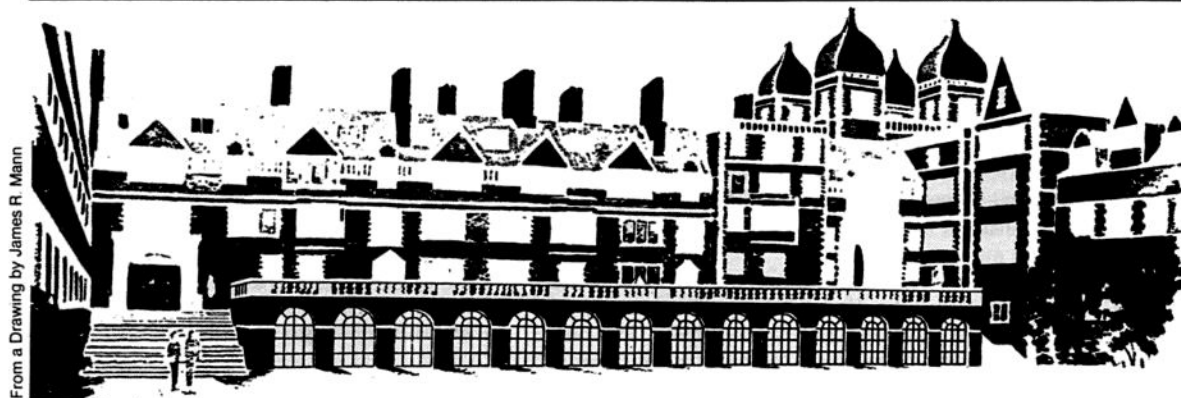


Almanac

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In the Quad: Architect Lou Davis preserved the historic facade of McClelland Hall (the long, low colonnade under the Junior Balcony), but gave the interior a skylight, catering kitchen and flexible floor plan. The Hall, given by the Classes of '26 and '27, can seat 400 for special events, but is normally divided so that one part remains a lounge. Ribbon-cutting Thursday at McClelland also marked the formal opening of the Freshman House Program.

Trustees: \$5 Million Toward Black Presence

Toward the \$6 million goal announced last year for minority student and faculty recruitment and support, Penn has received gifts and grants of \$5 million, the trustees learned in last week's two-day full board meeting.

At Thursday's luncheon, President Sheldon Hackney's Special Assistant Joe Watkins announced the sources of the \$5 million to date: \$3 million in endowment from Penn's United Parcel Service Foundation Fund, and \$2 million from a combination of two major alumni gifts plus those of the William Penn Foundation, AT&T, W.W. Smith Charitable Trust, and Philadelphia Foundation.

The alumni donors, Melvin Finkelstein and Trustee Gordon Bodek, received ovations at the luncheon as did representatives of the UPS Fund the Hon. Arlin M. Adams, Bernard G. Segal, Esq., and President Emeritus Martin Meyerson. Reginald Jones was saluted in absentia.

Mr. Finkelstein's gift includes the support of a Finkelstein Fellow who will visit Commonwealth elementary and secondary schools to motivate youngsters to aim for college.

In the luncheon address, Trustee Leon Higginbotham gave thumbnail biographies of over a dozen law students and interns of varied backgrounds who have worked with him on the series that will shortly produce a sequel to his prize-winning *In the Matter of Color*.

Actions: At the Stated Meeting Friday, the Trustees honored David Mahoney for his ten years' service as a term trustee, noting among other contributions the professorship and center in neurosciences that bear his name.

They approved faculty appointments including seven tenure-bearing ones, and voted four finance committee resolutions: (1) consent to the transfer of Wistar Museum collections on permanent loan to the College of Physicians; (2) authorization of \$616,000 in renovations at Medlabs; (3) land purchase at 4111-23 Chestnut for \$140,000; and (4) plans to refinance all or part of Penn's outstanding indebtedness via a new bond issue.

Two resolutions set up advisory boards for health research units (the Cancer Center and the Mahoney Institute for Neurosciences).

