

Almanac

INSIDE

- Senate Chair, Senate's June Vote, p. 2
- Facilities VP, p. 2
- Speaking Out: Parking Fees, p. 3
- Update, CrimeStats, p. 4

Tuesday, September 1, 1987

Published by the University of Pennsylvania

Volume 34, Number 2

A New Year

I extend a warm welcome to faculty, students and staff as we enter the new academic year.

This year, as much as any previous one, holds a healthy number of challenges for all of us who want to strengthen Penn as an exciting, stimulating, and wonderfully nurturing community.

I am convinced, however, that we will be able to meet these challenges—especially if we continue to recognize the need to work together as one community toward our common goals.

That is not to say that we should discourage spirited debate or differences of opinion. They are a healthy aspect of life in our community. Disagreement, however, does not require us to be cruel or mean-spirited toward one another.

All of us are responsible for the quality and civility of discourse on campus. As we start a new year, what better time than for each of us to identify how we can, in the months ahead, be most effective at making Penn a better place in which to learn, to work, and to live.

My hope for the 1987-88 academic year is to see further progress to improve the quality of our undergraduate education, to find additional ways to support research, to strengthen financial aid, to recruit top-quality faculty members, to make Penn an even better managed institution, and to establish an even more collegial and equitable academic and work environment.

The results of the past year were gratifying. The dramatic leap in the percentage of admitted students electing to join the class of '91 at Penn is reason enough for celebration.

Yet, even as we extend a warm welcome to the freshmen, we know that our gains have not come accidentally. They are the result of the efforts of many people, faculty and staff, planning and working together—a deliberate effort that we will have to put forth again if we wish to maintain the institutional momentum we now have.

I welcome the participation of everyone in our community in the process, and offer my hope for a challenging and healthy year for all.

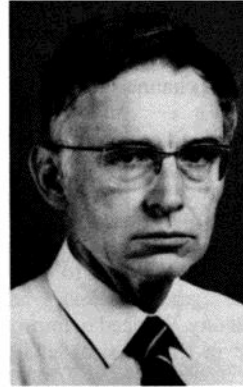


—Sheldon Hackney, President

David Nocella



Michael Aiken



Walter Wales

Biomedical Communications

Acting Dean Wales: As Michael Aiken (far left) prepares to become Provost this month, Dr. Walter Wales (left) becomes SAS's acting dean. An associate dean in two administrations since 1982, the noted physicist and former Senate Chair (1979-80) has been at Penn nearly 30 years. An alumnus of Carleton College with M.S. and Ph.D. from CalTech, he joined the University in 1959 as instructor of physics, rising to full professor in 1972 and serving as department chair for the next ten years. He has also been associate director of the Princeton-Penn Accelerator unit, staff physicist of the U.S. Atomic Energy Commission, and holder of numerous major offices in scientific organizations. He chaired Penn's Task Force on Governance in 1977-78.

Vote on Michael Aiken: September 11

The Trustees Executive Committee will vote September 11 on the nomination of SAS Dean Michael Aiken as Penn's 25th provost. President Sheldon Hackney announced his selection late in July, after the search committee under Dr. David DeLaura reportedly recommended three "inside" and four "outside" candidates (*Almanac* July 14).

Dr. Hackney called the Provost-designate "a proven academic leader, both thorough and fair, who has provided SAS with a sure sense of direction in his two years as dean." The dean, who has led the faculty in developing an SAS five-year plan and in overhauling undergraduate distribution requirements, "understands universities and how one works in a collective

fashion to strengthen them," the President said.

Dr. Aiken will take office immediately on confirmation. He becomes Provost at a time when, in his words, "Penn is on a path that will strengthen its position as one of the great research and teaching universities in the world."

Dean Aiken came to Penn as chair of sociology in 1984 from the University of Wisconsin, where he had risen through the ranks from assistant professor in 1963 to full professor in 1970. He served as associate dean of the College of Arts and Letters there in 1980-82. During those years he also held visiting professorships at Columbia, Washington at St. Louis, and on

(continued on page 2)

Les Todd, Duke University



Barbara Butterfield

Human Resources VP: Barbara Butterfield

Senior Vice President Helen O'Bannon has named Dr. Barbara S. Butterfield of Duke University as Penn's new vice president of human resources. Mrs. O'Bannon also noted the promotions of Arthur Gravina to vice president of facilities management and Kemel Dawkins to director of project management (see page 2).

