HUP Staff Reductions: 110 by Layoff

Facing an anticipated deficit of $11 million in FY 1988, the Hospital of the University of Pennsylvania will eliminate 239 positions from its budget—110 by layoff on February 5, and the remaining 129 by leaving present vacancies unfilled. The bulk of the jobs are "in support areas where there are large numbers of employees and where reductions can be made without negatively affecting patient care," Executive Director C. Edward Schwartz said.

"We will work to help every one of the laid-off employees find continuing employment," Mr. Schwartz added. "Some may be offered other jobs at HUP or in the University. All will be provided with job search assistance, including seminars on job search skills. A job fair will be held, attended by several local hospitals and other employers who have job openings."

Mr. Schwartz also said the laid-off employees will be eligible for a severance allowance, and the pay and benefits any terminating employee would receive. HUP has made arrangements with a career services firm to provide support and other assistance to laid-off employees, he added.

With staff reduction plus operating economies HUP is taking steps to trim expenses by 7.5% to meet a deficit that Mr. Schwartz attributed to a mixture of internal factors and changes in the national health care environment. "Federal and other health insurance agencies are now reimbursing hospitals according to calculated averages called DRGs (Diagnostic Related Groups), rather than by the actual cost of patient care," he said. "In the current fiscal year, HUP experienced a sudden increase in patient length-of-stay that has increased the cost of care beyond reimbursable amounts and at the same time limited the number of beds available for new admissions. At the same time, HUP also continues to meet its commitment to provide indigent care."

HUP is implementing a Short Stay Unit and Same-Day Surgery and Early Discharge programs, while working to increase admissions by several means, Mr. Schwartz said.

Opening The Shops . . . Closing the Bridge

2401 Walnut's shopping center, "The Shops at Penn" will open officially next week with a ribbon-cutting ceremony at noon February 4 which launches a ten-day Grand Opening Celebration running through February 14. All members of the University are welcome to the celebration, which has music and entertainment every day from noon to 2 p.m. and from 5 to 7 p.m.

Thirteen stores will sell clothing, records and other goods at 3401, where there is also a full-service restaurant plus nine other outlets around a food court that has booths, tables and an outdoor patio overlooking Moravian Street.

The shop-and-office complex is L-shaped, with two entrances to the office portion—one at the corner, the other at midsection on Walnut. The food court can be entered either from Walnut (east of the elevator lobby that leadsto the officeportion—one outdoor patio overlooking Moravian Street.

The shop-and-office complex is L-shaped, with two entrances to the office portion—one at the corner, the other at midsection on Walnut. The food court can be entered either from Walnut (east of the elevator lobby that leads to offices) or from the patio.

Within a few weeks there will also be, off the corner entrance at street level, Penn's new central Information Center.

In the office sector of 3401, University Management Information Services (UMIS) are the first Penn services to move in. Dates for Human Resources', Purchasing's and others' moves will be announced toward March.

Detour Ahead: Construction crews on 34th Street have been working against a February 15 deadline when the Walnut Street Bridge's daily flow of 20,000 cars will be diverted to the Market Street Bridge, turning 34th Street into part of a three-year detour. The 3200 block of Walnut will be temporarily made two-way for access to the Class of 1923 Ice Rink, General Electric, and parking facilities there.

Later this spring (tentatively April 15) the Walnut on-ramp to the Schuylkill Expressway will also close, and more traffic will be sent via 34th to reach the University Avenue ramp.

The 23nd to 33rd Street stretch of Walnut is to be closed until November 1990, though the section between 30th and 33rd will be reopened to local traffic about October 1989.

More details, maps and tentative dates for closings are in a PennDOT brochure available from the Parking Office, first floor of the Franklin Building Annex.

The widening of the 94-year-old Walnut Street Bridge is a state project, with federal dollars providing 80% of the $22 million cost. When completed the new bridge will have four auto lanes flanked by 8-foot-wide sidewalks. New stairways will lead down to a winding park planned along the river.

INSIDE
- Senate: SEC Actions January 6, Agenda for February 3, p. 2
- Faculty Appointments/Promotions, p. 3
- Implementation of Smoking Policy, p. 3
- CrimeStats (Campus, Precinct), Update, p. 4

Pullout: February on Campus
Appointments and Promotions in the Standing Faculty, 1987-88

School of Arts and Sciences

Appointments
Dr. James C. Dow as the William P. Carey Term Assistant Professor of Economics.
Dr. William B. English as Assistant Professor of Economics.
Dr. Keith A. Griffioen as Assistant Professor of Physics.
Dr. Kris L. Hardin as Assistant Professor of Anthropology.
Dr. Randall D. Wright as Assistant Professor of Economics.

Promotions
- Dr. Francis B. Brevator to Associate Professor of Germanic Languages.
- Dr. Henrik Kuklick to Associate Professor of History and Sociology of Science.

