

Almanac

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Medical VP & Dean: William Kelley of Michigan

The nomination of Dr. William N. Kelley of the University of Michigan Medical Center as Executive Vice President of the Penn Medical Center and Dean of the School of Medicine will be taken to the Trustees Executive Committee on September 15.

Dr. Kelley, now the John G. Searle Professor and chair of internal medicine at Michigan, is expected to take office here October 1. Dr. Arthur Asbury, who has held the combined posts on an acting basis, will continue at Penn Med as the Van Meter Professor of Neurology.

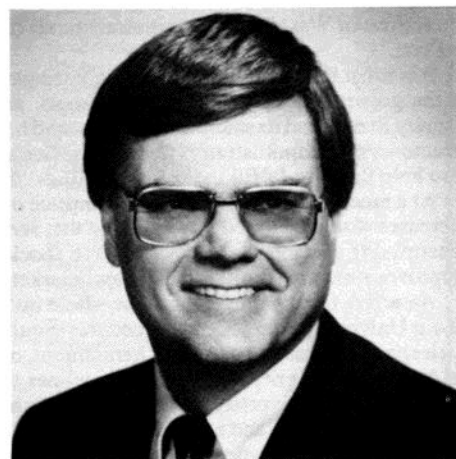
"Bill Kelley comes to the University at a critical time, with the enthusiastic endorsement of the search committee and an enviable record of achievement," said President Sheldon Hackney.

At Michigan, during Dr. Kelley's 14 years as chair, the department of internal medicine doubled its outpatient visits (to 120,000); implemented a medical service plan for the department faculty that now generates \$42 million a year; and built research support from \$2 million in 1975 to \$39 million last year.

"The University of Michigan developed one of the best programs in internal medicine in the world," Provost Michael Aiken said. "Under Bill Kelley's leadership we are confident that biomedical research and education at Penn will achieve new heights of excellence."

A graduate of Emory University and its medical school, where he took his M.D. in 1963, Dr. Kelley trained in internal medicine at the University of Texas Southwestern Medical School and Parkland Memorial Hospital in Dallas. He then joined the NIH as clinical associate in the arthritis and rheumatism branch, winning the John D. Lane Award of the U.S. Public Health Service and sharing the first Geigy International Prize for work done in the laboratory of Dr. J.E. Seegmiller (on the discovery of the HPRT deficiency in patients with the Lesch-Nyhan syndrome, and partial deficiency in some patients with gout; his continuing interests have been HPRT and APRT deficiencies, the latter found in kidney stone patients; how mutations cause enzyme deficiency; and approaches to correction through gene transfer techniques).

After further clinical training and a senior residency at Mass General and Harvard, Dr. Kelley joined Duke in 1968, rising to professor of medicine, associate professor of biochemistry and chief of rheumatic and genetic diseases. Among his awards there were a Career Development Award from NIH, the Heinz Karger Memorial Foundation Prize, and a Josiah Macy Foundation Award which supported his visiting professorship to Oxford's Sir William Dunn School of Pathology in 1974 and 1975.



William N. Kelley, M.D.

Dr. Kelley has held 37 named visiting professorships around the world, while publishing some 237 papers and seven books, serving as senior editor of the *Textbook of Rheumatology* and editor-in-chief of the *Textbook of Internal Medicine*, winning teaching honors, advising medical students, and heading several major national societies.

Dr. Kelley has also continued a practice in internal medicine and rheumatology, and in 1984 was named to Good Housekeeping's list of the 120 best doctors in America.

Looking Backward, Looking Forward . . .

As our university community reassembles at the outset of every academic year, we extend a warm welcome to returning students, faculty, and staff along with newcomers, including, this year, the class of '93. This is a time of renewal and rededication. For many of us, it is also a time for reflecting on where we have been and where we want to go.

In 1990, we will look back on a quarter of a millennium to the founding of what is now the University of Pennsylvania. At the same time, we are launching a five-year fund-raising campaign—a campaign to put all previous such endeavors, we hope, in the shade. This will permit Penn to evolve and adapt in ways that ensure that it will be a flourishing institution 250 years hence.

In the middle of the eighteenth century, Benjamin Franklin penned his Proposals for education while public-spirited Philadelphians banded together to provide free education at a Charity School that merged with Franklin's own project for an academy and college. The world for which he wrote is as different from the present as our world today will be from that of A.D. 2240. Each generation must continue to contribute to Penn's progress; there is plenty for us to do here and now, with quantum leaps in knowledge and technological advances taking place right before our eyes.

For the immediate present, as we set out to secure the University's leadership into the 21st century, we anticipate a year of celebration that will mark the 250th anniversary of our beginnings.

We will be joining the City of Philadelphia, which, while recalling 1790 as the year of Franklin's death, will celebrate him as the founder of practically every institution in his adoptive city, including this university.

Bells will ring out in Philadelphia's churches on Franklin's birthday, January 17. "Founders' Day," as it is celebrated here at Penn, will be marked by the opening of an exhibition illustrating The Intellectual World of Benjamin Franklin, which will run through May. Then, with festivities concentrated around Alumni Weekend and Commencement, the University's year-long celebration will reach a high point during "Peak Week" in May with both learned colloquia and family-style entertainment.

The 250th Birthday party will continue into next fall; the Campaign will gather momentum for the years ahead. The prospect is for hard work with countless members of our immediate and extended family striving to give of their best, while, enjoying the fun and the spirit that is also a perennial part of life at Penn.

Hard work and high spirits are paradigmatic of this university in all the variety of its endeavors. We wish all members of our community the rewards that go with striving for the best and enjoyment as we all share in this moment in our University's history.

— Sheldon Hackney, President
— Michael Aiken, Provost

SENATE

From the Chair

Greetings and Welcome: There is Much for Us to Do

As Chair of the Faculty Senate and as a Benjamin Franklin Professor I am particularly pleased to greet and welcome all new members of the University at the start of the 250th Anniversary Year of the founding of our community of scholars by Ben himself.