Reports: President Hackney outlined the proposal for aid to South Africans (*For Comment*, on page 3 of this issue) framed after consultation with the Trustees in June. He also detailed Penn's participation in a "Buy West Philadelphian" program (includes a purchasing pledge of \$1 million). Penn committed itself this summer to three projects rated most-wanted in a survey of West Philadelphia teachers and community leaders: *A Handbook of Educational Resources* (now out), a tutorial program now involving over 300 Penn students as well as Drexel and College of Pharmacy students (said to have met so far some 90% of the identified tutorial needs); and an upcoming conference on the problematic "Middle School" years.

Senior Vice President Helen O'Bannon projected an FY87 surplus of \$750,000, with \$715,000 of it earmarked for the Undergraduate Education

Fund. She reported completion of \$23 million in renovations on time and under budget; a summer redeployment of cleaners and maintenance staff to spruce up classrooms for fall; and the new in-house travel program among other management items. Mrs. O'Bannon alluded to the University takeover of the Hilton Hotel in a "mutually agreeable" ending of the chain's franchise.

Development Committee Chair Paul Miller's first-quarter report showed Penn gifts and pledges up dramatically in three categories against last year's: friends (124%), corporations (95%) and alumni (51%). Receipts are 78% ahead. Overall, the total is up 44% (\$32.8 million versus \$22.8 million).

Undefeated Penn

The Quakers followed their October 18 upset of Navy with a successful "Nail Yale" campaign for Homecoming Saturday. Before a crowd of 32,761, Penn turned a half-time lead (10-6) into a second-quarter shut-out through such ploys as marching back from kickoff to score in 1 minute, 11 seconds. The final tally was 24-6.

Penn is the only Ivy football team undefeated overall; Cornell is also undefeated in the League. Following the Navy upset Penn moved into Division I-AA rankings at 11th spot, and if the Quakers win the Ivy trophy this year they tie Dartmouth for wins-in-a-row at 5.

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Death of Dr. Matz

Dr. Adolph Matz, professor emeritus of accounting at Wharton, died October 20 in Grenada, Spain, at the age of 81. He joined the faculty in 1935 after graduate work at Penn and Heidelberg, and became a full professor in 1958. Dr. Matz introduced the first computer courses at Penn in 1948, providing undergraduates with insights into effects computers such as ENIAC would have. Seven years later he organized computer classes at the Moore School. He is survived by his wife, Trena; a daughter, Joanna Davies, and two granddaughters. A Memorial Service for Dr. Matz will be held Thursday, October 30 at 1 p.m. at the First Presbyterian Church, Ridge and Butler Pikes, in Ambler. Contributions may be given to the University in his name.

SENATE

From the Chair

Academic Freedom and Faculty Personnel Files

An article in the Thursday, August 28, issue of the *Philadelphia Inquirer* detailed the decision by the United States Supreme Court not to review a case and thereby require release of confidential documents from faculty personnel files at Franklin and Marshall College to the Equal Employment Opportunity Commission (EEOC). The decision included files for all faculty considered for promotion during a 6-year period to determine if there had been a pattern of discrimination in granting tenure. This ruling has the effect of releasing to the public confidential letters from peers within and outside of an institution, minutes of meetings, and notes by the various personnel committees, if the documents were used as evidence in a trial. These data would then be subject to the rules of the Freedom of Information Act. Presumably, this precedent-setting decision can be applied to any institution at which a lawsuit claiming discrimination is undertaken.

All of us should be opposed to discrimination in the tenure process in whatever form it may take. However, this decision strikes at the heart of the tenure process since we will no longer be able to rely on candid, written appraisals. Instead, the already lengthy process will be further prolonged by the need of committee members to speak to the reviewers by telephone after receipt of *pro forma* letters to get their candid comments. Conceivably no written record of these discussions would be kept in order to preserve confidentiality and to obtain candid views. The worst result of these changes could be an increase in abuse rather than an improvement in the system. These views are my own, but similar comments have been voiced by others.

We need your suggestions to keep the process of tenure evaluation effective and workable. Letters can be forwarded to me at the Faculty Senate Office, 15 College Hall/6303, or to Professor Regina Austin, Chair of the Senate Committee on Academic Freedom and Responsibility, 15 College Hall/6303. This committee will be considering this problem during the current academic year.