Dr. Butterfield, who was director of human resources at Duke, will join the University in mid-September with responsibilities that include benefits, compensation, records, employment and training programs. She was appointed after a six-month search by the administration with a panel of faculty and staff.

Dr. Butterfield spent ten years at Southern Illinois University, where she rose from entry-level personnel officer to manager of personnel services while earning a master's degree in education and a Ph.D. in education administration. She then headed personnel administration at Michigan State University (1983-86) before moving to Duke.

Described by Mrs. O'Bannon as "an outstanding proponent of pay for performance," Dr. Butterfield is currently engaged in research on merit pay programs at institutions of higher education for the College and University Personnel Association.

SENATE

From the Chair

Guiding the University

The start of the new academic year is a good time to reflect on the role of the faculty in guiding the University. We, the faculty, make up the essential core of the University. We are the University. With the help of the president and the new provost and the deans, we can play a major role in guiding the University to new educational and research achievements.

The Faculty Senate and its committee system, and the formal guidelines which control its operation, are more important than they appear. Sometimes these institutions have been governed by a small group of participants and occasionally they have been meshed in what seem like endless procedural discussion. But we should not underestimate their importance. In the crunch, these institutions have functioned well and have evoked massive faculty participation. The Senate Consultation Subcommittee which meets regularly with the president and the provost and other informal discussions have opened important channels of communication between faculty leaders and the administration.

With the selection of a new provost, we are at a critical juncture in the direction of the University. We need to join together to think deeply and broadly, to continue and expand the initiatives of President Hackney and former Provost Ehrlich in "Investing in Academic Excellence" (*Almanac* March 3, 1987).

We need to think about how to make this One University rather than a collection of separate and occasionally competitive professional schools. We need to think more about the creation of an improved college experience for our undergraduates and graduates. We need to improve the opportunities for minority students and faculty. We need to improve the financing and environment for research. We need, finally, to create in the physical environs of the University a genuine community.

These are not just issues for the administration. They are questions on which all faculty should do some thinking and express their thoughts. Through a dialogue comes consensus and support. I hope that in the coming year as many faculty members as possible will participate directly or indirectly in guiding the University. I would like to see the Faculty Senate institutions develop as a channel for communicating our thinking to the administration. And, I hope that as many of you as possible will participate in that process.

F. Gerard Adams

The following results of a June mail ballot were published in the July 14 issue of Almanac but are repeated here at the request of the the Senate Office in order to reach Faculty Senate members who may have been away during the summer. —Ed.

Mail Ballot Results

Faculty Senate Chair F. Gerard Adams reports the following results of a mail ballot on restructuring the Faculty Senate that was sent to Senate members on April 30, 1987. A total of 571 ballots were received by the June 15 deadline.

	Yes	No
#1. Reduce the requirement for regular plenary meetings to one per year in the spring.	482	87
#2. State that the Senate Executive Committee (SEC) will act routinely on behalf of the Senate.	468	99
#3. Permit SEC to discharge its responsibility at its discretion by a binding mail ballot of the Senate membership with accompanying explanatory material.	316	50
#4. Require the publication of as complete and as descriptive as possible an agenda of SEC meetings in advance in <i>Almanac</i> .	546	22
#5. Require that all actions taken by SEC, not subject to restrictions of confidentiality, be published in <i>Almanac</i> .	557	9
#6. Require the publication in <i>Almanac</i> of annual summaries of members' attendance records at SEC.	387	180
#7. Permit 50 members at a regular or special meeting to vote to refer an item on the agenda to a mail ballot of the Senate membership. (The quorum of 100 members would be retained for all other actions.)	481	82
#8. Provide that any proposal to change the Rules of the Faculty Senate that is properly introduced at a plenary meeting that lacks a quorum be automatically referred to a mail ballot of the Senate membership.	513	54
#9. Reinstate the 12 at-large seats on the Senate Executive Committee.	417	138
#10. Restore the former process for selecting the Nominating Committee, 8 faculty nominated by SEC from outside SEC and 1 from current SEC membership.	395	156
#11. One-hundred Senate members may directly initiate by petition a mail ballot on any question to occur after three weeks for discussion in <i>Almanac</i> .	457	109

Provost *(continued from p. 1)*

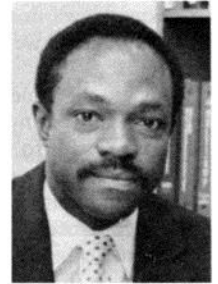
four separate occasions at Leuven in Belgium.

