

# Almanac

Tuesday, February 24, 1987

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## Senate Slate 1987-88

**TO: Members of the Faculty Senate**  
**FROM: Roger D. Soloway, Chair**  
**SUBJECT: Senate Nominations 1987-88**

1. In accordance with the requirements of Sec. 11(b)(i) of the Senate Rules, official notice is hereby given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

*Chair-elect:* David P. Balamuth (physics)  
*Secretary-elect:* Lorraine Tulman (nursing)  
*Senate Committee on Academic Freedom and Responsibility* (to serve a 3-year term beginning May, 1987):

Adelaide M. Delluva (biochemistry/Vet.)  
Michelle Fine (education)  
James R. Ross (philosophy)  
*Senate Committee on Academic Freedom and Responsibility* (to serve a 1-year term beginning May, 1987):

Robert F. Lucid (English)  
*Senate Committee on the Economic Status of the Faculty* (to serve a 3-year term beginning May, 1987):

Richard R. Beeman (history)  
Diana H. Crane (sociology)

2. Again pursuant to the Senate Rules Sec. 11(b)(i) you are 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 circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 15 College Hall/6303, by Tuesday, March 10, 1987.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

## Glenmede: Dr. Langfitt

Penn's Health Affairs Vice President of 14 years, Dr. Thomas W. Langfitt of Neurosurgery, has been confirmed as president and CEO of The Glenmede Trust Company. In a new structure which makes separate, nonincorporated divisions of Glenmede and the Pew Memorial Trusts, Dr. Langfitt also becomes president of the latter group with combined assets of more than \$2 billion.

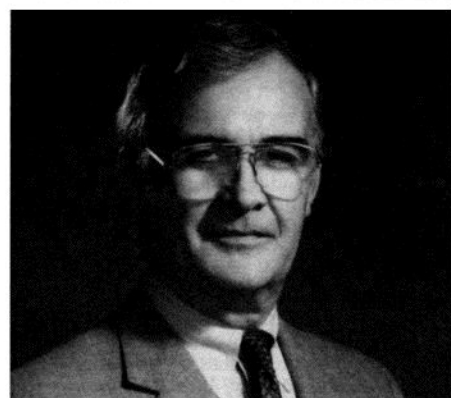
Dr. Langfitt, who has been on the Glenmede Board since 1980, was chosen from among 100 candidates in a national search that began six months ago. In the interim Dr. Langfitt served as acting president.

By March 31 Dr. Langfitt will conclude all his roles in the University and Hospital—including the practice of neurosurgery—in line with custom for heads of trusts such as Glenmede.

"Tom Langfitt has achieved an extraordinary record of accomplishment as a physician, educator and administrator here at Penn and HUP," said Dr. Sheldon Hackney. "We are deeply indebted to him for 27 years of service to education and to health care, and we wish him well in his new position."

A graduate of Princeton and The Johns Hopkins Medical School, Dr. Langfitt joined Penn in 1961 and became Charles Harrison Frazier Professor of Neurosurgery and director of the Division of Neurosurgery at HUP in 1968. In 1973 he also became Vice President for Health Affairs with responsibility for the Schools of Medicine, Dental Medicine, Nursing, Veterinary Medicine and, until its phase-out starting in 1976, the School of Allied Medical Professions.

In his years as vice president Dr. Langfitt gradually decentralized to the Schools and Centers many of the office's programs, streamlined the vice presidency, and redirected its thrust toward such projects as negotiating with the city to designate the former PGH site for health use, then forming a consortium of Delaware Valley institutions to plan and develop it.



Bachrach

Dr. Langfitt has also served as president of the corporation set up to implement the development of the site, where Penn, the VA, Seashore Children's Hospital and others will have facilities.

In July 1986, the University announced a reorganization in which Medicine's Dean Edward F. Stemmler also became Executive Vice President of the University of Pennsylvania Medical Center—a move that brought together the School, HUP and Clinical Practices. Since then, a number of operations formerly carried out separately by the University and the Hospital have been drawn together administratively so that a number of operations that were formerly duplicated at Penn and HUP now report jointly. Among these are planning, development, federal relations, public relations, personnel and legal services.

