Nearing Year-End with Costs under Control

In Vice President Paul Gazzaro's May 6 report to the Trustee Executive Committee, cost-containment was the key to further improvement in the projected surplus for FY 1983—to $838,000—as an income shortfall of $2.5 million was overcome by savings. The synergistic effects of good cash flow and avoidance of borrowings, plus energy cost-avoidance, were still chief factors in cost control.

This month's Development returns again alerting performance, with subscriptions up 22% over last year this time and cash flow up 20%. For the April 29 subscription total of $47,261,868, the gift categories that rose most were alumni (45%) and friends (81%). For the cash flow improvement, corporate receipts led, up 40% over last year.

Actions: The Trustees adopted an updated agreement governing the University's relationship with the Wistar Institute, and passed all of the resolutions on non-tenure track appointment processes that came out of the April 20 Senate meeting: clinician educator tracks for Nursing and the Veterinary School; the expansion of the cap for such appointments in Medicine; seven-year lecturer/specialist appointments in Nursing; and four-year renewable senior lectureships for FAS (inaccurately April 26). Other actions:

- A 1967 proposal to encourage faculty to live near New Bolton Center was acted upon, with the administration authorized to set up 99-year leases on unimproved land so that fully-salaried/fully-affiliated faculty of assistant professor and above—and some administrators—may acquire homes. Preference will be given to Veterinary School faculty members.
- Renovation of Room 17 Logan Hall was approved at an estimated $339,500 to correct deficiencies in the 300-seat room's acoustics, lighting, sight lines and seating. Physical Plant reserves will fund the renovation.
- Rehabilitation of the Law School cafeteria's kitchen, and a link-up to English House next door, were authorized at an estimated $1,240,000 from Dining Service reserves. The work is to be completed over the summer.
- Landscaping for of the 37th-to-38th Street portion of Locust Walk was approved at an estimated $550,000. Gifts from four University alumni classes—1933, 1957, 1958 and 1959—will fund the work.
- Stephen M. Peck, a partner in the New York brokerage firm of Weiss, Peck & Greer, was named to the Wharton School Overseers.

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HUP Executive Director: Dr. Buck

Dr. Charles R. Buck, Jr., has been appointed executive director and chief executive officer of the Hospital of the University of Pennsylvania. He will take office July 1, filling the post vacated by Mark S. Leistman in February.

Dr. Buck, 42, received his undergraduate education in industrial engineering at Northwestern University and took masters' degrees in hospital administration and industrial engineering from the University of Missouri. His Sc. D. was earned at the School of Hygiene and Public Health of Johns Hopkins University.

Currently, Dr. Buck is Secretary of Health and Mental Hygiene for the State of Maryland, where he is responsible for a billion-dollar annual budget. He has been implementing a reimbursement system for health care that has drawn favorable attention throughout the country. He assumed his present position in 1979 after working in the Johns Hopkins Hospital and School of Medicine on long range and facility planning.

In announcing the appointment, Mr. Samuel H. Ballam, Jr., Chairman of the Board of Trustees of HUP said Dr. Buck "will bring to the Hospital the kind of leadership that will be required to deal with the increasingly complex problems related to the delivery of high quality health care and the reimbursement of that care." Dr. Thomas W. Langfitt, Vice President for Health Affairs at Penn added, "We believe Dr. Buck is especially well qualified to help develop innovative programs working with the Dean of the Medical School and the leadership of the clinical practices within the Hospital."
Sexual Harassment and Parking Issues

At its final meeting of 1982-83, Council elected next year's Steering Committee and spent the rest of its time on information and discussion—the latter going into more detail on sexual harassment, getting an overview of the campus and community parking situation, and hearing briefly about the projected Class of 1987.

As preamble, President Sheldon Hackney gave an upbeat progress report reiterating some of the high points commented for the Administrative/A-3 Assemblies' meeting last week (Almanac May 3, p. 6) but adding his thanks to Council for an increasingly constructive approach to problem-solving. Provost Thomas Ehrlich was also optimistic at year's end—about faculty achievements, and about the academic planning process as seen both in School plans and in activities of the new Academic Planning and Budget Committee as it got into its stride this year. (A written report will come in the fall.)