A 1954 alumnus of the University of Mississippi, he took his M.A. a year later at Michigan on a Woodrow Wilson Fellowship. He worked in research at Michigan while completing his Ph.D. (1964) with a dissertation on kinship in the urban community.

In addition to serving on seven journals' boards, Dr. Aiken has published half a dozen books and more than 40 articles on a wide range of sociological topics including organizational behavior, community structure, and political sociology.



Arthur Gravina



Kemel Dawkins

Facilities Management: Arthur Gravina

Arthur T. Gravina has been appointed vice president of facilities management, overseeing the planning, construction, and maintenance of campus buildings, Senior Vice President Helen O'Bannon has announced. Mr. Gravina has served as acting vice president since the resignation of John Anderson on March 31.

Upon making the appointment Mrs. O'Bannon said, "You don't have to look far to see the positive effects achieved under his leadership," citing improvements in housekeeping and maintenance procedures under Mr. Gravina.

Mr. Gravina, who holds an engineering degree from Lehigh University, came to Penn as director of physical plant in 1984 after 15 years of engineering and management experience in private industry, most recently at United States Steel. He was promoted to associate vice president for facilities operations under Mr. Anderson.

Project Management: Kemel Dawkins

Kemel Dawkins has been named director of project management by vice president for facilities management Arthur Gravina. Dawkins has served as acting director since April 1.

As director, Mr. Dawkins supervises all construction and renovation at the University, seeking to ensure that projects are completed on schedule and within budget, and that they follow University policies and guidelines. In addition, he will be closely involved in drafting a policies and procedures manual for facilities management over the next year.

Mr. Gravina, upon appointing Mr. Dawkins, noted the value of his experience in both construction and finance. Mr. Dawkins came to Penn in 1984 as a senior financial analyst involved in capital planning and investigating the feasibility of projects. Prior to that he was chief financial officer for Kehmer, a minority-owned construction firm.

Speaking Out

Shared Outrage

I share Professor Engelman's outrage at the increases in the parking fees (*Speaking Out*, *Almanac* July 14). He also requested explanation why (as he apparently concluded) the University Council Committee on Facilities approved these new parking fee increases.

As the 1986-87 Chairman of the University Council Facilities Committee, I would like to assure both Professor Engelman and the rest of the University community that *the Facilities Committee has never approved these fee increases*. Moreover, the Committee, aided by top transportation experts, has invested an enormous amount of time and creative effort to resolve the intolerable parking situation at Penn, and has explicitly opposed these fee hikes. The Committee has developed a set of recommendations (*Almanac* April 28 and May 5, 1987) and a plan entitled "Campus Transportation Goals and Programs" (*Almanac Supplement* May 19, 1987), all of which were brought up for discussion by Council and approved by it. As far as parking fees are concerned, *Council has approved the Committee's recommendation to increase the average fees by no more than the increase in the consumer price index*.

Despite the Council resolution, and the

recommendations by the Faculty Senate Committee on Administration, and by the Faculty Senate leadership (*Almanac* April 7, 1987), the University administration went ahead and made the major fee increases that Professor Engelman has complained about. Our response to these increases was summarized in the letter on page 4 of the May 19, 1987 *Almanac*.

It is worth noting that the Council Committees, and Council itself, are only advisory bodies, and do not have the power to execute action. It would be of great value to Penn if the administration responded more positively to Council actions even when they go against the wishes of a few administrators.

—Noam Lior, 1986-87 Chair,
Council Committee on Facilities

Response

Associate Vice President Steven D. Murray of Business Services, who oversees the Transportation Office, calls attention to the response published with Dr. Engelman's letter in July. In it he distinguished between a high increase at Penn Tower Hotel garage and an increase, for permit-holders at other lots, of about \$1/week. —Ed.