I hope that you will all love Penn as I do, not only for its academic vitality but for its openness and its strong tradition of community involvement in decision making. I hope especially that new faculty members will help this complex and caring community in whatever ways you can. To maintain academic freedom requires continual vigilance and that freedom carries with it responsibilities. This is true inside and outside the University. For example, we should all be protesting the actions in Washington to withdraw funds from the Institute of Contemporary Art housed here at Penn.

It is most important that all of us contribute to the governance of Penn. Besides contributing to the governance of departments, schools, and the whole University, the faculty operates the Faculty Senate and its many committees, and has had a major role in the University Council. These structures give administrators help and advice and maintain the accountability of the system. They also help us all to fulfill the responsibilities that come with our opportunities.

At a meeting of the Executive Committee of the Trustees last year, the Provost said that salary increases would be based on merit, and that *service* as well as teaching and research must count in determining that merit. Most of us have shockingly low salaries for our proper status in society. Improvements are surely essential and market forces should not be the main determinant.

An active faculty must look at the whole institution. Some recent problems with the application of our University policies and procedures require further investigations of how we should best deal with charges of racial and sexual harassment, of infringements of the Judicial System, of the Code of Academic Integrity, and of the Guidelines on Open Expression by any member of the University. As a great University we should be a role model for all in the way we select, appoint, promote, and treat our faculty and staff. Certainly excellence comes first, but we must also act with justice and without the improper discriminations on the basis of race and gender that have tainted universities in the past and whose results are still with us. The Faculty Grievance Procedure has been revised recently but revision of the grievance procedure for the staff is still not in place.

Our recent experiences with events in the University Council led to a mail ballot of the standing faculty concerning its role in the University Council. The results are given at right. It is clear that a great majority of the respondents believe that improvements are needed and that a much smaller majority requires that a positive decision of the Senate Executive Committee is needed to continue participation in the University Council. This situation must be resolved during this academic year.

This first issue of *Almanac* for the fall semester has been mailed directly to all permanent members of the University. I urge you to read it and see that you get it regularly when future copies are delivered in bulk to all departments. It is the journal of record for the University and its governing bodies and regularly contains a Speaking Out section where you can comment individually on any University matter. It also contains information about meetings of the Faculty Senate, the Senate Executive Committee, the University Council and many other important matters.

There is still much to do to make Penn an even better place without any of the flaws that still remain. Your interest and involvement can lead to changes. Please let me have your views.

Once again, greetings and welcome.

Robert E. Davies

Settling in At Penn

New Faculty Orientation: All newly-arriving faculty have been invited by Provost Michael Aiken to an orientation and reception Wednesday, *September 6*, from 2 to 4 p.m. in the Club Room of the Faculty Club, 36th and Walnut. Speakers will focus on resources for scholars in research, computing, libraries, funding and the like.

New Employee Orientation: Human Resources' Training and Organizational Development units will offer monthly sessions this fall for new staff, with speakers on benefits, staff relations, public safety and recreation (plus an information packet). They will be held *September 21, October 19, November 16* and *December 14* from 9 a.m. to 12:15 p.m. in the Training and Development Center, Blockley Hall. To reserve, call Ext. 8-3400.

Housing: Many faculty members going on sabbatical or other leaves currently have their homes or apartments listed with Penn's new Temporary Housing Listing Service, and others are invited to do so. Newcomers in search of housing for a few weeks, a semester or a year may apply starting with a phone call to Ext. 7311. Names of those offering to let housing are not released to inquirers, but the service will submit inquirers' names to those with housing to offer. . . Faculty and staff can also consult the Off-Campus Housing Office, 3905 Spruce Street, which has extensive lists of apartments and houses in University City and Center City, plus some in suburbs. Hours are 9 to 4:30 (to 5 after Labor Day) but closed noon to 1. To have listings campus-mailed, call Ext. 8-8511.

Libraries: Van Pelt Reference will hold 39 tours and other orientation programs between August 29 and September 6. For information on joining one, call Ext. Ext. 7555.

SENATE

From the Senate Office

Results of Mail Ballot On Proposed Changes in The Faculty Role in University Council

Following are the results of a mail ballot sent to Faculty Senate members on May 9, 1989. A total of 588 ballots were received by the June 30, 1989 deadline.

Question 1: A faculty committee shall be appointed by the Senate Executive Committee and charged with drafting proposals designed to improve the University Council. The committee shall be asked to report its recommendations by February 1, 1990.

Yes 484 No 92

Question 2: The members of the Senate Executive Committee shall withdraw from the University Council at the end of the 1989-90 academic year unless the Senate Executive Committee determines, by a formal vote to be taken no earlier than the March meeting, that continued participation in the University Council serves the interests of the faculty.

Yes 289 No 282

Question 3: The members of the Senate Executive Committee shall withdraw from the University Council at the end of the 1989-90 academic year unless the average number of voting SEC members actually attending Council meetings during the 1989-90 academic year is at least 23.

Yes 195 No 374

Senate Committee on Conduct 1989 Annual Report

August 1, 1989

The Senate Committee on Conduct was established in 1988 as a standing committee of the Faculty Senate in order to implement part of the University policies on both racial harassment and sexual harassment. This is the first annual report.

During this year, the committee elected a Chair. We received one complaint, brought to our attention by the Office of the General Counsel, and unanimously agreed that the complaint should not be processed because it had so little merit. The remainder of the year has been spent developing the procedures of the Senate Committee on Conduct.

*Helen C. Davies, microbiology/medicine
Kenneth D. George, education, Chair
Jerry C. Johnson, medicine
Robert F. Lucid, English
Ann E. Mayer, legal studies
Sohrab Rabii, electrical engineering*

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Report of the 1988-89 Senate Committee on the Faculty Results of the Questionnaire on Retirement

July 14, 1989

Introduction

Federal legislation will require the University to make changes in its retirement policy beginning January 1, 1994. After that date mandatory retirement on the basis of age will no longer be permitted. This will affect all tenured faculty reaching the age of 70 after June 30, 1993.

