

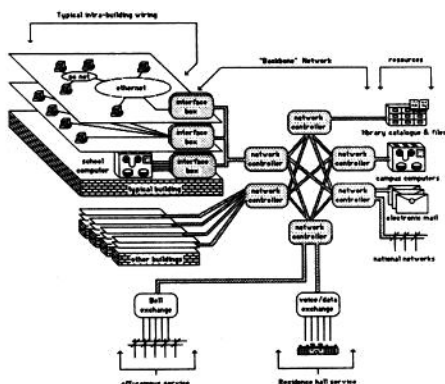
# Almanac

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Data Network Concept Diagram



**Penn-AT&T:** The University and AT&T have reached a commercial agreement to design and implement the campus-wide PENNET data communications network outlined by Vice Provost David Stonehill's Computing Resource Center in *Penn Printout* (inside *Almanac* April 16, 1985). The University will allocate about \$8 million to form the "spine" of the network linking campus buildings together. Another \$11 million will be spent to create internal networks within each building, so that some 10,000 work stations can communicate with each other within a building or on the building-to-building network. This network will be the largest in the world using this AT&T technology, Dr. Stonehill said.

**Turnover at JIO:** Judicial Inquiry Officer Ann Hart has been named to the University's International Programs Office as an advisor to foreign students and assistant to Director Joyce M. Randolph for special projects. Ms. Hart joined the University in 1981 after chairing the foreign language department and directing the exchange program of Germantown Friends School. "She promised us two years but when the University needed her she stayed four," Dr. Bishop said. "Ann Hart saw us through some difficult times but some constructive times—such as the revision of the judiciary charter."

As Acting JIO, Dr. Bishop named Constance C. Goodman, who will continue some of her responsibilities as assistant to the VPUL, he said, "I want the campus to know that there will be no gap in the judicial inquiry function while the search is conducted." He expects to announce the search committee soon.

Ms. Goodman, who was administrative director of Yale's Office for Women in Medicine before coming to Penn in 1981, served earlier as dean of women and associate dean of students at Drexel, and as a medical social worker at PGH. In Lower Merion she was elected town councilman and held other offices such as secretary of the Board of Ethics.

## Penn and the Nobel Peace Prize

The Norwegian Nobel Committee's announcement of the 1985 Peace Prize hit home to some 135,000 physicians around the globe—some of them at Penn where an MD-Ph.D student and three faculty members are part of the organization cited for teaching the medical effects of nuclear weapons and nuclear war.

All four are active in the International Physicians for the Prevention of Nuclear War (IPPNW), which receives the Peace Prize this year, and all are Philadelphia leaders in the U.S. national chapter of IPPNW—the Physicians for Social Responsibility (PSR).

Richard Steinman, who has completed the requirements for an M.D. and is near completion of his Ph.D. in biochemistry, is president of the Philadelphia chapter of PSR, and is the only student (and youngest member) of the national PSR board of directors.

Dr. Stanley Baum, professor and chair of radiology, is on the Philadelphia Advisory Board of PSR and is its representative on the National House of Delegates.

Dr. Patrick Storey, associate dean for continuing education at Medicine, and Dr. Paul Stolley, professor of medicine, serve on the Philadelphia Advisory Board\* as well.

PSR, which celebrates its 25th anniversary March 14-15 in Philadelphia, launched the organized effort of U.S. physicians and researchers to alert people to the medical effects of nuclear war in the early 'sixties, but some momentum was lost to civil rights and Vietnam War issues in the 'seventies. Five years ago the founder of PSR, the Harvard cardiologist Dr. Bernard Lown, restarted the initiative—this time with a Russian physician, Dr. Yevgeny I. Chazov as co-founder. Over 40 nations now have physicians allied in the program the Nobel Committee will honor for "a considerable service to mankind by spreading authoritative information and by creating

an awareness of the catastrophic consequences of atomic warfare.

"The committee believes that this in turn contributes to an increase of public opposition to the proliferation of atomic weapons and to a redefinition of priorities, with greater attention being paid to health and other humanitarian issues," the citation continues. It adds that the awakening of public opinion "can give the present arms limitation negotiations new perspectives and new seriousness."

IPPNW members speak at public and professional-society meetings, conduct grand rounds on medical effects of nuclear war and weapons, teach courses for future physicians and researchers, and speak widely on college campuses. "What we tell them," Dr. Baum said, "is that on the basis of all known research *there is no treatment*, and the only thing we can do is prevent it." Mr. Steinman and the three faculty members in IPPNW took part in the 1983 President's Forum, "Toward Preventing Nuclear War."

\* (Seven of the Board's 20 members are Penn people—Drs. Baum, Stolley and Storey; Vice President Thomas Langfitt of Health Affairs; former Dental School Dean Walter Cohen; and Professors Emily Mudd and Jonathan Rhoads. Mr. Steinman also heads the chapter's steering committee, where Dr. William L. Elkins of pathology is treasurer, and Drs. Arnold Chait of radiology and William Kissick of research medicine and health care systems are members.)

**Council Coverage:** Debates on sexual harassment survey results and proposals to approach the Trustees on divestment are on pages 4-7 of this issue. An NIH Report on the Head Injury Lab, summarized in the October 8 issue, was displaced to allow for publication of Council transcripts.

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**Luce Fund Nominations:** Under a grant from the Henry Luce Foundation, the University will invite a scholar in the humanities or social sciences from the People's Republic of China to spend 1986-87 at Penn and work with our China specialists. International Programs Director Joyce Randolph said nominations of Chinese scholars should be sent as soon as possible to Professor Victor Mair, East Asian Studies Committee, 849 Williams Hall/CU.

## Call for Suggestions

The Senate Committee on Administration for 1984-85 published in *Almanac* of October 2, 1985 its report on the Rules of the Faculty Senate. In this report the Committee submitted some important suggestions concerning changes in the Faculty Senate. The Senate is expected to receive soon from the Committee Chair specific draft resolutions to be considered by the entire Senate during the November 20 general membership meeting.