Temp Housing: Foreign Students

A tight campus housing situation this fall means that some newly-arrived foreign students will have no affordable place to stay while they look for permanent housing in the area. The Office of International Programs is searching for Penn faculty, staff or students who can offer temporary housing for students from overseas for several days to a week.

If you can help, please call O.I.P. as soon as possible, at Ext. 4661.

—James Fine, Foreign Student Advisor

Affirmative Action Satellite

Effective September 2, the Office of Affirmative Action will operate a satellite office for those with disabilities. Room 204 College Hall will be open to students, faculty and staff the following schedule this fall:

Monday	9 a.m.-11 a.m.
Wednesday	noon-1 p.m.
Friday	1 p.m.-3 p.m.

For information: Ext. 6993.

Career-Oriented Offices Together

In an effort to consolidate three of the University's career-orientated offices into one location, the McNeil Building at 3718 Locust Walk is now home to Career Planning and Placement in Suite 20, which moved from Houston Hall; On Campus Recruiting Services in Suite 90, which moved from 4025 Chestnut Street and Career Development and Placement in Suite 50, which moved from Vance Hall. Phone numbers for all three offices will remain the same.

Why This Issue of Almanac Arrived in the Mail

For the second year, *Almanac's* first fall issue is being mailed individually to the campus addresses of all fully-affiliated faculty and staff so that those not familiar with its "record and opinion" role will be aware of its availability to them both as readers and as contributors.

Almanac carries news, calendars and other service features; the official texts of University policies and procedures; drafts of proposals for change; and the signed comments of University members on University issues.

Under Faculty Senate Rules, publication in *Almanac* may serve in lieu of direct mail to membership. Notices of the three nonacademic Assemblies (A-1, A-3 and Librarians) are similarly published for their memberships. The *Almanac* Advisory Board, made up of the Senate Committee

on Publication Policy for *Almanac* and representatives of the three Assemblies and the Administration proper, monitors the record and opinion function under a set of Guidelines for Readers and Contributors available on request.

Normal distribution is through the mailroom of each University building; our printer and staff see that it goes to each building, but each building's administration or staff chooses its own method of on-site circulation (normally either in departmental or individual mailboxes—but often in accessible stacks near mailboxes or in lobbies). If you cannot normally find an issue in your workplace, please fill out and return the form below. Thank you. —Ed.

..... Return to *Almanac*, 3601 Locust Walk/6224

Name: _____ Dept. _____

Office Address _____
Street address, Rm.#, Bldg.#, 4-digit campus mail code

Office Phone No. _____

Checklist:

- I am not sure *Almanac* reaches my building at all.
- It seems to come sporadically.
- It is not always in the same place each week.
- It is put in an inconvenient place.
- There are not always enough copies. We need a total of _____ copies.
- Other. (Please describe.) _____

Affiliation with the University:

Faculty:

- Full-time
- Part-time, adjunct or other

Staff:

- Administrative/Professional (A-1)
- Support/Technical (A-3) (A-4)
- Part-time (A-4) (A-5)

If you are in a building not served by any of the campus/HUP mail services, please check here.

ACADEMIC CALENDAR

- 3 Move-in and registration for transfer students.
- 4 Center for Univ. of Pennsylvania Identification (CUPID) opens in Palestra. Through September 11.
- 5 Move-in for freshmen. New Student Week begins. Through September 12.
- 6 Dean's Meeting (College of Arts and Sciences).
- 7 Labor Day. CUPID closed.
- 8 Opening Exercises and Freshman Convocation, 9:15 a.m., Irvine. Deans' Meetings (Engineering, Nursing, Wharton). Drop-Add begins.
- 9 Placement Examinations.
- 10 First day of classes.

SPECIAL EVENTS

New Student Week

- 5 Orientation to Penn for freshmen, includes academic programs, student development activities and

social events. Below are a few of the numerous offerings. For complete schedule call Ext. 6533 or stop in at Student Life, Houston Hall. (New Student Week Committee) Through September 9.

