

# Almanac

Tuesday, November 12, 1985

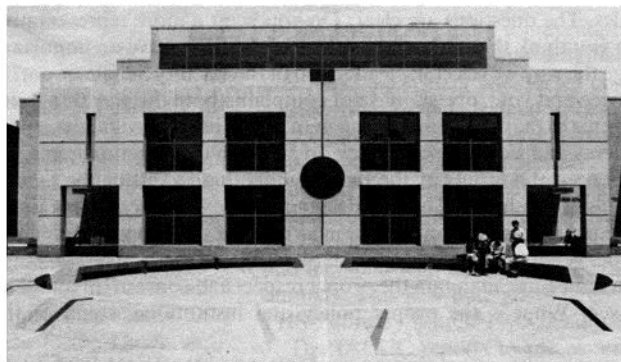
Published by the University of Pennsylvania

Volume 32, Number 12

## IN BRIEF

**Senate November 20:** Faculty salaries and benefits, proposals to restructure the Senate Executive Committee, and current issues in University affairs are on the agenda of the Fall Meeting of the Faculty Senate to be held Wednesday, November 20. See page 2 for the agenda and for the names of the nine-member Nominating Committee just named.

**Animal Care:** On page 7, Vice Provost for Research Barry Cooperman outlines the new Public Health Service *Policy and Guide* which take effect December 31. He gives the makeup of the University-wide committee, headed by Dr. David Detweiler of the School of Veterinary Medicine, which will have a key role in Penn compliance. The new committee, IACUC, will review animal care, use and facilities—and, starting with applications in the February/March deadline cycle, IACUC will supersede School-based animal care committees in review of grant applications involving vertebrates.



"A sign of our confidence in the future." (Lenore Annenberg)



## A \$9.6 Million Ceremony for Annenberg School

On behalf of the Trustees of The Annenberg School, the Hon. Lenore Annenberg formally presented to Penn on October 24 the extended and renovated building of The Annenberg School of Communications. The former U.S. Chief of Protocol, who is also a Penn trustee,

spoke for herself and for her husband, the Hon. Walter Annenberg, in turning over the structure just completed at \$9.6 million. The building "gives concrete shape and form to an idea that began on this campus more than 25 years ago," Mrs. Annenberg said. "At that time this was the edge of the campus. Now it is near the center. The idea has grown and matured and moved near the center of modern disciplines.... The renewal and extension of the building is a sign of our confidence in the School's future."

President Sheldon Hackney praised the transformation made over the past three years. Among the additions: four new audio-visual classrooms under the Annenberg Plaza. Architects were Mitchell/Giurgola, Inc., and the interiors are by Kenneth Parker Associates.

**Barry Center:** In a separate ceremony the next day Mrs. Patte Barry, wife of the late Wharton Alumnus Jack Barry, and others of the family participated in a ceremony dedicating the Jack Barry Media Research Center at the School. Equipment used in media analysis was provided by a gift of \$120,000 honoring the late TV host who created network television's longest-running daytime quiz show, "Concentration," other shows.

## Council: More on South Africa and Sexual Harassment

At the November 13 meeting, the University Council will continue the two main topics on its October 9 agenda, each of them updated by recent events and communications.

**South Africa:** Last month Council's question was what forms might be developed for conveying campus views to the Trustees as they prepare for January discussion of South African investments and related issues for Penn as an educational institution. Since October 9, the Trustees Committee on University Responsibility has announced nine questions (*Almanac*, November 5) that the board will be asking itself in January. Chairman Richard P. Brown asked written comment by November 27, and invited members of the University to discuss the nine questions at a Trustee-sponsored forum on Tuesday, December 3, from 4 to 6 p.m. in Meyerson Hall.

Trustees were also invited to attend Wednesday's Council meeting and participate in discussion.

Meanwhile, GAPSA has withdrawn the resolution presented to Council on October 9 (*Almanac*, October 15) and will offer a new one November 13. The Penn Anti-Apartheid Coalition has offered five questions of its own (see Speaking Out, this issue, page 6). And the President and Provost treated one sample question—the degree of disengagement from companies doing business in South Africa—in

a November 5 open letter to the University (*Almanac*, November 5).

**Sexual Harassment:** The November 13 meeting shifts its focus from the Sexual Harassment Survey itself (*Almanac*, September 24) to discuss the University's sexual harassment policy and the implementation of procedures.

Members of Council will have before them a series of reports that recommend approaches:

- The Report of the Senate's ad hoc Committee on Behavioral Standards (*Almanac*, September 24).

- The Report of the Subcommittee of the Council Committee on Student Affairs (*Almanac*, October 29).

- The Report of the Task Force on Conduct and Misconduct (scheduled for publication in *Almanac* December 3).

### Summary of Task Force Report

The Task Force on Conduct and Misconduct, co-chaired in 1984-85 by Dr. Adelaide Delluva and Vice Provost for University Life James Bishop, makes recommendations in six areas in the final report forwarded to the President and Provost last week.

**I. On the Women's Center:** The use of the Center for some efforts that the 1983-84 Task Force asked to have done by a Commission on the Status of Women, including the mandate to collect and publish regularly information pertinent to the status of women. Among the items would be

(continued next page)

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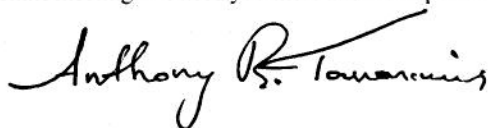
## SENATE