Because the subject matter with which the Committee on Administration has dealt in 1984-85 is so important for the future of the Faculty Senate at this university, the Senate Executive Committee is scheduling an extensive discussion on the Committee's report on October 16. However, additional inputs are expressly needed. These inputs can be in the form of general ideas or reflections, or in forms of specific draft resolutions to be included for consideration during the November 20 Senate meeting. Any such draft resolutions will be published in *Almanac*, together with the Agenda of the meeting and the specific committee's resolutions. In order to just refresh the memory of the Senate members, the Committee on Administration dealt with the following major topics.

- (a) Suggests the increase of Senate constituencies from 26 to 36 by adding four new constituencies in the Medical School, four new constituencies

in the School of Arts & Sciences, one new constituency in the Wharton School, and one new constituency in the Veterinary School.

- (b) Suggests the elimination of all at-large positions in the Senate Executive Committee.
- (c) As a result of the changes suggested above in (a) and (b) it suggests the reduction of SEC from 47 to 45 members.
- (d) Suggests the change of the method of selecting the Nominating Committee so that the future Nominating Committee of the Senate becomes a subcommittee of the Senate Executive Committee, elected by SEC itself.
- (e) Suggests that the present system of having elections of the officers of the Senate only in case of challenges initiated by at least 25 members be continued.

Any member or group of members of the Faculty Senate who want to submit other options or extensions of the changes of the Rules of the Senate, are invited to bring forward specific suggestions, or draft resolutions by Monday, October 28, 1985. Bring the material to the Faculty Senate Office, 15 College Hall so that we can include them for publication in the *Almanac*.

*Anthony R. Tomazinis*

## From College Hall

### Faculty Salaries and University Budgets—A Response

The Faculty Senate Chairman devoted his column last week to "Faculty Salaries and University Budgets." We appreciate his supportive words about faculty salary increases in Fiscal Year 1986. Significant progress was made, and we have every intention that the University will continue to provide real growth in faculty salaries in Fiscal Year 1987. As we have predicted publicly before, however, that year will probably be the most difficult the University has faced this decade in terms of balancing the budget. We agree fully with the Faculty Senate Chair that the faculty salary increases must remain a key University priority.

The column last week by the Faculty Senate Chair emphasized the need to watch carefully non-academic expenses generally and administrative salaries particularly. We agree fully with that point. The column cites a number of figures to support the proposition that administrative salary budgets in prior years have grown at disproportionate rates. Unfortunately, the comparisons in the column involve not only apples and oranges, but a full fruit basket. To cite one example, the column suggests that "the teaching salary budget of the faculty might be covered by research overhead, special student fees, and miscellaneous general revenues." In fact, research overhead is expressly limited to overhead costs; student fees are for non-classroom student services; and most miscellaneous general revenues are from area-specific sales and services, such as sales of dental equipment to dental students.

Special care must be taken when drawing comparisons to budgets over a decade ago, for the University has changed significantly since then, particularly in terms of research. Since 1973, for example, many non-standing faculty A-2 positions have been shifted to the A-1 category. Further, the Clinical Practices have become part of the Medical School, with significant financial effects. As a result of these and other shifts, comparisons over the last ten years are impossible without numerous adjustments of the figures to ensure comparability.

We will not try to untangle each of the budget comparisons in the column. Rather, we reaffirm our common goal of maximum possible increases in faculty salaries. At the same time, we trust faculty members realize that there is a direct connection between the level of support services for the faculty and the cost of those services. The current major efforts in computing are one illustration. The significant he specific committee's growth in computer services is based primarily on academic, not administrative, priorities. Together with fundraising personnel, computing support accounts for a large share of the increase in non-faculty personnel.

Each year we feel strong pressures from various faculty members, as well as others, to provide more support for one service budget or another. As one small illustration that we cite with a large amount of glee, the Faculty Senate Chair pressed last summer for more than a 100% increase in the budget of the Faculty Senate, and the increase was reluctantly approved.

More seriously, we recall that two and a half years ago the Senate Committee on Administration reported on its detailed review of central administrative expenditures:

"The Senate Committee on Administration concludes that the pressures of inflation, the increased number of faculty and students and the expanded scope of University responsibilities by and large justify the growth in central administrative expenditures over recent years."

We agree with the Faculty Senate Chair that this matter bears continual review and we will work with him and his colleagues to that end.

*Sheldon Hackney*

*Thomas Eulich*

### Sexual Harassment: Counseling

The Penn Women's Center is a resource when dealing with sexual harassment for the entire Penn community. Regardless of whether you are a student, faculty or staff person, the Penn Women's Center offers free and confidential information and counseling services.

The Penn Women's Center staff and counselors are available to discuss with you issues related to sexual harassment including: providing information on sexual harassment; emotional support; information on the various University procedures for informal and formal reporting of incidents of sexual harassment; counseling on sexual harassment experiences and other issues of concern to women; advocacy; advice; and information and referral to campus and community resources.

The Penn Women's Center is particularly interested in hearing directly from women about their experiences on campus generally, and especially in relation to sexual harassment. The Penn Women's Center does not conduct formal investigations, but works closely with complainants during such processes.

Please stop by the Penn Women's Center (Room 119 Houston Hall) or call Ext. 8611 if you have any questions or concerns.

—Ellie DiLapi, Director

**Corrections:** In last week's deaths column, the name of Stanley Cierkosz and his widow were misspelled. We regret the error.

*Almanac*

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# Speaking Out

## Racist Slander

The Black Student League has sponsored and defended a virulent racist slander. Jews are the primary objects of their attack, but white Christians are included; even Pope John Paul II is characterized as a "damned liar."

No other group conceivably could sponsor such bigoted and incendiary statements without strong censure from the Administration and from the academic community at large. The black community on campus should not be exempted from ordinary standards of civilized decency. It is the responsibility of the Administration to enforce those standards. Can we not see a continuity between this administrative inaction and past administrative sponsorship of inverse-racist seminars stating that all whites, but no blacks, are racists?

We look to our leadership now to express contempt for the fomenters of hate and division on campus, and to do so promptly, publicly and explicitly.

—Herbert Callen  
Professor of Physics, Emeritus

## Statement on the B.S.L. Incident

On September 24, 1985, the Black Student League sponsored a speech by Jamil Muhammed of the Nation of Islam. This speech caused much controversy and debate within the Penn community over the last week. In order to try to alleviate the controversy, the U.A. Steering Committee sent a letter to Lorenzo Holloway, president of the Black Student League, asking him to explain the timing, the publicity, and the confrontational nature of the speech. *The B.S.L. felt that it did not owe any further explanation than it had already given.*

Therefore, in an effort to answer some of the questions voiced to us by our constituents, the UA wishes to relate the following information.