Unfortunately, the policy of the present Federal administration for a reduction in the size of the Federal government and the budget has not been accompanied by a parallel reduction in the extent of Federal regulation of colleges and universities. The government needs to be made aware that the very diversity of universities that they are concerned about ensures that erudite supporters of their position, whether liberal or conservative, can always be found. Every effort should be made by the government to ensure that this diversity remains for future generations. Each administration, conservative or liberal, has drawn from universities persons of great talent to contribute significantly to the running of government. Shortsighted decisions, such as in the Franklin and Marshall case, and other constrictions that make it increasingly difficult financially for faculty other than those with independent means of support to continue their careers, only serve to diminish the diversity of faculties and thereby reduce the numbers of candidates for posts in government.

Lifting of Mandatory Retirement Age

The recent Congressional action eliminating mandatory retirement at age 70 has exempted professors for a period of seven years. Our interest should be in maintaining a steady influx of faculty to promote the flow of new ideas. The extension provides time to consider constructive mechanisms to maintain this influx. The administration and the Faculty Senate need to address this changing situation together in the near future. This issue will be referred to the Senate Committee on the Faculty and I encourage you to submit your views to me.



FOR COMMENT

A Danger to Pedestrians

The Safety and Security Committee has been grappling with the problem of bicycle usage on campus. It has become apparent that with the density of pedestrian traffic on campus the use of bicycles present a danger to pedestrians. We are aware of two serious accidents and many near accidents involving pedestrians that have recently occurred in the vicinity of Locust Walk. It is the committee's position that the use of bicycles and other recreational wheeled vehicles is inherently dangerous on Locust and Hamilton walks and should be banned from these walkways.

The committee realizes that this may infringe to some extent upon the mobility of members of the University community. But, we feel that the present danger requires that this be effected as soon as possible. There are a number of alternate routes and parking for bicycles which can be developed so as to limit the impact of this ban on members of the college community who like to bicycle to work or class.

—Sheldon Jacobson, M.D., Chair
Safety and Security Committee, 3400 Spruce/4283

COUNCIL

Synopsis of Minutes October 8, 1986

The Council approved, with one amendment, the guidelines for the protection of students in sponsored research projects, a proposed by the Council Committee on Research (*Almanac* February 18, 1986). The report of the ad hoc Council Committee on Sexual Harassment (*Almanac* October 14, 1986) was introduced, followed by initial discussion. No comment was made regarding Section I, suggestions were made for modification in Section II, and consideration will resume at Section II at the November 12 meeting. Following introduction, the report of the ad hoc Council Committee to Draft a University Policy on Racial Harassment (*Almanac* October 14, 1986) received initial discussion. Conflicting views were expressed as to whether the procedures called for in the two reports might be merged. The ad hoc Council Committee to Review the Charter of the Student Judicial System reported that the system appears to work well, that there is little sentiment for change, but that it is little known, suggesting a need for publicity.

—Robert G. Lorndale, Secretary

Notes on October 8 Debate

In relation to Mr. Lorndale's synopsis above:
• Council's action on protection of students in research was accepted as amended by the Administration and appeared Of Record in *Almanac* October 21.

• Among positions taken on the sexual harassment report's Section II were:

Dr. Jean Crockett stressed the committee's openness to comment and criticism of its work.

Dr. Joseph Bordogna said as a Dean handling harassment cases he had believed present systems effective until he read the "chilling" anecdotes in the Sexual Harassment Survey's final report; he favored strengthening present mechanisms. (The anecdotal portion of the SHS report will be mailed shortly to SEC and other Council members.)

Dr. Michael Cohen likened to McCarthyism a proposed procedure for recording and holding the names of subjects of uninvestigated complaints.

Dr. Anthony Tomazinis said over half of sexual harassment charges are false; in response to query from Dr. Helen Davies as to source of data he cited newspaper accounts of acquittals in rape cases including the report that a local feminist later said her charge had been false.

Dr. Davies said women's urgency about having a procedure is not anti-male but the reaction of many to proposals for a procedure may indicate men do not perceive their own or others' acts as harassment.

• Dr. Daniel Malamud proposed that discussion of sexual and racial harassment be kept separate.

• Dr. Cohen noted that the University publishes a sexual harassment policy but uses a non-discrimination statement in connection with racial harassment; he asked recognition of a difference between harassment and discrimination.