This issue has attracted considerable attention, both at Penn and throughout the academic community. The Senate Committee on the Faculty was asked in the Fall of 1988 by the then Chair of the Faculty Senate David P. Balamuth to consider the impact of the new legislation. The committee decided that it was essential to gather some factual information about the retirement plans and factors affecting the retirement decisions from those members of our faculty who are the first to be affected by the change. Accordingly, the committee sent questionnaires to the 213 members of the faculty born between July 1, 1923 and June 30, 1930. The committee received 127 responses to the questionnaire, a 60% response rate.

Sample Characteristics

Almost 85% of the respondents were full professors and more than 85% were male. Less than 8% of the respondents were clinician educators. The schools from which responses were received are as follows:

Arts and Sciences	43
Medicine	38
Wharton	12
Dental Medicine	7
Veterinary Medicine	7
Engineering	6
Other (Annenberg, Nursing, Social Work)	15

Retirement Plans

Sixty of the 128 respondents indicated a specific age at which they planned to retire. Fifty-four reported that they had not yet set a specific date. Twelve of the respondents indicated that they did not intend to retire at all. Among those with specific retirement dates, the distribution of ages at which retirement is planned is distinctly bimodal. Seventy is the planned retirement age most frequently reported. The second most frequently reported age is 65. The bimodality is not always as distinct in the various schools as for the respondents as a whole.

There do not appear to be any significant differences in the responses of those who do not plan to retire from the responses of the group as a whole.

Engineering is the only school in which the peak reported planned retirement age is less than 70. All Engineering respondents who indicated a specific age plan to retire at 65. With the exception of Engineering and Medicine, 50% or more of the respondents in the other schools planned to retire at the age of 70 or older.

The percentage of respondents reporting a definite retirement age was greater for Arts and Sciences faculty (68%) than for the other schools. In the Medical School, only 51% had chosen a retirement date. At the other extreme, 70% of the Wharton respondents reported that they had not yet decided on a definite retirement date.

Factors Affecting Retirement Plans

Those indicating health problems more frequently chose a definite retirement date (67%) than those indicating good health (50%). Nevertheless, respondents with definite retirement plans were less frequently influenced in their decision-making by current health considerations than those who were undecided (62% vs. 44%).

Consideration of the forthcoming retirement of a spouse or partner appears to affect respondents with definite retirement dates and those without quite differently. Those without retirement dates indicated that

they would be discouraged from retiring by the forthcoming retirement of a spouse. Those with definite retirement dates are more likely to be induced to retire by the forthcoming retirement of a spouse or partner.

The sample was too small to examine a three-way cross-tabulation to explore possible explanations of this difference. We can only speculate that it may reflect two kinds of consideration in the contemplation of the retirement of a spouse or partner. On the one hand, there are those who may want to share the free time with the retired partner, to be free to travel, etc. On the other hand, there are those who may view the loss of income of retiring simultaneously to be too great.

As might be expected, assurance of satisfactory income was a positive factor in inducing retirement. Only one other factor considered played a larger role: the ability to perform to one's own expectations. In general, both the groups that had definite retirement dates and those who did not felt that the assurance of satisfactory retirement income was an important factor in the decision-making process on whether or not to retire. The difference between those who have definite retirement plans and those who do not is their beliefs about the adequacy of that retirement income and their retirement standard of living. While 53% of those with definite retirement dates believed that their standard of living would be sustained or improved after retirement, only 33% of the undecided felt that way. Indeed, 57% of the latter group felt that their standard of living would deteriorate.

Job satisfaction was the third most important factor in the retirement decision but significantly less important a consideration for those who had chosen a retirement date than for those who had not.

Significant fractions of the faculty surveyed consider the opportunity to continue receiving research funds and the opportunity to teach after retirement important factors in their contemplation of retirement. The same can be said of the availability of research facilities and the availability of office space.

Other considerations in the retirement decision listed by respondents all seemed to reflect a desire to continue scholarship and research, at least on a part time basis. Thus, the survey results suggest that a phased-retirement program might be quite popular.

One of the most striking findings in this survey is the fact that less than one-quarter of the respondents had used the University benefits specialists for retirement counseling. Of those who had, nearly one-quarter had not found it helpful.

Post Retirement Plans

A surprisingly large number of respondents (78%) apparently plan to remain in the Philadelphia area after retirement and a large fraction of those expect to visit the campus at least one day per week (68%). Campus facilities considered most important after retirement by the respondents were the libraries and the medical/dental facilities. While the percentage indicating an interest in the Faculty Club and computer facilities is significantly smaller than those for libraries and medical/dental facilities, it must be borne in mind that a much smaller percentage of all faculty use the Faculty Club and computer facilities than use the libraries and health facilities.

1988-89 Senate Committee on the Faculty

Martha Dore (social work)

Marten Estey (management)

Shiv Gupta (marketing)

Daniel Malamud (biochemistry/dental)

Morris Mendelson (finance), Chair

Janet Rothenberg Pack (public policy & management)

Ex officio: Senate Chair David P. Balamuth (physics)

Senate Chair-elect Robert E. Davies (animal biol/vet)

Speaking Out

Say 'No' to Censorship

We should be united in our efforts to defeat those who would curtail the lively work of institutions like Penn's Institute of Contemporary Art by restricting the acceptable subject matter for projects funded by the National Endowment for the Arts (NEA) and by Philadelphia's Class 500 grants. Such proposals are not in the best interest of the American people, and they must be especially deplored in the environment of free inquiry on this campus.

The call to restrict such funding starts from the sensible premise that governments have a stake in influencing the art that is made for their use. This concern has been exercised throughout history, and its impact can be seen today in the courthouses, postage stamps, housing projects, official portraits, and monuments that our government has commissioned. Little of this art is very successful, although it possesses a kind of authenticity.

But our nation is *not* served when our government employs its considerable powers not only to influence the art that it uses but also to shape the character of American art as a whole. That would be the effect of the proposed restrictions.

