

Almanac

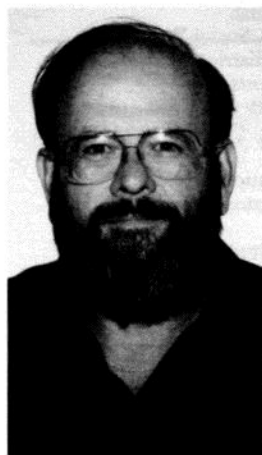
Tuesday, October 24, 1989

Published by the University of Pennsylvania

Volume 36 Number 10

INSIDE

- SEC Agenda 11/1/89, p. 2
- Speaking Out: Maternity Leave, p. 2
- Committees on Behavior/Conflict, p. 2
- Of Record: Banner/Poster Policy, p. 7
- Alcohol/Drug Week Events, p. 7
- CrimeStats, Update, p. 8



Marshak Professor at Vet School: Dr. Abt

Dr. Donald A. Abt, professor of epidemiology and biostatistics at the School of Veterinary Medicine, has been named the Robert R. Marshak Term Professor of Aquatic Animal Medicine and Pathology. The chair, named in honor of the School's recent dean, is the nation's first in aquatic animal medicine to be established at a veterinary school.

As holder of the chair, Dr. Abt will become the director of the Laboratory for Marine Animal Health (LMAH), a diagnostic laboratory established in 1981 by Penn and the New York State College of Veterinary Medicine at Cornell University that is a part of the world-renowned Marine Biological Laboratory (MBL) in Woods Hole, Mass.

Founded primarily to study diseases of marine animals used in research, the laboratory has increasingly been called upon to participate in investigations of environmental and ecological problems. It has described more than 40 previously unknown diseases affecting marine life since its inception eight years ago.

Dr. Abt, a 1961 graduate of Penn's Veterinary School who joined the faculty that year, is director of the Aquavet program, an intensive introductory course in aquatic veterinary medicine in which the LMAH plays a central role. The annual course, held at Wood's Hole, covers a broad sampling of topics, ranging from ecology and anatomy of marine invertebrates to marine mammal health.

Dean Edwin J. Andrews said, "It is most fitting that the individual who pioneered our Aquavet program and the School's focus on aquatic animal medicine and pathology be awarded this honor. He brings to this position his enthusiasm for this specialty area, his encyclopedic knowledge of the School and of veterinary medicine across the nation."



Trustee Professor at GSE: Dr. Boruch

The Graduate School of Education's first Trustee Professor is Dr. Robert F. Boruch, who joined the School this month as Trustee Professor of Educational Measurement and Evaluative Research.

Dr. Boruch is a 1964 alumnus of the Stevens Institute of Technology whose B.E. was in metallurgical engineering, with honors; after taking his Ph.D. in psychology from Iowa State 1968 he was a research associate at the American Council on Education until he joined Northwestern University as assistant professor of statistics in 1970 and rose through the ranks to full professor there and in the department of psychology as well as in the School of Education and Social Policy. He was also director of Northwestern's Program in Social Psychology and Methodology and member of its Center for Statistics and Probability and Center for Urban Affairs and Policy Research. He has been a visiting professor at Chicago and consulted and taught around the world, producing 13 books and monographs and over 100 other publications.

"Dr. Boruch is the foremost practitioner of randomized experiments in the evaluation of educational innovations and of social policy interventions," said Dean Marvin Lazarson. "He is also one of the world's leading experts in techniques for maintaining confidentiality in data."

A member of the Royal Statistical Society and American Statistical Association among others, Dr. Boruch has served on National Academy of Science working groups and committees on topics such as program evaluation, research productivity, youth employment programs, privacy and confidentiality, and community reaction to noise levels of the Concorde. He has also been involved in Social Science Research Council projects on criminal justice, quality of work life and other subjects. Most recently he has been serving on the National Research Council Committee on AIDS Research, and on advisory boards serving the National Science Foundation, World Health Organization, U.S. Department of Education, U.S. General Accounting Office, National Institute of Justice Panel for Experiments on Police Handling of Domestic Violence, and National Center for Health Statistics.