- 5 Lemonade Give-Away, 11 a.m.-3 p.m., at 39th and Walnut Streets (University Lutheran Church).
- 6 Discovery and Meaning Lecture, moderated by President Hackney, with panelists: Dr. Joseph Bordogna, Dr. Alfred Rieber and Dr. Anita Summers, 6:30 p.m. at Irvine Auditorium.
- 7 Faculty Affiliate Dessert Reception, 7 p.m., Harrison House Rooftop Lounge.
- 9 Educational Program Series, at 1 p.m., various locations: Public Safety—Everybody's Right, Everybody's Responsibility . . . Penn: A Gateway to the World . . . An Introduction to Ancient Worlds . . . Write Better Right Now . . . An Introduction to Campus Government, Leadership and Involvement . . . What You Need to Know About AIDS . . . Appreciating Diversity.
- Educational Program Series at 2 p.m., various locations: Strategies for Effective Study . . . PENN-CAP Orientation and Survival Workshop . . . ROTC Scholarship Opportunities . . . International Ad-

vanced Placement Credit . . . Gay and Lesbian . . . The Freshman 15—Pounds That Is! . . . and Is God a Penn Quaker?

Blue Light Tour, an awareness of safety resources, assemble behind Houston Hall at 8 p.m.

- 11 Penn Extension—Volunteer Fair, 10 a.m.-3 p.m., Locust Walk.

Deadlines

The deadline for the weekly update is Tuesday, at noon, a week before publication. The deadline for the October at Penn pullout calendar is September 15. Send to *Almanac*, 3601 Locust Walk/6224.

PMS Volunteers

Women between 18 and 45 who suffer from Premenstrual Syndrome (PMS) may be eligible to participate in a study by the Department of Obstetrics and Gynecology at HUP on the success rate of progesterone. Participants receive free diagnostic and laboratory tests, medication, consultations and monthly evaluations for up to a year. Information: 662-3329.

Corrections: In the July 14 issue an appointment in the Graduate School of Fine Arts was listed incorrectly. It should have read Dr. Joseph Rykwert as Paul Philippe Cret Professor of Architecture. Also in that issue, we omitted the change of base hospitals of two professors receiving promotions in the School of Medicine. Dr. James C.H. Chu was promoted to Associate Professor of Radiation Therapy at Fox Chase Cancer Center, Dr. John R. Gregg to Associate Professor of Orthopaedic Surgery at CHOP.

Department of Public Safety Crime Report

This report contains a listing of Part I crimes against persons, and tallies of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between July 13 and August 2, 1987.

Crimes Against Persons

07-14-87	4:35 PM	300 block 34th	HUP employee robbed in overhead walkway connecting Penn Towers to hospital.
07-19-87	12:00 AM	200 block 33rd	Arrest made; complainant was assaulted.

Spruce St. to Walnut St., 33rd St. to 34th St.

Burglary 0 Theft 8 Theft of Auto 0 Attempted Theft of Auto 0

South St. to Walnut St., 32nd St. to 33rd St.

Burglary 3 Theft 4 Theft of Auto 0 Attempted Theft of Auto 0

Spruce St. to Locust Walk, 34th St. to 36th St.

Burglary 1 Theft 6 Theft of Auto 0 Attempted Theft of Auto 0

University Ave. to Walnut St., Expressway to 32nd St.

Burglary 0 Theft 5 Theft of Auto 0 Attempted Theft of Auto 1

Spruce St. to Locust Walk, 39th St. to 40th St.

Burglary 0 Theft 4 Theft of Auto 0 Attempted Theft of Auto 0

Safety Tip: The success of a community crime prevention effort is predicated on close interaction with the community. The Department of Public Safety asks the Penn community to be its "eyes and ears." Report suspicious circumstances immediately by dialing 511 or Ext. 7333.

Almanac

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

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

- | | |
|-------------------------------|---|
| EDITOR | Karen C. Gaines |
| ASSOCIATE EDITOR | Marguerite F. Miller |
| EDITORIAL ASSISTANT | Mary Corbett |
| STAFF ASSISTANT | Michael S. Markowitz |
| ALMANAC ADVISORY BOARD Chair, | Lucienne Frappier-Mazur; F. Gerard Adams, Dan Ben-Amos, Linda Brodkey, Jean Crockett, Michele Richman, Roger D. Soloway, Michael Zuckerman, for the Faculty Senate; William Epstein for the Administration; Carol Carr for the Librarians Assembly; John Hayden for the A-1 Assembly; Joseph Kane for the A-3 Assembly. |

Almanac

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