The national programs of the NEA and local programs like Class 500 have done much to create America's first broad and deep community of artists, a community whose strengths have brought America to a position of cultural leadership in the

world during the same decades when its political leadership has been regularly challenged. That huge achievement has been possible because our leaders have been willing to insulate these mechanisms from political pressures, allowing the art community, through the process of peer review, to govern itself. But now we face the unhappy irony that these programs have succeeded in creating a great and benign force that can be easily converted to the work of censorship.

It is important to understand that the proposed restrictions will both censor the work of those many artists and institutions who *will* receive government support and shape the work of all those many more who will seek and *not* receive it. This hugely powerful combination of censorship and self-censorship will undermine the creative life of the United States.

The fact is that successful, uncensored art always makes us look at unfamiliar things or shows us familiar things in a new light. Art *should* be something to argue about, and when those arguments are about important matters they will be loud and long. Naturally, we need to protect our children from some of this controversial material, but we do not need our government to treat us all like children.

Write to your Senators, Congressmen, and City Councilmen!

—David B. Brownlee, Associate Professor of History of Art

Notes on the Mapplethorpe Affair

Without incident, some 10,000 visitors from the city and campus saw the Institute of Contemporary Art's December 1988 "Robert Mapplethorpe: The Perfect Moment," and over 3000 bought the ICA's catalogue. The retrospective of 150 pieces by the sculptor-turned-photographer, who died of AIDS in March at 42, was funded in part by a \$30,000 grant from the National Endowment for the Arts, and peer-reviewed by an NEA panel before opening. Primarily noted for its sensuous flower photographs, the collection also featured sexually explicit nudes and some early homoerotic work. One photo is of a little girl seated in a way that unselfconsciously displays her genitals.

The Mapplethorpe show traveled also to Chicago's Museum of Contemporary Art without incident. As it prepared to open at the Corcoran Gallery in Washington, D.C., it drew fire for the NEA from Congressmen who linked it to NEA's earlier grant to the Washington Project for the Arts which exhibited Andres Serrano's work (unrelated to ICA) including a photograph of a crucifix in colored liquid, titled "Piss Christ."

The Corcoran cancelled the Mapplethorpe show in June, and on July 26 Congress voted to cut NEA's upcoming appropriation by \$45,000 (the combined total of grants to the Serrano and Mapplethorpe shows). Some 1000 demonstrators protested with a slide show projecting the Mapplethorpe work onto the closed doors of the gallery.

Senator Jesse Helms of North Carolina has since introduced legislation to make ICA ineligible for federal support for five years, and to prohibit use of federal funds to "promote, disseminate or produce obscene or indecent materials, including but not limited to depictions of sadomasochism, homoeroticism, the exploitation of children, or individuals engaged in sex acts, or material which denigrates the objects or beliefs of the adherents of a particular religion or non-religion." In press interviews President Sheldon Hackney has backed the ICA, founded in the Harnwell administration as independent of but closely aligned with Penn.

Speaking Out welcomes reader contributions: short, timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.

Faculty Hospitality to Students: Using the President's Fund

The President's Fund for Student-Faculty Interaction is once again available for use by faculty members who wish to entertain groups of their students at home or in local restaurants. As in past years, each faculty member is asked to limit himself or herself to one function per semester; invite no student more than once; and base reimbursement on figures set at \$3 per student for receptions with light refreshments, \$4 per student for lunches, and \$6 per student for dinners. Reimbursements will be made for food and non-alcoholic beverages only. Faculty members interested in using the Fund should contact Dr. Francine Walker, Director of Student Life Activities and Facilities, 110 Houston Hall/6306, Ext. 8-4340, for a copy of the revised reimbursement form which must be returned with originals of all receipts. Deans, program directors and department chairs are especially asked to bring the President's Fund for Student-Faculty Interaction to the attention of the faculty.

1988-89 Uses of the President's Fund by School and Department

By School	By Department	Economics	1	Law	11	Physics	2	
Annenberg	Accounting	1	Education	12	Legal Studies	2	Political Science	2
Arts & Sciences	Ancient History	1	Electrical Engineering	1	Management	6	Psychology	2
Dental Medicine	Anthropology	2	Endodontics	2	Marketing	3	Public Policy & Mgt.	3
Education	Biochemistry (Dent)	3	Energy Management	1	Mat'ls Sci. & Engr.	1	Pulmonary Med.	1
Engineering	Biochem./Biophysics	1	English	39	Medicine (Med)	1	Regional Science	4
Fine Arts	Bioengineering	4	Finance	2	Microbiology (Dent)	2	Religious Studies	2
Law	Biology	2	Fine Arts	1	Military Science	2	Renal Electrolyte	1
Medicine	Chemistry	1	Folklore & Folklife	2	Music	6	Research Med.	1
Nursing	City & Reg'l Planning	1	Germanic Languages	7	Nursing	7	Romance Lang.	2
Social Work	Clinical Studies (Vet)	1	Histology	1	Ob/Gyn	1	Slavic Languages	3
Veterinary Medicine	Communications	1	History	7	Ophthalmology	1	Social Work	5
Wharton	Computer & Info. Sci.	1	History of Art	3	Oral Surgery	1	Sociology	6
	Decision Sciences	5	Hist/Sociol. of Sci.	2	Oriental Studies	12	S. Asia Reg'l Studies	1
	Dental School	3	Human Genetics	3	Pediatrics	8	Surgery (Med.)	1

Penn's Faculty/Staff Assistance Program (F/SAP) was established in 1983 under the aegis of the School of Social Work, and under contract with the Human Resources Office provides counseling and referral to members of the University faculty and staff. Following is an overview of its activities during the eleven months between July 1988 and May 1989. Dates of 1989-90 workshops will be published in future issues. Those in need of counseling for workplace problems and related ones may call F/SAP at Ext. 8-7910.

Report on Faculty/Staff Assistance Programs 1988-89

Staffing/Program Administration

1988-89 was a year of transition at F/SAP following the resignation of Anu Rao, the Founder-Director of F/SAP, in September 1988. Carol Bennett-Speight was appointed Acting Director for the months of October and November 1988. The new Director, Mike Dover, joined the Program in December 1988 and he resigned in April 1989. Carol Bennett-Speight resumed functioning as Acting Director. Currently, a national search is being conducted for the position of director. The Program welcomed Karen Pollock, MSW, as a full-time counselor for the summer.