Steering Committee: To the faculty component, Council elected Drs. Fred L. Block, sociology; Robert F. Lucid, English; Phyllis F. Rackin, English/general honors; and Anne Summers, legal studies and public management. Bruce Ettelson, C'86, and Stewart A. Schoder, a Wharton Ph.D. candidate, were elected for student representation. They join the three-part Senate leadership—Chair June Axinn, Chair-elect Jacob Abel and Past-chair Murray Gerstenhaber, the President and Provost, GAPSA's reelected Chair Bette Kauffmann, and UA's new Chair Kenneth F. Meyers to make up Steering for 1983-84.

Sexual Harassment: Following through on three formal presentations by faculty members at the April meeting (Almanac April 19), Women's Center Director Carol E. Tracy gave examples of cases students bring to her office "from hands on the breasts or up the skirt, to asking intimate questions about the student's sex life, to the take-home exam followed by seduction—and of course the famous case of the professor who used his office for half-nude photos." She said the greatest pressure on graduate student women: "With an undergraduate, if we can support her until she gets through the course she can change instructors next semester. For the graduate student it's a nightmare. There may be no one else to oversee her dissertation. Will she be forced to go along, or change fields, drop out of school, lose a career?" Sanctions are so weak that with one counselor who is trying to escape pressure from her 'mentor' without bringing on the ire of the department, "we are reduced to discussing such things as shall she bat her eyelashes and say she just can't sleep with a married man.... And I can't guarantee her anything." On a case-by-case basis said she, it remains "her word against his," even if he has other complaints against him. Echoing Dr. Jacob Abel's speech last month, Ms. Tracy emphasized that "This is not romance."

As members of Council queried caseloads and sanctions, Ms. Tracy said she knew of five cases of "repeat offenders" and about 15 others.

A sanction reported was that one professor was prohibited from hiring female work-study students and has been removed by his colleagues from certain committees. But, she said, the privately administered sanctions in one case cannot effectively prevent others.

Drs. Phoebe Leboy, Jean Crockett and Henry Teune backed the use of the Academic Freedom and Responsibility mechanisms—with stress on "and Responsibility"—if judicial processes starting at Ombudsman level are weak. Provost Thomas Ehrlich said the University is not limiting action to the promulgation of guidelines (Almanac March 22) but is having deans develop instructions for faculty and TA's. He is also asking for more readable material on "what is at issue, where to go," and said Human Resources training programs for staff may strengthen the overall University drive to end sexual harassment.

In one exchange on "what to do about it," Dr. Susan Wachter challenged Dr. Jean Crockett's advice that faculty personally approach offending colleagues, saying that junior faculty women had no way of influencing a colleague if students report him. Ms. Tracy urged that any woman be counseled to bring her complaint to the Women's Center or Ombudsman even if it appears insoluble under present processes, "if only to validate that something wrong is happening; it's not her fault. I don't insist on a formal process. We work on strategies. She can make her own decision about taking it further." Jodi Schwartz of GAPSA described plans for a student's booklet, and other students called for increased networking to reduce this and other effects of isolation among graduate students.

A floor query from the A-3 Assembly's representative put staff harassment into the discussion, unscheduled. Vice President Gary Posner said the recent staff survey's two questions relating to sexual harassment showed 6% of women and 1% of men said they had been personally harassed, and 15% of women and 8% of men said they knew someone who had been harassed, within the past year. Making rapid extrapolations from the sample to the total campus population, this would indicate some 120 cases a year of sexual harassment of staff, he said. In talks with other institution he said he found numbers as high as 15 to 40%.

Parking: Detailed reports from Dr. Vukan Vuchic for the Facilities Committee's transportation subcommittee; Dr. John Morrison for the Community Relations Committee; Business Affairs Manager Steve Murray; and Capt. John Richardson of Public Safety showed an intertwined set of needs for long-term and temporary parking, with the town-grown problems west of campus entering in. The gist of Dr. Vuchic's presentation was that the Committee does not see a future in building unlimited parking for one-passenger cars but in encouraging car- and van-pooling and use of public transportation. He said the new metering on formerly free streets has merit, in this plan, for short-term visitors and one-session attendants at classes who have been shut out by commuters parking free.

Mr. Murray reported that it costs $8000 per space to build a garage parking—which in some amortization schemes would mean a cost of $900 a year per space. The University plans only two such garages, at present surface-parking sites. Capt. Richardson's report on costs that set limited hours for attendants-on-duty led to questions about University liability for unsafe facilities.

