

Almanac

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Council: Safety Services and Plans; More on Conduct

At Council December 12, Vice President for Administration Gary Posner gave a four-part report (1) analyzing crime data back to 1980, showing overall crime against persons and property down a third, (2) detailing current services in armed patrols, prevention/training, escort and bus services, and victim support and counseling; (3) describing additions to parking lot lighting, "blue light" phones (now 213, with more to come); and security training for parking attendants; and (4) suggesting future care-and-concern measures including stepped-up awareness even at the risk of

raising apprehension. A fuller report is to be published January 8, including responses to a Q-and-A that focused on escort services (waiting time, availability after 2 a.m.) and boundaries of responsibility.

Steering Committee Chair Jacob Abel announced new liaison between Council's Community Relations and Safety/Security Committees.

Conduct/Misconduct discussion reached only one of its three scheduled topics—the September 25 report's proposal to add harassment as a category in student evaluation of teaching. No faculty

supported use of the SCUE form, which is unsigned; and some objected to the circulation of a separate form for signed confidential reporting of harassment, holding that it made an assumption harassment would occur. UA Chair Brooks Harris said anonymous information might be used to lead to evaluation, but "unsubstantiated charges should not be used against a professor" in personnel records or tenure decisions. United Minorities Council Chair William Molette, however, cited reports of racial harassment in which victims are freshmen who "aren't going to go signing their names, and won't even know [what recourse they have] that early" in their college careers.

Computing: Info Services

The University is pleased to announce plans for the establishment of the Information Services Center, which will provide administrative users with help in using both microcomputers and mainframe based tools to access central data. Services to be provided will include acquisition assistance, training, applications consulting, problem determination and troubleshooting. In addition to the direct support of end users, the Information Center will also support management in assessing the proper role of end user computing and office automation in the accomplishment of their organizations' objectives.

The Information Services Center will be implemented by UMIS over the next year, and by summer of 1985 will be located in the Franklin Building. In the interim, the Information Center will be run from UMIS's facility in Suite 400 at 3440 Market Street. Primary staff support will be provided by Francesca Seidita and Evangeline Sim, who have already been helping administrative staff in their use of microcomputers and FOCUS, the supported mainframe-based end-user tool. The Information Services Center is being established now to show our commitment to end user computing and to provide the organizational focus for the planned growth of our support for end users.

—David Stonehill
Vice Provost for Computing

Summer Grants: Grants-in-aid up to \$1500 and research fellowships up to \$3000 are available for standing faculty (with preference to assistant professors) via the Committee on Faculty Grants and Awards. Deadline is *February 1* for applications, available from the Office of Research Administration, 409 Franklin Building; call Lynn Bevan for information.

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Over the Top

The Penn team did it again! The happy consequence is that the agencies and persons served by the United Way and Donor Option Campaign will benefit from the generosity of our faculty and administrative/support staffs. I would like to thank all of the volunteers throughout the University who worked hard to make Penn a Pacesetter for a second consecutive year. And my hat is off to all of those who contributed in order that others less fortunate might be given a boost. Yours is the real spirit of the season. —Sheldon Hackney

United Way/Donor Option Campaign Final Report

School/Department	Total Employees	Percentage Contributing	Contributions
Annenberg	53	62	\$ 2,734
Arts and Sciences	976	18	24,628
Auxiliary Enterprise	263	43	2,979
Dental Medicine	334	20	2,985
Development	175	53	5,774
Education	59	36	1,249
Engineering	200	45	7,670
Facilities Management	30	70	705
Finance	268	95	5,701
Fine Arts	56	20	1,385
Human Resources	61	97	3,953
Intercollegiate Athletics	65	72	1,841
Law	71	27	3,845
Libraries	251	34	6,609
Medicine	1,846	22	49,601
Museum	90	75	1,892
Morris Arboretum	25	47	600
Nursing	90	41	2,166
Physical Plant	537	70	3,238
President's Office	50	100	5,404
Provost's Office	65	92	7,870
Provost's Interdisciplinary	30	63	6,366
Social Work	31	61	1,518
University Life	230	34	3,827
Veterinary Medicine	495	14	4,879
Wharton	488	40	23,762
Other			6,819
Total	7,071	37%	\$190,917