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**Pullout: March on Campus**

*We The Penn Faculty Club, and the University, in Order to insure domestic Tranquility, provide for Consumption of Fine Foods and an Evening to tell the Neighbors about and our Pottery, do ordain and establish Thursday, February 26<sup>th</sup> an Evening for Celebrating Our Great Constitution.*

Penn's year-long celebration of the Bicentennial of the Constitution will be launched at the Faculty Club with a Colonial dinner open to all members of the University. Emeritus President Martin Meyerson will moderate a brief program featuring Dianne L. Semingson, President and Chief Executive Officer of We The People 200, and Hobart G. Cawood, Superintendent of Independence National Historical Park. 6 p.m. Cocktails (cash bar), 6:30 p.m. Dinner and Program (\$17.87). For reservations call Ext. 4618.

## Open Expression: Settlement of January 17 Case

A settlement has been agreed to by the Administration and students charged with violating the Guidelines on Open Expression during the January 17, 1986, sit-in in President Hackney's office.

Dr. Edward B. Shils, the University's Judicial Administrator, said: "The agreement is fair and equitable to the students and to the Administration. It upholds the principles contained in the Guidelines on Open Expression, and it provides due process and honor for all concerned. The agreement was reached after several weeks of negotiations between the students, their advisors, and the Administration."

President Hackney said that no parties from outside the campus community influenced or played a role in fashioning the agreement.

## Speaking Out

### Cost of Pennflex 'Package'

The Pennflex correspondence mailed to all employees' homes on January 23 and February 12, 1987, gives me cause for great concern. I don't understand how the University can justify spending money to write, print, and mail two documents that contain no meaningful information about the new benefit package.

All you have sent us are two notices of a forthcoming notice. Perhaps the money and manpower put into these publications could be better spent either on salaries or renovating the athletic facilities. Just what is the source of this money? If this new benefit package is so wonderful, why don't you tell us the details of this so-called masterpiece and stop spending money on eight pages and a color folder of nothing? If this "marvelous," "wonderful" package is going to benefit the University employees let it speak for itself; otherwise please don't waste my time, University manpower and money on mailings which state absolutely nothing.

—Andrea Weisberg, Research Specialist/Med.

### Economical or Expensive?

This is a double-barrelled complaint. First we'll deal with the \$52 yearly recreational fees proposed for the A-3's. (We just got a raise, so here it goes!) Up until this year I have attended some type of exercise class almost every year since I have worked here (25 years), and found them very beneficial. I truly appreciated the privilege of taking the classes—I felt much better, and my health was generally better than it would have been without them, consequently I missed less time due to illness. Many large companies make exercise programs available to their employees at little or no cost because they realize the benefits of these programs—alert, physically fit people do an all-around better job. According to Russell Muth, the A-3's will be very emotional about having to pay \$52 in addition to cost of classes in order to use the recreational facilities. (Come on, Russell, whose team are you playing on anyway?)

While we are being so emotional and economical, let's deal with my second complaint. What about the wholesale waste incurred when the University uses boxes, postage and whatnot to send out two sheets of paper and a folder to advertise the new PennFlex program? In the name of simple economy, this information could have been forwarded through the intramural mail, in intramural envelopes, minus the box and postage charges. And they're crying because they can't find the money to pay for the proposed renovation of the gymnasiums. Come on!!! This shows that "they" spend money where they want to spend it, full speed ahead and damn the horses! Maybe we could spend less on fancy and expensive packaging

of communications to employees and a little more on their health and well-being.

—Dorothea Hofford, Tech/Med Secretary

### Response: Recreation

I would like to assure Ms. Hofford that it is not the intention of the committee to charge a recreation facility usage fee for people who only use the facility for scheduled classes such as exercise or aerobics for which a fee is charged. She and others like her will not be subject to the fee unless they use the recreation facilities for other activities.