### From the Chair

#### Fall Senate Agenda

I would like to once more call the attention of the faculty to the agenda of the Faculty Senate meeting of Wednesday, November 20, 1985. First, you will see it includes reports from the Senate Chair, the President and the Provost, all three of which will touch upon some of the most controversial developments on campus in the semester. Then there will be three items for action. Faculty salary increases and changes in employee benefits will first be discussed and a couple of very important motions will be offered for approval and support by the faculty. Let us remember that without the clear support of the faculty, vital interests of the faculty in this area can easily be overlooked. It is better to act in November than to regret in July. The second item is the proposed changes of the Faculty Senate rules. The questions are clear: Do you want a more representative Executive Committee or not? Do you think that at-large members of the SEC serve an important role or not? Do you want to change the way we select the leadership of the Faculty Senate or not? If one is not there to add his/her advice and vote, one should not complain about the way things are done at Penn. It is sometimes as simple as that! The third action item would be focused on the report of the Senate Committee on Students and Educational Policy. In addition to the action items, we have some issues on campus that need the inputs of the faculty individually and of the Senate collectively, as much as anything else on campus. These issues are: The sexual harassment issue: What needs to be done to reduce sexual harassment on campus in an effective, reasoned and civilized manner? The medical research issue: What needs to be done to make sure that medical research will survive on this campus, and, at the same time, maintain the proper respect and concern for animals? The South Africa divestment issue: What is the proper policy and institutional stand of the University?

There should be no way that anyone with an opinion on, and interest in the above items stays away from the November 20, 1985 Faculty Senate meeting. We need you there and we hope we will see you there!



#### Conduct Report (continued from page 1)

statistics on "the number and types of incidents of sexual harassment and discrimination . . . and accounts of the resolutions of [incidents]." (These data would be one of five types to be collected by a strengthened Women's Center; others include admissions and aid information; hiring/promotion/remuneration; and information on courses, programs and workshops on gender and gender roles.)

**II. On Procedures to Deal with Sexual Harassment:** The Report asks an "intermediate" location of procedures at School level, and outlines an 11-point program with informal and formal processes.

**III. On the Ombudsman's Office:** The Report notes that "because there are several separate channels for dealing with complaints . . . patterns . . . rarely become visible . . ." and recommends that the Ombudsman's Office be designated as the central collection point for reports.

**IV. Other Administrative Units:** The administration is asked to develop defined procedures for nonacademic administrative units, with emphasis on identifying resource persons and collecting data.

**V. Annual Publication:** Beyond the annual publication of policy in *Almanac*, the President and Provost are asked to publicize information on resources and procedures, and the names of specific contact persons.

**VI. On School Responsibility for Educating for Diversity:** In lieu of the Task Force's earlier recommendation to use course evaluations to sensitize the campus, the Report asks to have each school develop its own methods—with instructors' evaluations of class response as an option alongside voluntary workshops, and uses of literature and speakers. The Report asks the Provost to review school progress annually.

## SENATE

### Agenda

#### Fall Meeting of the Faculty Senate

Wednesday, November 20, 1985  
3-5:30 p.m. in 200 College Hall

1. Approval of the minutes of April 17, 1984
2. Report of the Chair
3. Report of the President
4. Report of the Provost
5. FOR ACTION: Report & recommendations of the Senate Committee on the Economic Status of the Faculty
6. FOR ACTION: Proposed changes in the Senate Rules (see *Almanac*, October 29, 1985) proposed by the 1984-85 Committee on Administration
7. Discussion of the role of animal research in the University
8. FOR ACTION: Final Report of the 1984-85 Committee on Students & Educational Policy (appears elsewhere in this *Almanac*).
9. Discussion of the issue of sexual harassment on campus and of the report prepared by the Ad Hoc Senate Committee on Behavioral Standards (*Almanac*, September 24, 1985)
10. Discussion of the issue of South Africa divestment
11. Adjournment by 5:30 p.m.

## SENATE

### From the Chair

*Under the Faculty Senate Rules as amended April 22, 1981, formal notification to members may be accomplished by publication in Almanac in lieu of direct mail. The following is published under that rule:*

**TO:** Members of the Faculty Senate  
**FROM:** Anthony R. Tomazinis, Chair  
**SUBJECT:** Senate Nominating Committee

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is herewith given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 1985-86. The Nominating Committee nominates candidates for election to the Offices of the Senate (chair-elect and secretary-elect), to the at-large positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have indicated their willingness to serve, are:

June Axinn (professor of social work)  
John deCani (professor of statistics)  
Robert Giegengack (associate professor of geology)  
Larry Gross (professor of communications)  
John Keene (professor of city & regional planning)  
Paul Korshin (professor of English)  
Paul Kleindorfer (professor of decision sciences)  
Iraj Zandi (professor of civil engineering)  
Susan Cohen (assistant professor of nursing)

2. Pursuant to the Bylaws, you are herewith invited to submit additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the date of this notice. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. Should additional nominations be received, a mail ballot will be distributed to the Senate Membership.

The closing date for receipt of nominations by petition is Tuesday, November 26, 1985. Please forward any nominations by petition to the Faculty Senate Office, 15 College Hall/6303.



## Faculty Senate Committees 1985-86

### Committees Elected by the Senate

#### Senate Executive Committee

*At-large members elected by the Senate*

Jacob M. Abel, mechanical engineering,

*Past Chair*

Fred L. Block, sociology, *Past Secretary*

John P. Brady, psychiatry

Michelle Fine, education

Ellen Fuller, nursing

Peter Gaefke, South Asia studies,

*Secretary*

Mary Catherine Glick, pediatrics

Morris Hamburg, statistics

Antoine Joseph, American civilization

Daniel Malamud, biochemistry dental

Adrian R. Morrison,

anatomy/veterinary

Edward M. Peters, history,

*Secretary-elect*

James R. Ross, philosophy

Stanton Segal, pediatrics

Roger D. Soloway, medicine,

*Chair-elect*

Henry Teune, political science

Anthony R. Tomazinis, city planning,

*Chair*

Susan M. Wachter, finance

*Assistant professor members*

Betsy J. Erkkila, English

Gail B. Slap, medicine

Kathryn A. Woolard, education

#### Members elected by constituency

1. John Sabini, psychology

2. Elaine Scarry, English

3. Henry Hiz, linguistics

4. Eric Weinberg, biology

5. Michael Cohen, physics

6. Victoria Kirkham, Romance languages

7. E. Ann Matter, religious studies

8. David P. Silverman, oriental studies

9. Sohrab Rabii, electrical engineering

10. Louis A. Girifalco, materials science & engineering

11. David Leatherbarrow, architecture

12. Mark Stern, social work

13. Costas Azardiadis, economics

14. (election in progress)

