it seemed to him a "moral imperative that people coming to the campus understand what we expect of them." Mr. Lauder asked if instituting such a pledge would represent a leadership position for Penn and when President Hackney replied that it would, although the University already had behavioral standards covering the areas represented by the pledge, Mr. Lauder urged careful consideration of Mr. Miller's proposal. Mr. Weiss questioned the value of requiring 18 year old students to sign a pledge when they might not understand its full ramifications. He proposed stricter enforcement of existing behavioral requirements. Dr. Aiken said he felt strongly about the importance of high behavioral standards represented by the proposed pledge, but he added that he was not sure a pledge would be as effective in accomplishing what Mr. Miller intended as a broad-based educational campaign. He then mentioned some steps Penn had already taken, for example, sending a letter to all freshmen and all faculty about academic integrity in the classroom. Mr. Miller said he agreed, but felt the pledge might add another dimension to activities already underway to ensure respect for standards. Mr. Shoemaker said he looked forward to receiving recommendation from the administration.

Mr. Weiss then commented that he had been disappointed at the level of faculty participation he had observed in Freshman Convocation and Commencement and hoped faculty members would join in the celebration of Penn's 250th Anniversary in greater numbers. Provost Aiken replied that invitations had been extended, and the president noted that faculty had been heavily involved in planning alumni-faculty exchanges. Professor Davies said he had encouraged his colleagues to join in the birthday observance and would continue his efforts.

Adjourned.

Respectfully submitted,

Mary Ann Meyers
Secretary of the University