—Charles J. McMahon, Chair, Committee on Recreation & Intercoll. Athletics

### Response: Pennflex

The concept of flexible benefits is still very new across the nation and on our campus. Penn's program, *Pennflex*, is in direct response to inquiries and requests made over the past seven years by our faculty and staff. The University, as an employer, is responsible for thorough and detailed communication of its benefits.

• *Pennflex*, the product of discussions with many campus groups, has been recommended by the University Council Personnel Benefits Committee and has the support of the President of the University.

• Because *Pennflex* is different from traditional benefit programs and because it is multifaceted, there will be a good deal of information—four newsletters, your personal report, health carrier presentations (annual open enrollment representatives day), an enrollment guide and enrollment forms. The portfolio was designed as a place to store all the information and materials you may need to make your *Pennflex* decisions.

• We chose to send information regarding *Pennflex* to your home in order to separate it from much work-related correspondence that is delivered to offices daily. Further, there are *Pennflex*-eligible faculty and staff who do not have one place at which their mail is received. Medical, dental and life insurance information is important enough for the University to do its best to guarantee that it reaches you when you can share this information with your dependents, if applicable, because this program can affect them as well as you.

A strong effort and yes, some expense, is going toward the communication and implementation of *Pennflex*. However, the total expense over two years is less than 1% of the University's annual expenditure on employee benefits. We believe it is well planned and not extravagant. Please read your information, participate in the on-campus sessions scheduled to answer your questions, and select the benefit coverages and levels that are right for you.

—James J. Keller, Manager, Human Resources/Benefits

## —FOR COMMENT—

The following draft policy statement was unanimously passed by the Council Committee on Research.

### Draft Policy Concerning the Exclusion Of Foreign Nationals From Specific Research Areas

In considering University Research Policy and its relationship to potential SDI funding the University Council Committee on Research recognizes that no policy exists governing the exclusion of foreign nationals. It therefore published a draft policy concerning this issue in *Almanac* May 6, 1986. Having carefully considered comments from the University community, the University Council Committee on Research has drafted the following revised policy:

Members of the University research community should not be subject to discrimination based on their citizenship with respect to their participation in research activities.

Where a research contract deviates from this policy an exception may be granted by the Vice Provost for Research. If a Principal Investigator chooses to appeal the decision given by the Vice Provost, his or her case will be reviewed by the University Council Committee on Research (see Section E Para. 2. Of Guidelines for the Conduct of Sponsored Research).

—Trevor Penning, Chair, Council Committee on Research

## COUNCIL

### Synopsis of Minutes: February 11

Discussions of the reports on sexual harassment and racial harassment were continued. It was recognized that supplementary statements issued by both committees (*Almanac* January 20, 1987), mainly bearing upon central maintenance of records of complaints, assumed primacy in the sections concerned. Regarding the sexual harassment report, discussion centered on the jurisdiction and composition of the panels for formal hearings, assurance that "frivolous complaints" and "unsubstantiated claims" are filtered out during the informal and formal processes prior to central recording, and the need to assure comfortable access to the system by complainants as a requisite that may be in tension with the protection of the rights of those who may be accused. Discussion of the racial harassment report focused on the definition of racial harassment, the existence of racial harassment at Penn and the need to establish standards as a guideline for behavior, the jurisdiction of the formal panels in relation to faculty members, and preservation of the existing appellate processes for faculty members. The Council received both reports, with the understanding that President Hackney would, with consultation, draft a statement of University policy responsive to the Council discussions and other advice and would publish the draft in *Almanac* for comment. The president expressed the hope that a final policy will be in place by the end of the spring term.

—Robert G. Lornedale, Secretary

March on Campus

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## A Penn Initiative in Teaching Adults to Read

After learning in Penn's 1986 Literacy Symposium that 500,000 adults in Philadelphia—40% of the population 16 and over—cannot read, eight members of the University faculty and staff have set out to recruit colleagues and co-workers as volunteer tutors.

