

Almanac

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\$9.4 Million for Conductive Polymer Research/Training

A broad interdisciplinary collaborative research program involving several universities and industry, headed by Dr. Alan G. MacDiarmid of chemistry, has begun at Penn under a five-year, \$9.4 million contract for research in the structural and electronic properties of conducting polymers, or "synthetic metals."

The award was made by the Defense Advanced Research Projects Agency through their University Research Initiative Program. Dr. MacDiarmid and Dr. Gregory Farrington of materials science will lead a Penn-based national research and training project in this interdisciplinary branch of materials chemistry born here a decade ago.

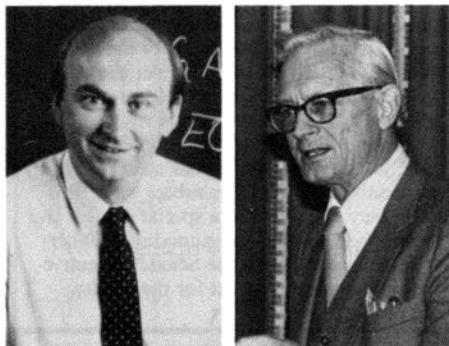
The highly competitive Department of Defense URI program drew about 1000 proposals from 175 universities, and resulted in 86 awards to 70 institutions.

As Dr. MacDiarmid explained, "The award will be used to carry out research on a new class of conducting polymers with novel structural and electronic properties. Such materials are lighter in weight than conventional metallic conductors, and some have highly directional conducting properties (i.e. along the polymer chain but not across it), others are semiconductors and others may have totally unanticipated new properties with important applications."

"Polymers that conduct electricity are one of

the most exciting developments in materials chemistry in the last decade," Dr. Farrington said.

Team research on conducting polymers stems from a breakthrough made known in 1977 when Dr. MacDiarmid and his then-collaborator in physics, Dr. Alan Heeger (now at Santa Barbara), published the first paper showing that a polymer (plastic), which is non-conductive, could be "doped" and converted to a metal which still possessed the mechanical properties of a polymer. Industry's immediate grasp of the potential for lightweight rechargeable batteries, sensing devices and other uses led to several patent agreements between Penn



Gregory Farrington

Alan MacDiarmid

and Allied Signal in the U.S., BASF in Germany, and Showa-Denko and Hitachi in Japan.

The 1977 breakthrough itself came from a lab accident in Japan in 1970. A Korean student at Tokyo Institute of Technology misunderstood Professor Hideki Shirakawa's instructions for a routine experiment for turning acetylene gas into an organic polymer; used too much catalyst and came up with a silvery film of "polyacetylene," the simplest organic polymer that looked like a metal. His professor laid it on a shelf as a curiosity, and showed it to Dr. MacDiarmid two years later when the latter visited Dr. Shirakawa's lab. Dr. MacDiarmid became so intrigued with the film that he invited Dr. Shirakawa to spend a year with him and Dr. Heeger at Penn investigating its properties. Here they found that "doping" of the material with iodine turned out to increase the plastic's conductivity a trillion-fold.

After the MacDiarmid-Heeger paper on the plastic that could be made to behave like a metal, the scientific community throughout the world leapt into the field. By 1986, almost 2,000 papers on the prototype conducting polymer,

(continued on page 2)

February Pay Raises for Secretarial, Clerical Staff

Effective February 2, some 1300 non-exempt secretaries and general and financial clerical staff members will receive increases in their annual salaries of up to \$600, Senior Vice President Helen O'Bannon has announced.

Eligible staff will be notified at the end of January by letter, and the increases will appear in February 13 paychecks, she said.

For eligibility, staff must have been employed here before November 1, 1986; be below the maximum in their pay range; and have a satisfactory performance rating.

To identify those eligible for increase, Compensation Manager Adrienne Riley said, the Compensation Office reviewed the clerical positions and job families for internal equity and for market comparability, then contacted departments about individual performance.

This is the second round of market/equity adjustments that Ms. Riley said have three goals: to enhance the career path and job ladders of clerical staff, to increase the competitiveness of Penn's clerical salaries in the Phila-

delphia marketplace, and to improve the recruitment and retention of skilled support staff.

Last January, adjustments of \$200 to \$400 were made for over 1800 support staff members who had a year's service in clerical/technical and other job families. More detailed study of the secretarial/clerical side produced the new round capped at \$600, and several other large job families—including the laboratory/technical family—are currently being studied, Ms. Riley added.

Market and equity studies were begun in 1983, Mrs. O'Bannon added, with a view to "keeping valued staff members and recruiting the caliber of support Penn needs for carrying out more effectively both academic and non-academic activities." Computerization and the general need to improve individual productivity have put a premium on competition with other employers in the region, she added. According to Ms. Riley the competition has become keener as others have been upgrading their human resources programs.

A New Penn Record

The University faculty, staff and students have once again set a record for contributions to the United Way Donor Option Campaign during 1986 raising \$216,495. This is \$6,000 more than the previous year's total and represents two percent more participation with 33 percent of the faculty and staff contributing. Showing increases over last year were: Annenberg Center, Annenberg School, Graduate Education, Intercollegiate Athletics, Law, Libraries, Medicine, Morris Arboretum, Museum, President, Provost, Senior Vice President, Veterinary Medicine, VP for Facilities Management, VP for Finance, and Vice Provost for University Life. Full report will be published next week.

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Speaking Out

More on Club Unionization

In the January 13, 1987 issue, *Almanac* printed a lengthy letter from a number of employees at the Faculty Club concerning a union organizing attempt. This letter contained a number of misconceptions concerning the University's position on the matter. Without responding in detail to each point made in the letter, I would like to take this opportunity to explain what in fact has transpired to date before the National Labor Relations Board (NLRB).