15. Richard Kihlstrom, finance

16. Edward H. Bowman, management

17. David E. Elder, pathology

18. Helen C. Davies, microbiology

19. Rob Roy MacGregor III, medicine

20. David Swedlow, anesthesia

21. C. Edwin Baker, law

22. Robert E. Davies, animal biology

23. Henry O. Trowbridge, pathology

24. Susan M. Cohen, nursing

25. David J. Hogan, education

26. Christine Bachan, communications

#### Senate Committee on Academic Freedom & Responsibility

*Terms expire April 1988*

James C. Davis, history

Fred R. Frankel, microbiology

Judith Ann Smith, nursing

*Terms expire April 1987*

Regina Austin, law

Michael W. Zuckerman, history

*Terms expire April 1986*

Frank Goodman, law

Seymour J. Mandelbaum, city

& regional planning, *Chair*

Wendy L. Steiner, English

*Ex officio*

Senate Chair-elect, Roger D.

Soloway, medicine

#### Senate Committee on the Economic Status of the Faculty

*Terms expire April 1988*

Roger H. Walmsley, physics

James E. Walter, finance

*Terms expire April 1987*

Ezra Krendel, statistics

Paul A. Liebman, anatomy &

ophthalmology

*Terms expire April 1986*

Jean Alter, Romance languages,

*Chair*

Diana H. Crane, sociology

*Ex officio*

Past Senate Chair, Jacob M. Abel,

mechanical engineering

Senate Chair-elect, Roger D.

Soloway, medicine

Senate Chair, Anthony R.

Tomazinis, city planning

### Committees Elected by the Senate Executive Committee

#### Senate Committee on Administration

C. Edwin Baker, law

David P. Balamuth, physics

John S. deCani, statistics

Anne P. Keane, nursing

Martin Pring, physiology, *Chair*

Rosemary Stevens, history and

sociology of science

*Ex officio*

Senate Chair-elect, Roger D.

Soloway, medicine

Senate Chair, Anthony R.

Tomzimis, city planning

#### Senate Committee on the Faculty

Madeleine Joullic, chemistry

Abba M. Krieger, statistics

Herbert S. Levine, economics

Albert L. Lloyd, German, *Chair*

Margaret Mills, folklore & folklife

Jack Nagel, political science

Maureen Quilligan, English

Irving Shapiro, biochemistry/dental

*Ex officio*

Senate Chair-elect, Roger D.

Soloway, medicine

Senate Chair, Anthony R.

Tomazinis, city planning

#### Senate Committee on Publications Policy for Almanac

Linda Brodkey, education

Lucienne Frappier-Mazur,

Romance languages

Henry T. Hiz, linguistics

Alfred J. Rieber, history

Arnold W. Thackray, history &

sociology of science, *Chair*

Michael W. Zuckerman, history

*Ex officio*

Senate Chair-elect, Roger D.

Soloway, medicine

Senate Chair, Anthony R.

Tomazinis, city planning

#### Senate Committee on Students and Educational Policy

John Fischer, materials science &

engineering

Jerry Jacobs, sociology

Elliott Mossman, Slavic languages

Neville Strumpf, nursing

Peter Vaughan, social work, *Chair*

*Ex officio*

Senate Chair-elect, Roger D.

Soloway, medicine

Senate Chair, Anthony R.

Tomazinis, city planning

### Faculty Grievance Commission 1985-86

*Chair:* Niels Haugaard, professor pharmacology

*Past Chair:* Kenneth George, professor education

*Chair-Elect:* Larry Gross, professor communications

*Terms Expires*

9/30/86

#### Hearings List

Elaine Scarry, associate professor English

John Sabini, associate professor psychology

Peter Freyd, professor mathematics

Robert Rutman, professor biochemistry/Vet.

Joseph Soffen, professor social work

Charles Bosk, associate professor sociology

Thomas Connolly, associate professor music

*Terms Expire*

9/30/86

Helen C. Davies, professor microbiology/Medicine

Roselyn Eisenberg, associate professor micro. pathobiol./vet

Michelle Fine, assistant professor education

Janice Radway, associate professor American civilization

Adelaide Delluva, professor biochemistry/Vet

Sohrab Rabii, professor electrical engineering

James C. Davis, professor history

Virginia Kerr, assistant professor law

Kathryn Woolard, assistant professor education

*Terms Expire*

9/30/87

Harold Bershady, associate professor sociology

Howard Brody, professor chemistry

Ira Cohen, professor mechanical engineering

Peter Conn, professor English

William G. Grigsby, professor city & regional planning

Walter Licht, associate professor history

Ponzy Lu, professor chemistry

Ervin Miller, associate professor finance

*Terms Expire*

9/30/88

*Legal Officer:* Elliot B. Platt

The Faculty Grievance Procedures can be found in Section II.E.15 of the *Handbook for Faculty and Academic Administrators* and in *Almanac*, 11/21/78 and 12/5/78 or contact the Faculty Senate Office, Ext. 6943.

# 1984-85 Senate Committee on Students and Educational Policy

## Final Report on Fraternities and Sororities

*November 4, 1985*

### A. Background

The 1984-85 Senate Committee on Students and Educational Policy completed the investigation of the Greek System that was initiated by the 1983-84 Committee. Specifically, the findings and recommendations on Fraternities and Sororities, published in the April 17, 1984 issue of *Almanac*, provided background and direction for the committee's efforts. Reactions to that document were solicited from numerous constituencies of the University community including the Office of Student Life, Vice Provost for University Life, Residential Living, Office of Fraternity and Sorority Affairs (OFSA), Counseling Service, Student Committee on Undergraduate Education, Women's Center, Women's Studies, Interfraternity Alumni Council (IFAC), Black Inter-Greek Council (BIG-C), Panhellenic Council, and the Interfraternity Council (IFC).

