

# Almanac

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## New AIDS Commission: Centered at Penn

With Philadelphia ranked ninth in reported cases of Acquired Immune Deficiency Syndrome, the Pew Charitable Trusts announced last week the creation of a 14-member commission on AIDS to be located in the Leonard Davis Institute of Health Economics (LDI) at Penn.

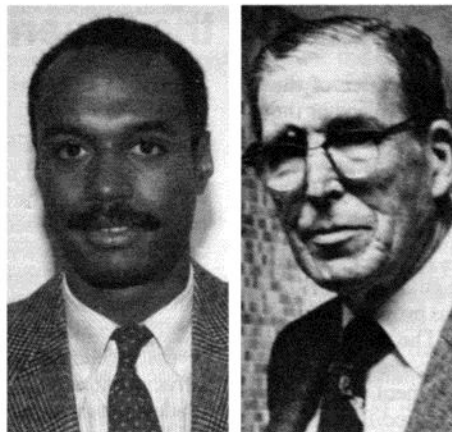
The Philadelphia Commission on AIDS will study the impact of AIDS on many fronts in the coming year, with a view to recommending local policy on resources planning, AIDS testing, social service needs and responsibilities, insurance coverage and hospice care for AIDS patients. It will also study the roles of business, educational and religious organizations in educating and counseling individuals and families.

Heading an LDI project team working with the Commission will be Dr. Mark D. Smith of Penn's Clinical Scholars Program, a physician whose residency at San Francisco General Hospital (one of the first in the U.S. to treat AIDS) have given him early experience with identification and treatment of the disease. "During the six years since AIDS was first identified, it has become the greatest public health challenge of our generation," Dr. Smith said. "Because AIDS is a disease without precedent, new models of societal response are called for."

Activities will start soon with a conference, co-sponsored with the Delaware Valley Hospi-

tal Council, on financial and administrative challenges posed by AIDS to hospitals.

Dr. Thomas Langfitt, the former Penn Vice President for Health Affairs who now heads the Pew Charitable Trusts, said the Commission should "complement the public sector initiatives already planned or under way" in Philadelphia, and be a catalyst for coordination and cooperation among civic leaders. While Dr. Langfitt was at Penn his office framed an AIDS statement for the University



Mark Smith

Jonathan Rhoads

(*Almanac* 10/15/85) and sponsored the Student Health Service's well-known AIDS brochure (*Almanac* 2/4/86), which became a national model for informing the college-age population.

The Commission is headed by Sam S. McKeel, chairman and publisher of Philadelphia Newspapers Incorporated. Its members are Jefferson University President Dr. Lewis W. Bluemle Jr.; Temple Provost Dr. Barbara Brownstein; Schools Superintendent Dr. Constance Clayton; Judge Nelson Diaz of the Court of Common Pleas; LaSalle's President, Brother Patrick Ellis; Congressman William H. Gray III; Mark Levitan, president of the Albert Einstein Healthcare Foundation; Henry Nicholas, president of District 1199C of the National Union of Hospital and Health Care Employees; HUP's longtime chief of surgery Dr. Jonathan Rhoads, Dr. John L. Turner of endocrinology at Graduate Hospital; Smith-Kline Beckman's Chairman and CEO Henry Wendt; and, ex officio, Philadelphia Health Commissioner Dr. Maurice Clifford and City Council President Joseph E. Coleman.

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Pullout: CRC'S Computer Fair

## Wurster Multinational Management Professorship: Peter Lorange

Dr. Peter Lorange, professor of management at the Wharton School, has been named the William H. Wurster Professor of Multinational Management. "Peter Lorange is an outstanding choice as the first Wurster Professor," Dean Russell E. Palmer said. "He combines strong skills in teaching and research with a truly global view. We are confident he will continue to be a catalyst for furthering international expertise at Wharton."

