University Recognized Holidays
In the remainder of this fiscal year (July 1, 1984-June 30, 1985), the Memorial Day holiday will be observed by the University on Monday, May 27, 1985.

In addition, an employee is eligible for a floating day off each fiscal year which may be used on any day for any reason, scheduled mutually with one's supervisor. Floating holidays are not cumulative. Please note that Good Friday, April 5, 1985 is a regular work day on which a floating day off may be used.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

University Recognized Holidays for fiscal year 1985-86 will be announced in May 1985.

Senate: Contested Election for Six Offices
As announced below by Senate Chair Jacob Abel, there will be a mail ballot for Faculty Senate members to choose between candidates nominated by the Senate committee and those nominated by petition for 1985-86 Senate offices. Contested offices are chair-elect, secretary-elect, and the four at-large seats on the Senate Executive Committee.

Ballots will be mailed this week by the Senate Office. Completed returns must be in the Senate Office by 5 p.m. Friday, April 12, and must be in the provided “double envelope” in order to be counted. The outcome will be announced at Senate’s Spring Meeting Wednesday, April 17.

Statements by all twelve candidates appear on pages 2-3 of this issue.

This is the second consecutive year to have a partial alternative slate. Last year in addition to the six offices being contested this year, there were alternate candidates also for the Senate Committee on the Economic Status of the Faculty. The petition slate won all of the contests.

Letters: Almanac space in the the April 2 and April 9 issues will be heavily devoted to two kinds of Senate material—standing committee reports for the April 17 meeting, and letters concerning the election. In the event of space conflicts, shorter election letters might take priority over longer ones, and (with the monitoring of the Senate Committee on Publications Policy for Almanac) writers of essentially similar arguments might be asked to combine and co-sign their messages. The standing deadline is Thursday at noon before the Tuesday of issue. Letters that set up right-of-reply must be submitted ahead of deadline to allow respondents to meet the deadline for inclusion of the reply in the same issue.

Senate Election: Two Slates
TO: Members of the Faculty Senate
FROM: Jacob Abel, Chair
RE: Nominations by the Senate Nominating Committee and by Petition

1. In accordance with Section 11(d) of the Senate Rules duly executed petitions for additional nominations to the slate submitted by the Senate Nominating Committee have been received. Below are the two slates.

By the Nominating Committee
Chair-elect: Roger Soloway (medicine)

Secretary-elect: Edward F. Peters (history)
At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1985):
Horst S. Daemmrich (Germanic languages and literatures)
Daniel Malamud (biochemistry/Dent)
Elsa Ramsden (physical therapy)
Ralph Smith (law)

By Petition
Chair-elect: Louis A. Girifalco (materials science and engineering)
Secretary-elect: Daniel Vining (regional science)
At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1985):
Mary Catherine Glick (research pediatrics)
Adrian Morrison (anatomy/Vet)
James D. Muhly (Oriental studies)
James F. Ross (philosophy)

2. Again in accordance with Section 11(d) of the Senate Rules a ballot will be distributed to the Senate membership no later than fourteen days after the close of nominations and an election will thereafter be held by mail ballot.

In Brief
Belgian Exchange: The Office of International Programs has extended the deadline for applications to the Penn-Leuven Exchange to April 30. Some financial support may be awarded for visits of a month to a year for teaching and/or research at the Katholieke Universiteit Leuven in 1985-86. For information on this or future participation at Leuven, call Professor Jan Van der Spiegel, Ext 7116, or Dr. Joyce Randolph at Ext. 4661.

Classroom Dedication: The southeast corner classroom of the Physically Handicapped Training Center was dedicated as “Memorial Classroom” at the March 23 graduation ceremonies. Mr. William P. Norman, a member of PHTC’s 1979 Computer Science class, made a generous gift to the Center in memory of three of his former classmates.

Student Telethon Record: This year’s student telethon, held February 4-14, raised a record $170,880 from a record 4,223 donors. The event was sponsored by the Kite and Key Society and the Intrafraternity Council. Money raised is used for scholarships, financial aid, library support and other areas that directly affect students.
Chair-Elect

Roger D. Soloway

Overview: I regard the nomination for Chair of the Senate as a privilege and honor. The evolution of the Senate over the past few years into a genuine consultative and deliberative body, addressing issues of substance to the University presents the opportunity for effective faculty input. The University has become a very large institution with many layers between the President and Faculty. Fragmentation of objectives occurs as schools develop along different lines and perceive different missions. The most important mechanism to achieve our goals is communication. Regular meetings between the Senate Committee on Consultation and the administration is a clear example of how frequent communication works for the good of all. Current efforts to reassess the structure of the Senate Executive Committee and the responsibilities of its members to their constituents are important and can serve to publicize more widely the issues before the committee as well as to obtain input from the widest spectrum of faculty.