A member reiterated the suggestion to hold spring break the same week as the Flower Show and apply parking fees to garages. The Flower Show plan is going through, Dr. Hackney said: next year the dates will coincide.

As time ran out before numerous questions could be answered, Dr. Vuchic promised further discussion in Almanac.

Admissions: Dr. Lee Stetson's scheduled report was condensed to a rapid-fire overview: Geographical diversification rose, to put Penn over half "outside the northeast" for the first time, women's admission rose in traditionally-male schools, and minority admissions held near-steady (18.5% vs. 19%) but the black component of minority admissions is up 2% over three years ago. Summer acceptances will tell the story as 4491 admittance letters are answered, and Dean Stetson will report fully in the fall.

Authors: Speak Up

The University Book Store would like to remind that faculty authors, co-authors, and editors should inform the Trade Book Department whenever their new books are in print. It would be nice if a system could give us automatic access to that information; but until we have it, a note in the intramural mail (or a phone call after 9:30 a.m.) giving title, author, and publishing company will expedite our effort to keep the Faculty Authors section up to date.

—Emma Casteagne, General Books Department

May 13 Deadline for Annuity Plan

Faculty and staff interested in either participating in tax-deferred annuity plans (TIAA/CREF or Pennsylvania Annuity Plan) or altering these annuity plans must do so by May 13, 1983. Eligibility extends to all permanent, non-student, members of the University faculty and staff. Election forms are available from the Benefits Office, 116 Franklin Building, and must be returned by the Friday deadline.

Almanac

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITORIAL ASSISTANT
Karen C. Gaines
Linda Sotnychuk

ASSISTANT EDITOR
Margaret F. Miller

EDITORIAL ASSISTANT
Karen C. Gaines
Linda Sotnychuk

WORK-STUDY ASSISTANTS
Kevin Dougherty
Linda Sotnychuk

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Patterns of Creativity
The Faculty Club opens its last exhibit of the spring semester with a reception tomorrow afternoon in honor of Dr. Henry Primakoff and Dr. George Crumb, the two professors whose Patterns of Creativity will be on view through June 3. The show consists of 10 typical working papers of Henry Primakoff with calligraphy of theoretical physics, and eight typical score sheets, with after-unorthodox musical notations by George Crumb.

Academic Calendar
Through May 13 Final examinations
May 21 Alumni Day
May 22 Baccalaureate
May 23 Commencement

Children's Activities
May 13, 14 The Chinese Magic Circus of Taiwan performing feats of daring and balance, centuries-old Oriental magic, and costumed traditional dancing, third in the International Festival of events in celebration of the fifth anniversary of Annenberg's Theatre for Children Series: Friday 10 a.m. and 12:30 p.m., Saturday 11 a.m. and 2 p.m. Tickets: $4.50 (adult), $3.50 (child). Box office: Ext. 6791.

Coursework and Training
May 10 Lipreading Course (Speech and Hearing Center, HUP). Information/registration: 682-2784.
May 14 Another Update on Diabetes: Focusing on the Elderly & Self Glucose Monitoring, School of Nursing (School of Nursing Center for Continuing Education). Information: Ext. 4522.
May 17-18 Older Adults and Their Families: Positive Approaches, School of Nursing (School of Nursing Center for Continuing Education). Information: Ext. 4522.

College of General Studies
May 10 Fiction Writing II: A Workshop, 7:30 p.m.
May 14 An Introduction to Soho: New York's East Coast District, 9 a.m.
A Workshop in the Novel: Two Saturdays in May, 9:30 a.m.
May 15 When You Were a Tulip: A Victorian Cabaret, 2-4 p.m. (CGS) $12.
May 21 Another Update on Diabetes! Focusing on the Elderly & Self Glucose Monitoring, School of Nursing (School of Nursing Center for Continuing Education). Information/registration: 662-2784.

Morris Arboretum
May 14 Exceptional Plants for the Delaware Valley, 10 a.m. These courses are sponsored by the Morris Arboretum. Pre-registration required: Information: 247-5777.

Exhibits
May 11-June 3 Patterns of Creativity, working papers of Donner Professor of Physics Henry Primakoff and score sheets of Pulitzer Prize-winning composer and music professor George Crumb (FAS: Physics Department, Music Department); Faculty Club. Opening reception May 11, 4:30 p.m., Faculty Club.