On November 20, 1986, AFSCME, Local 54, which represents employees in the University Dining Services, filed a grievance with the University under its collective bargaining agreement stating that Local 54 was entitled to represent the service employees at the Faculty Club as part of its Dining Services unit. While this grievance was pending, Local 274 of the Hotel Employees and Restaurant Employees (HERE) filed a petition with the NLRB claiming to represent a majority in a unit limited to employees at the Faculty Club. As part of the NLRB's investigation, the University was asked for its position on an appropriate bargaining unit. Because the existing bargaining at the University has been organized almost exclusively on a University-wide basis, the University notified the NLRB that it considered a unit confined to the Faculty Club inappropriate because it is too narrow in scope, and that the employees in question were part of a broader, University-wide residual service unit. The University's position reflects its consistent policy against the excessive splintering of the University's operations; for if Local 274's position were accepted, any University facility or building could potentially be considered a separate unit for bargaining. The financial and operational problems

created by such a fragmentation of the University's bargaining argue strongly in favor of University-wide bargaining.

The NLRB set January 12, 1987, as the date for an administrative hearing on Local 274's Petition and on the question of the appropriateness of a bargaining unit. However, before the hearing could be convened, AFSCME formally requested the AFL-CIO in Washington, D.C. to resolve the inter-union conflict between it and HERE over the representation rights of the employees in question. Pursuant to established policy, the NLRB has postponed indefinitely its hearing while the Unions attempt to resolve their differences at the AFL-CIO level.

Thus, while some employees at the Faculty Club are predictably and unfortunately impatient at developments, it is clear that the issues are unusually complex. These many issues are best left in the hands of the NLRB—the agency specifically designated by Congress to resolve representation problems.

—George W. Budd
Associate Vice President
Staff and Labor Relations

The Fox is Among the Chickens

It seems that at the last Senate meeting not enough members were present to constitute a quorum. And so, some of the leadership was frustrated; some felt demeaned. Alas, democracy is a difficult form of government. So what else is new?

It would be simpler and easier, we are told, just to eliminate regular meetings. If a reasonable number of members wanted to meet they could join in a special request and then they would be accommodated. Otherwise, it is better to let the Senate Executive Committee speak and act for the faculty. Right? Wrong.

There are, of course, a number of reasons why colleagues would not attend meetings. They may be busy doing research or teaching. They may be satisfied with the conditions of the University and/or the performance of the Senate leadership. They may be uninterested in what they consider trivial debates of boring subjects. They may have other reasons as well. None of them warrant so radical a change.

To eliminate regular Senate meetings would be a mistake. Should the Faculty be assembled only by petition then Senate meetings would change from whatever they are now into mobilized rallies of group causes and grievances. It would be worse than a mistake. Eliminating regular Senate meetings would be a violation of our integrity. Although people might prefer to run it as a corporation, the faculty of the University of Pennsylvania is a community. As members of this community we have a right to meet regularly with our colleagues to discuss common concerns or just to associate with them. It is not a right granted to us by a benevolent administration or by a generous Senate Executive Committee, not even by the faculty electorate. It belongs to us as individual members. Right?

As American citizens we have the right to vote at regular intervals. It is a right which is ours as individuals not one granted to us by the government. Hardly ever does the majority of eligible voters exercise this right and practically every public official is elected by a fraction. To some it may be frustrating, to some (concerned with comparisons with the 90% + record of other countries) it may be demeaning. So let us simplify matters and abolish elections. Right? Wrong.

—Karl von Vorvys,
Professor of Political Science

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.

Polymers (from p.1)

polyacetylene, had appeared in print and about a dozen new synthetic metals of this type had been discovered. At the present time 20 to 30 papers appear each month on conducting polymers from academic, governmental and industrial laboratories throughout the world.

The push is now to develop the "ultimate" synthetic metal—a polymer which has a conductivity approaching that of copper, which is thermally stable to high temperatures in the environment and which has good mechanical properties and is inexpensive. The polymer on which the Penn group is now working, polyaniline, could probably be produced commercially for about \$1 a pound.

But alongside the research, the program is setting out to produce a new generation of subspecialists who can handle the interdisciplinary demands of a field that did not even exist ten years ago. The program provides funding for three new faculty distributed between the chemistry and materials science departments. "The interdisciplinary approach is essential,"

said Dr. Farrington, who is chair of materials science and has his lab at the Laboratory for Research in the Structure of Matter. The project here crosses between SAS (chemistry, physics) and SEAS (materials science).

The program is designed to draw on the best scientific expertise in the country and to promote collaborative research between persons interested in this new field in such diverse disciplines as synthetic chemistry, electrochemistry, polymer science, biomedical science and experimental and theoretical physics. Dr. MacDiarmid said. The project has therefore made subcontracts to Dr. Arthur Epstein, professor of physics and professor of chemistry at The Ohio State University, Dr. Gary Wnek, materials science department, MIT, Dr. Bryan Humphrey at Montclair State College in New Jersey and to Dr. Teh Kuan at Lockheed Corp. in California.

"With this grant I believe that a legacy for the future will be well established at Penn in the form of a continuing new center of materials research in the U.S.," concluded Dr. MacDiarmid.

Accessing PennLIN

PennLIN, Penn's online library catalog, as been accessible since October 1986 from terminals in Van Pelt, in all the departmental libraries, and in campus offices already connected to PennNet. The test database of 425,000 bibliographic records includes materials cataloged from 1972 to 1986.

Now PennNet has made it possible for members of the University community to access PennLIN from their personal computers if they have a modem, a telephone line and communications software. In addition to daytime service, the online catalog is also available late in the evening and on weekends, during times when the libraries are closed. To obtain a telephone number for dial-up access please call the Data Communications and Computing Services office at Ext. 8171.

For assistance with access using specific types of PCs and modems or for help selecting appropriate communications software, call the Library Systems office at Ext. 7091.

Council: Two Discussions on Harassment

Under Council's plan to discuss the sexual and racial harassment reports in alternate months until closure is reached on both, the December 10 meeting was devoted to sexual harassment and the January 14 one to racial harassment.

In each case, new written statements were issued by members of the two ad hoc committees that produced the reports (published October 14, 1986). Both appear on page 4 of this issue. The new statement on racial harassment is signed by all members, the one on sexual harassment by eight members.

