Staff and Structural Changes in Human Resources

In a memo to deans and directors this week, Human Resources Vice President Barbara Butterfield announced realignments and new staffing in five areas that report to her. A new organizational structure "addresses campuswide requests for coordinated services and creates better use of the staff in the delivery of services," Dr. Butterfield said. Following is a summary of staff changes that accompany the realignment:

1. Adrienne Riley, manager of compensation since 1983, becomes Director of Human Resources for Employment/Compensation/Information Management, with Gary Truhr leaving UMHS to head the Information Management section. Frank Jackson, a compensation specialist since 1983, will be Co-Manager of Employment for two years while the current manager, Linda Frank, returns to school.

2. Susanne Lamarche, who has headed training for four years, becomes Director of an expanded Training and Organizational Development unit. The Human Resources interface to Faculty/Staff Assistance, Affirmative Action and the Ombudsman are lodged under Organizational Development in this section.

3. Staff Relations Specialist Wanda Whitted.

Religious Holidays

The University's policy on religious holidays seeks to respect the religious obligations of students while maintaining the secular, non-denominational character of the University. This policy has been reviewed recently by both the Council of Deans and the Council of Undergraduate Deans. As a result of their discussions, an updated policy to accommodate both religious and secular holidays, such as Martin Luther King Day, has been drafted and is now being reviewed by the Senate Executive Committee and the Undergraduate Assembly. In the meantime, the policy on religious holidays was observed in 1979 by Provost Gregorian continues to be in effect and should guide academic practices during the Easter and Passover holidays this year.

This year, Good Friday falls on April 1, and Passover starts at sundown on the same day. No examinations shall be given or assigned work made due on April 1 or 2. Some students also may wish to observe the last two days of Passover, Friday, April 8, and Saturday, April 9. Although University policy does not prohibit examinations on these days, it does permit students to make alternative arrangements with their instructors.

Michael Aiken, Provost

Council Action: Vending Policies, ZBT Discussion

Action on Vending: At the March 16 meeting, University Council unanimously adopted a policy which restricts vending on Locust Walk to registered student groups engaged in fundraising, and recommended concentrating such vending largely to the 3600 block. The policy does not affect food trucks, which are on city streets and sidewalks. (Full text next week.)

In response to query about Locust Walk crafts fairs where off-campus artists and artisans sell their wares, Student Activities Director Francine Walker said the fairs are fundraisers for Penn Union Council; a fall poster raises funds for the Houston Hall Board.

1991 Commencement: Provost Michael Aiken announced that the 1991 Commencement will be on a Tuesday (May 20) to avoid conflict with a religious holiday. Decision-making is still in progress on the 1990 date in relation to Penn's 250th anniversary celebration.

1988 Honorary Degrees: In a report for discussion, Professor Richard Wernick said all of the Honorary Degrees Committee's 1988 nominees from academia and the creative arts have been accepted by the Trustees' Committee, which also adds nominees of its own from other fields. He said the committee found the requirement of a Penn connection to be intrusive, wanting primarily to choose candidates whose work had changed their disciplines. Members of Council debated whether or not Trustees should ever be able to eliminate faculty choices.

ZBT Case: President Sheldon Hackney defended what he said many call a harsh penalty for Zeta Beta Tau (see VUPL statement and FSAB findings in Almanac March 8), and several speakers joined UMC's Travis Richardson in denouncing the 18-month suspension as too mild. Dr. Madeleine Joulie questioned why the incident was found not to be harassment under the code which prohibits creating an "intimidating atmosphere." Dr. Michael Cohen charged the quoted passage of the harassment policy was a mistake which served no purpose except to allow people to beat the administration over the head; and Women's Center's Ellie DiLapi said the passage came directly from federal regulations and has been tested by lawsuits on several campuses. Wayne Glasker of GAPSA asked the President to codify what is acceptable and unacceptable for fraternities—specifically whether or not they can present strippers. President Hackney cited Penn's overall conduct code and said "stripers" was not the word for what went on at ZBT, where investigation found violations of state law as well as campus standards and fraternity-sorority dry rush regulations.