In an attempt to follow-up on the recommendations delineated by the 1983-84 Committee in a systematic and efficient manner, the 1984-85 Committee communicated with numerous individuals and groups who were: a) charged with the task of investigating selected aspects of the Greek system; b) targeted as sources of additional information and/or viewpoints on the Greek system and student life; c) active participants in the day-to-day operations of Greek organizations.

During the fall (1984) semester, the Committee met with the National Interfraternity Conference Consulting Team. Invited by the Interfraternity Council (IFC), with the approval of University administration, this team conducted a review and evaluation of selected components of the Greek system. The results of this external review were subsequently shared with the Committee.

The Committee established on-going communications with the Fraternity and Sorority Advisory Board on the issue of 'adult involvement' with Greek organizations. Attendance at the Board-sponsored open forums on adult involvement and discussions with Board members provided useful information on this aspect of Greek life. The results of the Board's comprehensive investigations were subsequently shared with the Committee.

The Committee reviewed the Interfraternity Alumni Council Survey results and the Office of Fraternity and Sorority Affairs Five-Year Plan.

Individual and group meetings with Greek and non-Greek students including representatives from the Black Inter-Greek Council, the Interfraternity Council, the Undergraduate Assembly and student-residents of several college houses were conducted. The purpose of these meetings was to examine students' perceptions of University life including the Greek system, the differences among the various student residential-living options, the quality and diversity of social opportunities available for all University students, and the adequacy of available facilities for student gatherings.

In an attempt to examine how individual chapters interpret and implement the University's Recognition Policy, a survey-questionnaire was distributed to each of the 35 fraternal organizations. Questions regarding educational and leadership development programs, adult involvement with chapter activities, residential living, and contributions to the University community were also included. As of September 30, thirteen completed questionnaires were returned to the Faculty Senate Office. This represents a return rate of 37%.

The findings reported below are based on the results of the investigative efforts of both the 1983-84 and 1984-85 Senate Committees on Students and Educational Policy.

### B. Discussion

The structure and functions of the Greek system at Penn were viewed as consistent with the mission and goals of fraternal organizations. Most individuals from the University community (faculty, students, administrators) who elected to share their views of the Greek system agreed with this assertion and acknowledged that the Greek system provides diverse and unique social and residential options and therefore has a place on Penn's campus. Some student and faculty groups expressed concern regarding the self-selective nature of fraternal organizations and the corresponding exclusionary practices exhibited by some fraternities. The committee believed that this concern, while not a majority view, should be addressed. Since fraternal organizations are, by definition, self-selective and exclusive (as discussed in the University's Recognition Policy), the concern becomes an ideological question to which there were no simple answers. It should be noted, however, that the Greek governing and advisory bodies have mechanisms in place to handle self-selective and exclusionary practices that are in violation of the Recognition Policy.

The committee's emphasis on the various aspects of student life including residential and social dimensions is reflective of the suggestions provided by numerous constituencies of the University community. For example, discussions with Greek and non-Greek students invariably confirmed the need for a wider range of social options for all students. Further, students who were extremely satisfied with their residential living arrangements (i.e., students in the College Houses and in fraternities and sororities) as well as disillusioned residents and non-residential students supported the need for a student-union complex. Hence, a major recommendation of this committee relates to this unanimous suggestion.

The issue of adult involvement with fraternal organizations has been extensively investigated by the Fraternity and Sorority Advisory Board. As noted in their report and confirmed in the results of the surveys initiated by the Interfraternity Alumni Council and this committee, all chapters have some form of adult involvement. By and large, chapters appear to benefit from all available forms of such involvement. Several chapters indicated a desire for more adult participation in their day-to-day activities. For example, two residential chapters, appreciative of all forms of participation from their respective alumni, indicated a desire for more personal contact with this adult group. Likewise, several chapters indicated a desire for more faculty involvement in chapter activities including "in-house" informal discussions on issues and concerns they confront as University students and young adults in contemporary society. Further, most Greeks perceive a "general disinterest" and lack of support from non-Greek members of the University community.

It was clear to the committee that the majority of the University community supports the maintenance of the Greek system. It was also clear that misperceptions regarding the overall structure, functions, and goals of the Greek system abound. Further, many individuals involved with the Greek system do not perceive the University support that supposedly exists. Hence, part of recommendation two relates to the need for a wider range of more adult involvement with Greek system activities.

### C. Findings and Recommendations

1) The University administration is committed to maintaining the Greek system at Penn. The service-related contributions to the University and the West Philadelphia community are highly valued. In addition, the

**continued past insert**



contributions of local alumni and alumni corporations to the development, leadership and governance of individual chapters and the University as a whole are acknowledged.

2) The Greek governing and advisory bodies (Office of Fraternity and Sorority Affairs, Interfraternity Council, Interfraternity Alumni Council, Intersorority Council, Panhellenic Council, and Black Inter-Greek Council) promote and support positive and worthwhile goals and initiatives for the Greek system. Attempts to implement these goals system-wide and to eliminate violations of the Recognition Policy and other University behavioral codes have not always been successful. Suggested mechanisms for remedying these problems include, but are not limited to:

A) Encouraging model chapters, those that have distinguished records of service to the University community and strong leadership development and education programs, to work closely with weaker chapters, those that have not been as successful in these areas.

B) Intensifying the leadership role and accountability of the Interfraternity Council (IFC) in monitoring the activities of individual chapters. Currently, the IFC is proposing a judiciary, designed as a peer review board, to handle *minor* infringements of the Recognition Policy. Since similar mechanisms have been successful on other campuses, the committee recommends that the proposal warrants consideration.