Both groups now support the creation of a single mechanism for handling sexual and racial harassment cases, rather than separate ones. Both underscore concern for retaliation or fear of it; the racial harassment group says it would help to "establish an office to provide counseling and advocacy for Black members of Penn's community." Both accept—and the racial harassment committee commends—the position taken by Ombudsman Wesley Smith on record-keeping (reprinted on page 4). The sexual harassment committee members urge periodic surveys (of students as they leave, and of faculty/staff every few years) to determine if they have been harassed and if they have reported it. Some highlights of debate on the two documents:

Sexual Harassment (December 10)

Issues in the report that drew the most debate were (1) record-maintenance and reporting, which Dr. Jean Crockett said she believed was resolved in the new statement; and (2) definition of harassment (section III). At issue was whether or not to retain the full range of examples of behavior, which are divided into "inappropriate," "more serious," and "extremely serious."

Dr. Michael Cohen said one under "inappropriate" ("Remarks that stigmatize or ridicule others on the basis of gender or affectional preference") does not fit the existing policy's definition of "unwanted sexual attention" but could be a means of restricting free speech. Dr. Crockett argued that the policy covers behavior that "interferes with the academic or work performance" and remarks, if frequent, could do so. She pointed to provisions on protecting academic freedom; said the language provides for distinction between the idle remark and harassment; and added that counselors and mediators should be able to distinguish between them in early stages of complaints.

Professors Henry Hiz and Noam Lior were among those recommending that only the more serious examples be retained (Dr. Lior suggested eliminating everything up through "unwanted cornering or leaning over" in the "more serious" category). GAPSA's Wayne Glasker and Graduate Student Vincent Phaahla argued for retaining the full range, in part to educate people about what comes across to the recipient as harassment. Jean Adelman of the Librarians Assembly urged Council to remember that the policy must also cover staff, and said the debated provisions could be important to staff. Dr. Daniel Malamud pointed out that all of the examples are illustrations of a definition, not a list of charges.

On other sections of the report: In response to query, Dr. Robert E. Davies said the one-year provision for seeking redress is in line with other grievance procedures. Dr. Roger Soloway said he would like more emphasis on the "Support and Counseling" section (VI). With regard to resolution mechanisms (VII and VIII), Dr. Anthony Tomazinis asked a more central role for deans, a role for the Faculty Senate, an ombudsman in each School, and more open adjudication.

The sexual harassment report appears again on the February 11 agenda.

Racial Harassment (January 14)

After VPUL James Bishop's presentation of the new statement which resolves two of the issues raised in a minority report by Dr. Dan Perlmutter and University Assistant General Counsel Neil Hamburg (unified grievance process and record maintenance), Mr. Hamburg said in response to query that a third point in the dissent—whether to include language specifying that harassment can be by omission as well as commission—remains unresolved. He said discrimination can occur by omission but that the report seemed to suggest almost any act of omission could be construed as harassment. Dr. Ann Strong spoke for keeping "omission" in the definition.

In response to queries, members were assured the proposed unified grievance process would not do away with the Faculty Grievance Procedure. Mr. Phaahla called the unified procedure a step backward, arguing for School-level panels chosen for understanding of separate kinds of harassment, with cases going on to the unified stage campus judiciary if not resolved. Dr. Soloway said the focus should be on having advocates at the counseling stage.

Dr. Cohen objected to the report's preamble, saying it had a "where-there's-smoke-there's-fire" flavor suggesting widespread racial harassment for which he found no evidence. "On this volatile campus, if anything were going on it would be known," he said. "I don't want to be hung for what Dolfman did, or see the whole faculty besmirched for it." Dr. Jacqui Wade responded that there are data on complaints that could be compiled (from the Ombudsman, from comments not solicited but volunteered in the sexual harassment survey, and from individuals who are coping with complaints. "If so many were not handling the complaints, you would see headlines in the D.P. and marches on College Hall," she said. Mr. Glasker cited the DLAM conflict that went public last year and said for every DLAM case probably four or five went unreported. Ellie DiLapi of the Women's Center said that of some 100 complaints there about 75 were from black women, many of them staff. Dr. Crockett said two indicators convinced her of problems: (1) information from networks of people whom people turn to and (2) the strength of reaction to Dolfman which "would not have occurred if this had been an isolated incident."

Dr. Lior said he was "amazed" that the oldest University in the country would not have a general grievance procedure but that six or seven disjointed processes would grow up. Government and others have established models, he added, but "it seems we go through the dilettante effort to reinvent the wheel rather than adopt what works; we are wasting the community's time."

Other Topics December 10

Bicycles on Walks: President Hackney said the administration will respond to the statement delivered by Dr. Sheldon Jacobsen for the Safety and Security Committee, asking to ban wheeled vehicles from Locust and Hamilton Walks. Some speakers said that bikes on sidewalks are already illegal. Others said bikes are necessary for getting around campus and made suggestions such as bike paths, speed barriers, and speed limits.

Student Union Proposal: Dr. Lior of the Facilities Committee said his group will review details with a task force set up by VPUL James Bishop and chaired by Michael Some, Col '87, who headed the Undergraduate Assembly proposal team. Dr. Lior said a new facility was needed, but added that several satellites might be better than one large structure.

Safety: The President's report covered the December 4 sit-in resolution (*Almanac*, December 9, 1986), and increased commitments to safety with a list of measures taken, provided by Dr. Bishop (*Almanac*, December 16, 1986). Dr. Cohen said the administration's agreement to set up a committee to look into "policies, groups, including fraternities, and factors that might lead to acts of violence, discrimination and harassment" could result in a witch-hunt.