NOTE: See inside back page for a view of the Ombudsman on proposals involving his office. K.C.G.

On Black South African Educational Initiatives at the University

Subsequent to the meeting of the Trustees of the University of Pennsylvania in June 1986, Chairman Alvin V. Shoemaker asked Trustees David C. Auten, A. Leon Higginbotham, and Margaret R. Mainwaring to serve as an *ad hoc* committee to work with the University administration on proposals to provide educational opportunities for Black South Africans at Penn. This report presents those proposals.

The central premise of the proposals is that Penn educational initiatives for Black South Africans, while independent of the University's investment policies, should demonstrate a proactive approach to the repressive political, social, and economic conditions that exist in the Republic of South Africa. At the same time, initiatives should be congruent with Penn's educational and research missions.

Proposals

1. Student Exchange Program

The University should seek to identify Black South Africans matriculated in South African institutions of higher education to be selected and named Penn South African Fellows. We suggest an initial target figure of five Fellows. These Fellows may be undergraduate or graduate students, but preference should be given to Black South Africans enrolled in courses of graduate or professional study in which Penn could offer complementary courses of study. Students should be chosen through various mechanisms including the following:

- (a) South African institutions including Witwatersrand, Western Cape, Capetown, and Natal;
- (b) the South African Education Program of IIE;
- (c) faculty referrals;
- (d) self-identification;
- (e) resource agencies such as those identified through the Investor Responsibility Research Center.

Students selected as Fellows should receive tuition and stipend support at their home South African institutions for a period not to exceed two years. At some point during or after that period, they should be expected to study on the Penn campus. While at Penn, Fellows should continue to receive tuition and stipend support.

2. Faculty Visiting Scholars Program

Ezekiel Mphahlele, former University of Pennsylvania faculty member and founder and chairman of the Council for Black Education and Research in Soweto, has emphasized that faculty exchange programs can benefit both the teaching and the research of Black South African faculty members. To this end, the University should encourage Black South African faculty members to visit at the University and also University faculty to visit at South African universities with significant numbers of Black students and faculty.

Faculty visiting scholars at the University might be selected through a number of procedures, including existing South African organizations such as the Educational Opportunities Council, headed by Mokgethi Motlhabi.

3. South African Education Program of the IIE

Penn should continue its participation in the South African Education Program administered by the Institute of International Education (IIE-SAEP). The University of Pennsylvania guarantees one financial aid award to an admissible IIE-SAEP undergraduate candidate. No financial assistance is guaranteed for graduate and professional students, but when candidates are referred to the University, it attempts to identify funding sources within the appropriate school. Since IIE-SAEP began, one undergraduate participant has been admitted with aid, and two professional IIE-SAEP students have matriculated, including one LL.M student who received some financial support from the Law School and one MBA student who came with support from a corporate sponsor.

4. Staff Support

Staff support will be essential to the success of Black South African Initiatives at Penn. The University administration will ensure that a staff member is assigned to oversee the development of program objectives, the designation of fellowship recipients and visiting faculty, and the provision of support to program participants.

The administration will make periodic reports on the status of the proposed initiatives.

—Sheldon Hackney

Speaking Out

Ombudsman on Harassment

The two recent reports from the Committees on Sexual and Racial Harassment raise questions about the function of the Ombudsman which need to be addressed. Some of the activities which the reports recommend for the Ombudsman would compromise the integrity and independence of the institution of Ombudsman.

The Ombudsman's office is explicitly separate from the administrative organs of the University and from the faculty's mechanisms as well. The Ombudsman receives complaints from people who feel that they have not been well served by the University's standard and formal mechanisms for handling their complaints. The Ombudsman is empowered to investigate the validity of these complaints and, when they are valid, to take action on behalf of the complainant. The Ombudsman's procedures are entirely confidential until and unless the complainant wants formal action taken.

The Ombudsman reports to the community on the cases he or she has seen and evaluated. If it appears that administrative mechanisms for addressing grievances are not working, it is his or her office to say so and to suggest changes. After action on grie-

vances is taken, the records retain the degree of confidentiality appropriate to them. The Ombudsman is not a disciplinary officer, though he or she does try to see that malfeasance of which he or she becomes aware is dealt with by those who should deal with it.