Qualifications: I have served as a member and as Chair of the Senate Committee on the Faculty, as a member of several Provost's task forces, and as a member-at-large of the SEC for the past year. I have been a member of the executive committee of the Medical School Faculty Senate and have chaired and served on a number of committees within the Medical School. These experiences and service on committees for my professional societies has given me an understanding of the methods by which such committees function more effectively. I am presently the Associate Chief of the Gastrointestinal Section of the Department of Medicine and conduct an active research program in liver disease. My research has entailed organizing and conducting projects with colleagues in a number of disciplines. The essence of patient care as a specialist in liver disease is to listen carefully to patients, ascertain the facts and then to suggest a plan. Although this advice may not be accepted completely by the patient, my aim has been to create a plan that is acceptable and beneficial. This experience in gathering information, listening to others, offering advice and formulating conclusions which may not always agree perfectly with my personal view should serve me well in providing effective leadership for SEC.

Proposals:
1. My major aim is to obtain the widest possible input from the faculty into the deliberations of SEC. This could be accomplished by constructing a regular consultation system between members and their constituencies and between the School and University Senates. Methods for consultation with the administrations of the various schools should be explored.
2. A more active SEC-Senate dialogue must be undertaken with regard to faculty benefits. Mechanisms for this interchange must be in place as University issues and projects are of concern to the Senate.
3. It is more important than ever that the faculty become active in the review of the long range plans of the University and the School to place priorities in proper perspective when choices between programs must be made.
4. Regular reports from the SEC committees should be made at SEC meetings. This should facilitate improved communication with constituencies and better feedback from SEC to the committees.
5. Greater utilization of the expertise of the faculty should be undertaken to achieve the maximum efficiency of cost-cutting and stretching of increasingly limited University resources.
6. Creative means are necessary to give both the perception and substance to the claim that the University is creating and fast to all groups and interests. The present mechanisms may not be adequate to deal with day-to-day problems without more attention to communication with the aggrieved and other interested parties while adequately protecting the rights of all involved.
7. Recent efforts to examine new mechanisms to heighten sensitivity should be supported within the constraints of both academic freedom and responsibility.

Secretary-Elect

Edward Peters

The interests of the faculty are not identical at all points with those of the cosmos, but they are of crucial importance to the faculty. The Faculty Senate needs officers who are willing to express their interests and make policies based on them. I have been a member of the Faculty Senate for seventeen years and have served its interests in a number of capacities, including that of fellow-scholar and teacher, currently, among other capacities as Chair of the SAS Curriculum Committee, which does good and useful work.

SEC At-Large

Horst S. Daemmrich

I will work to the best of my ability to advance the interests of the faculty in the diverse disciplines of the University. It would be presumptuous at this time to offer solutions to policies, proposed changes, real or imagined crises and grievances. I will, however, carefully study the issues confronting the Senate, retain flexibility of judgment, and then give considered advice. I feel that the Senate must contribute its share to reversing the noticeable trend toward self-confinement among individuals, departments, and colleges. Such tendencies would develop into a destructive and detrimental force that would seriously impede the central concern of our community of scholars.

Statements of Candidates Nominated by Petition

Chair-Elect

Louis A. Girifalco

I am deeply honored that my colleagues have asked me to stand for election to the Chair-Elect of the Senate. An election can give the Faculty an opportunity to signal its leadership for SEC. An election emphasizes the importance of the organizational structure of the Senate and it can remind us of the critical role of the Faculty in all aspects of University affairs. It must participate with far reaching consequences for the Faculty in all the basic values of the University. I have accepted the nomination for Senate over the past few years into a genuine consultative and deliberative body, addressing issues of substance to the University presents the opportunity for effective faculty input. The University has become a very large institution with many layers between the President and Faculty. Fragmentation of objectives occurs as schools develop along different lines and perceive different missions. The most important mechanism to achieve our goals is communication. Regular meetings between the Senate Committee on Consultation and the administration is a clear example of how frequent communication works for the good of all. Current efforts to reassess the structure of the Senate Executive Committee and the responsibilities of its members to their constituents are important and can serve to publicize more widely the issues before the committee as well as to obtain input from the widest spectrum of faculty.

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7. Recent efforts to examine new mechanisms to heighten sensitivity should be supported within the constraints of both academic freedom and responsibility.