Other Topics January 14

Faculty/Student Interaction: As chair of the President's Seminar which reported 66 recommendations in academic, residential and other opportunities for interaction (*Almanac*, September 23, 1986), Dr. Alice Kelley urged members to read, comment and participate in what is already available. To advance many of the recommendations, she emphasized two overarching needs: incentives to make it possible for faculty to put time into interaction, and improved facilities. "It's hard to find a place to sit down with students without walking a long way," she said. "If you have to go out of your way, it discourages doing it." The President and Provost praised the committee's work and echoed Dr. Kelley's urging that it not go on the shelf. In a related report for the Council Committee on Student Affairs, Dr. Linda Nelson said her group was perhaps more cynical about central approaches: based on a survey of Schools' efforts, the committee she co-chairs with Dr. Vivian Seltzer "couldn't come up with a global plan" but saw each School as developing its own mechanisms; she joined in urging those with time and space to get involved. Dr. Seltzer sketched a timetable for this committee to continue reviewing the UA's "1990" document, which outlines what students in a survey said they wanted most to have by the University's 250th anniversary year.

Homeless: Dr. Sheldon Hackney reported on the shantytown built near Hi-Rise North in December by the University City Hospitality Coalition and left in place, by agreement with the University, until students returned from break. Its dismantling on Tuesday was also by agreement; the President said that the Coalition had its genesis in the Penn community and relations with it are not adversarial. The University is now trying to help the group locate a place in the area for daytime shelter where they can shower, wash clothes and organize activities. "The group tells us that overnight shelter and food are not the problem."

Other Reports: The President advised of two forthcoming documents: the draft proposal on body searches (see page 5, this issue), and a final version of the proposal on educational assistance to South Africans (scheduled for January 27). The Provost said he will shortly name the committee agreed-to in ending the December sit-in, to look into factors that might lead to acts of violence, etc.

Two Statements from Harassment Committee Members

From Members of the Ad Hoc Committee on Sexual Harassment

Delivered at Council December 10, 1986

In the course of University Council and oral and written campus debate and consideration of the recommendations of the Sexual Harassment committee report, thoughtful questions have been raised about central record-keeping and the establishment of congruent formal structures to address sexual and racial harassment. Members of the committee have met to discuss these questions and to clarify our thinking in light of the campus response to these issues.

On the basis of statements made recently by present and past Ombudsmen, it is clear that records of complaints will not be maintained in the Office of the Ombudsman *unless* the respondent has been informed of the nature of the complaint and the name of the complainant, and an attempt has been made to pursue the matter informally. We believe that complainants may still limit the extent of their involvement, if they wish, and we have always been clear that the protection of individual rights will not be served if those who are formally accused do not know who are their accusers. The vulnerability of victims of sexual harassment remains of vital concern to us, however, and while we believe that every effort should be made to encourage victims to report incidents, we also urge the provision of appropriate supports for them and the fullest assurance of their protection from retaliation.

Two separate University-wide structures have been proposed for addressing formal complaints of sexual harassment and of racial harassment. We believe that at this formal University-wide stage, where objectivity, clarity of vision, and wisdom should be the prevailing features of the process and of those responsible for its implementation, the two structures can be merged into one single structure. At the informal levels of mediation, however, we acknowledge that there may be differences in ways of responding to racial and sexual harassment complaints, and that different people may offer different skills and strengths in these areas.

We remain seriously concerned about our institutional ability to know the full extent of harassment on our campus, and to measure our progress in reducing its impact. We therefore urge that a survey instrument be available to students, faculty and staff and administered routinely to students when they leave the institution and to faculty and staff every few years, that will tell us, among other things, if they have experienced harassment and if they have reported it. Such information can help us as an institution to measure whether efforts to increase

support and outreach and to develop processes for complaint have truly reduced harassment on campus.

—Jean Adelman, Librarian, Museum Library

—Jean Crockett, Professor of Finance

—Robert Davies, Benjamin Franklin Professor of Molecular Biology

—Adelaide Delluva, Professor of Biochemistry

—Mark Giesecke, Assistant Professor of Psychiatry, Director Psych. Student Health

—Edwin Ledwell, Director Administrative Affairs, Athletics

—Joyce Miller, Lecturer, Clinical Supervisor of Law

—Kim Morrisson, Associate Vice Provost of University Life

From Members of the Ad Hoc Committee to Draft a University Policy on Racial Harassment

Delivered at Council January 14, 1987

Upon careful consideration of the various comments and suggestions received from the University community about the report [*Almanac*, October 14, 1986], we thought it would be very helpful to underscore our positions on a number of issues, and to indicate our revised thinking on others.

All members of the committee, including Mr. Neil Hamburg and Professor Daniel Perlmutter, who wrote a memorandum accompanying the original report, agree that the University must have, and vigorously support, a strong policy prohibiting racial harassment and racial discrimination. There is no doubt in our minds that the University has both a moral and a legal obligation to investigate quickly and thoroughly complaints of discrimination and harassment, and to discipline those individuals who, after an investigation and a full opportunity to respond, have been found to have violated the University's policy.

As discussions with those handling complaints will confirm, most victims of harassment would prefer to have their complaints handled through confidential discussions and mediations. Most complainants want most to have access to offices that can provide them with confidential advice and counsel, able mediators, and assurances that the University will protect them from retaliation. They turn to mechanisms for formally hearing complaints only as a last resort. For these reasons, we strongly recommended in our report the establishment, in all schools and major administrative units, of advisors and resources for mediating complaints, providing information and supports and discussing the procedures available for resolving complaints.

As we pointed out in various discussions, we are fully convinced that the fewer formal mechanisms the University has for resolving complaints, the better it would be for complainants, respondents and the University as a whole. For that reason, all members of our committee now believe that it would be inadvisable for the University to establish separate grievance mechanisms solely for complaints of racial harassment. Although our committee was charged with addressing racial harassment, we recommend that the University establish one University-wide system for handling all complaints, and that as this system is instituted many, if not most, of the existing formal grievance mechanisms could be eliminated. We also believe that access to this University-wide system should be preceded by "good faith" efforts to resolve the complaints through mediation by the Ombudsman, Office of Affirmative Action, or panels within schools and administrative units.

The committee members unanimously favor instituting the procedures based upon those described in the report of the Racial Harassment Committee to handle all complaints of racial harassment against faculty and non-faculty employees, and leaving to the Charter of the University Judicial System complaints against students.