United Way/Penn's Way: Kick-Off November 1

United Way/Penn's Way is the new name for the campus campaign that used to be called United Way/Donor Option. The 1989-90 edition will be launched November 1 with the goal of topping last year's record high of \$256,156 in contributions according to Dean Edward Andrews of the School of Veterinary Medicine, who again heads the drive.

"Contributions by the Penn family help people and improve the quality of life in our communities," said President Sheldon Hackney. "Since last year, however, the human and community needs have only grown, which is why our 1989-90 United Way/Penn's Way campaign is so important. There has never been a better opportunity to make a gift that counts the way we want it to. The need is great, and all of us will benefit from a record-high

outpouring from the Penn community."

This year, there are three options for United Way/Penn's Way giving. First, donors may make a non-specific contribution, with distribution determined by United Way. Donors may also designate the gift for agencies in one of six categories: Hungry and Homeless; Health/Rehabilitation Services; the Elderly; Children and Youth at Risk; Families and Women; and Self-Help. Finally, donors may give to a specific agency by filling in the Specific Care category on the Donor Option Form with the name and code of the agency.

"Caring and giving your way says it all," said Dean Andrews. "We not only provide the convenience of one-time giving, but also payroll deduction and myriad informal choices of direction for your gift."

The COMPASS

Starting Thursday, October 26, is a new campus paper, *The Compass*, successor—in a changed format—to the *Penn Paper* as a bi-weekly for faculty, administrators and staff, with a *Job Opportunities Human Resources* section published freestanding in alternate weeks. *The Compass* will be produced by the University Relations Office, reporting directly to Assistant Vice President Carol Farnsworth.

Manager of *The Compass* is David H. Sanders, former managing editor of Harvard's weekly *Gazette* and editor of the Harvard history *350 Years*. Mr. Sanders came to Penn from Resnick Communications of Philadelphia and is on the board of InterActs, the experimental theatre company. *The Compass* assistant manager is Karen Cadbury of the University Relations staff.

SENATE

From the Chair

The following agenda is published in accordance with the Senate Rules.

Agenda of Senate Executive Committee Meeting Wednesday, November 1, 1989, 3-5:30 p.m.

1. Approval of the minutes of October 4, 1989
2. Chair's Report
3. Selection of ninth member of the Senate Nominating Committee
4. Final Policy on Misconduct in Research
5. Selection of speakers for plenary session of 250th Anniversary celebration
6. Discussion of Campus Center progress and survey results with guests VPUL Kim Morrisson and Professor Stephen Gale
7. Discussion of Diversity Awareness Program and participant questionnaire results
8. Initial discussion of Provost's ten working groups reports summaries
9. Other new business
10. Adjournment by 5:30 p.m.

Questions can be directed to Carolyn Burdon, Faculty Senate Staff Assistant, Ext. 8-6943.

Speaking Out

Maternity Leave

I would like to comment on the Report of the Personnel Benefits Subcommittee on Child Care published for Comment in the October 17th issue of *Almanac*. The Report responds to an obvious need of the University community. The inclusion of discussion of maternity leave in the report is to be commended as it makes explicit the link between child care policy and parental leave. Also to be commended is the inclusion of provisions for flexibility upon return to work in the form of reduced hours and job sharing without compromising job security and benefits. However, the Report does not address several important points about maternity leave.

First, although the Report acknowledges the philosophical abhorrence of classifying pregnancy as a "disability," the recommendations for paid leave are based on a medical definition of physical disability. Such a definition precludes the possibility of paid leave for fathers or for employees who have adopted a child. It also assumes that the time needed after childbirth is related only to the healing of the uterus and not to other aspects of a woman's life.

Second, the proposed length of leave is 6 to 8 weeks. The rationale for this proposed length of leave is not given. Although this proposed length of leave may be competitive with the other Ivies, Penn's labor market is not only New Haven or Cambridge but the Delaware Valley as well. Many large employers in our region already have in place more generous leave policies than what is proposed. Furthermore, the proposed leave would not really be a paid maternity leave as the only monetary compen-

sation received would be through the use of sick, vacation, and personal days. Do most employees have more than 6 to 8 weeks in their leave bank? Even if a woman had accrued this amount of leave and used it after delivery, she would not have any paid sick, personal, or vacation time for the rest of that year.