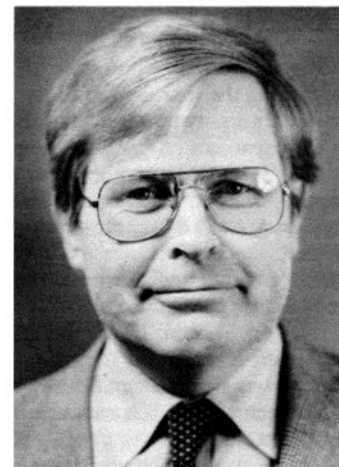
Dr. Lorange, a native of Oslo, Norway, pursued his undergraduate education at the Norwegian School of Economics and Business Administration. He was awarded a master's degree in operations management from Yale, and a doctor of business administration from Harvard.

Dr. Lorange joined the School's management department in 1980 and served as chairman from 1983 to 1986. He has written, taught

and served as a consultant in the areas of strategic planning systems, strategic control, and management of multinational enterprises. He is the director of Wharton's Center for International Management Studies, on whose advisory board Mr. Wurster serves.

Mr. Wurster, who has spent nearly four decades in international business, donated \$1 million to the School to establish the endowed chair. He retired earlier this year as chairman of Woodward & Dickerson Inc., Bryn Mawr, after 37 years with the company. He also retired as vice chairman of Woodward's parent company, ConAgra Inc., a worldwide trading firm whose products range from processed meats to grain and poultry.

Mr. Wurster attended the Wharton School in 1941 and 1947 with time out to serve in the Navy during World War II and to graduate from the Pennsylvania Maritime Academy.



Peter Lorange

## Eliminating the PAF: Training Now for January

By January 1, 1988, Penn will have in place an on-line personnel/payroll system in which the "home office" enters information on its own computers for instantaneous recording in the Franklin Building mainframe, according to Compensation Specialist Frank Jackson. The new system will eliminate the need for such well-known pieces of paperwork as the Personnel Action Form (PAF)—which has to be filed for every faculty or staff personnel action from hiring to termination or retirement.

Schools and resource centers that are already on the "PAYDB" hookup for personnel records will automatically be linked to the broader personnel/payroll system, Mr. Jackson said. Others may access the system by cable or PENN-Net, or via modem. And in the University's two largest and most decentralized schools—SAS

and Medicine—some design work is still in progress.

How a School or resource center links up to the system, and how its administrative and support staff members will use it, are the subjects of two sets of seminars taking place in October and November.

Deans, directors and senior business administrators take seminars lasting a day and a half to prepare for the new system. Starting later in October, office Administrative Assistants and other staff who process PAFs or TRFs (Time Report Forms) can take half-day seminars. (To investigate or enroll, call Mary McDonald, Compensation Secretary, at Ext. 3503.)

"The manual system has become inadequate, especially with an increasing number of federal requirements and Pennflex options that neces-

sitate so many changes," Mr. Jackson said. "The new system will expedite payment of salary increases since raises will go directly into the system (from the School or resource center's terminals) rather than sitting in a batch in the Franklin Building waiting to be entered into the mainframe.

"It will take fewer hours to produce statistical surveys that are often required by the Department of Labor," he added, "and it could eventually open up the possibility of promoting career development within the University by matching the job requirements of a particular position with the qualifications of internal candidates."

The new system has a manual to define codes for each category of employment information, and has an on-line "HELP" feature. "It also has certain safety features so that unauthorized salary increases and the like can't make their way into the system," Mr. Jackson said. This week, the system is undergoing a final review for "user-friendliness."

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## COUNCIL

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### 1986-87 Annual Report of the Steering Committee

This is the eighth annual report of the Steering Committee of the University Council, prepared in accordance with a requirement in the Council bylaws that the Steering Committee shall publish an annual report to the University community, providing a review of the previous year's Council deliberations which highlights "both significant discussions and the formal votes taken on matters of substance."