Dr. James C. Davis, professor of history, and Dr. Karen Hamilton, assistant director of minority affairs at the School of Medicine, are co-chairs of the ad hoc Adult Literacy Committee which began meeting in January.

Their goal is to recruit at least 20 Penn members for the existing Adult Literacy Center at 3723 Chestnut Street, which has nearly 20 years' experience in adult literacy—and in training volunteers, regardless of previous experience, to teach adults successfully.

"There is no one set of qualifications for tutors," said Jo Ann Weinberger, the Center's director who is serving as a resource person to the Committee. "The only common denominator seems to be commitment."

Since 1968 some 16,000 adult beginners or low-level readers have come to the Center, mostly by word-of-mouth among relatives and friends who succeeded, she said. The program has a retention/completion rate of 75%. About 300 volunteers are active at any one time, including some who teach special classes in math and writing to supplement basic reading skills. In recent years the Center has also begun working with computer literacy.

## DEATHS

**Dr. Frank W. Sena**, associate professor of anesthesiology and surgery at the School of Medicine from 1948-1952, died February 10 at the age of 80. Dr. Sena was part of the first medical team to perform surgery on the heart in April 1948, in a corrective operation known as a mitral commissurotomy.

Dr. Sena was a graduate of Fordham University and a 1929 graduate of the George Washington Medical School. During World War II, Dr. Sena was head of the Army's 237th Field Hospital Unit at Metz during the Battle of the Bulge, and was responsible for the initial treatment of wounded. He later served as the medical director of The Bridge, a treatment center for drug and alcohol addiction.

Dr. Sena is survived by his wife, Elizabeth Roolvink Sena, a son, two daughters, seven grandchildren, two brothers and three sisters.

The program asks volunteers to make only two commitments, Ms. Weinberger said: (1) to attend nine hours' training—normally three nonconsecutive evenings, such as Monday/Wednesday/Monday, or two consecutive Saturdays; and (2) to stay with the project for six months, tutoring one person twice a week, at a location worked out for mutual convenience. The Center staff help arrange schedules adjusted to summer vacations or other changes over each six-month period.

On the ad hoc committee with Drs. Hamilton and Davis are Claudia Apfelbaum, director of Penn Extension; Dr. Linda Brodkey of Education; Dr. Robert Lucid of English; Renee Singleton of Student Life; Jennifer Murtha of SAS; Russell Muth of the A-3 Assembly. James H. Robinson of Community Relations is helping coordinate.

**March 19 Start-Up:** Any member of the University can attend a brown-bag information session Thursday, March 19, in the Penniman Room at Houston Hall—noon to 1 p.m., repeated from 1 to 2 p.m. The tentative schedule is to begin training by March 30. Members of the University who cannot attend March 19, but want to volunteer and train in this cycle can call Ext. 8097 to register their names, addresses and phone numbers.

*Note: Since line 8097 is being provided temporarily as a courtesy by SAS, it is not a number for further information. A volunteer from the project will follow through with details. —K.C.G.*

### WATU Course Affiliation

Writing Across the University invites all interested faculty in any of the following four undergraduate schools to affiliate courses for the fall semester. Instructors who wish to emphasize any kind of writing in their classes, including lab reports or case studies, are welcome to affiliate. Affiliation with WATU signifies to students your commitment to writing in your discipline and brings them the services of a graduate student TA or writing consultant trained to assist students with the writing process. For more information and an affiliation form, please call Ext. 8525.

—Neal A. Hebert, Administrative Assistant  
*Writing Across the University*

## New Fulbright Program with East Germany: March 2

Awards for research and university lecturing in the German Democratic Republic will be granted for the 1987-88 and 1988-89 academic years. Three of the awards will be given to qualified candidates for research in any field for three to ten months. Knowledge of German is required. Three awards will also be given to qualified lecturers for one or both academic semesters. Major universities are located in Berlin, Leipzig, Rostock, Gera, Jena, Dresden, and Greisswald. Award includes an initial allowance, a monthly stipend, housing for grantee and dependents and tuition reimbursement for accompanying K-12 children. For lecturers, areas of particular interest include American studies, U.S. history, economics, architecture and city planning, sociology, environmental studies, and art history, though applications in other fields are welcome. A knowledge of German is strongly recommended. Lectures in American literature are also welcome and may be given in English.