C) Encouraging adult involvement (alumni, faculty, administration, etc.) with the day-to-day activities of the Greek system by examining specific ways that this involvement could be most beneficial to each chapter. While many chapters currently have graduate student advisors, alumni advisors, and chapter counselors, there is much variability from chapter to chapter in the form and level of adult involvement. Noteworthy in this regard is that

"strong" chapters appreciate and benefit from their current programs of adult involvement.

Minimum standards regarding the form and level of adult involvement should be established. The Greek governing and advisory bodies should establish, implement, and monitor "the minimum standard" for adult involvement with each organization.

3) Both Greek and non-Greek students identify fraternal organizations as a principal sponsor of parties and social activities at the University and acknowledge the need for more diversity in social options. Students perceive the need for a structural facility where social activities could be held for all University students (residential and non-residential).

This facility would serve the University community in numerous ways, providing: a) meeting rooms for the city-wide Black Greek organizations that have limited University resources available to them; b) meeting rooms for smaller University-recognized organizations that currently have no designated place to meet; c) an "informal" forum for faculty-student interaction; d) social and educational opportunities for all residential and non-residential students.

The committee strongly recommends that the University administration give thoughtful consideration to the construction of a student-union complex.

*1984-85 Senate Committee on Students and Educational Policy*

Roger M.A. Allen  
Elijah Anderson  
Laura L. Hayman (Chair)  
Alice Kelley

John W. Roberts  
Peter Vaughan  
Jacob M. Abel (ex officio)  
Anthony R. Tomazinis (ex officio)

## Speaking Out

### Tighten Animal Programs

The University of Pennsylvania has recently been the catalyst and focus of a wide national controversy on the use of animals in biomedical research. Apart from a small minority of people who believe animal rights should preclude their use in *any* research, the major thrust emerging from this controversy has been to urge that certain guidelines be used to ensure that the use of animals is justified for the specific research in question and that animals receive proper maintenance and care and protection from abuse and pain. In other words, the research should be carried out with compassion as well as expertise. We are sure that all members of our faculty doing biomedical research agree with these conclusions.

President Hackney has addressed this question in the *Almanac* of May 14, 1985, and we quote from his letter: "Let me take this opportunity to address certain of the broader issues involving the use of animal subjects in biomedical research. I believe firmly that the research of this or any other University must be conducted according to the highest ethical and moral standards. Such standards dictate that research involving animal subjects be performed humanely. I believe strongly, however, that basic biomedical research involving animal subjects is absolutely necessary if we are to continue to conquer diseases and improve the health of our people. This is not simply an imperative of the research community, but clearly reflects the popular will for continued biomedical advances, a will which is translated by Congress into support for biomedical

advances, a will which is translated by Congress into support for biomedical research."

The problem that remains is to turn these words into action that will reflect well on the position of the University of Pennsylvania as a center of research of international reputation, and our resolve to set our house in order. To this end we make the following points:

1) Animal research is essential to progress in biomedical research. One claim that all research relevant to human health can be done with animal substitutes such as tissue culture or computer simulations is simply not true. The appropriate animal model must be used to test in a crucial way the various hypotheses directing the research programs whose aim is to advance knowledge which will benefit mankind, and contribute to animal care.

2) The necessary facilities for animal maintenance must be improved to meet the guidelines promulgated by granting agencies, and specifically by the University animal care committee recently appointed by Vice Provost Cooperman. The necessary budgetary priorities must be set up to facilitate any required changes.

3) The proper supervision of a research laboratory falls to the faculty member who is listed as Director or Principal Investigator. It has always been his/her responsibility to ensure that all personnel working on the research be properly trained to understand and follow the guidelines, for use of animals.

4) To this end we urge the implementation of a formal training program under the supervision of the duly appointed animal care committee. This training should be carried

out by a small group of faculty actively engaged in research using animals and should include one or more veterinarians directing our animal facilities. Such a group should organize a course of instruction and a syllabus, based on guidelines formulated by NIH and the Department of Agriculture, which should be implemented and in place no later than June 1986.

5) All personnel involved in a research program, both investigators and technical staff, must satisfy within a reasonable length of time the requirements of this course of instruction before the University will sponsor any research project using animals.

6) Animal experimentation involves in addition a strong emotional fear which must be dealt with in a fair and open manner in our University community. A good way to achieve this objective is for the University Faculty Senate to provide a forum in which emotional and ethical issues relating to the use of animals in research at the University can be discussed in a scholarly and dignified fashion. Such forum could avoid the strident and destructive discourse which has characterized many past issues.

—James M. Sprague, Emeritus Joseph Leidy Professor of Anatomy  
—Arnost Kleinzeller, Emeritus Professor of Physiology  
—Solomon D. Erulkar, Professor of Pharmacology  
—Adrian Morrison, Professor of Anatomy

Speaking Out continues

# Speaking Out

## More Anti-Apartheid Questions

Following the publication of nine questions on South Africa by the Trustees Committee on University Responsibility (Almanac, November 5) the Penn Anti-Apartheid Coalition submitted the five questions below.

1. Is it appropriate for the 13 Trustees who sit on the boards of corporations which do business in South Africa to vote on divestment of the University's holdings in those very companies, as they have done in the past?

2. Is it consistent with the University's policy of "selective divestment" for its portfolio to have shown a net increase of 328,403 shares, purchased in the last year alone, in companies doing business in South Africa, and for the value of those investments to have increased 300 percent from \$27 million four years ago, when this policy was adopted, to \$92 million today?

3. Have the Trustees exercised fiduciary responsibility or shown sensitivity to University opinion by refusing to research the feasibility of a South Africa-free portfolio since the University Council—the highest deliberative body of the University which represents faculty, administrators and students—by a large majority recommended complete divestment over four years ago? Since there is pending legislation in the state congress which would require universities which receive state funding, such as this one, to divest? And since the situation in South Africa has become explosive and the stocks of companies which do business there could become very risky investments? Why have they ignored this manifest responsibility for so long?