#### October Meeting

The Council approved, with one amendment, the guidelines for the protection of students in sponsored research projects, as proposed by the Council Committee on Research (*Almanac* 2/18/86). The report of the ad hoc Council Committee on Sexual Harassment (*Almanac* 10/14/86) was introduced, followed by initial discussion. No comment was made regarding Section I, and suggestions were made for modification in Section II. Following introduction, the report of the ad hoc Committee to Draft a University Policy on Racial Harassment (*Almanac* 10/14/86) received initial discussion. Conflicting views were expressed as to whether the procedures called for in the two reports might be merged. The ad hoc Council Committee to Review the Charter of the Student Judicial System reported that the system appears to work well, that there is little sentiment for change, but that it is little known, suggesting a need for publicity.

#### November Meeting

Following the formal reports by officers, an extended discussion ensued regarding the cancellation of the visit by Louis Farrakhan, the need for special security arrangements, the refusal by the administration to allow body searches or the use of metal detectors, and the apparent approval of body searches on other occasions. The bylaws were amended to add appropriate ex officio members to several committees and to make the Committee on Communications a permanent, standing committee of the Council. The Council acted to recommend continuation of the fall break after hearing a favorable review of the 1985 experience by the ad hoc Council Committee to Evaluate the Fall Break. The Dean of Admissions, Mr. Stetson, introduced a discussion of undergraduate admissions with a report on the progress that has been made, with particular emphasis on the significantly broadened geographical diversity that has been achieved. A recommendation proposed by the Committee on Undergraduate Admissions and Financial Aid expressing the hope that "in the very near future the geographically diverse students can be judged by the same criteria as are applied to candidates from Penn's more traditional recruitment areas" was not adopted.

#### December Meeting

Discussion of the report of the ad hoc Council Committee on Sexual Harassment was resumed at Section III. Considerable debate ensued as to whether several of the examples of sexual harassment offered were compatible with the basic definition of sexual harassment set forth at the beginning of the section. In discussion of the reporting and filing of complaints, a sense was reached that, if a case is not fully investigated and a resolution reached, no permanent record should be retained. In the consideration of other sections, the importance of support and counseling for complainants was stressed, and the possibility of combining the formal mechanisms for resolving incidents with those proposed for cases of racial harassment was discussed. The chair of the Facilities Committee made a progress report on the feasibility study on a new campus union being undertaken by the committee. The chair of the Safety and Security Committee presented the committee's view that the use of bicycles on the major campus walkways is "inherently dangerous" and that it should be banned; extensive comment, pro and con, resulted.

#### January Meeting

Discussion of the report of the ad hoc Committee to Draft a University Policy on Racial Harassment was continued; a new, supplementary statement from the committee was distributed (*Almanac* 1/20/87). Among the points raised were a perceived "softness" of the definition of racial harassment, a debate on whether racial harassment was a sufficient problem to warrant new procedures, confirmation that there was no intention to supersede existing grievance procedures, comment on the makeup of the school-based panels, further confirmation by the committee that there is no intention to file unsubstantiated or anonymous complaints with the ombudsman, and an indication of flexibility by the committee as to the range of other kinds of complaints that might be dealt with by the proposed processes. The report of the President's Seminar on Faculty-Student Interaction (*Almanac* 9/23/86) and a report from the Student Affairs Committee on the same subject were reviewed. The Student Affairs Committee reported on its progress toward framing recommendations on the Undergraduate Assembly's "1990" document, as requested by the Council.

#### February Meeting

Discussions of the reports on sexual harassment and racial harassment were continued. It was recognized that supplementary statements issued

continued past insert

by both committees (*Almanac* 1/20/87), 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.

