

Almanac

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SAS Dean: Michael Aiken of Sociology

Dr. Michael T. Aiken, who joined Penn a year ago as chair of the sociology department, has been named Dean of the School of Arts and Sciences after a nationwide search in which the committee considered some 124 names (see report, p. 7).

President Sheldon Hackney will submit the choice for Trustee confirmation June 21. One of the new Dean's first tasks, he said, will be to work with SAS faculty on a School plan leading to the launching of "substantial capital drive in about three years."

Dr. Ward Goodenough, who chaired the search, said Dr. Aiken was one of those the committee nominated. "We are delighted that Mike Aiken agreed to serve, and we have every confidence in him and his ability to lead the School of Arts and Sciences."

The Dean-elect came to Penn from the University of Wisconsin, where he had risen through the ranks from assistant professor (1963-67) to full professor (1970) and served as associate dean of the College of Arts and Letters in 1980-82. During that time he also held visiting professorships here and abroad: at Columbia in 1967-68, at Washington (St. Louis) in 1983-84, and in between on four separate occasions at Belgium's Universite Catholique de Louvain, where Penn also has an international exchange.

"Michael Aiken is a leader," Provost Tom Ehrlich said. "In the course of his distinguished career he has been a leading scholar, teacher and administrator. He understands the centrality of the liberal arts, and will move forcefully and effectively to enhance the School and its strengths."

"He is also a deeply caring person with a strong

commitment to affirmative action," the Provost added. "He not only recognizes academic excellence, he also knows how to develop the needed consensus within the School about future directions. He will be a superb dean."

Dr. Aiken received his A.B. from the University of Mississippi in 1954, and on a Woodrow Wilson Fellowship took his M.A. at Michigan a year later. Continuing at Michigan, he worked on University-based research projects such as a Detroit Area Study and a labor-leisure project while earning his Ph.D. there (1964) with a dissertation on "Kinship in an Urban Community." The first of his six books, *Economic Failure, Alienation and Extremism*, (with Louis A. Ferman and Harold Sheppard) was published by Michigan in 1968. In 1970 Random House published two—*Social Change in Complex Organizations* (with Jerald Hage) and *The Structure of Community Power* (with Paul E. Mott, then a Penn sociology professor). The next two, issued by Jossey-Bass, were *The Dynamics of Idealism: Student Activism and the Black Movement* (1971, with N. J. Demarath III and Gerald Marwell) and *Coordinating Human Services* (1975 with Robert Dewar, Nancy DiTomaso, Jerald Hage and Gerald Zeitz). His latest book is *Complex Organizations: Critical Perspectives*, with Mary Zey-Ferrell (Scott, Foresman 1981).

In some 40 major research articles he takes up issues in job displacement and unemployment, community structure and indentification of leadership, politics-and-policy in several European cities, and other topics relating to the sociology of organizations with an emphasis on urban soci-



David Nocella

ology. Among those most widely reprinted are papers on complex organizations.

At Penn, he was elected a constituency representative to the Senate Executive Committee on arrival last fall, and also served last year on the executive committee of the Mellon Interdisciplinary Seminar. On a long list of committee assignments at Wisconsin are university-wide ones on teaching quality, enrollment changes, personnel classification, computer services and software. In his college (Arts and Letters) he served on committees dealing with library service, computing, industrial relations research, communications skills, and other topics.

Penn and the Osage Fire Aftermath

A \$100,000 check from Penn's health units was one of the first contributions the City received to aid Osage area families made homeless by the May 13 fire. The check to Mayor Wilson Goode's special fund, which had reached nearly \$400,000 by Friday, May 24, was sent May 14 by Medicine's Dean Edward Stemmler, Nursing's Dean Claire Fagin, and HUP Executive Director Charles Buck on behalf of the staff and physicians of the health units.

Penn's mobilization to aid the 240 neighbors with housing and health care began Monday night while the fire was still raging in the 6200 block of Osage and Pine, after the City police's attempts to destroy rooftop bunkers on a fortified MOVE house turned into the worst residential fire in Philadelphia history. Sixty homes were destroyed and 11 bodies recovered from the MOVE house itself.

In Residential Living, Penn housekeepers prepared 40 beds within three hours, and by Tuesday had 125 ready for occupancy. Seven families are now in Penn graduate suites, and another six are expected to move in shortly.

Human Resources, Dining Services, Purchasing, Parking, Libraries, Bookstore, Recreation, the Museum, Annenberg Center and other units of Penn have offered services and goods to help the guest families who will be here through July.