Our report urged flexibility and the minimization of procedures. We explicitly recommended that "advisors should be available within each school or administrative unit for consultation by individuals who believe themselves to have been harassed," and that "such consultation [should] be confidential and no records [should] be kept." We further recommended that those "receiving a complaint . . . contact the person(s) against whom the complaint is made and . . . keep a confidential record

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Ombudsman's Draft Revision of Section VI, Report of the Committee on Racial Harassment

VI. Maintenance of Records by Ombudsman

A. Confidential records of informal complaints handled by the various University jurisdictions should be forwarded to the Ombudsman. Such records should contain the name of the complainant, the nature of the complaint, the name(s) of the person(s) against whom the complaint was made, that person's response [those persons' responses,] and the disposition of the complaint.

"Informal," in this context, means "not submitted to a formal hearing board, but handled through mediation." Anonymous complaints, or complaints of which the person complained against has not been apprised and had a chance to respond, will not be forwarded to the Ombudsman, but will remain in their original jurisdiction.

B. If the records that come to the Ombudsman suggest patterns that give cause for concern, it is appropriate for the Ombudsman to act on behalf of the community and to determine whether the patterns are real. If the pattern is in the acts of an individual or a group of individuals, or is related to actions of an organization or an administrative unit, the Ombudsman will contact such individuals, groups, etc., and conduct such investigations as he/she deems necessary, with the purpose in each case of making certain that they recognize the pattern and its implications. If University regulations are being violated, the Ombudsman will inform the appropriate supervisory personnel so that the indicated action can be taken.

C. Summary reports of formal charges of harassment which have been adjudicated, and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the persons responsible for such records.

(continued from page 4)

of the allegations and facts, . . . and send copies of the record to the complainant(s) and the respondent(s)." We do not believe that records of uninvestigated or unresolved complaints should be transmitted to supervisors of respondents.

We endorse and recommend to the community the procedures for the maintenance of records by the Ombudsman as proposed by Professor Wesley D. Smith, Ombudsman, to the Faculty Senate on November 19, 1986, and published in the *Almanac* of November 25, 1986. That proposed revision of Section VI of our report calls for the Ombudsman to maintain confidential records, prohibits the forwarding of anonymous complaints to the Ombudsman, and authorizes the Ombudsman to conduct investigations to determine whether or not the acts of individuals or groups constitute patterns of misbehavior. According to the proposal, if, after investigation, the Ombudsman finds that University regulations have been violated, he or she may then inform the appropriate supervisory personnel. We think this is a commendable improvement to that

section of our report.

While we are strongly opposed to the recording of complaints without the respondent being informed, we believe it is imperative for the University to devote attention to providing protections and support to those members of the University who believe they have been harassed and or discriminated against, and fear retaliation, especially from supervisors or senior members of their academic or administrative departments. One major step in this direction would be the establishment of an office to provide counseling and advocacy for Black members of Penn's community.

Dr. Elijah Anderson, Associate Professor of Sociology

Dr. James J. Bishop (Chair), Vice Provost for University Life

Dr. Jean Crockett, Professor of Finance

Mr. Neil Hamburg, Associate General Counsel

Ms. Orneice Leslie, Assistant Dean, School of Social Work

Dr. Daniel Perlmutter, Professor of Chemical Engineering

Dr. Ann Strong, Associate Dean and Professor, Graduate School of Fine Arts

To the University Community:

On the Commitment to Free Exchange of Ideas

We have stated the following points on numerous occasions in the past. As the new term begins, we hope they will be kept in mind by the entire University community.

Hundreds of outside speakers are invited to the campus each year, sponsored by scores of different organizations of faculty, students, and staff. We urge those who sponsor programs to consider carefully the likely reactions of the University community and the need to promote an environment of mutual respect. Speakers whose views offend parts of our community may hinder that environment.

At the same time, we affirm the right of all campus groups to invite whomever they wish to the campus and underscore our commitment to take all feasible steps to protect that right, whatever our views on the judgments of particular inviters. The free exchange of ideas

requires no less. This is a great university, and it must continue to be a forum for the expression of differing opinions. Education can come in many different forms, including listening to speeches by individuals whose opinions are antithetical to most listeners. On those occasions, the timing and setting of the speeches are particularly important to ensure a full exchange of opinions.

We believe the groups sponsoring a speaker have the right to follow their judgments, though we may disagree with those judgments. We do not intend to speak out on each of these occasions any more than in the past, but our silence should not be taken as implicit endorsement any more than our silence in regard to the views of scores of other speakers who visit Penn.

—Sheldon Hackney, President

—Thomas Ehrlich, Provost

FOR COMMENT

We greatly value the individual's right to privacy and recognize as well the need for the security and safety of the entire University community. The following statement seeks a balance between the two objectives. We welcome your comment or suggestions by February 15, 1987.

—Sheldon Hackney, President and Thomas Ehrlich, Provost

Draft: Personal Search Policy Statement

Individual privacy is a cherished value of the University of Pennsylvania. Members of the University community and other participants in University-sponsored programs will not be subjected to body searches or required to pass through metal detectors at University-owned facilities except as provided below or as specifically authorized by the President or Provost.

Those entering University facilities may be required to open coats or display contents of pockets to prevent potentially harmful objects or projectiles from being carried into the facility. In addition, employees of the University and outside security agents hired by the University may ask individuals seeking to use University facilities, including those listed below, to submit to limited searches similar to the current practices of the following:

- (a) *Athletic Facilities:* Glass bottles and all alcoholic beverages are prohibited in athletic facilities. All containers, packages, purses, bookbags and similar carriers must be opened for inspection on request by security guards upon entry to an athletic facility.
- (b) *Houston Hall/Irvine:* At certain events, such as concerts, sight-only inspections may be conducted particularly for alcoholic beverages, photographic equipment, or audio-visual recording equipment. All containers, packages, purses, bookbags and similar

carriers must be opened for inspection on request by security guards upon entry.