### March Meeting

The maintenance of confidentiality for the proceedings of the Steering Committee was discussed. It was argued that Steering Committee members need to be accountable and that this would not be possible if their positions and actions are not made known. It was stated, on the other hand, that the frank discussion which is possible under conditions of confidentiality is very helpful in resolving issues. The matter was to be taken up at the next Steering Committee meeting. Ms. Constance Goodman, the judicial inquiry officer, presented a report (*Almanac* 3/31/87), prepared at the request of the provost, on the operation of the present Student Judicial System Charter during the two years in which it has been in effect. The report included some recommendations for improvement of the system, centering on restructuring of the hearing panels. Council members having spoken in favor of the recommendations, the president said that he would have the changes codified and published in *Almanac* as policy. A recommendation from the Committee on Recreation and Intercollegiate Athletics (*Almanac* 2/10/87) that a fee be charged for use of the recreation facilities was discussed. The proposal was made to provide funding for renovation of the gymnasiums. Faculty members who spoke opposed the fee in the view that it would be a charge for what has been regarded as an important benefit available to members of the campus community. Students supported the fee on the ground that \$90.00 already goes to recreation and athletics from the general fee paid by all students.

### April 8 Meeting

The Steering Committee reported, regarding the maintenance of confidentiality for its proceedings, that it determined that the chair is the spokesman for the committee, that members will not discuss proceedings outside of the committee and that, to maintain accountability, the full

minutes of the Steering Committee will be made available upon request. Proposed amendments to the bylaws (*Almanac* 3/31/87) to adjust faculty and student memberships in consonance with an increase in the number of faculty constituencies were approved. The Council adopted a resolution from GAPSA asking that the Trustees conclude that substantial progress has not been made toward the dismantling of apartheid in South Africa and proceed with the multi-stage plan for divestment established in their resolution adopted in June, 1986. Another resolution from GAPSA was adopted, recommending that the Penn Children's Center be preserved and subsidized as an important resource for graduate students and staff members and that, as an initial commitment, \$10 per graduate/professional student (who pays the general fee) be allocated to the center. The president reported that, in response to a new statute placed in effect by the Commonwealth requiring all institutions of higher education in the state to have policies proscribing hazing for all student activities, a policy is being drafted accordingly, since existing regulations at Penn apply only to fraternities and sororities. The report of the President's Seminar on the University and the City (*Almanac* 4/28/87) was presented by Professor Iraj Zandi, the chair, and received favorable comment. The Facilities Committee made an initial presentation on parking at Penn as a preliminary to recommendations to be made at the April 29 meeting.

### April 29 Meeting

Following initial discussion of parking and transportation problems at the April 9 meeting, a series of recommendations from the Facilities Committee (*Almanac* 4/28/87) were accepted. Elections of faculty members and students to the 1987-88 Steering Committee were conducted (*Almanac* 5/5/87). The report by the Special Committee to Review the Guidelines on Open Expression covering the Jurisdiction section of the guidelines (*Almanac* 4/28/87) was presented. In discussion, some reservations were expressed regarding the adequacy of existing mechanisms for adjudication to deal with open expression cases if the adjudication function is removed from the Committee on Open Expression. The chair of the Committee on Open Expression asked that action on the report be deferred until that committee has been able to consider the report fully. The report was accepted with a provision to restudy the need for section II.B.9 of the guidelines which gives the Committee on Open Expression the role of investigating and reporting on incidents alleged to have involved an infringement of the right of open expression of a member of the University community. Recommendations from the Facilities Committee for a new campus union to meet the many needs that cannot be met by Houston Hall and to "serve as a unifying force in the life of the University" were accepted. The Student Affairs Committee, having been charged by the Council to review and comment on the Undergraduate Assembly paper on "Year 1990 Outlook on Student Life," presented a report making 36 recommendations for implementation of the points raised in the paper; the report was received.

### Crowds in View

*October 9-10:* Penn's annual Parents Weekend draws several thousand relatives of undergraduates, most of them staying in nearby hotels and many of them joining their offspring in the classroom Friday for a look at what a Penn education is all about. To mingle with parents, join the Deans' Reception of choice, or check the Parents Weekend brochure at registration Friday in Houston Hall for a list of lectures and other events.

*October 14-15:* The 17,000 high school students and parents in the campus area will be gathering for the Philadelphia National College Fair at the Civic Center. Over 400 colleges, universities and technical schools also send representatives to explain to the high school students their admissions, applications and financial aid policies and procedures.