Staff Development and Training

1. Barbara Gilin, MSW, private practitioner and clinical social worker, conducted a workshop for F/SAP staff on the impact of sexual abuse on adult survivors. This is a concern that presents itself frequently at F/SAP.

2. Maxine Field, PhD, director of Penn Children's Psychological Services, met with the staff of F/SAP and provided information on her organization and the services it offers for children that might need a range of psychological testing.

3. Joanne Zoll, Drug and Alcohol Coordinator for Student Life Services, has been in contact with F/SAP on the FIPSI Grant for a drug free workplace. F/SAP will receive a portion of the grant to educate the faculty and staff at the University on substance abuse.

4. Robert Foreman, PhD, had a session with F/SAP staff on "Denial-lectomy," the study of the impact of denial on substance abusers. He also discussed his program, *Rehab After Work*, which provides intensive outpatient rehabilitation.

5. Wayne Marquardt, RPh, HUP, met with members of the AIDS committee regarding AIDS in the workplace and will keep F/SAP informed of issues and concerns related to AIDS.

Client Demographics: A Brief Analysis

A review of statistics of client services by F/SAP during 1988-89 reveals a significant increase in the number of clients who used the Program from previous years. For instance, the number of clients the Program counseled went from 300 during 1987-88 to 386 during the year 1988-89.

Among the employees who utilized the services of F/SAP, approximately 66 percent were women, which is a continuation of the established pattern. Our statistics also show that 55 percent of the total clients belonged to support staff category (A-3) of the University employees and 28 percent belonged to the professional staff category (A-1).

43 percent of the total clientele that consulted F/SAP belonged to the 20-30 age group followed by the 30-40 age group with about 33 percent. Ethnically, a vast majority of employees who utilized the F/SAP services were white (75 percent). Blacks constituted 20 percent, and Asian and Hispanic communities formed about 2.5 percent each of the total clientele. Incidentally, these statistics on the ethnic background of F/SAP's clientele correspond with the ethnic composition of employees at the University to a large extent with the exception of the Hispanic population, which forms only .1 percent of the employees at Penn but 2.5 percent of F/SAP's clientele for 1988-89.

The single most dominant problem with which a majority of clients was concerned was work-related. The Program's assessment of problems presented by clients coincided with this. In other words, work-related stress comprised 26 percent of the total number of problems presented and assessed. The second most prevailing problem presented was personal, which includes family and marital issues, and comprised 22 percent of the total number of problems. Chemical dependency occupies third place, comprising 10 percent of the problems and assessment.

Lunch-Time Workshops

F/SAP sponsored 20 noontime one-hour workshops on campus on issues related to substance abuse, stress management, relationships and so forth. (See below.) An average of 12 faculty and staff members attended each session. All workshop participants will complete evaluations and these evaluations will be analyzed in the future.

Program Development

F/SAP has continued to promote and improve its programs. It has received a grant from F.I.P.S.I. to work towards achieving a drug free work place on campus. It will coordinate with the Office of Student Life in accomplishing this objective. F/SAP also continues to offer independently and in cooperation with other resources on campus programs entitled "The Troubled Employee," "New Employee Orientation," "Penn Supervisor Forum-Management of Separation," "Penn's Perspective," "AIDS Awareness Week," "Caregivers Resource Reception," and "Body Image Workshop."

Organizational Programs

F/SAP provided professional assistance to departments on campus with different kinds of problems. For instance, it intervened in a crisis involving suicide, and held departmental programs on issues of domestic violence, separation and divorce and their impact on the workplace.

F/SAP is pleased to indicate that it has been active and generous in providing its services to Penn's faculty and staff during 1988-89 despite the changes it went through in that year.

—Carol Bennett-Speight, Acting Director

Workshops Held 1988-89

Adult Children of Alcoholics (A.C.O.A.) Karen Nolan*
Relationships: Making Contact With Others

Frank Guarnaccia**

Assertiveness Training: The Basics Bette Begleiter**

Out of Control: Coping with Addictions at Home and in the Workplace Ray Monihan, Lirengin Foundation

Social Group Karen Pollack**

What Changes Can I Expect As My Relative Grows Older?

Christine Fawcett*

Caregivers Have Feelings Too! Lori Shmukler*

Caring for Them; Caring for You: A Resource Reception

Karen Pollack**

Women and Addictive Relationships (2 part series)

Carol Bennett-Speight**

Assertiveness in the Workplace Bette Begleiter**

Living in a Stepfamily Barbara Gilin, Family Services of Philadelphia

Tapping Into the Power of the Deeper Mind

Jeannette Samanon, private therapist

Use, Abuse or Addiction—Which Is It? Karen Williams,

Counselor, Alcohol and Addiction Unit of Delaware

What to Do if You Think Your Teenager is Using Drugs or

Alcohol Kenneth William, Director, Adolescent Services, Mirmont Unit, Lima, Pa.

Losing Someone You Love Karen Pollack**

Relationships: Making Contact With Others

Frank Guarnaccia**

Children of Divorce: How Can We Help? Bette Begleiter**

Relaxation Techniques—Dealing with Anxiety, Stress and Tension (3 consecutive sessions) Frank Guarnaccia**

* Consultant

**F/SAP Counselor

Staff Changes

J. Bradley Williams has been named manager of Compensation for the Office of Human Resources. Before joining Penn in May, he was for nine years chief personnel officer and associate director of the Presbyterian Church (USA) Vocation Agency, where he directed national personnel offices, installed a new salary program for the headquarters operations, and developed personnel policies for the new denomination. Earlier he was director of personnel for the Educational Testing Service in Princeton, where he created the minority graduate student locator service for the Graduate Record Exam Board. Mr. Williams has a bachelor's in music from Knox College and master's in psychology from the University of Denver.