4. Since students in the divestment movement have spent two years researching the issue, during which time they wrote countless letters to the Trustees providing the evidence in favor of divesting, and since the University Council likewise offered a compelling case for the move in 1981, why are the Trustees acting as though they have not yet heard the arguments for divestment?

5. Can the University's investments in five companies which sell equipment to the South African police or military be justified?

—Henry Duarte, CGS '86  
for the Anti-Apartheid Coalition

## Clothesline to Africa

Clothing for all seasons, in children's and adult sizes, is needed to help orphaned children in Ethiopia. Necessary items include shirts, pants, skirts and dresses, underwear, socks, shoes, sweaters, and outerwear of all kinds. Cash contributions will be accepted to purchase clothing for shipment to Ethiopia.

Donations of clothing may be dropped off at anytime between November 11 and 22 in Blockley Hall; the Johnson Pavilion Lobby, accessible via the loading dock off Service Drive; and the White Building basement at HUP. All donations are tax deductible. Receipts will be available at all locations Monday, Wednesday, and Friday, 8-10 a.m.; noon-2 p.m.; and 4-6 p.m.. Checks may be brought to any of the collection points during the above hours, or sent care of "Clothesline to Africa," HUP Public Information Department, 2 Blockley Hall.

Under the direction of Patrick B. Storey, MD, Associate Dean of the School of Medi-

cine, "Clothesline to Africa" is sponsored by Penn's School of Medicine, School of Nursing, and HUP. The clothing will be used to aid children in more than 30 orphanages in Ethiopia.

According to Dr. Nancy Caroline, physician for the children who brought their plight to the attention of her friend Dr. Storey, lice and scabies are a serious problem in the orphanages. The way to eradicate them is to treat all the children simultaneously and, at the same time, to sanitize their clothing. However, says Dr. Caroline, the children have only one set of clothes and, "the extreme modesty of the people forbids them to be naked for the time it would take to disinfect their clothing."

For more information on "Clothesline to Africa," call me at 662-2560.

—Rebecca Harman,  
HUP Public Information Office

## Come Talk Values

The organizing committee for the Conference on Values and the Economy invites all interested faculty members to an interdisciplinary workshop of issues raised by the second draft of the U.S. Catholic Bishops' letter on the U.S. Economy. The pastoral letter defines a vision of economic life based on Judeo-Christian values and suggest policies to address questions of employment, poverty, food and agriculture, and the role of the U.S. in the global economy. Archbishop Rembert Weakland, chairman of the writing committee, will be present seeking dialogue and feedback on the letter in preparation of the final draft. Dr. Robert Mitchell, emeritus professor of city planning, will facilitate the discussion.

If you are interested in participating in this workshop and/or wish to receive a copy of the pastoral letter, please contact Tony Vento at Ext. 7575. The workshop will be held Friday, November 22 from 10:30 a.m. to noon in Bodek Lounge, Houston Hall. The deadline for registration is Friday, November 15. Participation will be limited to fifteen (15) faculty members.

—Tony Vento (Newman Center) for  
The Organizing Committee for Conference  
on Values and the Economy

## Holiday Hospitality

The University hosts over 1800 students and 300 scholars from 100 different countries. Many of these individuals are here without their families and find the holiday periods particularly lonely. One of the kindest and most rewarding acts of hospitality that can be extended to our international visitors is to invite them to share a holiday meal. If you are able to host a foreign student or scholar (and are not already acquainted with someone through your department that you could invite directly), please contact one of the following offices:

Hospitality Program at the International House of Philadelphia, 387-5125

Office of International Programs, University of Pennsylvania, 898-4661.

—Joyce Randolph, Director,  
Office of International Programs



## United Way/Donor Option Campaign 1985-86

Fourth Report, November 8, 1985

The University community is continuing to make pledges to the United Way/Donor Option campaign with 1,650 faculty and staff contributing \$145,043 as of November 8. This is 67 percent of the campus goal of \$215,000 given by 22 percent of the 7,395 Penn employees solicited. The United Way system has evolved since 1920 and the Donor Option program has been a choice since 1980.

| School/Department           | Number Solicited | Percentage Contributing | Contributions     |
|-----------------------------|------------------|-------------------------|-------------------|
| Annenberg Center            | 26               | —                       | \$ 105            |
| Annenberg School            | 55               | 58                      | 2,758             |
| Arts & Sciences             | 977              | 15                      | 21,597            |
| Dental Medicine             | 294              | 7                       | 1,623             |
| Engineering                 | 219              | 27                      | 7,575             |
| Fine Arts                   | 78               | 16                      | 2,045             |
| Graduate Education          | 70               | 34                      | 1,164             |
| Intercollegiate Athletics   | 102              | 31                      | 1,198             |
| Law                         | 72               | 20                      | 707               |
| Libraries                   | 263              | 30                      | 6,192             |
| Medicine                    | 1,895            | 14                      | 37,871            |
| Morris Arboretum            | 29               | 6                       | 248               |
| Museum                      | 104              | 48                      | 1,869             |
| Nursing                     | 91               | 37                      | 2,447             |
| President                   | 56               | 42                      | 3,376             |
| Provost                     | 173              | 63                      | 7,051             |
| Social Work                 | 42               | 55                      | 2,224             |
| Veterinary Medicine         | 546              | —                       | 265               |
| Wharton                     | 505              | 25                      | 19,148            |
| VP for Administration       | 496              | 35                      | 7,641             |
| VP for Fac. Management      | 567              | 35                      | 2,736             |
| VP for Dev.&Univ. Relations | 180              | 50                      | 6,179             |
| VP for Finance              | 171              | 31                      | 3,604             |
| VP for University Life      | 273              | 9                       | 1,472             |
| Senior Vice President       | 111              | 14                      | 2,641             |
| Other                       |                  |                         | 3,460             |
| <b>TOTALS</b>               | <b>7,395</b>     | <b>22%</b>              | <b>\$ 145,043</b> |

## A Message on Care and Use of Laboratory Animals

This is an initial report and a plea regarding the care and use of laboratory animals at the University of Pennsylvania. I expect to report further about this issue in the following weeks.