The deadline for the 1987-88 academic year is *March 2, 1987*; for the 1988-89 academic year, *September 15, 1987*. For information and application procedures, call Paul Hienstra or Sheri Furlott: (202) 939-5418.

—Joyce M. Randolph, Director of International Programs

## Stouffer Faculty Fellow: March 17

Stouffer College House is currently seeking a Resident Faculty Fellow for the fall of 1987. A Stouffer Faculty Fellowship provides a conveniently located, rent-free, two-bedroom apartment with all utilities paid. The apartment offers complete privacy yet allows for as much contact with other residents as one wishes, as well as the opportunity to interact with students in a stimulating intellectual, cultural and social environment.

All full-time faculty members are eligible to apply; faculty with families are more than welcome.

For more information, call Administrative Fellow: Deanna Richards, 243-6572; Stouffer's Faculty: Dr. Karl F. Otto, Jr., 243-6644 or Ext. 7332; Dr. Mary Frances Jett, 243-6644 or Ext. 9279; or leave a message at the Stouffer Desk, Ext. 6827.

The application deadline is *March 17*. We look forward to hearing from you.

—Deanna Richards, Administrative Fellow,  
Stouffer College House

## Seed Money for Cancer Research

The University of Pennsylvania Cancer Center, through an American Cancer Society Institutional Research Grant, will provide support to full-time University faculty for biomedical research. "Seed Money" grants (\$3,000-\$7,500) will be awarded for the exploitation of new developments in cancer research. Applications will be judged on the basis of scientific merit and the role that research will play in obtaining peer-reviewed funding. Priority is given to new faculty.

The Scientific Review Committee of the University of Pennsylvania Cancer Center will review applications and establish priorities. Interested faculty members are invited to obtain application forms from Andrew McIlvaine, University of Pennsylvania Cancer Center, 7 Silverstein/4283, Ext. 3910, HUP. The deadline for applications is *April 15*. Awards will be for a one year period, not renewable, and will be effective July 1, 1987.

—Andrew McIlvaine,  
Associate Director for Administration

## Cancer Tissue Network

The Section of Surgical Pathology at HUP, in conjunction with the National Disease Research Institute (NDRI), has recently been selected as one of three centers in the United States for procurement of cancerous human tissue to supply researchers in the area of cancer. This three-year funded contract will provide cancer researchers with sources of material of specific neoplastic types; tumor tissue not required for diagnostic and staging purposes will be made available in a variety of ways—fixed, in media, fresh frozen, etc. Researchers needing human tumor tissue for investigation should address inquiries to Dr. LiVolsi (HUP Ext. 6544) or Ms. L. Ducat at NDRI in Philadelphia (557-7361).

## Sojourners: Yemeni Migrants—A New Exhibit



A Dearborn autoworker is one of 75 subjects in the University Museum exhibit opening February 26. *Sojourners: Yemeni Migrants* is a photographic interpretation by scholars, journalists and others of the lives of peasants and workers of a nation so dependent on remittances from abroad that about a quarter of the country's adult male population are migrant workers. The traveling exhibit was organized by U.C.L.A.'s Gustave E. von Grunebaum Center for Near Eastern Studies with funds from the California Council for the Humanities. Through May 31.

## Call for Nominations: Director of Libraries

Applications and nominations are invited for the position of Director of Libraries. Correspondence should be directed to Professor Malcolm Campbell, chair, Search Committee, 116 College Hall/6377. The committee requests that applications and nominations be submitted by April 1, 1987. The University of Pennsylvania is an equal opportunity, affirmative action employer.