Secretary-Elect

Daniel Vining

As we move towards a more diverse community—racially, ethnically, culturally, and politically—we must be especially vigilant that we maintain an atmosphere of mutual tolerance in which free discussion is still possible. Diverse environments have the potential of being both a boon and a suppressant to free thought. Yet a university without free thought is a contradiction in terms. One of the basic conditions for maintaining an atmosphere of mutual tolerance and respect is that discourse be conducted on a reasonably civil plane. In certain sectors of the University, the basic norms of civil discourse seem to have broken down. As a consequence, a certain chill has settled over the University as a haven for free inquiry.

If elected Secretary of the Senate, I will endeavor to help restore the maintenance at the University a sense of community and fair play and thereby preserve an environment in which free inquiry can continue to be our primary goal.

SEC At-Large

Mary Catherine Glick

More and more special interest groups appear to exert their influence on University policies. I firmly believe that the primary group which should play a role in University affairs is the Faculty Senate. The collective wisdom of the faculty is a resource which should be readily available and utilized by University administration. It is through the Faculty Senate and its leadership that this can be accomplished. The real key, however, is the participation of the faculty in Senate affairs. My own deep concern leads me to seek election to the Senate Executive Committee.

I do so as a member of an alternate slate of candidates to that proposed by the Senate Nominating Committee. I feel strongly that choosing the leadership of the Faculty Senate should be a truly elective procedure with the faculty being able to make a selection of its Senate leaders. Needless to say, I am pleased to be included in a stellar group of faculty seeking election.

I have an abiding commitment to academic excellence. I believe that the reputation of the University depends on the quality of the faculty. My aim as a member of the SEC would be to focus on the concerns of the faculty which would enhance its scholarship and its excellence. I would strive for maximum support of the faculty by the administration in terms of compensation and benefits. I would work to enhance every aspect of academic freedom. I have no doubt that my own values are in the mainstream and are shared by all concerned faculty of the University.

Adrian R. Morrison

I have agreed to accept the invitation by my colleagues to stand for election to the Alternate Member of SEC for two reasons: (1) I think any complex organization that plays an important role in the lives of its members should offer a choice of candidates. An election emphasizes the importance of the organization and at least encourages some thought about the aims of the organization. (2) I believe I represent the thinking of many of those who are concerned about the
Daniel Malamud

I am honored to have been selected by the nominating committee for an at-large representative on the Senate Executive Committee. While my research and teaching are primarily in the health science schools, I have an active interest and continuing involvement with the undergraduate schools at Penn. During my eight years in the College, I have served on and/or chaired numerous committees at the school and University level. My emphasis in these activities has been on faculty-student interaction and on communications problem-solving such as the 1984 survey and evaluation which resulted in the continuation of Almanac as a freestanding weekly journal of record and opinion.

My major long-term concern is to maintain and strengthen Penn’s high academic tradition. This starts with the recruitment and retention of first-rate students and faculty—and providing them with the services, benefits and environment for scholarship. This has been and must continue to be a major focus of the Faculty Senate. Like most of my colleagues, I am also keenly aware that strong undergraduate educational programs are essential for preserving the quality and diversity of the student body. I believe the attention being given to this is healthy, and need not present a conflict to us if faculty are fully involved in the design and quality control of new educational ventures.

I prefer consultation to confrontation, and to deal with small problems before they become major issues. Penn has a long and admirable tradition of faculty involvement in University planning and decision-making. It is a tradition that sometimes requires resigned and loyal opposition to expediency.

However, if we develop an overall “them vs. us” mentality—be it administration vs. faculty, or liberal arts vs. professional schools—we will weaken the faculty voice and the institution that has nurtured it.

I was one of those chosen to receive a copy of the Harassment Questionnaire. After examining the document I threw it in the trash. I cannot imagine any reasonable person who would complete such a survey. Now we face the possibility of seminars on racism. I can well imagine an outside firm being hired to begin in great expense, to run such seminars. We will probably have a Vice-Provost for Racial Awareness, with several assistant and an appropriate number of secretaries. All of this will be financed through the elimination of another dozen faculty positions.

I regret the time and money spent on such foolishness. I came here in 1967 to teach and work with a group of very bright students, the best in the country. If students today are not in a position to take advantage of the unique opportunities offered by this University, but require help in developing interpersonal relationships and feel the need for group therapy, then they probably do not belong at a university. Events of the past few years indicate that we have had on the campus a number of very immature people who will never be able to understand the concept of the university as a community of scholars.

As a member of the Senate Executive Committee I will, if elected, do all I can to redress the imbalance that has now developed, to restore the primacy of teaching, research and scholarship and to return the University to the control of the faculty.

James F. Ross

A choice of slates is good for the election process. I hope alternatives will be offered every year.

I stand for issues too: refining our instruments for individual justice; ample faculty compensation, with correction of inequities (as pointed out by Anthropology faculty, Almanac March 12); reduction of administrative staff by attrition; return of faculty to managerial status under the trustees; allocation of funds to “hard” money funding of teaching and research and away from the “soft” money proposals recently circulated.