Third, the Report does provide for "the right to request" an unpaid leave either as an extension of the 6-8 week paid maternity leave, as paternity leave, or as leave after the adoption of a child. However, no guidelines have been offered for granting the request. Is there to be any minimum or maximum time for the leave? Can more than one such leave be taken in a year? Two years? What if a second birth or adoption occurs within this time span? If both parents are employed by the University, would both be permitted leave? At the same time? Consecutively? Furthermore, should the concept of parental leave be extended to "family care" leave to provide time off for the care of a seriously ill child or aging parent? Would the extension of leave provisions for these categories have wider appeal and therefore not be viewed as a benefit that only certain groups could take advantage of or as an excuse for not hiring or promoting women of childbearing age?

The concept of family care leave has superseded the concept of maternity leave on the national and state levels. A bill providing for family leave is now pending before Congress and approximately 20 states have already passed legislation mandating some form of family leave. The issue of leave is complex. It deserves full discussion by the University community.

—Lorraine Tulman,
Assistant Professor of Nursing

Study of Judicial/Related Systems

Provost Michael Aiken has named three committees to study the key components of Penn's system for dealing with violations of academic or nonacademic policies and procedures. Dr. David Pope will chair an Oversight Committee (names marked [*]), which will review the results for consistency.

Student Judicial System Review

Faculty:

- * Steve Burbank, Law, Chair
- * Howard Brody, Physics
- Stephen Gale, Regional Science
- * Robert Lucid, English
- Louise Shoemaker, Social Work
- English Willis, Pediatrics

Undergraduate Students:

- * Andi Shane, Col'90
- Sara M. Falkinham, Col'91

Graduate Students:

- * Eli Pringle, International Relations
- Elizabeth Hunt, History & Sociol. Science

Staff:

Bob Schoenberg, Student Life

Code of Academic Integrity Review

Faculty:

- * David Pope, Mech. Engr., Chair
- Howard Arnold, Social Work
- * Barbara Lowery, Nursing
- Howard Perlmutter, Management
- * Ann Matter, Religious Studies
- Scott Weinstein, Philosophy

Undergraduate Students:

- * Andrew S. Cohen, W'91
- Brett Parker, Col'90

Graduate Students:

- * Lloyd Joseph Frank, Music
- Teresa Goddu, English

Staff:

Chris Dennis, College House Programs
Terry Conn, VPUL Office

Guidelines on Open Expression Review

Faculty:

- * Larry Gross, Annenberg, Chair
- Adelaide Delluva, Animal Biology
- Ira Harkavy, Vice Dean/Adj. Prof., SAS
- Sorab Rabii, Electrical Engineering
- * Curtis Reitz, Law
- * Leonard Rico, Management

Undergraduate Students:

- * Ken Tercyak, Col'92
- John Hughes, Col'91

Graduate Students:

- * Susan Garfinkel, American Civilization
- Ivy Barsky, History of Art

Staff:

Ira Harkavy, Vice Dean, SAS
Carolynne Martin, Off-Campus Living

*Designated to serve on Oversight Committee

Almanac

3601 Locust Walk Philadelphia PA 19104-6224

(215) 898-5274 or 5275

ALMANAC@A1.QUAKER

EDITOR
ASSOCIATE EDITOR
STUDENT ASSISTANTS

Karen C. Gaines
Marguerite F. Miller
Ashley M. Dupuy, Jung Y.
Sarah Kim, Melissa J. Musick,
Phuong Nguyen, William
Shraga, Lynn L. Westwater

ALMANAC ADVISORY BOARD: For the Faculty Senate, June Axinn, R.E. Davies, Charles D. Graham (Chair), Almarin Phillips, Lorraine Tulman and Vukan R. Vuchic; for the Administration, William Epstein; for Staff Assemblies Irma Feldman (Librarians), Joseph Kane (A-3) and A-1 to be named.