1. The B.S.L. claims it was unaware when it scheduled the speaker that it was the eve of Yom Kippur, a Jewish holiday.
2. The speaker had come to campus in the past. The B.S.L. publicized the speaker in the same manner as it had previously. Also, the speech was advertised for 3 days in Campus Events.
3. The B.S.L. did not use S.A.C. money to pay for the speaker.
4. The B.S.L. claims it did not bring the speaker to campus for the purposes of offending people but the speaker was brought here with the intentions of expanding the educational horizons of the campus.

This information is in no way complete. We can only hope that it can help answer some of the questions of the student body on the

issue, and that those answers will help reduce some of the tension that the speech caused.

—Michael Gordon for the  
Undergraduate Assembly

## ENIAC Was Classified

I offer the following comments on Professor Sherman Frankel's letter (*Almanac*, September 24, 1985):

1. The ENIAC, the world's first large-scale digital electronic general-purpose computer, and the forerunner of today's common electronic digital computers, would never have existed if "classification" had not existed. What modern achievement has produced more acclaim for the University than the ENIAC? Furthermore, the research and development work that went into it resulted in a benefit for society of a marked impact.

2. I question the statement made by Professor Frankel: "Over the last third of the century the University of Pennsylvania has had an excellent record in preserving the academic nature of research on campus." In the context of his letter this means preventing classified research on campus. The time period has been less.

—John G. Brainerd  
University Professor, Emeritus

## Debt of Gratitude

The news that Ann Hart is leaving her post as Judicial Inquiry Officer saddens me and, I'm sure, all who have been privileged to work with her during the last four years. She has exemplified a highly ethical and genuinely human approach in many very difficult matters on this campus. I am sure that those whom she will serve in the Office of International Programs will discover her unique sensitivity and largeness of spirit.

This University community owes her a great debt of gratitude.

—Rev. Ralph Moore, Director  
The Christian Association

## Statement on Harassment

The Women's Studies Advisory Board and other concerned faculty, administrators, staff and students met October 9 to discuss *The Report of the Committee to Survey Harassment at the University of Pennsylvania*. They prepared the following statement and asked that I read it to the University Council. They also requested its publication in *Almanac*.

Despite the attempts of some to trivialize the issue, the Survey provides irrefutable evidence that sexual harassment constitutes a serious problem on this campus. Existing University policies have proved entirely inadequate to deal with the extent and intensity of the sexual harassment here. The development and implementation of effective structures and sanctions is a matter of utmost urgency. The

Advisory Board of the Women's Studies Program and the Women's Center plans to meet with concerned faculty, administrators, staff and students over the succeeding weeks to deal with the situation.

—Helen C. Davies, for the  
Women's Advisory Board

At its meeting on October 8, the Undergraduate Assembly voted the following resolutions:

## Two Resolutions on Harassment

### Resolution One:

*Whereas*, the results of the Sexual Harassment Survey show a disturbingly large number of occurrences of harassment, and

*Whereas*, the results show that sexual harassment goes extremely underreported, and,

*Whereas*, the results show that many people are unaware of any sexual harassment problem, therefore,

*Be It Resolved* that the Undergraduate Assembly, in conjunction with other appropriate groups, immediately strive to:

1. Hold large group discussion and sponsor speakers on Sexual Harassment.
2. Publish flyers explaining the survey.
3. Publicize the Women Organized Against Rape Hotline number.
4. Place small ads in *The Daily Pennsylvanian* to make people aware of the survey's results.
5. Publicize, through intramural mail, ways to report harassment.

*Be It Further Resolved* that the Undergraduate Assembly, in conjunction with other appropriate groups plan to:

1. Starting with the Class of 1990, hold small group discussions on freshman floors to discuss the seriousness of the problem.
2. Starting with the Class of 1990, include in the freshman packet a list of some key statistics from the report, as well as ways to report harassment.
3. Try to begin an anti-harassment program in the Fraternities.

### Resolution Two:

*Whereas*, there is a serious problem with Sexual Harassment at this University, and,

*Whereas*, the current sexual harassment policy has no provision for dealing with peer-to-peer harassment, while peer-to-peer undergraduate harassment constitutes a major portion of all harassment, and,

*Whereas*, the current harassment policy allows the name of the complainant to be revealed to the accused harasser, and this may discourage reporting, therefore

*Be It Resolved* that the Undergraduate Assembly work with the University Council in order to write a new policy on sexual harassment.

*SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline 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.*

## To the University Community: On Education about AIDS

Because of its continuing interest in the health of its community, the University of Pennsylvania is expanding its efforts to educate the campus community about AIDS. Educational and counseling programs are being developed through Student Health Services and other campus offices to give accurate and up-to-date information about the disease and recommendations on how to prevent its transmission. This will include the publication of a second updated version of the 1983 AIDS pamphlet prepared by the Student Health Service.

Penn, like any other urban community of 40,000 adults, has had individuals with AIDS. Persons with AIDS, as with any other serious health problem, will be treated humanely and fairly by the University. We will individually consider each case that comes to our attention as we would any other debilitating illness and will help the individual to obtain medical attention. If a person is unable to perform his or her normal responsibilities within the University community due to illness, the University will help the person arrange a medical leave of absence.

The University will not reveal information that could identify any persons with AIDS just as it does not reveal confidential information about people with other diseases.

Current studies conducted by the Centers for Disease Control and other health organizations indicate that the virus of AIDS is transmitted through intimate sexual contact and intravenous drug use. It can

also be passed on by women to their unborn children. AIDS has also been transmitted by blood transfusion with blood donated prior to the current methods of screening donated blood. Evidence to date indicates that there is no risk from the casual contact resulting from sharing academic, research and recreational space, including dining, bathroom and living facilities. In fact, studies of household contacts of persons with AIDS show that, except for those involved in the types of intimate contact described above, close environmental contact does not confer the risk of acquiring AIDS.