School of Dental Medicine

Promotion
- Dr. Peter Berthold to Associate Professor of Restorative Dentistry.

School of Eng./Applied Science

Appointments
Dr. Gnanaalingam Anandalingam as Assistant Professor of System Science.
Dr. Dawn A. Bonnell as Assistant Professor of Materials Science and Engineering.
Mr. David J. Farber as Professor of Computer and Information Science.
Dr. Vijay Kumar as Assistant Professor of Mechanical Engineering and Applied Mechanics.

Graduate School of Education

Appointments
Dr. Michele Foster as Assistant Professor of Education.
Dr. Judy Pelham as Assistant Professor of Education.
Dr. John Puckett as Assistant Professor of Education.

Graduate School of Fine Arts

Appointments
Dr. Joseph Rykwert as the Paul Philippe Cret Professor of Architecture.

Promotions
- Dr. David G. De Long to Professor of Architecture.

School of Law

Promotion
Mr. Gary L. Francione to Associate Professor of Law.

School of Medicine

Appointments
Dr. Kenneth S. Allen as Assistant Professor of Radiology.
Dr. Richard W. Brunstetter as Clinical Professor of Psychiatry.
Dr. Timothy G. DeFulisi as Assistant Professor of Obstetrics and Gynecology.
Dr. Alan D. Donnenfeld as Assistant Professor of Obstetrics and Gynecology.
Dr. Jack Durell as Professor of Psychiatry at the Mercy Catholic Medical Center.
Dr. Kevin R. Fox as Assistant Professor of Medicine.
Dr. Howard C. Herrmann as Assistant Professor of Medicine.
Dr. Jack Ludmir as Assistant Professor of Obstetrics and Gynecology.
Dr. Paula J. McKinnis as Assistant Professor of Obstetrics and Gynecology.
Dr. George F. Murphy as Professor of Dermatology at the HUP.
Dr. Christopher O'Brien as Assistant Professor of Medicine.
Dr. William W. Robertson, Jr. as Associate Professor of Orthopaedic Surgery at CHOP.
Dr. Mark E. Rosenthal as Assistant Professor of Medicine.
Dr. Andrew J. Stryckin as Assistant Professor of Neuropsychology in Psychiatry.
Dr. Deborah S. Schragor as Assistant Professor of Obstetrics and Gynecology.
Dr. William A. Som as Assistant Professor of Psychiatry at the Philadelphia

Changes
Dr. Dwight E. Stambolian as Assistant Professor of Ophthalmology.
Dr. Richard Trohan as Assistant Professor of Medicine.

Promotions
Dr. Paul V. Addenizio, Jr. to Associate Professor of Surgery.
Dr. Paul C. Atkins to Professor of Medicine at HUP.
Dr. Ruth Hogue-Anglelli to Professor of Pathology and Laboratory Medicine.
Dr. Thomas P. Kean to Associate Professor of Anesthesiology.

School of Nursing

Appointments
Dr. Mark E. Rosenthal as Assistant Professor of Pediatrics.

Promotion
Dr. Michael T. Mennuti to Professor of Obstetrics and Gynecology.

School of Veterinary Medicine

Appointments
Dr. Martin J. Burton as Assistant Professor of Reproduction in Clinical Studies (New Bolton Center).
Dr. David T. Gallo as Assistant Professor of Animal Health and Disease.

Promotions
Dr. Ronald J. Librizzi to Associate Professor of Obstetrics and Gynecology at Pennsylvania Hospital.
Dr. Stephen A. Liebhaber to Associate Professor of Human Genes.
Dr. Gordon K. McLean to Professor of Radiology at HUP.
Dr. Ali Naji to Associate Professor of Surgery.

Reappointments
Dr. Susan C. Day to Assistant Professor of Medicine at HUP.
Dr. Robert A. Hendrix to Assistant Professor of Ophthalmology at HUP.
Dr. Frederick S. Kaplan to Assistant Professor of Orthopaedic Surgery at HUP.
Dr. Marie L. Young to Assistant Professor of Anesthesiology at HUP.

Chair Designation
Dr. Leonard Lodish as the Samuel R. Harrell Professor of Marketing.
Questions and Answers On New Smoking Policy

On February 1, the University’s “Policy on Smoking in Non-Residential Buildings” becomes effective. The following questions and answers address major areas of the policy. The complete text of the policy may be found in the December 8 issue of Almanac.

1. What is the overall intent of the policy?
Over the past few years, increasing concern has been expressed by members of the University community about the effects of tobacco smoke on the health and comfort of non-smokers. The intent of the policy is to address these concerns by limiting smoking to designated areas, as defined by the policy.

2. What buildings does the policy cover?
It applies to all non-residential University buildings although office space in residences is covered. University faculty and staff housed in buildings not owned by the University should adhere to this policy in work areas.