Eric C. Van Merkensteijn, associate dean and adjunct professor at the Wharton School, will become responsible for Wharton Computing and Instructional Technology as of October 1. This will be in addition to his current areas of responsibility; his new title will be associate dean, administration, finance and information services. Mr. Van Merkensteijn holds three degrees from Penn: a B.A. in Germanic literature, 1968; an M.B.A. in International Finance, 1971 and an M.S. in Education, 1974.

Tricia Phaup has been appointed director of the Office of Fraternity and Sorority Affairs, a position she held in an acting capacity this past year. After graduating from the University of South Carolina in 1984, Ms. Phaup was the national field representative for Delta Delta Delta, then returned to her alma mater as advisor to its Sorority Council.

Fran Dunphy, an assistant basketball coach who served as interim head coach after Tom Schneider resigned last year, has been named head basketball coach. Before coming to Penn, Mr. Dunphy had spent three seasons as an assistant to Speedy Morris at LaSalle. A 1970 LaSalle graduate, Mr. Dunphy began coaching the following year as an assistant at the U.S. Military Academy. He later coached at Malvern Prep and American University. **Francis B.**

O'Hanlon has been named assistant basketball coach. Mr. O'Hanlon is a 1970 Villanova graduate who was co-captain of the Wildcat team which reached the 1970 NCAA quarterfinals. He still holds the school's single-game assist record, with 16 versus Toledo in 1970. He has been the head coach at Monsignor Bonner for the last three years, leading the school to the Philadelphia Catholic League title in 1988.

Julie Soriero, who pioneered as Haverford's first women's basketball coach in 1980 and went on to be head basketball coach at the Philadelphia College of Textiles and Sciences in 1982, has now become women's basketball coach at Penn. She served as Textile's coordinator of women's athletics from 1982 until promoted to associate director of athletics there in 1988. A 1974 Penn State graduate in health and physical education, Ms. Soriero holds a master's degree from Temple in sport psychology. She began her coaching career in 1974 at Haverford High School.



Mr. Williams



Mr. Van Merkensteijn



Mr. Dunphy



Ms. Soriero

From the Provost

The following is from a Provost's memorandum sent to academic deans August 14, 1989.

On Religious Holidays

As you are aware, after two years of review and discussion, the University's policy on secular and religious holidays was clarified and updated last spring. This policy, which became effective July 1 and [appeared in *Almanac* May 9, 1989, and will be republished shortly], differs from the earlier policy in the following points:

- It applies to graduate and professional academic programs as well as undergraduate programs.
- It includes Martin Luther King Day among those holidays on which no examinations may be given or assigned work required.
- It expands the list of examples of holidays that are not formally recognized but may affect significant numbers of students and for which special arrangements should be made.

Regarding this last point, I would note that the revised policy stresses the *mutual* obligation of students to make arrangements within the first two weeks of each semester for such occasions and for faculty to provide "reasonable opportunities" for such students to make up missed work and examinations.

This year Rosh Hashanah falls on Saturday and Sunday, September 30 and October 1, and Yom Kippur is on Monday, October 9. No examinations should be given or assigned work made due on these days. Since each holiday begins at sundown of the day before the listed dates, late afternoon examinations should be avoided on these days as well.

I would appreciate your reminding your faculty and students of this policy.

— Michael Aiken, Provost

Child Care Network Resource

The University's referral service to child care resources, formerly provided by an outside firm, have been relocated to the Faculty/Staff Assistance Program where they will be expanded to include short-term assessment and counseling in such areas as single-parenting, adolescent behaviors, and learning disability.

Lists of sources of child care (presently in booklet form but undergoing computerization) cover Philadelphia, Delaware and Montgomery counties and southern New Jersey. Members of the University may call F/SAP's special line for the Child Care Network Resource, Ext. 8-0313.

Weight Watchers at Work

In September Human Resources' Wellness Program will offer a 10-week, noon-time Weight Watchers Program called "Weight Watchers at Work". Based on "Quick Start Plus", the program incorporates a food plan, exercise plan, self-discovery plan, and group support.

An introductory session will be held Monday, September 18 at noon with a representative from Weight Watchers available to answer questions. The program begins September 25, and runs 10 consecutive Mondays. Cost for the program is \$85. For information, call Carolyn Jones, Wellness Coordinator, at Ext. 8-3400.

Volunteers for Dermatology Study

The Dermatology Department of Penn Medical Center seeks volunteer patients for a study to determine the minimum maintenance dosage of Lotrisone, a commonly-prescribed, topical anti-fungal medication, for the treatment of athlete's foot. Penn is the only health-care facility in the Delaware Valley participating in this nationwide, double-blind clinical trial.

Athlete's foot treatment typically involves a twice-daily application of Lotrisone, but Penn's study will require participants to apply the cream (or a placebo) only once a day.

Interested persons above the age of 12 who live within commuting distance of the Penn Medical Center—excluding pregnant or nursing females—will be pre-screened. Selected participants will be required to revisit the Center once a week for the next six weeks, and will receive \$75 at the completion of the study.

For further information, call 662-6722.

Almanac

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(215) 898-5274 or 5275
ALMANAC@A1.QUAKER

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 Catherine Clark-Bonenberger

ALMANAC ADVISORY BOARD: For the Faculty Senate, R. E. Davies, Almarin Phillips and others to be chosen. For the Administration, William Epstein; for Staff Assemblies, Irma Feldman (Librarians), Joseph Kane (A-3) and A-1 to be named.

Computing Resources

The Computing Resource Center (CRC) provides consulting, training, information dissemination, and various other user support services to Penn computer users. One of our most visible activities is the publication of *Penn Printout*, the University's computing newsletter. *Penn Printout* appears as an insert in *Almanac* and is also delivered to dormitory lobbies, libraries, and other high traffic locations on campus. Our first issue for the new school year, included in the September 5 *Almanac*, will focus on descriptions of our supported products and training offerings, and the new services on PennNet, the University's data communications network. Look for it.