Any student who wishes to seek information, advice or counseling about AIDS should contact the Student Health Service at 662-2850 or make an appointment with a Student Health Service physician by calling the same number. Students with concerns of a non-medical nature can also contact the University Counseling Service at 898-7021. Faculty and staff members should see their own physicians or contact the Office of the Vice President for Health Affairs at Ext. 2700 for referrals to information, counseling or medical services. The Faculty/Staff Assistance Program is another resource for University employees; their counselors can be reached at Ext. 7910.

I will communicate to the University community about the AIDS problem on a periodic basis.

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

## COUNCIL

### I. Debate on Sexual Harassment Survey

At Council on October 9, attacks, support, and questions greeted the Report of the Committee to Survey Sexual Harassment (*Almanac* October 24), jointly presented by committee co-chairs Dr. John deCani of Statistics and Dr. Philip Sagi of the Population Studies Center. In the absence of President Sheldon Hackney, Provost Tom Ehrlich presided.

Dr. deCani opened with the origins of the Survey (requested by Council, with a short deadline; using Harvard's categories but grouping them for purposes of analysis), some caveats (noting standard-error data provided, and citing tests for nonresponse bias) and some "prominent numbers that appeared." Of the latter, one that had not previously emphasized in the Report's page II summary was:

**Dr. deCani:** In Table 5 . . . you'll notice that except for peer harassment of students, aside from behaviors in category A, the most common form . . . is a combination of behaviors in category A, which is looking, joking, teasing; and category C, which is cornering, pinching, touching. You see behavior in A occur much less frequently in combination with B, which is pressure for dates, phone calls, letters. So what you see is a form of behavior with a very small personal element in it — there's no attempt, in these incidents, to establish any kind of relationship with a person who is receiving the attention. Instead it seems to be very opportunistic, and I personally find that worrisome.

Dr. Sagi highlighted responses to harassment — such items as in Table 6, where wom-

en looking at nonpeer harassment by joking and teasing see it as more serious than men; that there is more agreement on the seriousness of the touching- pinching-cornering behaviors through "h" (unwanted pressure for sexual activity). He noted Table 7's evidence of nonconfrontation (ignore, avoid, go along) for reasons such as "personal cost, fear of reprisals." He ended with Table 13's indication that most see a University responsibility to control harassment.

#### Q & A Discussion

**Dr. Peter Gaeffke:** The survey started out as an attempt to blame the whole faculty of this university. You have only to read the first line [cites peer harassment] and it fails miserably. Instead of that it came out that the main issue is among undergraduates. One has to look into the seriousness of these problems in [a] real and not in a make-believe form. And I think it is a make-believe, or at least not willing to accept the reality that we live in an only partially civilized society. Who, for instance, can make something if he is confronted with a masturbating man in the aisle of the Library, that happened recently, but [put] teasing, looks, remarks of a sexual nature in one category with actual rape. That, I think, is a sign that certain people, and I would say our women students and faculty, do not want to accept that it is simply life that these things happen. What can you do, I mean? That is one point. The other point is that the survey makes the reality worse than it is when it lumps together leaning over and actual and attempted rape. So you

found that in five years 25% of the standing and associated faculty were raped or leaned over. Tell me, were they raped or leaned over? I mean it is absolutely ridiculous, such a thing. I mean it blames the faculty, as if they could have a third of our faculty raped. I mean, how can you do such a thing. Then it comes out, yes, 40% of the undergraduates report all sorts of things. . . . It simply does not take into reality this variable and how it should be treated. But I am happy about what you said that it is actually a problem mainly concerned with undergraduates. And I hope that the University will deal with all these cases which really are serious and which really put people into difficult situations, and not lump them together with such things a woman who has chosen to be free, and go around, simply has to face.

**Dr. Mark Stern (Committee member):** It is true that at one point we lump together all forms of harassment, which I might point out are all forms defined in the legal definitions that apply to this university's employees and in many cases to its students. . . . but anyone who is willing to spend time to go through this survey, to read each number, to look at the implications, will see we haven't lumped them indiscriminately or in such a way that a careful reader can't disentangle them. I would suggest that any member of Council has data in front of them to draw a number of detailed conclusions about harassment. The conclusion isn't simply that undergrads . . . are being harassed or are harassing. If you will look at the rates in Table 2, for undergraduates, graduates, fac-

continued past insert



ulty and staff, you'll find . . . strong similarities across those four groups, and that harassment is a phenomenon that is present in all of them.

**Dr. Michael Cohen:** . . . I can't find the data. Will you please disentangle for me "leaning over" and "actual or attempted rape?" I have leaned over hundreds of students in my physics labs and I will be goddamned if I will be put in a category with rapists.

**Provost Ehrlich:** The term *unwanted* . . .

**Dr. Cohen:** But what fraction is mine and what fraction is the rapists'? [Dr. deCani refers him to data in Table 10]. So, 42 lean over or pinch and 3 assault. I hope you're not telling me that merging these makes any more sense than merging murder and shoplifting. I ask people what is meant by "leaning over" and some people laugh and some people say, "You know perfectly well what is meant by leaning over." . . . I asked some people about suggestive looks. Some people laughed and some said, "You know perfectly well what a suggestive look is." The same thing with a phone call: . . . someone doesn't want to go out with a guy, [a phone call] is unwanted pressure for dates, to some people. This thing subsists on ambiguity. You've got only three cases in there of unambiguously serious stuff, it seems to me. In fact, there's a struggle for the possession of the high ground here: You see the word harassment has been built in from the beginning. Suppose we called it the Campus Survey on Annoyance? I mean those of us lived through the McCarthy period have seen how important the use of language is. I don't know what the internal dynamics of the committee are, but at least I'm glad finally to be able to understand that when you merge under that category C something like 6% of the action was "g" and the other 94% "e". That merging was the one that upset me the most.

**Dr. Helen Davies:** (After reading into the record a letter with Dr. R.E. Davies, published in *Speaking Out* October 1, on significance of absolute numbers, extended to the female population as a whole on the basis of survey results): I know that numbers are impressive; I am a scientist and numbers are important to me. But I happen to be a woman who's been at this university three and a half decades, and I translate these numbers to the women students, faculty and staff who have come to me and come to other women and said, "I am not reporting this officially. Help me. Do something for me." And this is the occasion which we will have to do something. (Applause.)