- (c) *Libraries:* All books must be shown to guards prior to exiting. All containers, packages, purses, bookbags and similar carriers must be opened for inspection on request by security guards upon entry or exit. Individuals leaving Van Pelt and most departmental libraries are required to pass through a "theft detection" unit.
- (d) *University Bookstore:* All individuals leaving the Bookstore are required to pass through a "theft-detection" unit. Persons entering the Bookstore must check in coin-operated lockers all backpacks, books, bookbags, oversized handbags, and similar carriers. Guards may inspect all packages.

In addition and to the extent permitted by law, Public Safety officers (as bona fide law enforcement officers) and other law enforcement officials may subject members of the University community and guests to lawful searches (based on probable cause), including body-searches (pat-downs) and use of metal detectors.

Persons in charge of University facilities will take appropriate measures to ensure that this policy is implemented consistently. Outside security agents employed by the University will be informed of this policy.

To the University Community

The Benefits Office has received a number of questions concerning the recent COBRA notification. The language of the notice was issued by the Department of Labor, and urged for use by employers in order to "achieve good faith compliance with the requirements of COBRA, in the absence of regulations." We would like at this time to answer some of the most frequently asked questions about COBRA.

COBRA does not in any way affect your current benefits status or coverage through the University. COBRA affects you only in the event that you and/or your eligible dependents would lose benefit coverage for any reason other than termination for gross misconduct.

For example, assume a faculty or staff member of the University decides to terminate in order to take a position elsewhere and the new employer's benefits coverage has a waiting period before it is effective. The individual may elect to continue his current University coverage under the medical and dental plans for up to 18 months, or until such time as coverage with the new employer takes effect. The individual would pay the full cost of single or family coverage, but at the group rate plus a 2% administrative fee, which is all less expensive than non-group coverage.

Another example is if a dependent child turns 18 and is not a full-time student. Under COBRA, he or she may elect single coverage under the medical and/or dental plan for a maximum of 36 months, or until such time as he or she becomes covered elsewhere, or returns to school.

In yet a third instance, the spouses of faculty or staff members who divorce may continue their benefits coverage under COBRA for themselves and dependent children for a maximum period of 36 months.

Continuation periods vary according to the nature of the qualifying event. These are spelled out in the mailing you received. In some cases, a second qualifying event may occur during a period of benefit continuation, but in no case can coverage be extended for more than a total of 36 months. Termination of your COBRA coverage can occur if the University ceases to provide any benefits to any employees, if you fail to pay premiums in a timely manner, or if you become covered elsewhere.

If you have any questions on COBRA and its regulations, feel free to contact the Benefits Office for further clarification.

—James J. Keller, Manager, Benefits

OF RECORD

Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA)

Very Important Notice to University of Pennsylvania faculty and staff, their spouses and dependent children.

On April 7, 1986, a new Federal law was enacted (Public Law 99-272, Title x) requiring that most employers sponsoring group health plans offer employees and their families the opportunity for a temporary extension of health coverage (called "continuation coverage") at group rates in certain instances where coverage under the plan would otherwise end. This notice is intended to inform you, your spouse and dependent children, in a summary fashion, of your rights and obligations under the continuation coverage provisions of the new law. Both you, your spouse and dependent children should take the time to read this notice on the Consolidated Omnibus Budget Reconciliation Act (COBRA) carefully.

If you are an employee of the University of Pennsylvania covered by the University's Medical Plan (which includes the Blue Cross Blue Shield Major Medical Plans, John Hancock HealthPlan, HealthAmerica, HMO PA NJ, Delaware Valley HMO, Health Insurance Plan of New Jersey, Penn Faculty Practice Dental Plan and the Prudential Dental Plan), you have a right to choose this continuation coverage if you lose your group health coverage because of a reduction in your hours of employment or the termination of your employment (for reasons other than gross misconduct on your part).

If you are the spouse of an employee covered by the University's Medical Plan, you have the right to choose continuation coverage for yourself if you lose group health coverage under the University's Medical Plan for any of the following four reasons:

- (1) The death of your spouse,
- (2) Termination of your spouse's employment (for reasons other than gross misconduct) or reduction in your spouse's hours of employment,
- (3) Divorce or legal separation from your spouse; or
- (4) Your spouse becomes eligible for Medicare.

In the case of a dependent child of an employee covered by the University's Medical Plan, he or she has the right to continuation coverage if group health coverage under the University's Medical Plan is lost for any of the following five reasons:

- (1) The death of a parent,
- (2) The termination of a parent's employment (for reasons other than gross misconduct),
- (3) Parents' divorce or legal separation,
- (4) A parent becomes eligible for Medicare; or
- (5) The dependent ceases to be a "dependent child" under the University's Medical Plan.

Under the new law, the employee or a family member has the responsibility to inform the Manager of Benefits of a divorce, legal separation, Medicare eligibility of the employee or a child losing dependent status

under the Plan within 60 days of the occurrence of the event. Individual departments have the responsibility of notifying the Manager of Benefits of an employee's death, termination of employment or reduction in hours, in a timely fashion to allow the Manager of Benefits to comply with the law.

When the Manager of Benefits is notified that one of these events has happened, the Manager of Benefits will in turn notify you that you have the right to choose continuation coverage. Under the new law, you have at least 60 days from the date you would lose coverage because of one of the events described above to inform the Manager of Benefits that you want continuation of coverage.

If you do not choose continuation coverage, your group health insurance coverage will end.

If you choose continuation coverage, the University is required to give you coverage which, as of the time coverage is being provided, is identical to the coverage provided under the plan to similarly situated employees or family members. You will be responsible for paying the full group premium rate prevailing for similarly situated employees or family members under the plan, plus an additional 2% administrative fee. The new law requires that you be afforded the opportunity to maintain continuation coverage for 3 years, unless you lose group health coverage because of a termination of employment or reduction in hours. In that case, the required continuation coverage period is 18 months, unless a second qualifying event occurs during that 18 month period. In such a case, you may elect again to extend coverage, but not beyond a total period of 3 years. The new law also provides that your continuation coverage may be cut short for any of the following reasons:

- (1) The University no longer provides health coverage to any of its employees,
- (2) You fail to pay the premium for your continuation coverage,
- (3) You become covered under another group health plan as an employee or otherwise, or
- (4) You become eligible for Medicare.