By-laws: Steering Committee Chair F. Gerard Adams gave notice of a proposal to amend Council By-laws Section VI.6, on standing committees. The motion, which will be voted upon April 13, clarifies whether or not executive officers of 14 committees are voting or non-voting. In four cases voting status is specified (for the Deputy Provost, on the Academic Review Committee for Centers and Institutes; for the Senate Chair-elect on the Committee on Committees; and for Chairs of UA and GAPSA on the Student Affairs Committee.)

On other standing committees, administrative staff are designated as non-voting.
Below are statements of both candidates for the contested office of Chair-Elect in the Faculty Senate election now in progress. These statements, with ballots, are being mailed by the Senate Office Tuesday, March 22. Marked ballots must be received by the Senate Office in both the outer and inner envelopes provided, by 5 p.m. Tuesday, April 5.

**Statement of Candidate Nominated by the Senate Nominating Committee**

**Robert E. Davies**

I thank the Senate Nominating Committee for its faith in me; and, if elected, will serve to the best of my ability as Chair-elect, and then Chair of the Faculty Senate.

I am dedicated to excellence in research, teaching and to academic freedom and responsibility. I believe that the faculty should be a community of scholars whose main purpose is to discover and create new knowledge, ideas and techniques, assess the work of others and pass on these, and wisdom, where possible, to colleagues and students. A significant part of my whole life has been dedicated to the administration necessary to allow others to do research and to function effectively in academic settings. This has required attention to the redress of grievances and the operation of defenses against all forms of harassment and improper discrimination. I have played a role in writing each of the three versions of the Faculty Grievance Procedures and have worked for the American Association of University Professors as an observer at academic freedom cases in other institutions, and am a member of the American Civil Liberties Union. I have defended the scientific method and debated against Creationists. As part of the work for Amnesty International, and the SOS Committee (Sakharov, Orlov, Shcharansky), I offered to be held as hostage in the USSR for Dr. Yelena Bonner (Madame Sakharov) to allow her to get medical treatment outside the USSR, and worked to ensure the academic freedom, in Yugoslavia, of Dr. Markovic, Visiting Professor at Penn.

In my view, we should work in partnership with the administration, whenever possible, but also should be continually concerned about the increasing growth and power of the administration. We must prevent encroachment on the faculty, students and staff. We face many problems concerning salary, parking, office and laboratory space, the condition of classrooms, safety and security, and morale in general. Unless the faculty makes itself heard, on these and other issues, decisions will be made for it, as has happened in the past. We should continually search for women and people of color who have reached the standards of excellence essential for appointment and promotion at Penn, and ensure that everyone is treated in a fair and humane way. I therefore strongly encourage the faculty to become involved in University governance, both in the departments and schools, as well as in the Council and Senate.

After holding faculty positions at the Universities of Manchester, Sheffield, Heidelberg and Oxford, I was invited to be a Professor of Biochemistry at the Medical School at Penn, and later to be Chair of Animal Biology in the School of Veterinary Medicine, and of the Graduate Group on Molecular Biology. I have had primary or secondary appointments in 6 of Penn’s schools, lectured in 17 departments or schools and currently teach courses in Astronomy, Biochemistry, Nutrition and Physiology. I chaired the Council Committee on Research, Senate Committee on Academic Freedom and Responsibility, Faculty Grievance Commission, the two Task Forces on the Quality of Teaching, the Lindback Award Committee for Distinguished Teaching for the Health Areas, the Research Advisory Board of the Institute for Environmental Medicine and the Benjamin Franklin Professors. I have served on the Provost’s Advisory Committee, the Educational Survey, the Senate Executive Committee, the Steering Committee of Council, the Academic Planning and Budget Committee, the Student Affairs Committee; and I am a faculty liaison with the Trustees’ Committee on Student Life. Outside the University, I was elected to the Fellowship of the Royal Society (22 years ago), belong to the American Astronomical Society and to 22 other scientific societies, mainly in the fields of Biophysics, Chemistry, Biochemistry, and Physiology. My past graduate students include a dozen, 5 chairs, 11 professors and 2 Fellows of the Royal Society, and I have 280 publications.