**Dr. Victoria Kirkham:** (Noting that she had responded to the survey) I had a sense that certain responses were being elicited . . . I suppose it's very hard when you are planning a questionnaire to get the kind of information you want without directing people in some way; but I still think it's very dangerous and perhaps depressing to be talking about some-

thing like a look or a glance . . . someone might have a chip on their shoulder . . . and consider that sexual harassment. So I wonder if you could tell me more about these categories of looks, comments, which are in fact part of natural human behavior . . .

**Dr. Michelle Fine (Committee member):** Yes. One of the points the Provost mentioned, the word "unwanted" prior to each of the behaviors, was intentionally added. In fact that was inconsistent in the Harvard Survey, but we decided to be consistent about it. . . . The categories we have included as harassment — and we use the word advisedly because it's the legal definition, as outlined in the beginning of the report — indicates a set of behaviors that interfere with an individual's work performance or create an intimidating, hostile or offensive work environment. These are the behaviors that legally fall under the University guidelines. [Cites also agreement within the surveyed population.] And one of the things that people have to understand is that when we talk about harassment we talk about *effect* and not *intent* — that if the victim herself agrees that it is harassment it is the case with the research and with the law that it's considered harassment. So that the intent may in fact be benign, but the woman experiences it as harassment. One other point, about unequal power relations. I'm not convinced

that we have disproved the notion that the majority of harassment occurs within an unequal power relationship. What we have been able to demonstrate is that harassment occurs in large numbers across status differences, where there is a clear status difference or unequal power. But there are many in this room and many scholars who would make the argument that relations between men and women in this country at this time are basically unequal power relationships because men have access to financial, economic, social and physical power in ways that women don't. So that even in some ways the word *peer* is a misnomer because even harassment between male and female students could become considered harassment between unequals.

**Dr. Stern:** To follow up on Michelle's comments [describes consultation with professor in a research methods course in which he asked "What would you see as a base for coming up with a definition?"] He said first you would consult the literature; second you might want to consult the law. The third one is you might want to consult your subjects — that's getting into field research now, but one of the things would be that. Now we on the committee did not have any way of getting at that going in, but again, referring you to Table 6, it gives you some sense of what the categories are in our environment, on our campus. If you look at that table, there are few forms of behavior, even the ones that some people refer to as the minor ones, that have below 40%. So I guess on all three of those standards our definitions are accurate. People could make other choices but I think we made the right ones.

**Dr. Roger Soloway:** I read the report from start to finish — not to brag, but to confess that I found it very difficult to follow. Many numbers, and not able to match up text with numbers very easily. I assume that if I had the problem many people also had it. That's not a criticism of the report or the way it's written, it's just the mass of data. I know the committee has come to a close with their formal work, but what I would hope is that because of the complexity of the report they would be available to whatever group or forum is constituted — and I hope will be constituted. They know it better than anyone else; I'd like just to stress that point. I'd like to ask the rest of you, instead of criticizing individual points of this report and impugning the feelings of a committee of which you don't have personal knowledge, that you look at it and you suggest to the committee — suggest to the people who will do something with it from here on — that they can look at the data in alternative ways. What constructive criticisms can you raise to have us conclude something of substance at the end I think it would be waste of the time of the committee, a waste of the time of the people in this room, if we can't at the end of all this include some alternative type of behavior for all of us.

**Mr. Ehrlich:** Will the committee be avail-

## Reports at Council

Before starting the discussion of the sexual harassment survey that dominated the October 9 meeting:

- Provost Thomas Ehrlich announced that the deans (except the two new ones Dr. Michael Aiken of SAS and Dr. Michael Austin of SSW) will begin this winter to publish summaries of their School's five-year plans, after review by the Academic Planning and Budget Committee.

- Senate Chair Anthony Tomazinis said the Committee on Undergraduate Admissions and Financial Aid will review for update the McGill Report of 1966 which has served as Penn's admissions policy for nearly 20 years. He added that Personnel Benefits is looking into flexible benefits.

- Undergraduate Assembly Chair Michael Gordon read a UA statement on the Black Student League matter discussed in campus media in recent weeks (see text, *Speaking Out*, page 3). He said UA will issue statements on sexual harassment (also page 3) and conduct a forum on apartheid. Among other agenda items for the year for UA are review of student fees; proposals for a new student union; and lobbying for a snack bar where missed-meal credits from Dining Service would apply.

- For GAPSA, Chair James Whelan reported that a *GAPSA Gazette* will appear soon, and that an activities fund has been set up specifically for cross-school events for graduate and professional students. The group's first orientation program for TA's was held this fall, and a session on school governments is planned.

able? (They agree; some jokingly offer autographs.)

**Dr. Henry Teune:** (*Intermittently audible; raises questions about disaggregation of data, problems of open-ended responses in data analysis; accounting for all in some instances, not in others; and sampling.*)

**Dr. Stern:** I think you're referring to categories used in the beginning, based on qualitative comment. We were essentially trying to set up categories. What we hope to do in terms of further analysis is to try to explicate what those are. (*Dr. Teune responds that he would find it helpful to have some descriptive material.*)

**Dr. Anthony Tomazinis:** This report has been very helpful. [It tells us] there is a large number of female members of this community who feel offended for one reason or another. I accept the point that many times the offense is not intended at all. But the feeling is there, and ...on Table 6 a tremendous preponderance of people say, "Yes, there is harassment." I don't think they are the only ones. I have been harassed many times...by comments that really displeased and infuriated me. That's harassment, that's abuse of my freedom. I have been in meetings that were absolutely gory, absolutely offensive — mannerisms, even body odors that were offensive, abusing my civil rights. We are sensing...a new civic norm of behavior on our campus. I have to disagree in terms of numbers with my esteemed colleague[s], Dr. deCani, Professor Sagi. In my class I would throw this questionnaire out. I had to go to the questionnaire to find out whether it was a cooked-up questionnaire. In marketing — some of you have taken marketing courses — if I go and I say "Do you like to ride a dirty, offensive, terrible subway downtown?" 99% say NO. "Do you like to ride a subway downtown?" 50% say yes. If I say "Would you like to ride a beautiful, quiet, aromatic, with-coffee-service subway downtown?" 90% would say YES, and I would start producing plans. If I had only the first survey I would say "Subways — no, no, out!" This is what has been done. However we cut it, they were so worried, it seems to me, to make a point that they exaggerated the point....I read the letter by Professor and Professor Davies which concludes that if you extend this number there are 77 rapes a year on this campus. And who is apprehended? No one. So we have got, what — 500? a thousand? loose rapists running around here. And there are 249 other assaults? If you multiply every year, we have a couple of thousand real criminals among us. I cannot accept that. That's too many. And that's why I take issue with the numbers in the survey. But the survey did reveal the essence of it, which is that we have a large group of female members of this community who are offended, and it is important for us to start thinking about ways to establish a behavioral pattern, an interaction among ourselves which takes the sting out and makes possible civil behavior. I have a daughter