November at Penn

November at Penn

November at Penn

November at Penn

Alcohol/Drug Awareness Update

The Office of the VPUL provides this schedule of October programs coordinated by Joanne Zoll, director of the Drug and Alcohol Resource Center, adding student-oriented programs and repeating some of last week's notes on events of interest to faculty and staff.

25 Sobriety I. Less Than 18 Months in Recovery; noon-1 p.m., 301 Houston Hall (Faculty/Staff Assistance Program).

BEAR (Be Educated About Alcohol Resources) Bingo; 7 p.m., Provost Tower, Lower Quad.

26 Supervisory Session: Working with the Im-

paired Employee; 9:30 a.m.-12:30 p.m., 285 McNeil Building (F/SAP).

Use, Abuse, or Addiction; Nancy Madonna; noon-1 p.m., 301 Houston Hall (F/SAP).

Eating Disorders; panel discussion; noon-1 p.m. and 1-2 p.m., Bodek Lounge, Houston Hall (University Counseling Service, Drug & Alcohol Resource Center, Women's Center, Office of Health Education, Residential Living, Office of Fraternity & Sorority Affairs).

Glamour, Style, Drinking...and Your Awareness; Rene Singleton; 3-5 p.m., 301 Houston Hall. (Office of Student Life.)

Film: Clean and Sober; 7 p.m., HighRise South.

BEAR Bingo; 7 p.m., Bodine Lounge, Upper Quad.

High Life: Alcohol Use and Abuse Among Lesbian Women; a panel discussion; 7:30 p.m., Bishop White Room, Houston Hall (Program for Lesbian, Gay, and Bisexual Students).

27 Drug and Alcohol Information Resource Fair; 11 a.m.-2 p.m., Bodek Lounge, Houston Hall.

Adult Children of Alcoholics...An Introduction to the Healing Process; a panel discussion; noon-1 p.m., Room 301, Houston Hall (Counseling Service).

OF RECORD

The following policy reminder has been sent to all deans, directors, department chairs and building administrators by James A. Wargo, executive director of physical plant.

University Banner and Poster Policy

In an effort to continue to keep our campus as attractive as possible, the University Banner and Poster Policy is provided below:

Outdoor Banners

Outdoor banners may be erected on the cable mountings provided by Physical Plant in the following locations:

1. Over Locust Walk between 36th and 37th Streets.
2. Over Walnut Street at 37th Street.
3. Over Walnut Street at 33rd Street (Two sets of cables).
4. Over South Street at Civic Center Boulevard (Two sets of cables).
5. 34th Street (Meyerson Building).

Permission to use these cables must be obtained from the Department of Physical Plant, Manager of Facilities Services, and the Philadelphia Art Commission, 1329 City Hall Annex, Philadelphia, PA 19107.

Request for approval to the Philadelphia Art Commission should include:

- A description of the banner.
- How/where the banner is to be affixed—including a photograph of the site.
- Dates when the banner is to be put up and taken down.
- A brief description of the intent of the banner.

Keep in mind the committee approving banners meets twice a month except in December and the summer months; then it meets once a month.

Paper banners will not be mounted on these cables.

Appropriate charges will be issued to the sponsoring group.

Physical Plant personnel have been instructed to remove any banners hung in unauthorized places.

Posting of Notices in Indoor Areas

1. Informational posters and advertising should be placed within buildings only on bulletin boards in hallways which are available for general posting.

2. Bulletin boards in classrooms shall be used only for notices and announcements of University departments and University-recognized student activities.

3. The only outdoor space available for posters is on campus kiosks. Posters placed on exterior walls, trees, light poles, benches, etc., will be removed immediately by the Department of Physical Plant.

4. Any damages caused by the placing of posters on interior or exterior walls, trees, light poles, banners or to University property in general will be charged to the responsible party and/or activity.

5. Groups wishing to mount posters in University buildings should contact the appropriate Building Administrator's office to ascertain the proper locations for posters.

Election Posters: For regulations and locations pertaining to student election posters, please refer to Department of Physical Plant Policy No. 11, (Revised September 20, 1989). [At right.]