I was awarded Colours (Letters) for pole-vaulting and throwing the javelin, have climbed Fujiyama, the Matterhorn, the Grand Teton (on top of which I was struck by lightning), Masada, and twice, at the request of the administration, the College Green flagpole (so that the flag could fly again). I have discovered, explored, and was trapped in underwater caves, have rowed all the rapids of the Grand Canyon of the Colorado and, last summer, survived both rapids of the Jordan River in a kayak. Thus, the challenge of chairing the Faculty Senate is a welcome one and I would appreciate the support of my colleagues.

**Statement of Candidate Nominated by Petition**

**Samuel Z. Klausner**

Let me mention a few University committees on which I have served during twenty-one years on the Penn faculty. My future positions on University policy are best predicted from those I have advocated in these forums. These include election to the University Council and then to its Steering Committee and service as first Chairman of the Morgan State/University of Pennsylvania Liaison strengthening ties with this predominantly Black school. On the Research Committee I argued for a relaxation of the University administration’s hard line on off-campus faculty research. As a member of the Admissions Committee I supported a search for geographic diversity that would be consistent with a meritocratic admissions policy. As a member of the Senate Committee on the Faculty I have worked to protect due process in our campus judicial procedures. During my tenure on the Personnel Committee of my school, I argued that a faculty candidate for tenure or promotion should be judged by the rules in effect when he or she was appointed.

Threatens our primary academic mission. By disentangling research administration from academic administration we might help curb this process. If we do not follow an affirmative action admission policy with supportive and integrative services to minorities we negate our effort at social justice. The educational fate of some admitted on athletics scholarships shows the need for improved supportive academic services. I have proposed raising the status of the Cultural Studies program. Our achievement of “one university” is sometimes contradicted by a concept of budgetary units which artificially disjoin campus activities. An already excellent international student and faculty exchange program should be expanded. (I have, over the past few years taught in Israel, Egypt and Morocco and lectured at universities in Ethiopia, Zimbabwe and South Africa.)

Thematic in all of these positions is a drive to discover ways of meeting the call for social justice without compromising our basic commitment to academic excellence. My commitment to these positions is strong but my sense of democratic process is even stronger. Whatever my personal position in the campus debate, I will represent the resolved will of the faculty to the administration.
Supporting IDRA

The Individual Discretionary Research Account proposed by the Committee on the Economic Status of the Faculty (Almanac, February 23, 1988), has the strong support of the University Libraries. Most library services are provided at no charge to the Libraries and students at a minimal fee. We welcome this initiative.

—Patricia E. Renfro, Assistant Director of Libraries Public Services

Response to Graduate Students

The letter from Ellen Somekawa and Wayne C. Glaasker expresses disappointment that the teaching assistant stipend for next year has been tentatively set at $7000 rather than $7500, and suggests that we are neither aware of, nor sympathetic with, the difficulties graduate students face in living on this income. We would like to explain some of the parameters which make it difficult to increase stipends.

Neither of us is quite so old that he has completely forgotten his own graduate student years, nor are we so removed from contact with current students that we imagine that there has been any significant improvement in the past few decades. The basic problem, probably then and certainly now, is a financial one. The School of Arts and Sciences does not now have the resources necessary to meet all of our academic needs. During the past five years the number of junior faculty in the School has fallen by nearly one third. Since the School’s future, particularly in graduate education, will depend critically on the best of these young faculty members, we have given high priority to reversing this trend. The budget now projected for the School next year shows a serious deficit, in part because of the effort to increase the number of junior faculty. If most of our searches fail, it may be possible to consider an increase in the stipends for teaching assistants. This prospect is one, however, that cannot be welcomed by anyone who is concerned with the future of the School.