here. So she goes to class as a novice, and here is a sequence of dirty jokes. You laugh at the first one, the second one is terrible to take, the third one you say "For God's sake stop it." What am I going to do? Is that harassment? It is — what, the unwanted? Well, it is insensitivity that we have done. Don't believe my daughter — I have heard tasteless jokes...I bet every one of us has. I think the essence of it is we must invest sensitivity, establish norms of behavior that reduce the offense. Now the second thing I would say is we must make the effort that it is done by ourselves. Let's not establish a police state in this university, which says anyone who says a dirty joke a day, by the time you tell the third joke out you go — or by the time you ask the third girl for a date and she says no, out you go. (*Interrupted by laughter.*) We must make sure the corrective action starts from where the offense starts, which means in each one of us.

**Dr. Stern:** In terms of my reputation and academic career the comments about the cooked-ness of the survey aren't important. But two people — John and Phil — have careers in this area. I don't know if they want to respond but I want to respond for them. To imply that any attempt was made to cook data, to plant questions, was really unfounded. We spent an immense amount of time in committee specifically on that issue. We pretested questions, we elicited comments from people about what was wrong with certain questions, and if there was something wrong we threw them out. As I understand what you're saying, Tony, you're saying that because your perceptions of the campus are a certain way, and that the data show higher levels of harassment than your perceptions, that there must be something wrong with the survey. Personally I would propose that the alternative hypothesis is that there's something wrong with your perceptions. I really do think that men on this campus don't understand what women go through. (*Interrupted by applause.*) Having conducted this survey, and having read the responses, looked at the tabulations, talked with women about it, it strikes me that men live in their own little world about what's going on here. It may not be that every man is a harasser, but such a huge proportion of the women on the campus do end up being harassed that there's a need for that to be driven home. If you look at the evaluations of the seriousness of the problem that Phil pointed to, there are these constant differences between men and women. Men don't see this as serious a problem as women do. The reason for that, I think, is because men aren't experiencing it the way women are. It doesn't have the same impact on their life, day by day. And really, all I can do is plead with my male colleagues to appreciate that there is that gap and that our need is to work to overcome it.

**Dr. Tomazinis:** It's not my perception, Mark, it's the questionnaire... Even if it said only 10% were feeling harassed, that's too many. But [discusses questionnaire's handling

of people-in-authority versus people-in-authority-over-you.]

**Dr. Fine:** (*to Dr. Tomazinis*) Over a year ago you made the claim that you didn't trust the anecdotal information that the Conduct and Misconduct Committee [gave]. It was that statement in part that was the initiative for a scholarly, scientific, systematic survey. It seems to me that the systematic critique of the evidence no matter how fancy we get suggests that you have a systematic denial that the issue exists. It seems to me we are better off as a community to begin to figure out, in the way that Roger Soloway suggests, to begin to figure out what we can do collectively rather than deny the existence of the problem. The business about trivializing the data: I think it's problematic to trivialize the experience of the women who have responded. Nobody talked about being told she looks nice or she's wearing a nice dress or she's bothered by men — that's not the level of harassment that any woman who responded to this provided us. Of all the surveys we got back, over a thousand had written responses that took a lot of time and a lot of care. I think we should stop with the trivial comments about it.

**Amy Lyman:** I just wanted to comment on the implications of harassment for students...and the number of students I know who have experienced harassment. I have noticed [as responses] avoidance of professors, avoidance of a peer who is harassing, avoidance of pursuing an academic interest, avoidance of pursuing a career interest, fear of denial of financial aid, fear of (not graduating), and often at times leaving the school or program you had come to Penn for. These are very serious, whether a professor calling you for dates, a peer constantly harassing you, harassing you only once — once can be enough to get you out of that department or keep you from pursuing an academic interest that you wanted to pursue. It is important that we understand that unwanted teasing, jokes, and questions can have very serious implications.

**Dr. Davies:** (*reads into Council minutes a statement from the Women's Studies Advisory Board, et al; see Speaking Out, page 3*). A final speaker, unidentified male student, urges Council to "stop worrying about 7% or 5%" and focus on "the way we treat people."

Provost Ehrlich reminded that the next Council session will take up policies and procedures. "We have a policy. Perhaps it should be changed. We have some procedures. Should they be changed? I'm sure the Steering Committee will be pleased to hear from people." He thanked the survey committee for its help and its promise to help in the future.

**Ed. Note:** The debate on sexual harassment is partly from tape transcription and partly from notes used when tape did not cover. If speakers or listeners have corrections please forward them immediately.—K.C.G.



## II. South Africa: Tabling a Motion for Roundtable

The Provost yielded the chair to Dr. Tomazinis and joined the discussion of ways to bring questions on divestment and apartheid to the Trustees, who have the issue on their January full-board agenda.

Dr. Henry Teune said his question on the complicated issue was what the University should do other than divestment. Giving his conclusion that "the present regime doesn't have too long to be," he asked "What happens after? One thing Penn does well is education...What's on our agenda besides our portfolio?"

Mr. Ehrlich said the Trustees were more likely to listen to reasoned approaches than others. Dr. Fred Block said that Columbia's divestment was directly related to the amount of civil disobedience and this did not indicate that reasoned discourse was the cause there. Dr. Block urged Council to take a position, as four years ago it did, calling for divestment by a 28-9 vote (*Almanac* December 15, 1981.)

Dr. Wayne Glasker countered that the Trustees ignored the action four years ago: "If four years have gone by and nothing has changed, what good would it do?"

Mr. Ehrlich said "We did get things done

under the Sullivan Principles; what happened there did make a difference." Roger Soloway, agreeing with Dr. Teune's prognosis on the regime, asked if Penn might create a brain trust or find other routes to help so that "when change comes, we will be dealing with more than a heap of rubble." He asked if total divestment might not "lose any leverage we have."