HUP doctors, nurses and nurse practitioners went to work immediately in an emergency station at St. Carthage Church—giving examinations, replacing prescriptions and medicines—and Scheie Eye Institute, where the ophthalmology department is located, opened its doors for free exams, and replacement of glasses and lenses with the aid of Benson's Optical.

In response to a flyer from President Sheldon Hackney and Provost Thomas Ehrlich, Penn faculty, staff and students sent checks to the Red Cross-Osage fund, and took clothing, food and household goods to a temporary collection point at Stouffer Triangle—now discontinued as a drop. Clothing contributions quickly exceeded need, and the City now asks primarily financial aid. (Checks should be payable to the Red-Cross Osage Fund and sent to 2300 Chestnut, Philadelphia 19103.)

A mother-and-daughter from the HUP staff lost their home in the fire, and six Penn employees homes were smoke damaged. Names of the staff, and of the guest families are being withheld to protect their privacy.

Long-Term Aid: Dr. Hackney has named HUP Administrator Delores Brisbon to form a committee of health and social work faculty members to work with the City on long-term service and support for the displaced families. (See *Speaking Out*, page 2.)

The commission appointed by Mayor Goode to investigate the City's handling of the MOVE eviction and the fire is chaired by Law School Alumnus William H. Brown III, a West Philadelphian who headed the EEOC in the Nixon Administration. Three other alumni are on the 11-member commission: Msgr. Edward P. Cullen, a graduate of the School of Social Work and member of its Board of Overseers; Former State Supreme Court Justice Bruce W. Kauffman, '56 College, and Henry S. Ruth, Jr., alumnus and former associate professor in the Law School.

A New Group Health Insurance Program for Students

The University requires all academically full-time students to carry health insurance coverage which includes hospitalization and meets other standards established by the University. To help students to meet this requirement, the University has made available a group policy written specifically for University of Pennsylvania students at a premium judged to be affordable to the students who can no longer be included under their parents' health insurance policies. Effective September 1, 1985 the current health insurance program made available through the University will be replaced by a new program offered by the Hartford Insurance Company.

Background

In September 1982 the University, in conjunction with the Hospital, replaced the Blue Cross-Blue Shield program, which had been available to University students for a number of years, with a self-funded and managed University Student Health Insurance Plan. This program was backed by the Delaware Valley HMO. It met the requirements and provided the benefits of a federally qualified health maintenance organization. The Plan has incurred considerable and increasing financial losses. In January 1984, the University and the Hospital began a thorough evaluation of the University Student Health Insurance Plan and of alternative ways of meeting the health insurance needs of students and satisfying University policy. We have been assisted by independent consultants with expertise in student health insurance programs. Based on our experience with DVHMO to date, we have concluded that a health maintenance organization cannot meet the needs of our students at this time at an affordable premium and be financially solvent. After consultation with the Student Health Advisory Board and the Clinical Practices of the University, the program proposed to us by the Hartford Insurance Company, an experienced and reputable company, was chosen as the plan that best met our students' needs.

Coverage and Premium Schedule of the Hartford Plan

The new program differs significantly in benefits and administration from the current University Student Health Insurance Plan ("HMO"). The Hartford Program is an insured, indemnity policy. Unlike the "HMO", it does not require students to use the Student Health Service or to have services approved in advance by the Health Service. The policy will not cover the first visit for a physician consultant outside the Student Health Service. However, this visit can be provided free of charge to the student through contractual arrangements made between the Health Service and Clinical Practices of the University.

All academically full-time students are eligible for the Hartford program. An enrolled student can enroll a spouse or dependent children under the age of 19. Premiums for the new program will be lower than under the "HMO"

for spouse and for children, but slightly higher for students. Benefits will be less extensive than under the "HMO". Premiums for 1985-86, pending approval by the State Insurance Commission, will be as follows:

student	\$328
spouse	\$383
one child	\$498
two or more children	\$548
family	combination of the above

Summary of benefits

The policy has a basic schedule of dollar maxima for specified procedures and services, with a front end deductible of \$100. After \$1,250 of eligible charges have been incurred, the policy pays 80% of eligible charges up to \$50,000 per accident or illness, except for mental and nervous conditions where the maximum is \$10,000 for hospitalization, and 30 outpatient visits at \$12.50 per visit are allowed.

The new plan has no maternity coverage. In order to provide maternity coverage, the premium would increase to over \$600. However, the Student Health Service can provide information on alternative sources of health insurance at higher premiums for students who want maternity coverage.

The Hartford policy does not cover injuries sustained through participation in intercollegiate athletics, including team training and practices. Alternative coverage is being sought for the small number of intercollegiate athletes not covered by their parent's health insurance plans.