This proposed increase in the stipend from $6500 in 1987-88 to $7000 in 1988-89 is an increase of 7.7%. While the policy on increases for faculty and staff is not yet firmly established, it now appears probable that these increases will be significantly below this figure. We expect that the income from tuition to the School of Arts and Sciences will increase by 6.5% next year. Since income from most other sources will increase at even smaller rates, the total projected increase for the School is only 5.2%. An increase of 7.7% for graduate stipends, in this context, does not seem consistent with complete lack of sensitivity.

We have indeed, as the letter states, begun to try to understand why many graduate students take a long time to complete their graduate work here. We are concerned that in many cases we may be permitting the waste of many years of a young scholar’s productive life. We suspect that the causes may be relatively complex, and will include not only inadequate financial support, but inadequate initiatives from some graduate students, inadequate attention from some faculty mentors, and simple bad luck. Once the causes are more completely understood, we hope that we can find approaches to help students finish their work more expeditiously. We have no intention, however, of imposing any simple but Draconian limitation on the time permitted to complete a dissertation.

We have examined graduate support at other institutions, and believe we have been roughly competitive in most areas in the past. We plan to continue these efforts, and we will try to make adjustments if it appears that we are beginning to fall behind. Graduate education has been and will continue to be a high priority in the School of Arts and Sciences. We regret that the effects of fiscal limitations must be interpreted as an indication that we have forgotten the importance of the School’s responsibility for nurturing the next generation of scholars.

—Walter D. Wales, Acting Dean, SAS
—Donald D. Fitts, Associate Dean for Graduate Studies, SAS

Women on ZBT

As white women of the Penn community, we are appalled by the levels of racism present in the ZBT fraternity case.

We are deeply disturbed by the white community’s refusal to recognize the racist aspects of the ZBT case. This denial of racism by Penn administrators and others continues the institutional pattern of racism at Penn by denying black people their identity and history, and keeps intact the intimidating and offensive environment that now exists.

Women on ZBT...
CORRECTION: The dates in the pullout calendar for Off the Beat performances were incorrect. The correct dates are March 24 and 26; 8 p.m., Gold Standard Cafe, basement of the Christian Association. Tickets: $3, available on Locust Walk and at the door.

CONFERENCE

26 2nd Annual Mid-Atlantic Conference on Entrepreneurship: The New Perspective; 8:30 a.m.-6 p.m., SH-DH. Registration forms available at the SoC Snider Entrepreneurial Center, Room 3200 Steinberg-Dietrich. For more information call Ext. 8-4856 (Wharton Entrepreneurial Center and Club).

FITNESS/LEARNING

Career Planning and Placement Service

28 Dual Career Couples: Interviewing for Academic Jobs; a graduate student career seminar; 4:30 p.m., Ben Franklin Room, Houston Hall. Call Ext. 8-7530 to sign up.

27 Ceremonies and Rituals of Native Americans: Adam Fortunate Eagle, Chippewa pipeholder and ceremonial leader; Native American healing techniques and the symbolism of the sacred pipe will be emphasized at the workshop; 10 a.m.-1 p.m., University Museum. Registration fee: $50, $30 for Museum members. Information: Ext. 8-3024.

MEETINGS

24 Lesbian/Gay Staff and Faculty Association; noon, bring your own lunch. Ext. 8-5620 or 8-3044.

MUSIC

27 Silly Wizard; Traditional and original music from Scotland; 8 p.m., Hopkins Hall, International House. Tickets: $8. Information: 387-5125, Ext. 2219 (Pollock Center).

SPECIAL EVENTS

22 Central America Week: A Day-Long Symposium; Jeane Kirkpatrick, Human Rights, and U.S. Foreign Policy, moderated by Edward Herman, professor of finance; 10 a.m.-9:30 p.m., Auditorium, Christian Association. Other events through March 25 (Penn Central America Solidarity Alliance).