I stand for revising and publishing the university budget guidelines; for reducing increases in “current expenses” that are now three times national growth rates. As the president said (“Investing in PennFuture”) the real priorities are what we find in the university budget.

I stand for choosing faculty leaders like Louis Gitlin, who as Acting Provost secured the only significant faculty compensation improvement in ten years. He recognizes that the faculty’s status has eroded over the last decade and that faculty governance in matters of education, including the financial realities underneath, has to be restored.

I stand opposed to the extremists who lately demanded vigilante justice for accused individuals. I also oppose the student atmosphere in which such delicate matters have been turned into prejudicial rhetoric.

I oppose using financial and administrative solutions, “throwing money at” problems of understanding and conscience. We are on the edge of class warfare. Look at what has happened to the genuine standing and conscience. We are on the edge of class warfare. Look at what has happened to the genuine system of our society.

Overall, maintain the excellence of professional schools and restore the centrality of the humanities (and fine arts) with hard money investments in faculty, libraries, research equipment. Cancel whatever “soft” money projects that are not direct research activities we can. Cut current expenses growth, and for hard times from the government. Invest primarily in faculty and student aid.

Almanac March 26, 1985 3
DuBois College House Faculty Master

The Search Committee for the position of Faculty Master of DuBois College House has received a number of impressive applications in its national search. We are anxious to insure, however, that all appropriate candidates have come to the attention of the Committee. The Mastership is residential and will involve a full-time faculty appointment. The Committee would especially appreciate hearing about women who might be excellent prospective Faculty Masters. If you would like to nominate candidates please contact Dr. Christopher Dennis, Coordinator of College House Programs, 3901 Locust Walk/B8 (Ext. 5551).

— Houston Baker, Professor of English
— Ivar Berg, Associate Dean for Undergraduate Studies, SAS (Co-Chairs)

Anti-Graffiti Cleanup

The Office of Off-Campus Living is looking for volunteers to join in an anti-graffiti cleanup effort planned for Saturday, March 30. Volunteers will assemble at the Spruce Hill Community Association Office, 257 South 45th Street at 9 a.m. For more information or to volunteer services call Ext. 5352.

Coming: Open Enrollment

April is the month for open enrollment so faculty and staff can change their health benefits if they wish. The options for Dental coverage are the 1) Faculty Practice Plan, and 2) Prudential. Health plan options are 1) Blue Cross/Blue Shield 100 Major Medical, 2) Philadelphia Health Plan. 3) Health America (formerly HSPA), 4) HMO of Pa./N.J., 5) Delaware Valley HMO, and 6) Health Care Plan of New Jersey.

What is Open Enrollment?

Open Enrollment is the one-time of the year when current faculty and staff can enroll in a health or dental plan. It is also the time when those who are already enrolled can change plans, terminate coverage or add or remove dependents. Open Enrollment 1985 will be held in April with many events planned to help individuals evaluate and decide which plan is best suited to their needs.

Why is Open Enrollment only once a year? Insurance companies and health maintenance organizations (HMOs) have a limited-time on enrollment periods or "windows" for the obvious reason that, without such a restriction, few would buy insurance only when its use could be anticipated. This is especially true of dental plans. An insurance company (or HMO) would soon bankrupt itself if it operated under such a system.

Deciding which plan is best for a person or a family requires more than a comparison of premiums. April is the time to decide. Watch for articles, an Open Enrollment mailing, and special events planned throughout the month. Then take some time to evaluate the options.

— Human Resources/ Benefits

Update

MARCH ON CAMPUS

CHILDREN'S ACTIVITIES

On Stage

29 Folktales from Around the World, presented by the Shoestring Players, 10 a.m. and 12:30 p.m., Zellerbach Theatre, Annenberg Center. Also March 30 at 11 a.m. and 2 p.m. Tickets are $5 and $4. Information: Ext. 6791 (Annenberg Center Theatre for Children).

Films

International House

Folksong and Dance of the Guarani People of Paraguay; 7:30 p.m. Also March 29 at 2 p.m. and 4:30 p.m. Also March 30 at 11 a.m. and 1:30 p.m. and 3:30 p.m.

PUC

29 Night Shift, 7:30, 9:45 p.m.; The Wall, midnight, Irvine Auditorium, $1.75.

30 Singin' in the Rain, 7:30, 9:45 p.m.; The Wall, midnight, Irvine Auditorium, $1.75.

FITNESS/LEARNING

New Roles for Design Professionals: 8th in a series of graduate student career seminars; 4:30 p.m., Room B-13, Meyerson Hall (Career Planning and Placement).