In addition to publishing *Penn Printout* the CRC offers a number of other services. We provide both telephone (Ext.8-9085) and walk-in consulting from our Resource Center on Locust Walk, opposite the Book Store. The Resource Center also houses an extensive collection of microcomputer hardware and software for evaluation, and provides other services such as file and disk conversions. The CRC also offers four types of training: noontime seminars, called "Bits and Pieces"; in-depth hands-on courses; the "Electronic Scholar" seminar series co-sponsored with the Library; and self-paced tutorials. These are all described in more detail in the September *Penn Printout*.

We look forward to serving you through the coming year. We invite you to stop in and visit us at our Resource Center and to look for future issues of *Penn Printout*.

—Jeff Seaman, Director
Computing Resource Center

18th Police District

Schuylkill River to 49th St., Market St. to Schuylkill/Woodland Ave. Reported crimes against persons from 12:01 a.m. 07/03/89 to 11:59 p.m. 07/23/89.

Total: Aggravated Assault-9, Attempted Rape-1, Homicide-1, Robbery-43, Arrests-14.

Date	Location/Time Reported	Offense/weapon	Arrest
07/03/89	4700 Woodland Ave., 1:25 PM	Aggravated Assault/bottle	No
07/03/89	4000 Market St., 7:45 PM	Robbery/strongarm	No
07/04/89	252 St. Bernard Ave., 10:25 PM	Aggravated Assault/pipe	No
07/04/89	255 S. 46th St., 10:07 PM	Homicide/gun	No
07/04/89	3900 Walnut St., 11:51 PM	Aggravated Assault/gun	No
07/07/89	3923 Pine St., 2:49 AM	Robbery/strongarm	No
07/07/89	4700 Chester Ave., 9:23 AM	Robbery/knife	No
07/07/89	4000 Market St., 6:32 PM	Robbery/strongarm	No
07/07/89	4500 Walnut St., 10:30 PM	Robbery/knife	No
07/08/89	1416 Graysferry Ave.	Aggravated Assault/tire iron	No
07/08/89	4725 Chester Ave., 7:20 PM	Robbery/strongarm	No
07/08/89	3900 Ludlow St.	Robbery/strongarm	No
07/10/89	133 S. 36th St., 1:23 PM	Robbery/strongarm	No
07/10/89	4600 Woodland Ave., 2:24 PM	Aggravated Assault/stick	No
07/11/89	4723 Walnut St., 8:56 AM	Aggravated Assault/knife	No
07/12/89	3800 Hamilton Walk, 3:25 AM	Robbery/strongarm	No
07/12/89	4600 Woodland Ave., 3:00 AM	Robbery/strongarm	No
07/12/89	4303 Locust St., 7:05 PM	Robbery/strongarm	Yes
07/12/89	4323 Sansom St., 10:00 PM	Aggravated Assault/board	Yes
07/14/89	4400 Market St.	Robbery/strongarm	No
07/14/89	4530 Walnut St., 3:51 PM	Robbery/strongarm	No
07/14/89	4300 Walnut St., 6:45 PM	Robbery/strongarm	No
07/14/89	4000 Market St., 7:45 PM	Robbery/strongarm	Yes
07/15/89	4700 Woodland Ave., 9:00 PM	Robbery/gun	No
07/15/89	4000 Market St., 10:45 PM	Robbery/knife	No
07/16/89	4000 Market St.	Robbery/knife	No
07/16/89	3925 Sansom St., 2:20 AM	Robbery/knife	No
07/16/89	3925 Sansom St., 2:20 PM	Robbery/knife	No
07/16/89	101 S. 39th St., 4:20 PM	Robbery/knife	No
07/16/89	4800 Warrington Ave., 11:12 AM	Robbery/gun	No
07/16/89	4303 Locust St., 12:55 PM	Robbery/strongarm	Yes
07/16/89	609 S. 47th St., 6:05 PM	Robbery/knife	No
07/16/89	139 S. 43rd St., 6:23 PM	Aggravated Assault/knife	No
07/17/89	4534 Pine St., 2:00 AM	Robbery/knife	No
07/17/89	4000 Chestnut St., 4:33 AM	Robbery/knife	Yes
07/17/89	3925 Walnut St., 4:40 AM	Robbery/gun	Yes
07/17/89	4601 Walnut St., 7:40 AM	Robbery/gun	Yes
07/18/89	4601 Walnut St., 2:48 PM	Aggravated Assault/gun	No
07/18/89	3800 Sansom St., 3:27 PM	Robbery	Yes
07/19/89	3945 Ludlow St.	Robbery	Yes
07/19/89	216 S. 40th St., 9:12 AM	Robbery/gun	No
07/19/89	4600 Chestnut St., 10:00 PM	Robbery/fist	Yes
07/19/89	3800 Ludlow St., 10:26 PM	Robbery	Yes
07/19/89	328 S. 45th St., 10:50 PM	Robbery/gun	No
07/20/89	1300 S. 46th St.	Robbery/knife	Yes
07/20/89	4600 Kingessing Ave., 10:50 PM	Robbery/gun	No
07/21/89	3800 Chestnut St., 11:45 AM	Robbery/fist	No
07/21/89	4002 Chestnut St., 10:35 PM	Robbery	Yes
07/22/89	4816 Larchwood Ave., 3:07 AM	Robbery/fist	No
07/22/89	4717 Hazel Ave., 1:51 AM	Attempted Rape	Yes
07/22/89	3700 Spruce St., 3:57 PM	Robbery/gun	No
07/23/89	4700 Market St., 4:25 AM	Robbery	No
07/23/89	4600 Market St., 9:25 AM	Robbery	No

Return to *Almanac*, 3601 Locust Walk/6224

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

Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported **between July 10 and August 06, 1989.**

Total Crime: Crimes Against Persons-0, Burglaries-13, Thefts-72, Thefts of Auto-3, Attempted Thefts of Auto-4.