Conferences
May 13-15 The Design of Flying Environments, an alumni symposium at the Graduate School of Fine Arts, 10:30 a.m., Fine Arts Building.
May 14 Military Strategy and Foreign Policy, Houston Hall (Department of History). Information: 387-0623.

Exhibition Hours
Arthur Ross Gallery, Furness Building, Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.; Sunday, 10 a.m.-7 p.m., Wednesday and Saturday noon-5 p.m.

Guided Gallery Tours
May 14 Mossopomous
May 15 Museum as Artifact -- History of the Building and Grounds
These Saturday and Sunday tours are free and begin at 11 a.m. at the main entrance of the University Museum.

Music
May 13 The Penn Composers' Guild presents a free Concert of New Music by Young Graduate Composers of the University of Pennsylvania.

Exhibition Hours
Arthur Ross Gallery, Furness Building. Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.

Guided Gallery Tours
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On Stage

Special Events
May 12 An Evening of Chinese Opulence, Annenberg Center for Galeas, dancing, cocktails and Chinese banquet.
Through May 13 Horticultural Herst, tickets for drawing to benefit the Morris Arboretum on sale now and at the annual plant sale, 10 a.m.-5 p.m. daily; donation of $1 each or $5 for 6 tickets. Drawing is May 13, at conclusion of Plant Sale.

Sports (Home Schedules)
May 21, 22 Women's Lacrosse NCAA Finals

Talks
May 10 Comparative Studies on LHRH Neuronal Systems; Dr. Ann-Judith Silverman, department of anatomy and cell biology, College of Physicians and Surgeons, New York City, 11:30 a.m., Monell Center (Monell Chemical Senses Center).
May 12 A Miss of Time: Historical and Cultural Sites of Japan; William J. Tyler, professor of Japanese literature, director of Japanese language program, 5:30 p.m., Rainey Auditorium, University Museum (University Museum, Women's Committee Tour to Japan).
May 15 Ollark Matter; Gordon Bayes, University of Illinois; 3 p.m., Auditorium A4, David Rittenhouse Laboratory (Physics Department).
May 16 Innervation of the Eye; Dr. Alan L. Laties, professor of ophthalmology, Medical School; noon, Mezzanine Room 800, Old Medical School Building (Department of Pharmacology).
May 17 Effects of Muscle Afferent Input on the Respiratory Center; Dr. Pratim Gill Kuma, Walter Reade Hospital; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminar).
May 20 High Technology Goes Public; Wharton advanced technology unit in conjunction with Arthur Andersen & Company, Howard and Company, and Pepper, Hamilton & Scheetz; noon, Steinberg Hall-Dietrich Hall (Wharton Entrepreneurial Center).

To list an event
Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk, CSH the Tuesday prior to the Tuesday of publication. The May 17 issue is the last one of the semester. There will be a midsummer issue in July.
On Nearby Public Schools

A seven-page pamphlet for parents with school-age children has recently been issued by the Ad Hoc Committee on Public School Orientation. Elementary and Secondary School Options for University of Pennsylvania Faculty and Staff lists the locations, telephone numbers, admission procedures, sizes and special programs of the six public schools in the West Philadelphia area. Copies can be obtained at the Office of Off-Campus Housing, 3732 Locust Walk, or the Office of Human Resources, 516 Franklin Building. Information: Maye Morrison, Ext. 5552, or Judith Zamost, Ext. 3492.

Volunteer Opportunities—Adult Volunteers

The Palliative Care Program of the University, designed to help terminally ill patients in their home environments, seeks adult volunteers to support and assist dying patients and their families. Volunteers serve in a variety of ways—providing companionship, assisting with routine management and household tasks, and serving as integral part of the Palliative Care Team.

A thorough training program conducted by professional staff for the men and women who qualify for this highly selective volunteer program will be held May 14 and May 21, from 9 a.m.-4 p.m. For more information call the Cancer Center at 662-3927.

Teenage Volunteers

The Volunteer Services Department of HUP seeks teenage summer volunteers who are at least 14 years old, entering the ninth grade and passing all their classes. Youths who can volunteer at least eight hours each week explore career options in medical, nursing and business areas of the hospital while providing a valuable service.

For more information about the summer program call 662-2575.