### First the report.

On June 25 of this year the Public Health Service (PHS) published a revised *Policy on Humane Care and Use of Laboratory Animals* by Awardee Institutions and a revised *Guide for the Care and Use of Laboratory Animals*. The *Policy* and the *Guide* stipulate standards that must be met if an institution is to be eligible for research and training support from the National Institutes of Health, and other Institutes under the PHS, when vertebrate animals are involved. The *Policy* requires an awardee institution to conduct a self-assessment of its animal care and use program, based on the *Guide*. The institution must then submit an Assurance statement detailing its current adherence to the *Guide* or, when necessary, a plan and schedule for bringing its facilities and programs into compliance with the *Guide*. The policy takes effect December 31, 1985, which is the effective deadline for receipt of the Assurance statement.

Two fundamental principles underlie the *Policy* and the *Guide*. The first is that properly conceived and executed experiments utilizing laboratory animals are necessary and important scientific endeavors that enhance the well-being of both humans and animals. The second is that the scientific community and all who care for and use animals in research, testing and education have an ethical responsibility that such animals be treated humanely and with due regard for their general welfare. In order to ensure that both principles are followed, the *Guide* contains explicit instructions pertaining to institutional policies, laboratory animal husbandry, veterinary care, and facilities.

As called for in the *Policy*, the University has appointed an Institutional Animal Care and Use Committee (IACUC). The IACUC has University-wide responsibility to review Penn's program for the humane care and use of animals and to review our animal facilities on a regular basis. It will also review those sections of grant applications and proposals related to the care and use of animals to determine whether

they adhere to the *Guide*. In this capacity the IACUC supersedes the grant review responsibilities of the various School-based animal care committees.

The IACUC includes representatives from all five Schools (Arts and Sciences, Dental Medicine, Engineering and Applied Sciences, Medicine, and Veterinary Medicine) conducting laboratory animal experiments, veterinarians trained in laboratory animal medicine, a member of the Law School faculty, and two persons from outside the University concerned with animal welfare. Professor David Detweiler of the School of Veterinary Medicine is chairing the Committee. I expect that the IACUC will be able to meet its grant review responsibility within the next month. It will shortly be issuing a form that must be completed and included with all grant applications involving the use of vertebrate animals. This new policy will begin with applications submitted for the PHS February/March 1985 deadline.

The IACUC reports to me as Vice Provost for Research. I in turn have responsibility for ensuring that the University lives up to the commitments it will undertake in its Assurance statement. When instances of apparent noncompliance are found by the IACUC, we will work with the principal investigator, the department chairperson, and the Dean to remedy deficiencies. Our goal is to ensure that research is performed in compliance with the *Guide*, not to inhibit research. It should be clear to all principal investigators, however, that research will not be allowed to be carried out if it violates the Assurance statement.

Each of the five Schools involved in laboratory animal research is now actively engaged in inspecting its current animal housing and experimental facilities and in formulating plans for needed renovations. On a University-wide level we are developing programs for improved training of laboratory personnel handling animals, for medical screening of such personnel, and for the use and disposal of biohazardous materials. We plan to implement these programs over the next several months.

### Now the plea.

We have all been witness to the strong emotions aroused by the issue of animal experimentation. As a corporate entity, the University has consistently taken the view that some animal experimentation is essential to enhance the well-being of humans and animals—the same position taken by the *Guide*. This view in no way vitiates our obligation, as an institution founded on the belief in the free exchange of ideas, to encourage and defend the right of individual members of the University taking the *pro* and *con* positions to air their views with as much forcefulness and cogency as they can muster. However, as a community of scholars and students we must guard against letting profound differences over matters of principle degenerate into personal attacks—particularly those aimed at intimidating individuals rather than elucidating issues. Such attacks may be unavoidable when directed from outside the University to members of our faculty and staff, but they are unacceptable from within the University community.

Arguments about what constitutes acceptable standards for the care and use of experimental animals, or whether such experiments should be performed at all, are bound to continue at the University for many years to come. It is my hope that these arguments can be conducted in an atmosphere of civility and mutual respect.

Barry S. Carpenter

### Exchange with Shanghai Jiao Tong

Two travel grants of \$1,000 are available for Pennsylvania faculty or students to participate in the 1986-87 academic exchange with Shanghai Jiao Tong University (SJTU) in the People's Republic of China. In addition, SJTU will cover participants' living expenses at SJTU.

- Faculty and students in all fields are eligible to apply.
- Length of visit may be one month to one year.
- Purpose of visit may be to lecture, conduct research or do other academic work.
- Knowledge of Chinese is not required.
- Prior contact with a faculty member at SJTU is highly desirable.
- Applications will be screened at the University of Pennsylvania by the Provost's Committee on Contacts with China.
- All arrangements are subject to final approval by SJTU.

To apply, submit a brief proposal and *curriculum vitae* by December 15, 1985 to Dr. Joyce M. Randolph, director, Office of International Programs, 133 Bennett Hall/6275 (Ext. 4661).



## Holiday Reminder

Thursday and Friday, November 28 and 29, 1985, will be observed as the recognized Thanksgiving holiday by the University.

Christmas Day and New Year's Day will be observed on Wednesday, December 25, 1985 and Wednesday, January 1, 1986 respectively. In addition, the special vacation granted to faculty and staff between Christmas and New Year's Day will be December 26, 27, 30, and 31, 1985. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation is rescheduled for some other time.

—Office of Human Resources

# Update

NOVEMBER ON CAMPUS

## EXHIBITS

**15** *House Designs for Working Parents*, a display of the winning sketches for a competition for design of efficient and affordable housing for untraditional households; Dean's Alley, Meyerson Hall, *Through December 15*, (Graduate School of Fine Art).