Patrick Hagopian, a graduate student leader of the Penn Anti-Apartheid Coalition, said the four-year-old action might be relevant, wiser today than at the time.

GAPSA's chair James Whelan introduced a resolution on holding a Divestment Roundtable Discussion, as follows:

The discussion group should represent all interests but still remain small enough to encourage open exchange. The proposed breakdown for participants would be as follows: 2 undergraduates, 2 graduate students, 2 faculty members, 2 administrative appointees, and 4 Trustee representatives. There would be a total of 12 participants. It is further proposed that this group meet several times before the January Trustees meeting. Each meeting will be focused on one particular issue pertaining to the

policy of investment with respect to South Africa. Suggested topics are:

*Divestment as a Practical Issue:* What would divestment mean to Penn in terms of endowment investments, corporate responses, and recruitment losses?

*Divestment as a Moral Issue:* Is divestment a proper and effective response to South African policies of apartheid?

*Alternative Strategies:* In addition to or in place of divestment, how can Penn help to bring an end to apartheid while keeping in mind the welfare of the people of South Africa?

All members of the discussion group should have open access to the materials that will be used in the discussion. Summaries of each discussion should be made available to the Penn community.

Mr. Whelan said the discussion might allay the feeling there's delay or avoidance by the trustees, and that written statements are seen by many — but not read — as avoidance.

After debate including a proposal to pass this resolution and then take up in November the issue of total divestment, the GAPSA action was tabled by a majority show-of-hands vote.

### Anti-Apartheid Rally: Demonstration to Come

At Friday's rally ending a three-day outdoor vigil, the Penn Anti-Apartheid Coalition announced plans for a demonstration during the October 24-25 full-board gathering of the University Trustees.

Some 200 attended the lunchtime rally, after 20 students had stayed overnight Wednesday, and 50 overnight Thursday, in the vigil at the foot of Ben Franklin's statue in Blanche Levy Park—the Thursday night group fed by a fund Library workers collected.

A widely-distributed statement (right) lists the demands framed by the Coalition, made up of over half a dozen campus organizations.

South African investment policy is on the January, rather than October, agenda of the Trustees, according to Chairman Paul F. Miller, Jr.'s announcement to the Executive Board in September. In preparation for that discussion, he published For Comment a statement in *Almanac* September 17, with an attachment that gives figures on Penn's holdings in companies that do business in South Africa, and their compliance status with respect to the Sullivan Principles. A flyer distributed at the rally names 21 colleges that have total divestments, including the recent ones at Columbia, Temple and Haverford. Penn is listed with Harvard, Brown, Dartmouth and Yale among the more than 40 that have made selective divestments under the Sullivan code.

Between now and October 24 the Coalition has scheduled the following events open to the campus community: *October 15:* Goolam Muhammad of AFSCME Local 54 and Jerry Herman, national coordinator of the American Friends Service Committee South Africa Program; 7 p.m. Bishop White Room, Houston Hall. *October 16:* Professor Houston Baker, chair of a 1981 University Council ad hoc committee which recommended divestment, on the history of the issue at Penn; 7 p.m. Stiteler Hall B-21. *October 17:* *South Africa Belongs to Us*, a film on the daily experience of South African Women, with discussion led by Penn Women's Alliance, 7 p.m. 301 Houston Hall. *October 23:* *Divestment and Reinvestment*, a talk on alternatives by Jeremy Novack of the Delaware Valley Community Redevelopment Fund, 2 p.m. Williams Hall 27. Catherine Blunt, co-chair of the MLK Anti-Apartheid Coalition speaks at planning meeting for October 24 demonstration; 7 p.m. DuBois House Multipurpose Room.

### Statement and Demands of the Penn Anti-Apartheid Coalition

At its most basic level, ours is a struggle for Equality and Justice for all people.

The road to peace with justice in South Africa lies with the principle of One Person One Vote and with the ideals embodied within the South African Freedom Charter.

In our defense of the Right of Self-Determination, we reject schemes and plans such as the Sullivan Principles. These are attempts by those profiting from Apartheid to create a veneer of concern for "fairness and reform." In fact they serve to bolster the minority regime by paving the way for even deeper financial involvement and strategic support for the Apartheid system by institutions such as our school. In our fight against the racism that is at the heart of Apartheid, we also stand alongside and support those who are victims of discrimination here at home, particularly on our own campus.

We find it inappropriate for our administration to prescribe increased or "selective" financial involvement with Apartheid as the route to racial equality in South Africa while so many problems with a similar source persist here. Equal access to our school and equal treatment for all employees remain abstract ideals while racial harassment and discrimination continue to be hard realities. Similar questions are raised when one examines the domestic practices of the corporations who claim to be a force for progress in South Africa and which receive our investment dollars.

We call on our school to end all ties with the system of racism abroad and strive to eliminate forms of racism at home.

*We Demand That:*

1. The Trustees require the University to sell all its stocks and bonds in corporations that have operations in South Africa in a phased process not to exceed one year and instruct its broker not to make further purchases of stocks or bonds in any such corporations. Any such stocks or bonds received as gifts are to be sold within three months.

2. When such measures are put to vote, those Trustees who are officials in corporations operating in South Africa abstain due to the clear conflict of interest.

3. The adoption of these policies be coupled with a commitment to social, cultural, ethnic, sexual and racial diversity on campus, and support and mutual respect for members of all such groups which are historically underrepresented at Penn. Such commitment would be reflected in enrollment, retention, hiring, tenure and treatment of workers.

# Update

OCTOBER ON CAMPUS

## EXHIBITS

*Ruins and Revivals: The Architecture of Urban Devastation*, photos of American slums; Dean's Alley, Meyerson Hall. *Through October 31.*

## FILMS

**15** *Glass Blowers of Herat (Afghanistan)*; 5 p.m., 4th floor lounge, Williams Hall (Middle East Center/ Folklore Film Series: Artist and Craftsman in the Middle East).

## FITNESS/LEARNING

### Computing Resource Center

**16** *Second Annual Computer Fair*, demonstrations by major computer vendors; 10 a.m.-4 p.m., Annenberg Center Lobby.

**17** *Microsoft Software Overview*, featuring new software products; 10-11 a.m. and noon-1 p.m., Room B-27 Graduate School of Education. Information: Ext. 1780.