Changes in Social Security and Withholding Taxes

Beginning January 1, 1985, all faculty and staff of the University will be subject to a change in the social security tax (FICA) which is collected through payroll withholding. The tax will increase from 6.7% to 7.05% and the taxable wage base will increase from \$37,800 to \$39,600. Therefore, the maximum social security tax to be withheld from employees in 1985 will increase from \$2,532.60 to \$2,791.80.

The value of one withholding allowance for Federal withholding tax will increase from \$1,000 to \$1,040 on an annual basis. For weekly paid employees, the value of one withholding allowance increases from \$19.23 to \$20.00 on a weekly basis. For monthly paid employees, the value of one withholding allowance increases from \$83.33 to \$86.67 on a monthly basis.

Individuals should see a small reduction in the amount of Federal withholding tax withheld each pay period, but the increase in the social security tax (FICA) could, in some instances, offset the reduction in Federal withholding tax and result in slightly less net (take home) pay.

Any questions relating to these changes should be directed, preferably in writing, to Harold F. Coverdale, Assistant Comptroller, Payroll, Room 327, Franklin Building/16 at Ext. 4733.

—Alfred F. Beers, Comptroller

January on Campus

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Speaking Out

Greetings to A-3 Members

The A-3 Coordinating Committee of the A-3 General Assembly extends season's greetings to its campus-wide membership. We look forward to another year of working on your behalf as liaison with the administration and toward bettering the spirit on campus, and creating a warmer and more caring relationship among us all. Happy Holidays and a good New Year! —Margaret Sabre for the A-3 Coordinating Committee

Following is a letter to the President, submitted for publication, along with a response.

December 24 Workday?

1984 is unusual with Christmas falling on a Tuesday. Does it make sense to attempt to keep the whole University open for one (1) day, December 24, 1984, during a week when the University will be closed down?

As a gesture of good will toward the employees, would you be willing to declare Monday, December 24, 1984, a holiday? Christmas is the most complex holiday in the calendar year. Many, if not most, employees need the 24th to prepare for the extensive traditional activities on the 25th. In addition, many employees have apprehensions about working on the 24th in a cold building since the heat is normally turned down when the students leave for vacation.

At least this year, could you make the 24th of December a University holiday?

I look forward to hearing from you.

—Russell A. Muth, Jr.
Spokesperson, A-3 Assembly

Response to Mr. Muth

Since March of this year, December 24, 1984, has been considered to be a normal workday at the University. Before this decision was made, a number of groups, including the Human Resources' Council, the President's Management Group and the Deans' Council, examined this question from a number of standpoints including the economic consequences and liberal time off policies that we now have for our employees.

The decision was first published in April and reminders appeared in *Almanac* and *The Penn Paper* during the summer and fall of 1984.

From the beginning it has been recognized, and supervisors have been encouraged, to grant their staff time off if they wish to utilize their floating day, vacation, or personal leave days.

Since there will be a number of offices that will be fully operational during the time that most of us will be enjoying Penn's "special vacation" (December 26 through December 31), the closing of the University on December 24 did not appear warranted or financially viable.

I appreciate the opportunity to clarify this matter and wish you and your family a very happy holiday season.

—Sheldon Hackney

Animal Research Agenda

I am delighted that Vice Provost Cooperman has agreed that the items listed in my letter to *Almanac* (12/12/84) are well within the scope of the proposed dialogue. I only regret that it has taken so long, and that there has been so much ambiguity, surrounding this issue.