3. Who determines where the designated “Smoking Permitted” areas will be located?
Deans, Vice Presidents and Resource Center Directors have overall responsibility for implementation of the policy. They, or their designees, in many cases building administrators, are responsible for assigning the “smoking permitted” areas. There must be at least one such area in every building.

Staff from the Office of Fire and Occupational Safety will be reviewing and approving all of these areas.

4a. Where may people smoke?
Individuals may smoke in the “smoking permitted” areas which will be posted by Physical Plant with standardized University signs. Areas may be sections of lounges, lobbies or eating locations or any other space controlled by a school or administrative unit which is enclosed by floor to ceiling walls/partitions (except areas prohibited by code).

4b. What about smoking in work areas?
Faculty and staff in fully enclosed private offices may designate their offices smoking or non-smoking areas.

In shared work spaces, including cubicles, efforts should be made to accommodate individual preferences, including the separation of smokers from non-smokers, to the degree prudently possible. However, when such accommodations are not possible, the preferences of the non-smoker shall prevail.

4c. Is smoking permitted in rest rooms?
The policy states that some rest rooms may be designated “smoking permitted” provided there are adequate numbers of smoke-free rest rooms in the building. There also must be at least one “smoking permitted” area per building that is not a rest room.

5. Who enforces the policy?
Concerns regarding the implementation of this policy should be referred to the immediate supervisor. If the matter cannot be resolved, it should be reported to the appropriate Dean, Vice President or Resource Center Director.

Moreover, this policy will rely on the thoughtfulness and consideration of all members of the University community towards one another.

6. If I, or someone I know, wishes to quit smoking, what options are being provided?

As part of Penn’s Wellness resources, the smoke-ending program “I Can Quit” will be offered in February. Literature on the benefits of quitting, a listing of some local smoke-ending programs, and “Thank you for not smoking” table tent cards are also available. Information on the above is available by contacting Carolyn Jones, Wellness Coordinator, 1214 Blockley Hall, 6021 or call 8-3400.

Student Health Services, in recognition of the University Policy on Smoking, will be offering information workshops which will provide an overview of the medical and educational options/techniques available to smokers who are trying to quit. For information, please call Susan Villari, Office of Health Education at 899-2565 or 662-2869.

Signage Alert
To ensure consistency throughout campus, the Department of Physical Plant, in coordination with building administrators, will be posting signs in non-residential University buildings in accordance with the smoking policy. “Smoking Area” signs (Exhibit A) will be posted in all common areas which have been designated smoking permitted. In large spaces, such as some lounges and lobbies where only a portion of that area has been designated smoking permitted, the non-smoking portion will be posted with a no smoking sign (Exhibit B).

New, dual-purpose signs will also be posted on the exterior doors of all of these buildings (Exhibit C). These signs will alert those who enter that smoking is prohibited except in designated areas and that trespassing and solicitation is prohibited in University buildings.

Resources For Those Who Want To Quit Smoking

Cigarette smoking is dangerous to your health. You know that already. That warning is printed on every cigarette pack, on all cigarette advertising; in messages from the American Cancer Society, the American Heart Association and the American Lung Association. Your doctor will tell you smoking is a threat, not only to the quality of life, but to the length of life itself. Maybe you knew all of that when you started smoking, but you decided to take your chances and smoke anyway.

Now you've decided to quit. And like so many other smokers, you've made this decision once, twice or many times before. No one knows what actually brings smokers to that moment when they really want to quit. But knowing that you are not alone and knowing that there are resources available to you, the smoker who wants to quit, gives added incentive to your decision.

With the University’s new smoking policy going into effect this Monday, February 1, some of you may be thinking about quitting for good. Through its Wellness Program, the University will be providing support, information and resources to promote the “well-being” of the Penn community. A limited supply of literature on the hazards of smoking and the benefits of quitting as well as “Thank you for not smoking” table tent cards (donated by the American Cancer Society) are also available to you and your office.

In addition, the University Wellness program “I Can Quit” will begin in February. Designed to address the behavioral, psychological and physiological factors that confront the smokers who want to quit, this 8-hour program boasts an 80% success rate. And to accommodate the needs of the Penn community, “I Can Quit” will be offered during the noon hour at a centrally-located site. To acquaint the smoker who wants to quit with the program specifics, an Introduction to “I Can Quit” will be held Tuesday, February 16.

For more information on any of the above resources contact Carolyn Jones, Wellness Coordinator, 1214 Blockley Hall, 6021 or call 8-3400. Departments interested in developing an in-house smoke-ending program should also contact her for more details.

There are a variety of smoke-ending options available to the smoker who wants to quit. Remember that the successful methods are as different as the people who use them. What may seem silly to others may be just what you need to quit, so don’t be embarrassed to try something new.