TALKS

22 Mechanistic Studies of S-adenosylmethionine Synthetase; George D. Markham, Fox Chase Cancer Center; noon, Room 404, Anatomical Chemistry Building (Department of Biochemistry and Biophysics). Sixteenth Century Craftsmen in Turkey; Soroya Farouqi, University of Münster; 4 p.m., fourth floor lounge, Williams Hall (Middle East Center).

23 Trisomy-16 Mouse: Insights into Pathophysiology of Down's Syndrome and Alzheimer's Disease; Joseph Coyle, department of psychiatry, Johns Hopkins Hospital; 4 p.m., Room 404, John Morgan Bldg. (Mahoney Institute of Neurological Sciences).

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 March 14, 1988 and March 20, 1988.

Total Crime: Crimes Against Persons—0, Burglaries—1, Thefts—18, Thefts of Auto—1, Attempted Thefts of Auto—1.

Date | Time Reported | Location | Incident
--- | --- | --- | ---
03-13-88 | 4:02 PM | Steinberg/Dietrich | Unattended wallet taken from room.
03-16-88 | 5:10 PM | Steinberg/Dietrich | Unsecured bike taken from rack.
03-17-88 | 1:58 PM | Steinberg/Dietrich | Watch taken from unattended room.
34th St. to 36th St., Locust Walk to Walnut St. | 1:07 AM | Phi Kappa Sigma | Unattended wallet taken from room.
03-14-88 | 10:27 AM | Van Pelt Library | Various items taken/forced entry.
33rd St. to 34th St., Walnut St. to Locust Walk | 12:37 PM | Towne Building | Report of purse being taken from library.
03-15-88 | 8:42 PM | Hutchinson Gym | Unattended bookbag taken from room.
03-16-88 | 10:03 PM | Lot #5 | Unattended wallet taken from room.
Expressway to 32nd St., University Avenue to Walnut St. | 11:30 AM | Lot #5 | Wallet taken from unattended jacket.
03-19-88 | 4:46 PM | Car phone taken from auto.
03-20-88 | 6:39 PM | Steinberg/Dietrich | Unsecured bike taken from rack.

Safety Tip: Most people feel secure around those they know. Your colleagues in most cases are trustworthy, but you never know who will wander into your office. It takes only a second for a thief to take something of value and run. Protect your valuables in the workplace by keeping them in a safe place.

18TH POLICE DISTRICT

Schuykill River to 49th St., Market St. to Schuykill/Woodland Ave.

Reported crimes against persons from 12:01 a.m. to 11:59 p.m. 3-13-88

Total: Crimes Against Persons—9, Robberies/gun—2, Robbery/strongarm—3, Purse snatch—1, Aggravated Assault/knife—1, Aggravated Assault/shotgun—1, Arrests—3.

Reported crimes against property from 12:01 a.m. to 11:59 p.m. 3-13-88

Total: Thefts—18, Thefts of Auto—1, Attempted Thefts of Auto—1, Burglaries—1, Arrests—3.

Date | Location/Time Reported |Offense/weapon | Arrest
--- | --- | --- | ---
03-13-88 | 4529 Spruce St., 7:50 AM | Aggravated assault/shotgun | Yes
03-13-88 | 4919 Walnut St., 8:10 PM | Robbery/gun | Yes
03-14-88 | 215 S. 49th St., 12:50 AM | Aggravated assault/shotgun | Yes
03-14-88 | 4271 Regent St., 3:24 PM | Robbery/strongarm | Yes
03-15-88 | 5600 Sansom St., 10:30 PM | Purse snatch | Yes
03-15-88 | 5008 Walnut St., 9:00 PM | Aggravated assault/knife | Yes
03-15-88 | 4500 Sansom St., 7:45 PM | Aggravated assault/knife | Yes
03-15-88 | Locust St. to 3rd St., 6:59 PM | Robbery/strongarm | Yes

Almanac

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March 22, 1988

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