Date	Time Reported	Location	Incident
32nd St. to 33rd St., South St. to Walnut St.			
07/10/89	4:30 PM	Hutchinson Gym	Wallet/contents & car keys taken.
07/10/89	7:26 PM	Franklin Field	Unattended wallet and Penncard taken.
07/12/89	3:09 PM	Rittenhouse Lab	Unattended fax machine taken.
07/13/89	5:00 PM	Lot #5	Auto taken.
07/14/89	6:45 PM	Hutchinson Gym	Property stolen from secured lockers.
07/15/89	5:42 PM	Weightman Hall	Offices ransacked and clothing taken.
07/18/89	6:06 PM	Lot #5	Auto taken.
07/21/89	6:08 PM	Franklin Field	Unattended gym bag taken from weight room.
07/26/89	5:52 PM	Hutchinson Gym	Wallet & watch taken from secured locker.
07/28/89	3:16 PM	Hutchinson Gym	Wallet/contents & men's watch taken.
07/29/89	8:23 PM	Weightman Hall	Unauthorized people inside.
08/01/89	2:08 PM	Lot #5	Registration sticker taken from 2 Penn vans.
08/02/89	4:00 PM	Weightman Hall	Arrest/male with cash.
08/04/89	11:52 AM	Rittenhouse Lab	Metal ceiling slats taken from basement.
08/04/89	6:57 PM	Hutchinson Gym	Wallet taken from secured locker.
34th St. to 38th St., Civic Center Blvd. to Hamilton Walk			
07/10/89	8:31 AM	Tri-Neb Serv Dr.	Equipment taken from trailer.
07/10/89	8:53 AM	Tri-Neb Serv Dr.	Equipment taken from trailer.
07/11/89	11:07 PM	Med Educ Bldg.	Unsecured bike taken from hallway.
07/15/89	9:07 PM	Anat-Chem Wing	Rooms broken into.
07/18/89	12:12 PM	Goddard Labs	Stereo parts taken from unsecured room.
07/25/89	7:43 PM	Johnson Pavilion	Unattended wallet taken from purse.
07/26/89	9:51 AM	Medical School	Balance taken from unsecured room.
07/29/89	1:29 PM	Johnson Pavilion	Unsecured calculator taken.
07/31/89	8:30 AM	Medical School	Office equipment taken/forced entry.
07/31/89	4:08 PM	Mudd Bldg.	Knapsack taken from lab.
07/31/89	5:01 PM	Johnson Pavilion	Unattended knapsack taken.
08/04/89	11:09 AM	Goddard Labs	Pump taken from top of cabinet.
34th St. to 36th St., Spruce St. to Locust Walk			
07/10/89	9:16 PM	Williams Hall	Bike taken.
07/14/89	11:50 AM	Williams Hall	Mens 10-speed bike taken/lock cut.
07/18/89	6:16 PM	Houston Hall	Wallet taken from store.
07/20/89	4:19 PM	College Hall	Answering machine taken from unsecured room.
07/21/89	11:39 PM	Houston Hall	Forced entry/metal handtruck taken.
07/24/89	10:58 AM	Levy Park	Arrest/2 males with stolen clothing.
07/24/89	1:15 PM	Logan Hall	Unattended purse taken.
07/28/89	1:43 PM	Williams Hall	Equipment taken.
07/31/89	3:54 PM	Houston Hall	Money stolen from register/recovered.
08/01/89	11:45 AM	College Hall	Answering machine taken from secured room.
33rd St. to 34th St., Spruce St. to Walnut St.			
07/13/89	11:20 AM	Music Bldg.	Computer disk missing from desk.
07/14/89	3:21 PM	Morgan Bldg.	Unattended wallet & contents taken.
07/14/89	4:37 PM	Morgan Bldg.	Bike tire taken from secured bike.
07/27/89	8:37 AM	Towne Bldg.	Drill taken from unsecured area.
07/31/89	10:18 AM	Towne Bldg.	Unattended wallet taken from unlocked cabinet.
08/04/89	11:36 AM	Moore School	Petty cash taken from unsecured drawer/room.
36th St. to 38th St., Walnut St. to Market St.			
07/15/89	11:25 PM	Lot #13	Steering column broken on auto.
07/19/89	3:00 PM	Grad B Tower	Equipment taken from hallway.
07/19/89	8:36 PM	Gimbel Gym	Knapsack taken from basketball court.
08/04/89	1:43 PM	Gimbel Gym	Gym bag containing watch taken from locker.
08/06/89	8:15 PM	Lot #13	Stereo taken from auto.

See page 7 for the 18th District Report.

September

A T P E N N

The pullout calendar will appear in next week's issue.

EXHIBIT

5 Lydia Lehr: Sculpture and Drawings; at the Faculty Club through September 29. Reception: September 5, 4:30-6 p.m.

RELIGION

8 Shabbat Services: Reform 6:30 p.m., Lower Level; Conservative 7 p.m. Auditorium; Orthodox 7 p.m. Chapel—all at Hillel.

9 Shabbat Services: Orthodox 9 a.m., Auditorium; Conservative 9:30 a.m., Chapel.

SPECIAL EVENTS

5 Israel Day on Locust Walk; Falafel for sale and information available; 11 a.m.-2 p.m.; Locust Walk and 36th Street (Hillel NSW Committee & Hillel Dining Service).

6 Graduate Student Wine and Cheese; 5-7 p.m., Hillel Auditorium (Jewish Graduate Student Network).

We Are Family Welcoming Reception; for new and returning African-American students; 4:30-6 p.m., Bodek Lounge, Houston Hall (African-American Studies, W.E.B. DuBois College House, African-American Resource Center, Office of Student Life).

7 Welcome Reception and Dinner; 5-6:30 p.m., Hillel Dining Room. Lunches Monday-Friday 11:30 a.m.-2 p.m., dinners Monday-Thursday 5:15-6:30 p.m. throughout the year.

SPORTS

2 Football vs. West Chester; (varsity scrimmage) 10 a.m., Franklin Field.

Football vs. Salisbury; (junior varsity scrimmage) 1 p.m., Franklin Field.

Deadlines: For OCTOBER at PENN pullout calendar: *September 12.* For weekly updates: *Mondays a week before publication.* Send copy to *Almanac*, 3601 Locust Walk/6224 or via electronic mail to *ALMANAC@A1@QUAKER.*

Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224
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