You do not have to show that you are insurable to choose continuation coverage. The new law also says that, at the end of the 18 month or 3 year continuation coverage period, you must be allowed to enroll in an individual conversion health plan provided under the University's Medical Plan.

This new law applies to the University's Medical Plan beginning on January 1, 1987. If you have any questions about the new law, please contact the Manager of Benefits, Room 116 Franklin Building, Ext. 7281. If you have changed marital status or you or your spouse have changed address, be sure to notify the business administrator in your department so that the information in your personnel file can be updated.

NACUBO Awards: February 13 Deadline

For the third year in a row, the Office of the Senior Vice President invites all University offices—academic and nonacademic—to compete for prizes given for saving money in higher education during 1986.

The Cost Reduction Incentive Awards Program, sponsored by the National Association of Colleges and University Business Officers and the United States Steel Foundation, Inc., annually awards unrestricted cash grants to colleges and universities that have developed and implemented cost saving innovations and techniques during the past calendar year.

Penn's campus-wide call for entries the past two years resulted in five

national awards, including one of the top eight monetary awards going to the Department of Physical Plant. Other winners include Penn Mail Service, the Payroll Office, the Office of Human Resources and the Department of Public Safety.

Liz Greco of the Office of the Senior Vice President will coordinate the University's effort this year. Complete information and Idea Submission Forms will be sent to all Deans, Directors, Department Chairs and Executive Officers in the next week. Please review the questions and answers listed below and submit your cost saving accomplishments by *February 13, 1987.*

Questions and Answers

What is the Cost Reduction Incentive Awards Program?

It is a program sponsored by the National Association of College and University Business Officers (NACUBO) and the United States Steel Foundation (USSF) to recognize colleges and universities that have developed and implemented cost-saving innovations and techniques.

What were the Penn projects that recently won?

In the past two years, Penn has won five awards including one of the top 8 monetary awards in the country for Nuclear Roof Survey, Department of Physical Plant \$2500. Honorable Mentions went to:

Federal Express Billing Aggregation, Penn Mail Service
Paycheck Message, Payroll Office
Police Assisted by a Recorder and a Transcriber (PARAT), Department of Public Safety
6-Tab File Folders, Human Resources

What kinds of ideas have won awards elsewhere?

Everything from "Trash Compactors for Low-Level Radioactive Waste" to "Reloading Ribbons in Computer Printer Cartridges" to "Redesigned Gift Receipts" have been winners. (A listing and description of all 1986 winners is available in the Office of the Senior Vice President.)

What criteria do the judges consider in evaluating the proposals?

the potential for applicability and continued use of the technique at other institutions;
the originality and uniqueness of the idea as it is applied to higher education;
the amount of cost reduction without loss of program effectiveness;
the amount of involvement by faculty, staff and students.

What kinds of prizes are awarded?

Awards range from \$100 to \$10,000 plus an Honorable Mention category. Only one proposal per campus is eligible to receive a cash award. If a department wins one of the top cash awards, the money will be given directly to the department.

How will Penn determine which ideas to submit to the national competition?

The final selections for submission to the national competition will be made by a panel of executive officers.

May ideas which were submitted for the past screening be resubmitted this year?

No. Ideas must have been implemented for the first time in 1986.

What is the deadline?

The deadline for on-campus proposal submissions is *Friday, February 13, 1987.* Proposal submissions should be made on the Idea Submission Form. (Photocopies will be accepted.)

Where can I get more information?

Contact Liz Greco at 737 Franklin Building 6294 or on Ext. 1342.

University of Pennsylvania NACUBO Cost Reduction Incentive Awards Program Idea Submission Form

Please complete all questions, obtain necessary signature, and submit to Liz Greco at 737 Franklin Building/6294 by Tuesday, February 13, 1987.

1. Name of Office/Department Submitting Idea _____
2. Campus Address _____ Mail Code _____
3. Name and Title of Person(s) Responsible for the Idea _____
4. Descriptive (working) Title for the Idea _____
5. Was your idea implemented in 1986? _____ Yes _____ No
6. Do you think your idea lends itself to widespread application at other colleges and universities? _____ Yes _____ No
7. What groups were involved in idea development and implementation?
_____ Faculty _____ Staff _____ Students _____ Other (please list) _____
8. Please give estimated total net savings (annualized) resulting from implementation.
_____ (e.g. time and labor, materials, equipment, etc.)
9. On a separate sheet provide a brief (one page or less) description of your cost-saving idea including its essential features. Please comment on what aspect makes the idea unique.

Contact person for further information _____

Ext. _____

Director/Chairperson
(please print or type)

Director/Chairperson
(signature)

Date

Copies of this form will be accepted.

CHILDREN'S ACTIVITIES

Saturday Morning Classes in swimming, fencing and gymnastics began *January 17*. There are still openings in all classes. Registration Information: Helene Hamlin, Ext. 6101 (Dept. of Recreation).

EXHIBITS

Peter Tong Xiao; Monday-Friday, 4-8 p.m., Houston Hall Gallery, *Through January 30*.

The Figure Enlightened; Gary Chapman; Monday-Friday, noon-5 p.m., Philomathean Gallery, College Hall, *Through February 7*. Opening reception *January 23*, 6-8 p.m. (Philomathean Society).

FITNESS/LEARNING

Career Planning

26 *Putting Your Foreign Language Ability and Intercultural Awareness to Work*; 4:30-6 p.m., Ben Franklin Room, Houston Hall. Register: Ext. 7530.

Computing Resource Center

21 *Atari User Group Meeting*; 5 p.m., Room 308, Houston Hall.

Macintosh (PennMUG) User Group Meeting; 6:30 p.m., Room 121, Annenberg School.

22 *Celerity Computing*; presentations of Celerity's 32-bit superminicomputers; 10 and 11 a.m., and 1, 2 and 3 p.m., Conference Room, Van Pelt Library.