## FILMS

**13** *In Dark Places: Remembering the Holocaust*, 7 p.m., Hillel Auditorium (Hillel).

## FITNESS/LEARNING

### Morris Arboretum

**12** *Plant Curiosities, Romantic Plants, and How Today's World has been Shaped and Altered by Individuals who Searched the World for "Green Treasure"*, 7-8:30 p.m., Widener Education Center; Call 247-5777 for cost and registration. *Also November 19 and 26* (Morris Arboretum).

**13** *The First Artificial Intelligence Satellite Symposium*: concepts, tools, applications of expert systems, presented by four distinguished researchers from Stanford, MIT, and Carnegie-Mellon, 9:15 a.m.-5:30 p.m., Harrison Auditorium, University Museum (Computing Resource Center).

## MUSIC

**15** *French Music in the Age of the Sun King*, Serenata, the Philadelphia-based baroque chamber ensemble, will feature Julianne Baird and other acclaimed performers, 8 p.m., Church of the Savior. Admission: \$6, students, \$4. Call 247-4323 (Serenata).

## TALKS

**12** *Women in Science*, a panel discussion of the challenges facing female scientists—how to cope and succeed; Helen Davies, Lila Gierash, Ruth Nutt, Rosemary Watt; 5:30-7 p.m., Room 514 Chemistry Building (Career Planning and Placement, Chemistry Graduate Association, Graduate and Professional Women's Organization).

*Characterization of an Antibody to a Sendai Virus-Specific T Cell Clone*; Hildegund C. J. Eril, Dana-Farber Cancer Institute, Boston; 2 p.m., Wistar Institute Auditorium (Wistar Institute).

**13** *Science and Ideology: Marxist Impact on Scientists, Scholars and Literati*; Ivan Supek; 4:50-5:30 p.m., Room 286 McNeil Building (Center for Soviet and East European Studies, Department of Sociology).

*The Hydrolysis of Peptides and Neuropeptides at the Membrane of Intestinal Microvilli*; A.J. Kenny, department of biochemistry, University of Leeds, England; noon, Physiology Library, Richards Building (Department of Physiology).

*Potassium Channel Coupled to Muscarinic and Purinergic Receptors in Atrial Cell Membrane of Guinea-Pig Heart*; Yoshihisa Kurachi, University of Tokyo; 4 p.m., Physiology Library, 4th Floor, Richards Building (Department of Physiology).

**14** *Structure and Function of Human Insulin Receptor*; Ora Rosen, Memorial Sloan-Kettering Cancer Center; 4 p.m., Wistar Institute Auditorium (Wistar Institute).

*The Future of the Welfare State in an Age of Industrial Decline*; Frances Fox, political science, City University of New York; 4:30-5:30 p.m., 285 McNeil Building (Urban Studies Department).

*Aids: Facts and Fiction*, Dr. Malcolm Lynch, Student Health Services; Dennis Kerr, Annenberg School of Communications; small group discussions will follow the presentation; 7-9 p.m., Bodek Lounge, Houston Hall (Office of Student Life, University Counseling Services, Penn Women's Center).

*Cl Secretion and Activation by Beta Receptors in Epithelial Tissues*; Jose Zadunaisky, department of physiology and biophysics, New York University; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

**16** *Demographic Trends and Social Issues*, featuring Penn professors: Frank Furstenberg, Jr., *Teenage Pregnancy and its Consequences*, 10 a.m.; Philip Morgan, *Social Change, Family and Fertility in the U.S.*, 11:30 a.m.; Samuel H. Preston, *Recent Demographic Trends in Developing Countries and Their Implications*, 2 p.m.; Douglas S. Massey, *Understanding Illegal Immigration in the U.S.*, 3:30 p.m. (Delaware Valley Faculty Exchange).

**18** *Sexual Harassment: The Complexities of the Issue*, a discussion led by Mark Stern, School of Social Work; Helen Davies, department of microbiology; Peter Conn, department of english; Elena DiLapi, Women's Center; 6-7:30 p.m., B-6 Stiteler Hall (Graduate and Professional Women's Organization, Women's Center, Penn Women's Alliance).

*Professionalization as a Historical Process*; Andrew Abbott, department of history, Rutgers University; 4-6 p.m., 107 Smith Hall (History and Sociology of Science).

**19** *Catching DNA in the Act of Recombination*; Neville R. Kallenbach, department of biology;

## Volunteers for New Drug Studies

Males, 18-35, with mild to moderate acne are needed to test a new drug at HUP. There will be four 3-hour sessions and at the conclusion of the study volunteers will receive \$150. Volunteers are also needed to participate in studies of other new drugs for athletes foot and eczema. For additional information, contact Joan Johnson, Dermatology Department, 662-6722.



*Lady with Floppy Hat, a 10" x 15" mixed media collage by Anne Ozbekhan, will be among the paintings in the current show at the Faculty Club through November 29.*

noon, 404 Anatomy-Chemistry Building (Department of Biochemistry and Biophysics).

*Radical Hermeneutics*, John D. Caputo, philosophy, Villanova University; 5 p.m., West Lounge, 4th floor, Williams Hall (Comparative Literature Association of Students).

*Black Women in Social Science Research*; Jacqueline Wade, director of Afro-American Studies; 1 p.m., Faculty Club (University of Pennsylvania Women's Club).

## Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the January pullout calendar is Monday, December 2. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association Building).

**Corrections:** In the Council lists published November 5, the name of *Dr. Elaine Scarry* was omitted from the Steering Committee membership (page 3). In the October 29 Deaths column, the age of Dr. Simon Kuznets was incorrect. He was 84 at the time of his death. Dr. Weigand was a professor in *The College*; SAS was not yet established in the 1920's. Virginia Curtin should have been identified as *chair of occupational therapy* in SAMP.

## Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224  
(215) 898-5274 or 5275.

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

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