On November 28, 1984, I hand-delivered a letter to Dr. Cooperman's office in which I listed the issues raised by the excerpted tape. The list contained as an agenda item that the dialogue group view the tape that caused the initial request for the dialogue. On November 29, 1984, I received a telephone call from Dr. Cooperman's office informing me that my agenda items would be considered, but that Dr. Cooperman would set the agenda. I stated that I found this to be objectionable, and I asked that the fact of Dr. Cooperman's setting the agenda be stated to me in a letter responding to my letter of November 28. I was assured that a letter would be forthcoming. On December 5, I called Dr. Cooperman's office to indicate that I never received the promised letter, and to ascertain whether Dr. Cooperman was going to set the agenda. I was told that Dr. Cooperman was soliciting agenda items from all participants, but that his office was responsible for setting the agenda. At that time, I was informed that the tape would not be screened, and that no decision had yet been made on my other proposed items. I was also told explicitly that Dr. Cooperman would not put this in writing. If what I was told by Dr. Cooperman's office was not correct, or if I misunderstood what I was told, then I would be happy for Dr. Cooperman to so indicate.

Another University publication has attributed to me the objection that Dr. Cooperman was setting the agenda without faculty consultation. This was a mischaracterization of my objection. I never stated that Dr. Cooperman was not soliciting proposed items for the agenda; I did state that Dr. Cooperman's office indicated to me that Dr. Cooperman would set the agenda, and that one of my agenda items, the screening of the tape, was rejected. I have since spoken to a representative of the publication that mischaracterized my objection. That representative agreed that my objection was improperly described, and has assured me that an appropriate correction will appear when that paper resumes publication in January.

As to the screening of the tape, I can only express my sincere confusion about Dr. Cooperman's decision. The University has taken the position that the excerpted tape may not be a fair representation of the research done by Professors Langfitt and Gennarelli. They will both be present at the dialogue, and if the tape is an unfair characterization of their work, the discussion group will present a perfect opportunity for them to explain to their concerned colleagues in what way the tape is unfair. —Gary L. Francione

Assistant Professor of Law

Penn Libraries Book Talk: Change in date
→ Book Talk Group at Van Pelt will be meeting on December 20 1 p.m., in the Gates Conference Room, first floor West. The topic: *Out of Africa* by Isak Dinesen.

Resident Staff Positions

The Department of Residential Living announces graduate and undergraduate Resident Staff positions for 1985-86: Resident Advisor, Senior Resident and Living Learning Program positions. *Candidate information sessions* will take place on the following dates:

Thursday, January 17

7 p.m. Kings Court/English House

9 p.m. Harnwell Rooftop Lounge

Friday, January 18

3 p.m. Bodine Lounge/University Quadrangle

Sunday, January 20

6 p.m. Grad Towers, Commons Lounge

(Senior Residents only)

Applications will be available at the West Campus Office, Harnwell House; South Campus Office, the Quad at 3700 Spruce; North Campus Office, Grad Tower B, King's Court/English House desk, and at the Department of Residential Living, High Rise North. *Application Deadline: January 21, 1985, noon* at the Department of Residential Living.

DuBois Guest Suite

The W.E.B. DuBois College House announces the availability of its guest suite to official guests of the University. Newly decorated and refurbished, the DuBois guest suite includes a private bath, study, and living room area. Since it is located on a wing of the building with no student rooms, it offers guests a comfortable and quiet atmosphere.

The DuBois guest suite can be reserved by calling Ext. 5253. The charge to University departments will be \$15 per night.

Overweight Men

A few positions are still available in a study on endorphins and obesity. Overweight men should apply in person at: Obesity Research Group, University of Pennsylvania, 133 South 36th St./Suite 507. All participants receive free medical evaluation and \$400 for participation.

Holiday Hours: The Office of the University Registrar will be open on December 26, 27, and 28, from 9 a.m. to 4 p.m.

Almanac Break: This is the final fall-term issue. Weekly publication resumes January 8, 1985, for which copy deadline is January 2. Peace.

Almanac

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SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadlines for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.