### ... Then a Dearth

*October 17-19:* A reminder that Fall Break for undergraduates (for the third year in a row) may mean fewer work-study aides in many offices that provide services to those not on break.

## Speaking Out

### Letter Not Published

In accordance with published *Guidelines for Readers and Contributors* (available on request), *Almanac* is unable to publish a letter of opinion received this week. Though it is possible to have a letter considered for publication as "Unsigned" after appropriate review, no letters are published *anonymously*; the identity of all authors must be known to at least two people, normally the editor and the chair of the *Almanac* Advisory Board. See the staff box, page 4, for a list of *Almanac* personnel and Board membership.—Ed.

### Computer Training: Disabled Adults

Training and job placement in data processing are available for disabled adults through the Center for Information Resources (CIR) of HUP. Training is available in computer programming and information processing which includes automated bookkeeping and accounting, information management, word processing and computer operations.

The two full-time programs are offered to adults with physical or sensory disabilities who have a high school degree or the equivalent and an interest in computer careers. Each 10-month program is offered twice a year and includes on-site work experience and placement services.

Tuition and fees to participate in the program are fully subsidized by county employment agencies and state vocational rehabilitation offices. For more information or to apply, call Hope Hamilton, Ext. 8108.

## EXHIBITS

**9 Cheltenham Graphics Guild;** prints from approximately 25 members at the University City Science Center Art Gallery; Monday-Friday, 9 a.m.-5 p.m. *Through November 13.* Opening reception: *October 9, 4-6 p.m.*

## FITNESS/LEARNING

### Computing Resource Center

**7 IBM User Group Meeting;** noon, Room 235, Houston Hall. George McKenna will discuss how to use PennNet and the services available.

**15 Communications (IBM);** noon-1 p.m., 1st floor Conference Room of Van Pelt Library. No registration required. Information: Ext. 1780 (Bits & Pieces Training Seminars).

Wharton Minicourses are held in Steinberg Hall-Dietrich Hall unless otherwise noted. Students must register in person at Room 315, SH-DH; faculty and staff may register in person or by intramural mail. Information: Ext. 1780.

**13 Introduction to Word Perfect;** 4-6 p.m.

**14 Intermediate Lotus;** 4:30-6:30 p.m.

### Morris Arboretum

**7 Spring Beauty Requires Fall Planting;** learn how to plan and plant a spring bulb garden; 7-9 p.m., Morris Arboretum; second and final class *October 14.* Fee: \$21 for members, \$28 for non-members. Registration: 247-5777.

## ON STAGE

**8 We Needs Dates "Our Diets are Low in Fiber"** by Without a Net, Penn's improvisational comedy group; 8 p.m., Houston Hall Auditorium. Information: Ext. 7038. Tickets: \$3.99. Also *October 10, 7 and 9:30 p.m.*

**9 Performing Arts Night;** 8 p.m., Irvine Auditorium. Tickets: \$4, available at Annenberg Center Box Office.

## SPECIAL EVENTS

**7 Lunch with the Artist;** Visitors are invited to bring their own lunch to an informal discussion with artist Robert Kushner during the installation of his work; noon, Institute of Contemporary Art galleries, Meyerson Hall (Institute of Contemporary Art).

**10 Special Rose Garden Tour;** at the Morris Arboretum's Marion Rivinus Rose Garden. Includes the latest All-American Rose selections and tips on culture and selection. Saturdays *October 10 and 17* at 2 p.m. Admission: \$2 for adults, \$1 for senior citizens and children 6-12, and free for children under 6. Information: Education Department, 247-5777.

## TALKS

**8 Changes in the Cystolic pH and Ca<sup>++</sup> During Stimulation of the Gastric Parietal Cell;** Terry Machen, department of physiology, University of California, Berkeley; 4 p.m., Physiology Library, 4th floor, Richards Medical Research Laboratories (Department of Physiology).

**12 Beyond the Dinosaur Mystique: Confessions of a Paleontologist;** Peter Dodson, School of Veterinary Medicine; 4-6 p.m., Room 107, E.F. Smith Hall (History and Sociology of Science).