The main administrative change accompanying the change of program is the inclusion of the insurance premium in the University billing system through the bursar. Over the summer students will receive information about the new plan. They will then have the opportunity of deciding whether to fulfill the University's mandatory insurance requirement by choosing the Hartford plan or providing evidence of equivalent coverage. Those who do not wish to sign up for the new plan must then return the waiver card to the Student Health Service. All students who have selected the Hartford Plan and those who have neither signed up for it nor waived out of it will be billed with the bursar's tuition billing.

Any questions concerning the transition from the current "HMO" program to the new Hartford program should be addressed to the Insurance Administrator in the Student Health Service, Mr. Robert Duncan, 662-2864.

—MarJeanne Collins, M.D., Director

—James J. Bishop, Vice Provost, University Life

—Thomas W. Langfitt, M.D., Vice President, Health Affairs

Speaking Out

Osage: Psychological Support

I am writing in part in response to your statement circulated as an *Almanac* Special Bulletin on May 15. It became evident right after the terrible events of Monday, May 13, that many agencies and individuals in Philadelphia are rallying to help meet the immediate needs of the Osage Area's Homeless. I am very concerned, however, that there be planning for psychological support both now and in the future for the persons whose lives have been so terribly disrupted.

With all the resources available within this university, I would hope that a program could be quickly but carefully planned and implemented to provide at least some of the help needed. We have great strengths in our University community in trained social workers, psychiatrists, and planners. And the University, together with HUP and other near-by institutions such as the Institute of Pennsylvania Hospital, could plan and then help staff and even house such a program.

Post-traumatic stress, as we have learned

in the aftermath of Vietnam, is enormously costly to society as well as to individuals and their immediate families. The on-going costs of the May 13th events will be felt intensely in West Philadelphia, our neighborhood. I hope that as an institution with special strengths and as a neighbor, the University of Pennsylvania will marshal its resources to facilitate the provision of the help that is and will continue to be needed.

—Jean S. Adelman, Librarian,
The University Museum

Response to Ms. Adelman

We appreciate your thoughtful letter and share your concern that planning be initiated to ensure that the Osage Avenue residents receive appropriate support both now and in the future.

The response from HUP's doctors and nurses to meet the residents' immediate needs has been magnificent; they have been working for nearly two weeks to provide medical care, including counselling. HUP

will continue to provide these services on a 24-hour-a-day basis. In addition, faculty members from the School of Social Work have volunteered their assistance. Particular care is being taken to ensure that those victims of the Osage fire who are currently living in University facilities receive the support that is necessary over the coming weeks and are connected with appropriate service and support systems.

The question as to how the University can best organize its resources to assist efforts that are underway citywide and in West Philadelphia to establish a long-term support system is also an extremely important one. We have therefore asked Delores Brisbon, administrator, HUP to convene a University committee including representatives from HUP, the School of Medicine, the School of Nursing and the School of Social Work to explore this issue, and advise on further steps that should be taken to help in providing necessary services.

—Sheldon Hackney, President
—Thomas Ehrlich, Provost

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Final Report of the Committee to Search for a Dean of the School of Social Work

The Committee was convened by Provost Thomas Ehrlich on April 5, 1984 and will have completed its work on June 21, 1985 with the appointment of Michael J. Austin, Ph.D. by the Trustees of the University.

A cohesive and hard-working committee, consisting of Howard Arnold (social work), June Axinn (social work),* George Gerbner (communications), Ralph B. Ginsberg (regional science), Alexander Hersh (social work), Carol Hicks (D.S.W. student), Howard E. Mitchell (human resources and management), John Morrison (social work), Janice A. Radway (American civilization), Steven Welch (M.S.W. student, and Harold Lewis (alumni representative), with Robert G. Lorndale as its Secretary, met formally 21 times. It worked in close harmony with the Provost and involved the School's faculty and students as appropriate within the guidelines established for its mode of operation.

The Committee's activities could be viewed to have fallen into four phases. First, it established a statement to guide the search, namely that a person would be sought who, as Dean, could provide leadership and educational excellence, solidify the School's financial base, develop a

talented faculty, strengthen existing bonds with other professional disciplines, and continue creative and productive relationships with the many constituencies of the School. Second, it widely advertised the position in *Almanac*, *Chronicle of Higher Education*, *Daily Pennsylvanian*, *Washington Post*, *New York Times*, and a very large number of universities, via their accredited schools and departments of social work and professional organizations. Third, it received and screened 76 inquiries and applications, of which 24 were female and 14 were minority, and it interviewed ten carefully selected candidates. Finally, the Committee recommended to the Provost four external candidates of national stature about whom it had reached a consensus. Dr. Austin was selected from this group as the outstanding candidate to now lead the School, its faculty and students.