It is imperative for the effective functioning of the Ombudsman that people trust both the confidentiality of the office and the likelihood of forceful action on complaints which are found to be justified. It is also imperative that people trust the fairness, the impartiality, and the independence of the office, which represents no constituency save that of the whole community.

The Ombudsman cannot be, and cannot be seen to be, an administrative officer at the head of a structure for dealing with cases of harassment, nor should the Ombudsman store the records of action of such a structure and report on them. Those administrative functions should be properly provided by the administrative structure. I see nothing wrong with suggestions in both reports that the Ombudsman consult with the individual administrative units as they set up mechanisms to receive, investigate, and act on complaints. I would hope that we could expect extensive cooperation.

If it does, after proper public discussion, appear appropriate that records be kept of "informal" and unverified complaints, the Ombudsman's office is not the place for such records, even if the fact that they must be confidential might suggest the notion. Even the perception that the Ombudsman is the custodian of a body of potentially damaging material, of unknown validity, would do away with confidence that the Ombudsman conducts fair, impartial, and independent investigations.

Again, if after public discussion it were to seem appropriate to keep records of informal and unverified complaints, and if someone were to study them in a proper manner and see patterns which suggested the need for action, it would not be inappropriate to make a complaint and to ask the Ombudsman to take action. Any action would have to begin with an attempt to ascertain the validity of the allegations.

As the discussion of these two reports goes forward, I hope that people will take care, as they consider new mechanisms, that they do not compromise the usefulness and independence of the Ombudsman's office and thus its service towards achieving a more decent community.

—Wesley D. Smith, Ombudsman

Awareness Week: Open to All

None of us can be unaware of the problems caused by alcohol. It is a major national concern. On college campuses throughout the country, alcohol abuse has become a primary public health focus.

At the University of Pennsylvania we feel it is our responsibility to offer the Penn community educational programs that will give us all a better understanding of this issue. Toward this end, the Penn campus is observing National Alcohol Awareness from October 26 to 31.

We are fortunate to have informed people who have developed an excellent schedule of programs for the week. These activities sponsored by the Alcohol Concerns Committee will be open to every person in the campus community. The calendar of events was published in last week's *Almanac*.

I urge you to take advantage of these programs as one means of becoming more informed about this national problem.

—Sheldon Hackney

Corrections: The members of the Faculty Council on Undergraduate Education 1986-87 were omitted from last week's report. Their names appear below (* indicates student members). Comments may be directed to any of them or Stephen Steinberg, Coordinator, Faculty Council on Undergraduate Education. *Howard Arnold, James Larkin, Ellen Baer, John F. Lubin, Janice Bellace, Marion Oliver, Ivar Berg, David Pope, Claire Berkowitz*, George Ruff, Anne Berman*, Brian Salzberg, James J. Bishop, Gino Segre, Lucy Creevy, Ralph Smith, Peter K. Davies, Thomas Ehrlich, Catherine Stiebel*, Larry Gross, Lyle Ungar, Sheldon Hackney, Leon Weiss, William Hamilton, David Williams, Laura Hayman, Irene Winter, Irving Kravis, Becky Young.*

In the Guidelines on Open Expression published last week, Section II.B.2. should read as follows: *Reviewing administrative decisions made under these guidelines without consultation with the committee.*

Dr. Harrison McMichael, associate dean of the School of Medicine, advises that the internal

deadline for Lindback Awards in Medicine is November 3. Send nominations to Carole Prudhon Mack, Suite 100, MEB 6056.

Reminder

The deadline to submit nominations for honorary degrees is *October 31*. Submit nominations to the Office of the Secretary, 121 College Hall 6382.

Ware College House Fellow

There is an opening for the position of faculty fellow in residence at Ware College House. Applications including a CV and letter of intent should be sent to the Office of College House Programs, c/o Dr. Christopher Dennis, Housemaster, High Rise North Upper Lobby, 3901 Locust Walk. Information: Ext. 5551/6170. Applications are due by November 7.