23 *Macintosh Applications Software*, noon-1 p.m., Conference Room, Van Pelt Library.

26 *DEC Rainbow User Group Meeting*; noon, Room 305, Houston Hall.

CRC-Wharton Minicourses are held in Steinberg-Deitrich Hall. Registration forms are available at Room 315, SH-DH or at the CRC Lab, 5th floor, Van Pelt Library. Faculty and staff can register in person or by mail. Information: Ext. 1780 or 7000.

22 *PC Technical Basics*, 4:30-6:30 p.m.

23 *Introduction to Spreadsheets*, 10 a.m.-noon.

Introductory MS-DOS, 2-4 p.m.

27 *Advanced MS-DOS*, 4:30-6:30 p.m.

28 *Lotus Spreadsheets*, 4:30-6:30 p.m.

SPECIAL EVENT

21 *Faculty Club Open House Forum*; where non-members can learn about the Club and members can express ideas and suggestions. A complimentary light lunch will be served. Reservations: Ext. 4618.

TALKS

20 *International Development Issues and the Peace Corps*; Tim Grosser, Philadelphia Area Peace Corps Recruiter, 6 p.m., Faculty Club. Information: Ext. 5531 (Society for International Development).

22 *Immortalization and Karyotype Instability: Necessary for Cancer?*; Paul Kramer, Los Alamos National Laboratories; 3:30 p.m., Auditorium, Wistar Institute (Wistar Institute).

GTpS-Induced Contraction in Skinned Skeletal Muscle Fibers; Francesco DiVirgilio, College of Physicians and Surgeons, Columbia University; 4 p.m., Physiology Library, Richards Building (Dept. of Physiology and Pennsylvania Muscle Institute).

27 *Control Mechanisms of Physiological and Biochemical Responses to Hypoxia in Skeletal Muscle and Brain Tissue*; Shoko Nioka, department of physiology, School of Medicine; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Group, Depts. of Physiology and Anesthesiology).

Structure-Property Relationship in Conducting Polymers; S.H. Carr, Northwestern University; 4 p.m., I.RSM Auditorium, (Dept. of Materials Science and Engineering).

Social Information Processing and Aggressive Behavior in Children; Kenneth Dodge, Vanderbilt University; 4 p.m., Room B-26, Stiteler Hall (Dept. of Psychology).

28 *The Impact of Terminal Illness on the Family*; Kathy Grugan, nurse coordinator, Home Care and Hospice; 1-2 p.m., Seminar Room, Marriage Council (Marriage Council).

Molecular Basis of Sucrase Biosynthesis; Richard Grand, professor of pediatrics, Tufts University School of Medicine; 2:30-3:30 p.m., Hope Auditorium, CHOP (Gastrointestinal Research Conference).

Deadlines

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the March pullout is Tuesday, *February 10*. Send to *Almanac*, 3601 Locust Walk / 6224 (second floor of the Christian Association).

Study Group on Judaism

Hillel at Penn, the Reconstructionist Rabbinical College and Congregation Beth Am Israel announce an informal faculty study group which will meet every other Monday noon-1 p.m. beginning *January 26*, in the Graduate School of Education, Room B-23. The topic of this study group will be: *Exploring Judaism: A Reconstructionist Approach* and will be led by Rabbi Sheila Peltz Weinberg of Congregation Beth Am Israel, Narbeth, Pennsylvania.

The aim of our study is to understand the approach of Reconstructionism toward the issues of concern to Jews today. The fundamental premise of the movement is the need for every generation to seriously rethink and reformulate the structures and traditions that have been inherited. Hence our study will focus upon such topics as democracy and the American Jewish community, the concept of God, the authority of the past, ethical and ritual decisions, Zionism and Diaspora, a Jewish response to Feminism and new rabbinic and congregational models.

The study group is open to all University of Pennsylvania faculty members and members of Congregation Beth Am Israel. All are encouraged to bring lunches. For more information, call Hillel at Ext. 7391, Jean-Marc Choukroun Ext. 7971 or Rabbi Sheila P. Weinberg 667-1651.

Jean-Marc Choukroun,
Professor of Social Systems Sciences

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 four busiest sectors on campus where two or more incidents occurred between **January 12 and January 18, 1987**.

Total Crime: Crimes Against Persons—0, Burglaries—4, Thefts—13, Thefts of Auto—0

Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
Locust Walk to Walnut St., 37th St. to 38th St.			
01-13-87	4:08 PM	Bookstore	Books taken from an unsecured locker.
01-13-87	7:48 PM	Bookstore	Items taken from an unsecured locker.
01-14-87	2:18 PM	Bookstore	Knapsack taken from unsecured locker.
Hamilton Walk to Spruce St., 36th St. to 38th St.			
01-12-87	12:59 PM	Mask & Wig Dorm	Clothes taken from room during break.
01-16-87	10:44 AM	Stouffer Triangle	Unattended key taken from key ring.
01-16-87	12:56 PM	Class of '28 Dorm	Keys to Quad taken from janitor's room.
Spruce St. to Walnut St., 36th St. to 38th St.			
01-14-87	1:08 PM	Gimbel Gym	Personal items from secured locker.
01-15-87	4:15 PM	Lot #17	Lock removed from car/tools taken.
01-16-87	11:04 PM	Gimbel Gym	Lock on locker forced on/wallet taken.
Walnut St. to Market St., 30th St. to 34th St.			
01-13-87	5:18 PM	Lot #26	Car broken into while student on break.
01-14-87	1:22 PM	LRSB	Wallet and camera taken from unattended room.

Safety Tip: One of the most effective weapons against crime is cooperation . . . the effort of the department of public safety with the support and understanding of the University community.

Correction: In the box on *W-4 Filing Requirement Under Tax Reform Act of 1986* in last week's issue, the second to the last paragraph mentioned Form W-2 but it should have read, "There is help available with the completion of the new, more complex Form W-4." The W-2 Forms, wage and tax statements for 1986, on the other hand, will be sent to employees later this month.

Almanac

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

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