—Alexander Hersh, Professor of Social Work, Chair

Replaced Richard Estes (social work) July 1984.

Report to the University Community by the Consultative Committee for a Dean of Arts and Sciences

The consultative committee recommended three persons to President Hackney as having the desired qualifications to be Dean of the School of Arts and Sciences. The committee's recommendation was by unanimous vote in each case.

The committee advertised the position, solicited nominations from faculty members, and wrote to deans at other major universities as well as to foundation heads and well-placed friends of the University asking for nominations. The committee members also sought for candidates, themselves, giving special consideration to potentially qualified women and members of ethnic minorities. The total response was excellent, producing 124 names for consideration. Included in the list were twenty women and four identifiable minority persons.

The committee then interviewed Dean Joel Conarroe; Associate Deans Ivar Berg, Donald Fitts, and Walter Wales; Assistant Dean Betty Wendt; former Dean Robert Dyson; Provost Thomas Ehrlich; Trustees John W. Eckman and Carl Kaysen; and Professor Houston Baker. Also interviewed by individual members of the committee were all the chairs of departments within the School of Arts and Sciences. The committee's object was to assess the kinds of problems and opportunities that a new dean will face and, from this assessment, to come to an understanding of the qualities to be looked for in its search. Based on this assessment, moreover, the committee prepared an interim report to President Hackney in which it outlined what its members perceived to be the problems that presently confront the office of the Dean of Arts and Sciences. The committee concluded in that report that attention needs to be given to restoring the authority of the deanship, which has been eroded over the past several years. Of special importance in this regard are budgeting and control over fiscal resources.

As for the qualities to be looked for, the committee agreed that the new dean must be a person who is a recognized scholar in his or her field who

qualifies for appointment at the professorial level without question. It also agreed that the new dean must be capable of gaining the support of the faculty; of representing arts and sciences vigorously and effectively to the higher administration, deans of other schools, the trustees, alumni, and potential donors; and of making hard decisions in relation to budgetary allocations. In the latter regard, the committee agreed, the new dean will need a clear set of working priorities and will have to become thoroughly familiar with the strengths, weaknesses, and potentials of the existing faculty, departments, and programs. Finally the new dean, it was agreed, will have to be sensitive to the problems relating to the hiring of women and minorities and to the problems of women and minority students. The committee examined credentials and conducted interviews with these considerations in mind.

From a list of 124 names 24 were approached for interviews (14 on campus and 10 from off campus), of whom 5 were women and 2 were in minority status. Of these 11 (including one woman and no one from an ethnic minority) consented to interview (8 from on campus and 3 from off campus).

Ward H. Goodenough, University Professor of Anthropology, Chair
Mary Ann Meyers, Secretary of the University, Secretary
Gloria Twine Chisum, Psychologist, Alumna and former Trustee
Dan M. McGill, Professor and Chair of Insurance, Wharton School
Lynn Nyhart, Graduate Student, History and Sociology of Science
Samuel H. Preston, Professor of Sociology
Janice A. Radway, Associate Professor of American Civilization
Michele Richman, Associate Professor of Romance Languages
Larry Schmidt, Undergraduate Student, History
Benjamin Shen, Reese Flower Professor of Astrophysics
Edward Stemmler, Dean of the Medical School
William Telfer, Professor of Biology

International Conference on Visual Communications

The Annenberg School of Communications' three-day International Conference on Visual Communications, May 30-June 1, will bring to Penn over 80 presenters from the U.S., Canada and Europe.

More than 200 scholars, media practitioners and students will exchange research findings and ideas through film and video screenings as well as through papers and panel discussions. In many, the angle of vision is what America looks like in British and Continental media.

Members of the University may register for all three days (by Thursday) or register day-to-day before 9 a.m. at prorated fees, the School announced. The full conference costs \$50 (\$20 for students) and the conference wrap-up is a free film Saturday. Some highlights of the schedule:

Thursday, May 30

French Television Programs About the USA; Documentary Forms, Visual Communication and the Holocaust; Research Issues in the Visual Communication of Sexual Subcultures; Native Visual Language (two parts); *Daisy: The Story of a Facelift; British Television Programs about the USA* (two parts); *Studies in Mass Visual Communication; Ethics Art; and Riefenstahl: Studies in Visual Anthropology.*