## 1987 Form W-4 Workshops

As announced earlier, the Payroll Department will present Form W-4 workshops to assist with the completion of the new forms. All employees are invited to attend these workshops offered at the following locations and times:

Monday	3 2 87	Room 17, Logan Hall	noon-1 p.m.
Wednesday	3 4 87	Room B-1, Meyerson Hall	noon-1 p.m.
Thursday	3 5 87	Auditorium, Annenberg School	2-3 p.m.
Tuesday	3 10 87	Auditorium, Chemistry Bldg.	1-2 p.m.
Wednesday	3 11 87	Auditorium, Annenberg School	10-11 a.m.
Thursday	3 12 87	Room 200, College Hall	noon-1 p.m.

## 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 **February 17 and February 23, 1987.**

**Total Crime:** Crimes Against Persons—1, Burglaries—3, Thefts—9, Thefts of Auto—2

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Crimes Against the Person:</b>			
02-22-87	11:18 PM	3900 Blk Spruce	Male assaulted by group of 5 males.
<b>Spruce St. to Locust Walk, 39th St. to 40th St.</b>			
02-18-87	12:08 AM	1925 House	Report of a V.C.R. taken.
02-18-87	9:15 AM	1925 House	Personal items taken from student's room.
02-18-87	10:41 AM	1925 House	Personal items taken from student's room.
<b>South St. to Walnut St., 32nd St. to 33rd St.</b>			
02-17-87	4:45 PM	Hutchinson Gym	Locker pried open, sneakers taken.
02-20-87	11:58 AM	Lot #5	'82 Lynx stolen/City notified.
02-23-87	5:40 PM	Palestra	Unattended backpack stolen.

**Safety Tip:** Sometimes crimes are committed merely because the opportunity looked too good to resist (propped door, valuables visible inside vehicles, someone alone in a deserted area, etc.) It doesn't matter if a crime is spontaneous or planned, criminals usually want the highest return for their efforts.

## Update

FEBRUARY ON CAMPUS

### MEETING

**26 Lesbian/Gay Staff and Faculty Association Meeting:** noon, 2nd floor Lounge, Christian Association. Bring your own lunch. Information: Larry Gross, Ext. 5620 or Bob Schoenberg, Ext. 5044.

### FILM

**26 I Love You Rosa:** 7 p.m., Studio Theatre, Annenberg Center (Middle East Center PATHS).

### TALKS

**26 Regulation of Thyrotropin-Releasing Hormone (TRH) in the Central Nervous System;** Margaret Kreider, assistant professor of pharmacology in psychology; 4 p.m., Suite 100-101, Mezzanine, Medical Laboratories Building (Department of Pharmacology).

**Modern Novels and Israeli Identity: Does Gender Make a Difference;** Yael Feldman, department of Middle Eastern languages and culture, Columbia University; 4 p.m., 1st floor Conference Room, Van Pelt Library (PATHS Colloquium).

**How to Be an Anchor;** William A. Leonard, former president of CBS Evening News; 4:30 p.m., Room 109, Annenberg School (Annenberg School of Communications).

**27 Technical Challenges of Large Aperture Phased Array Radars;** Barry Fell, vice president of government programs, Interspec, Inc.; noon-1:30 p.m., Room 216, Moore School of Electrical Engineering (Valley Forge Research Center).

**The Effect of Stress Concentrations on Porous Coated Implants;** Debbi Wolfarth; 1 p.m., Room 426-A, Medical Education Building (Seminars in Biomaterials).

**Black Leaders: The Structure of Elite Networks;** Howard Taylor, department of sociology, Princeton University; 3 p.m., Room 285-6, McNeil Building (Sociology Department, Dean's Lectures on Race Relations).

**Prospects for Peace in Central America;** Honorable Carlos Jose Gutierrez, Ambassador to the Costa Rican Mission to the United Nations; 4 p.m., Room B-32, Stiteler Hall (Political Science Department).

### Deadlines

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the April pullout is **Tuesday, March 17.** Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association).

## Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224  
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