—Mark A. Kocent, *Administrative Fellow, Ware College House*

Department of Public Safety Crime Report

This report contains tallies of Part I crimes on campus, a listing of Part I crimes against persons, and summaries of Part I crimes occurring in the five busiest sectors on campus between **October 20, 1986 and October 26, 1986.**

Total Crime

Crimes Against the Person—0, Burglary—3, Theft—10, Theft of Auto—0,

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Spruce St. to Locust Walk, 34th St. to 36th St.			
10-20-86	9:24 AM	Williams Hall	Various machines pried/money taken.
10-24-86	12:26 PM	College Hall	Bike taken from rack/lock cut.
Locust Walk to Walnut St., 34th St. to 36th St.			
10-20-86	6:27 PM	Van Pelt Library	Wallet taken from unattended tote bag.
10-20-86	6:27 PM	Van Pelt Library	Wallet taken from unattended purse.
Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.			
10-20-86	9:55 AM	Med Educ Bldg.	Male arrested for burglary/taken to 18th district.
10-21-86	12:05 PM	Richards Bldg.	2 VCR's taken from unsecured locker.
Walnut St. to Market St., 36th St. to 38th St.			
10-23-86	4:37 PM	Gimbel Gym	Wallet and contents taken from secured locker lock damaged.
10-24-86	3:32 PM	Gimbel Gym	Wallet taken from secured locker.
Walnut St. to Market St., 34th St. to 36th St.			
10-23-86	1:27 PM	Franklin Annex	Battery taken from Mail Truck.
10-25-86	1:50 PM	Law School	Unattended purse taken/later recovered/wallet gone.

Safety Tip: As the hours of daylight decrease, vulnerability and the opportunity for crimes increase. Counteract this by getting involved in crime prevention. When out at night, avoid being alone; there really is safety in numbers.

FITNESS/LEARNING

29 Bits and Pieces Noontime Training Seminar. IBM presents the IBM PC Convertible; noon-1 p.m., 1st floor conference room, Van Pelt Library (Computing Resource Center).

31 Bits and Pieces Noontime Training Seminar. How to set up an IBM PC-XT; noon-1 p.m., Room 285, McNeil Building (CRC).

MUSIC

28 Music Across the University presents Peter Olds-Clark, director, budget and finance, Veterinary School; 12:05-12:30 p.m., Irvine Auditorium (Curtis Organ Restoration Society).

TALKS

29 Regulation of Carboxypeptidase H Activity: A Processing Enzyme for the Synthesis of Neuropeptides; Vivian Hook, U.S. Public Health Services University; noon, Suites 100-101, Med Labs Building (Dept. of Pharmacology).

Ethnicity in Housing: Integration and Segregation in Philadelphia Neighborhoods; panel discussion by Robert Malone, Jerry White, Paul Levy, and John Morrison with chair Howard Arnold; 2-5 p.m., 286 McNeil (School of Social Work).

Use of Infrared Spectroscopy to Demonstrate Protein Binding of Calcium Salts in Gallstones; Roger D. Soloway, professor of medicine, gastrointestinal section; 2:30-3:30 p.m., Hope Auditorium, CHOP (Gastrointestinal Section).

Public Theology, Civil Religion, and American Catholicism; The 1986 Boardman Lecture in Christian Ethics by David J. O'Brien, department of history, Holy Cross; 4 p.m., Christian Association Auditorium. Open panel discussion with David Delaura, Reverend J. Bryan Hehir and Roger van Allen, moderated by Stephen N. Dunning will begin at 8 p.m. (Department of Religious Studies).

The Great Wall in History and Imagination; Arthur Waldron, department of history, Princeton; 4-5:30 p.m., West Lounge, 4th floor, Williams Hall (East Asian Colloquium, Department of Anthropology).

Jean-Paul Sartre: Revisions of Critical Reading; Robert Wilcocks, University of Alberta; 6 p.m., Romance Languages Lounge, 5th floor, Williams Hall (Departments of Comparative Literature, Romance Languages).

30 Molecular Mechanisms of Olfaction; Robert Anholt, department of physiology, Duke University; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).

Traditional Themes from Oral Tradition: Story Telling and Cultural Identity; Margaret Mills, department of folklore; 4 p.m., Classroom I, University Museum (Middle East Center).

Literary Studies and the Psyche: The Limits of the Enterprise; Robert Wilcocks, University of Alberta; 6 p.m., W. Lounge, 4th fl. Williams Hall (Departments of Comparative Literature, Romance Languages).

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