Friday, May 31

Swiss Television Programs About the USA; The Ethics of Presentation; British Television Programs About the USA; Farrebique and Biquefarre: The Scholarly and Ethical Implications of Ethnographic Fiction (two parts); *A Country Auction; German Television Programs About the USA; Conundrums of Dissent; Filming A Country Auction: A Collaborative Film Model; British Television Programs About the USA; Swiss and French Television Programs About the USA; and MTV: What's It Got to Do With It?*

Saturday, June 1

European Television Programs About the USA (two parts); *European Picture Magazines and American Images; The Role of Film in Research: Examples from the Human Studies Film Archives; British Television Programs About the USA; Ethnographic Studies of Visual Communication* (two parts); *American Family Revisited; Reflections on the Film 'Seventeen' and PBS' Middletown Series; and European Visions of the USA.*

Improper Conduct

The final session Saturday, open to the public free of charge, is a screening and discussion of *Improper Conduct*, the controversial film by two Cuban exiles (the Academy Award winner Nestro Almendros and Orlando

Jimenez-Leal) on the Cuban government's treatment of dissent and dissenters. The film starts at 8 p.m. in the Annenberg School Auditorium. Leading the discussion afterward will be Dr. Larry Gross, professor of communications; Dr. Brian Winstron, chair of cinema studies at NYU; and Dr. Tom Waugh of the cinema department at Concordia University.

Ross Gallery Exhibit

In conjunction with the conference, the Arthur Ross Gallery at Furness is showing *Images of the USA: Three European Photographers, 1920-1940*. The work is by pictorialist E.O. Hoppe and photojournalists Bernd Lohse and Harald Lechenperg.



Photograph by J. R. Eweman, LIFE magazine, C 1982, 1980 Time Inc.

Phone Survey of Penn Shoppers

The personal shopping habits and retail preferences of Penn faculty, staff, students and neighboring workforces are being sampled in a telephone survey authorized by Senior Vice President Helen O'Bannon, as part of planning for the development of sites along Walnut Street. Paul Levy, real estate consultant, said the survey will include HUP, CHOP and University City Science Center members as part of the potential customer base for goods and services in the area. Telephone surveyors will identify themselves as representatives of Ricci Telephone Research, Inc., subcontractors of E.L. Crow. Mainly they will ask how often and where the respondent buys clothing, gifts, food, and recreation/entertainment. They will ask general income information, to be held confidential. Data will be reported on ly in the aggregate, Mr. Levy said. The survey is expected to be completed by September.

Dr. Henry T. Bowman, professor emeritus of civil engineering, died March 30 at the age of 89. Professor Bowman came to the University in July 1943 as assistant professor in the department of civil engineering. He was named associate professor in 1949 and professor emeritus in 1961. There are no surviving relatives.

Jack C. Medica, former Olympic medalist and swimming coach at the University, died April 17 at the age of 71. Professor Medica joined the University in 1940 as swim instructor in the physical education department and was appointed full professor and varsity swim coach in 1944. He held 11 world records, and trained teams at Penn until 1958. Contributions in his name may be made to: U.S. Olympic Committee, Olympic House, 1715 E. Boulder St., Colorado Springs, CO 80909.

Dr. Melvin Molstad, professor emeritus of chemical engineering died May 12 at the age of 86. Dr. Molstad joined Penn's faculty in 1939, and was appointed first chairman of the department of chemical engineering and then as director of the newly formed School of Chemical Engineering. He was a member of Penn's faculty for 30 years, and ushered his students into the computer age, which he felt would end for all time reliance on the trial-and-error method. He was named professor emeritus when he retired from Penn in 1969. Contributions may be made to The Unitarian Church of Germantown, 6511 Lincoln Drive, Philadelphia, PA 19119.

Marion N. Pagel, who spent some 40 years as a secretary at the University, died April 23 at the age of 80. She worked with Donald K. Angell when he was director of the New York office of the University's Bicentennial Celebration in 1940, and continued with him when he became Secretary of the Corporation. Mrs. Pagel became an administrative assistant when he accepted the position as vice president-assistant to the president. She is survived by her husband, Ferdinand A. Pagel.

Almanac Schedule: This issue completes Volume 31. Volume 32 will begin with a July issue containing coverage of the June Trustees meeting and a calendar of events covering July 15-August 31 (deadline June 24). Weekly production resumes the first Tuesday in September. Staff are on duty all summer to assist contributors planning fall insertions. Anyone needing back copies or bulk supply of 1984-85 issues should call Ext. 5274 before July 1, when excess copies are sent for recycling. Our sincere thanks to reader and contributors for their cooperation and interest during the year.—K.C.G., M.F.M., and M.A.C.

Almanac

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