### F/S Assistance Program

**21** *You and Your Aging Parents*; John N. Skirven leads a 3 session workshop noon-1 p.m., 1227 Blockley Hall. *Through October 23.* To register: Ext. 7910.

## MEETINGS

**16** *Administrative Assembly*; 2 p.m., M-162, Pathology Labs (Medical School).

## MUSIC

**19** *The Penn Composer's Guild* presents new music by young area composers; 8 p.m., Harold Prince Theatre, Annenberg Center. Admission: free (Department of Music).

## ON STAGE

**21** *I Love You, I Love You Not*, a reading by Wendy Kesselman of the tender story of family love and the nightmare of the Holocaust; Studio Theatre, Annenberg Center, 7:30 p.m., Admission: free. Reservations: 22-5000. (Philadelphia Festival Theatre for New Plays).

## TALKS

**15** *Assyrian Hunt Scenes*, Dr. Julian Reed, British Museum; 5:45 p.m., Rainey Auditorium, University Museum (Middle East Center).

**16** *Planned Assaults on the Single-Family House*, Lars Lerup, professor of architecture, University of California at Berkeley and executive director, Institute for Environmental Action; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts Student Lecture Series).

**17** *History of Matzah: Story of the Jews*; artist Larry Rivers will discuss the historical research he undertook for his recent paintings; 4 p.m., Room B-1, Meyerson Hall (Arthur Ross Gallery Lecture Series).

*Rous Sarcoma Virus p60<sup>src</sup> Myristylation, Membrane Association and Cellular Transformation*, Dr. Ellen Garber, Rockefeller University; 1:30 p.m., 196 Med Labs Building (Microbiology Graduate Group).

*Activation of the Inositol Phospholipid Signaling System by Extracellular ATP*, Dr. George Dubyak, department of biochemistry and biophysics; 4 p.m., Physiology Library, Richards Building, (Department of Physiology).

*Which Treatment for Which Patient—A Hobson's Choice and No More*; Layton McCurdy, M.D., psychiatrist-in-chief, Pennsylvania Hospital; 10:30 a.m.-noon, Agnew-Grice Room, Dulles Building (Department of Psychiatry).

*The Maritime History of Late Imperial China*, Robert Gardella, department of humanities, United States Merchant Marine Academy; 4-5:30 p.m., 4th floor lounge, Williams Hall (East Asian Colloquium, Oriental Studies).

*Sufi Commentary on the Wur'an*, Gerhard Bowering, department of religious studies, Yale University; noon-1:30 p.m., 4th floor lounge, Williams Hall (Middle East Center).

*The Golden Age of Islam-Religion and Law*, Gerhard Bowering, 3:30 p.m., 8th floor lounge, Williams Hall (Middle East Center).

**18** *Malignancy and the sis protooncogene*, Dr. Stuart Anderson, National Cancer Institute; 1:30 p.m., Wistar Institute Auditorium (Wistar).

*Nerve Growth Factor Receptor, Biochemical Characterization and Molecular Cloning*, Dr. Alonzo Ross, The Wistar Institute; 2:30 p.m., Wistar Institute Auditorium (Wistar Institute).

*The v-sis and c-sis Oncogene and their Encoded Growth Factors*, Dr. Bengt Westermark, department of medical and physiological chemistry, University of Uppsala, Sweden; 4 p.m., Wistar Institute Auditorium (Wistar Institute).

*Deradicalization of the German SDP, 1890-1914*, James DeNardo, Princeton University; 4 p.m., Anspach Lounge (B-32), Stiteler Hall (Political Science, International Relations).

**22** *The Effect of Adrenal Hormones and Stretch on Lung Growth Following Partial Pneumectomy*, D. Eugene Rannels, department of physiology, Milton S. Hershey Medical Center; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Group, Department of Anesthesiology).

*Receptor, G-proteins and cyclic nucleotides in visual transduction*, Paul Liebman, professor of anatomy; noon, Room 404, Anatomy-Chemistry Building (Department of Biochemistry and Biophysics).

*Reflections on the Closing of the International Decade for Women: The Nairobi Conferences Revisited*, panel discussion featuring specialists in social development who attended the Nairobi conferences in July; 6 p.m., Faculty Club.

### Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the December pull-out calendar is Monday, November 4. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association building).



### United Way/Donor Option Campaign

Just a month after the kick-off of this year's campaign, approximately 500 faculty and staff have already contributed \$61,467. This represents 30 percent of the \$215,000 goal (as shown by the hand above) given by seven percent of the University community solicited. Anyone with questions or contributions should contact their school/department coordinator (*Almanac* insert on United Way, September 17).

### Safety Fair

A Safety Fair will be held October 22, from 11 a.m. to 3 p.m., at Bodek Lounge, Houston Hall, in recognition of National Crime Prevention Month. Coordinated by the Department of Public Safety, the Fair will provide the University community with an opportunity to learn about "state of the art" crime prevention equipment and pick up some basic safety tips that could help save a life.

Information and demonstrations will cover: personal safety tips, off-campus living safety—licenses and inspections, bicycle safety, burglary prevention, dorm safety tips, Women Organized Against Rape, District Attorney's Office, fire prevention, security devices, Operation Identification, crime and fire insurance, SEPTA safety, victim support services, Women Against Abuse, and crime prevention videos and films.

### Faculty Club Open House

The Faculty Club's Program Committee will host an Open House on October 17, from 5 to 8 p.m. to show members and guests the many ways the Club's newly renovated and redecorated areas can be used for both private and official events. During the summer, renovations were completed on the third floor, and the central lobby, the first floor west corridor, and the Lenape Room have been redecorated. Complimentary hors d'oeuvres and a no-host bar will be available.

### Women's Faculty Club Meeting

The Women's Faculty Club, open to all women faculty and administrators on campus, will honor the newly appointed and newly promoted women at their fall meeting on October 29 at 3:30 p.m. in the Arthur Ross Gallery, Furness Building. The speaker will be Executive Vice President Helen O'Bannon whose topic is *A Bird's-eye View of the Female at Penn*. Following her brief presentation, there will be time for some questions, as well as a chance to socialize, sip wine and see the work of Larry Rivers in the gallery.