**Getting an R & D Job: Advice from the Other Side;** Judith Kempel, Smith Kline & French Laboratories; 4:30 p.m., Benjamin Franklin Room, Houston Hall. Information: Ext. 4381 (Career Planning and Placement Service).

**14 Alexander and the Question of Iranian Identity;** William R. Hanaway, Jr., department of Oriental studies; 4:30 p.m., Eighth Floor Lounge, Williams Hall (The Middle East Center).

**Pictures at an Exhibition;** a walking lecture through the galleries with artist Robert Kushner; 7 p.m., Institute of Contemporary Art galleries, Meyerson Hall (Institute of Contemporary Art).



## You, the Jury

Faculty and staff are invited to the Alumni Relations forum *Right or Wrong: Legal Decisions, Ethical Dilemmas* on October 19 at the Annenberg School Auditorium. The audience takes a jury's role as members of the Law School present real-life case studies and then ask the listeners to render a decision.

Dean Robert Mundheim moderates the panel of three legal scholars: Douglas N. Frenkel, practice professor of law; Curtis Reitz, the Algernon Sydney Biddle Professor of Law; and the Honorable Edmund B. Spaeth, retired judge and senior fellow of the Law School.

Registration and cocktail reception begin at 5:30 p.m. The panel discussion, 6:15 to 7:30 is followed by a reception with the panelists. There is a \$10 charge, and reservations must be made by October 15; phone Ext. 7811 for additional information.

The law forum is the fourth in an Alumni Relations series which encourages faculty/staff attendance because of alumni interest in meeting present members of the University, according to its coordinator, Ms. Carol Fitzgerald. The October 19 program on legal ethics follows an audience participation format begun last year with a panel on medical ethics, death and dying.

**Correction:** The Association of Women Faculty and Administrators' meeting this month was listed incorrectly in the October pullout calendar. The correct date is *October 26, 4-5:30 p.m.*, Sweeten Alumni Center. The guest speaker is Louise Shoemaker, professor and past dean of the School of Social Work. Newly appointed and promoted women faculty will be welcomed at this opening meeting and reception.

## Almanac

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## Department of Public Safety Crime Report

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents were reported between **September 28 and October 4, 1987.**

**Total Crime: Crimes Against Persons—0, Burglaries—1, Thefts—20, Thefts of Auto—0, Attempted Thefts of Auto—0**

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Spruce St. to Locust Walk, 39th St. to 40th St.</b>			
09-29-87	10:44 AM	1925 House	Telephones taken from basement.
09-30-87	12:15 AM	Van Pelt House	Jewelry taken from inside box.
10-02-87	7:49 PM	3900 Blk Locust	Report of two wallets being taken from room.
<b>Walnut St. to Market St., 30th St. to 34th St.</b>			
09-28-87	7:32 PM	Hill Field	3 wallets left on ground/gone upon return.
09-30-87	3:50 PM	Lot #26	Hubcaps taken from car.
10-01-87	6:48 PM	Hill Field	Unattended wallet taken.
<b>Spruce St. to Locust Walk, 34th St. to 36th St.</b>			
09-28-87	9:49 PM	Houston Hall	Unattended knapsack taken.
10-01-87	5:12 PM	Houston Hall	Bookbag taken from floor.
<b>Spruce St. to Walnut St., 33rd St. to 34th St.</b>			
09-30-87	10:40 AM	Hayden Hall	Microscope taken from office.
10-02-87	11:59 AM	Chemistry Bldg.	Knapsack taken from unsecured area.
<b>Civic Center Blvd. to Hamilton Walk, 34th St. to 38th St.</b>			
09-29-87	4:11 PM	Leidy Lab	Purse taken from unattended room.
10-01-87	3:50 PM	Med Ed Bldg.	Audio-visual equipment taken.

**Safety Tip:** Never prop doors open, especially fire doors, even for a short while. This thoughtless act compromises everyone's safety!