—Judy Zamost, Chair Smoking Policy Task Force
—Carolyn Jones, Wellness Coordinator
CHILDREN'S ACTIVITIES

31 New Year of Trees celebration of Tu B'Shvat, a national holiday in Israel marking the arrival of spring with a tree planting ceremony; 10:11 a.m. and with an additional slot at 1 p.m., Morris Arboretum. Through February 7. Cost: $5 for each child, accompanying adults, free. Reservations: 247-5777 (Morris Arboretum).

CONFERENCE

30 Your Veterinarian and Your Dogs; 8th annual symposium moderated by Darryl N. Bixby, professor of radiology and chairman, department of clinical studies; 8:45 a.m. - 4 p.m., Veterinary Hospital. Registration: $35. Reservations: 898-8862 (Veterinary Hospital).

Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between January 18, 1988 and January 24, 1988.

Total Crime: Crimes Against Persons—1, Burglaries—1, Thefts—23, Thefts of Auto—0, Attempted Thefts of Auto—1

Area/Highest Frequency of Crime

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location/Time Reported</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>01-18-88</td>
<td>5:00 AM</td>
<td>200 Block 40th</td>
<td>Female student robbed and assaulted.</td>
</tr>
<tr>
<td>034th St. to 36th St., Spruce St. to Locust Walk</td>
<td>2:25 PM Houston Hall</td>
<td>Arrest/males breaking into pinball machines.</td>
<td></td>
</tr>
<tr>
<td>01-20-88</td>
<td>2:25 PM</td>
<td>Houston Hall</td>
<td>Wallet taken from backpack on floor.</td>
</tr>
<tr>
<td>01-21-88</td>
<td>5:50 AM</td>
<td>Houston Hall</td>
<td>Scoliosis/forced entry/items taken.</td>
</tr>
<tr>
<td>034th St. to 36th St., Locust Walk to Walnut St.</td>
<td>12:21 AM Van Pelt Library</td>
<td>Wallet taken from unattended knapsack.</td>
<td></td>
</tr>
<tr>
<td>01-19-88</td>
<td>5:07 PM</td>
<td>Van Pelt Library</td>
<td>Secured bike taken from bike rack.</td>
</tr>
<tr>
<td>01-21-88</td>
<td>7:19 PM</td>
<td>Van Pelt Library</td>
<td>Student's jacket taken from library.</td>
</tr>
<tr>
<td>34th to 38th St., Civic Center Blvd. to Hamilton Walk</td>
<td>1:42 PM Blockley Hall</td>
<td>Money taken from coat in room.</td>
<td></td>
</tr>
<tr>
<td>01-19-88</td>
<td>4:12 PM</td>
<td>Blockley Hall</td>
<td>Student's walker's taken from office.</td>
</tr>
<tr>
<td>01-22-88</td>
<td>3:00 AM</td>
<td>200 Block 40th</td>
<td>Female student robbed and assaulted.</td>
</tr>
</tbody>
</table>

Safety Tip: When reporting a crime, remember to: 1. speak clearly while describing what happened. 2. Give details, they are important when reporting a crime. 3. Stay calm. It never helps to get excited.

FITNESS/LEARNING

Computing Resource Center

29 How to Choose a Microcomputer; noon - 1 p.m., first floor conference room, Van Pelt Library. Registration not required.

29 CRC Training; Intro to WordPerfect; 1 - 4 p.m., Room 413, Bennett Hall. Registration: 898-1780. Intermediate Levels; 10 a.m. - noon. Register in person, Room 315, Steinberg Hall-Dietrich Hall. Materials must be purchased in advance. Information: 898-1395.

MEETINGS

28 Lesbian/Gay Staff and Faculty Association; noon. Information: Larry Gross, 898-8620 or Bob Schoenberg, 898-5044.

SPECIAL EVENTS

30 Archaeology Goes Hollywood; the Fifth Annual Great Ice Sculpture Competition; restaurant and hotel chefs from Philadelphia area compete beginning at 10 a.m., winner announced at noon. Information: 898-5044.

Almanac

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

EDITOR
Karen C. Barnes
ASSOCIATE EDITOR
Margaret E. Miller
EDITORIAL ASSISTANT
Mary Corbet
STUDENT ASSISTANTS
April M. Allando, Camilla E. Clark, Mary A. Dewmes, Amy E. Gardner, Michelle Y. Holloway, Lisa A. Richardson
ALMANAC ADVISORY BOARD Chair, Jean Crockett, F. Gerard Adams, David P. Bahnam, Robert Lucid, Michele Richard, Lorraine Tulman, for the Faculty Senate; William Epstein for the Administration; Carol Carr for the Librarians Assembly; John Hayden for the A-1 Assembly; Joseph Kane for the A-3 Assembly.