Sanctions

Groups failing to adhere to the banner and poster policy may be denied use of funds allocated to them by the Activities Council and/or

be denied further use of University facilities until such time as corrective action is taken and payment for damages, if any, is received.

Physical Plant Policy No. 11 (Revised 9/20/89)

After consultation with the Building Director and Operational Services, the areas listed below have been designated legal poster areas during the election period. Be aware that posters in any other areas will be removed.

Use masking tape and string only.

Please do not use adhesive stickers. They cost a fortune to remove and deface property.

Outdoors

1. Kiosks and outdoor bulletin boards (one poster per location).
2. On trees *with string only*.
3. The sides (not ground) of the 38th Street bridge *with string only*.
4. On the wooden gate at the 36th Street entrance to the Quadrangle *not* on the Quadrangle archways or the outside of any building.
5. *Not* on benches, lampposts or directional blades.

Indoors

Quadrangle

1. On the walls inside the ground floor entryways of each building with the exception of Ware House. There, posters may be placed in the entryways to N.Y., Alumni and Lippincott only.

Harnwell and High Rise North

1. On the walls on both sides of the front doors.

2. In the lobby on the corkboard between the elevators. *Not* on the front or stairwell doors or on floor bulletin boards.

Harrison

1. On the walls on both sides of the front doors.

2. On the pegboard in the center of the main lobby (Peer Counseling Office). *Not* on the front or stairwell doors or on floor bulletin boards by the front doors.

Hill House

1. On the black slate walls on the lower level entry to the Dining commons *with masking tape only*. *Not* in the lower court or on the bulletin boards by the front doors.

Kings Court

1. On bathroom doors.

2. On the first floor bulletin boards near the elevator. *Not* on the bulletins boards on floors 2, 3, and 4.

Steinberg/Dietrich Hall

1. Only on three (3) bulletin boards; 1) the one near the vending machines; 2) the one near E-114; and 3) the one across from W-251. All three boards will be cleared for election posters.

All Other Buildings

1. On commonly used bulletin boards. Check with appropriate Building Administrator if you have questions.

Posters must be removed within 24 hours of the election.

The Real Phantom

The Phantom of the Opera makes his 18th Halloween visit to Irvine Auditorium where the Curtis Organ's 10,300 pipes accompany Lon Chaney in two showings October 31. The 8 p.m. organist is veteran Lee Erwin of the American Theatre Organ Society Hall of Fame, who recently released *Phantom* in video. At 11 p.m., after the annual costume contest, last year's accompanist, Computer Science's Adlai Waksman returns to the console. Tickets go on sale at 5 p.m. (\$4 general admission, \$2 for children and senior citizens).



PHOTOS COURTESY OF THE CURTIS ORGAN RESTORATION SOCIETY

Department of Public Safety

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the five busiest sectors on campus where two or more incidents were reported between October 16, 1989 and October 22, 1989.

Total: Crimes Against Persons—0, Thefts—27, Burglaries—0, Thefts of Auto—0, Attempted Thefts of Auto—0

Date	Time Reported	Location	Incident
39th to 40th; Spruce to Locust			
10/16/89	3:53PM	Children's Center	Radio & 2 speakers taken
10/16/89	4:13PM	Children's Center	Unattended wallet/contents taken
10/18/89	2:52PM	Harrison House	Bike taken from rack
10/21/89	4:45PM	Harrison House	Bike taken from rack
30th to 34th; Walnut to Market			
10/18/89	4:03PM	Lot 37	Bumper taken from auto
10/19/89	10:52AM	Hill House	Four wallets taken from unsecured room
10/19/89	8:02PM	Hill House	Wallet & contents taken from room
39th to 40th; Locust to Walnut			
10/18/89	1:05PM	High Rise North	Secured bike taken from rack
10/20/89	8:22PM	High Rise North	Secured bike taken from railing
34th to 36th; Locust to Walnut			
10/20/89	9:15PM	Van Pelt Library	Wallet taken from unattended jacket
10/20/89	11:57PM	Meyerson Hall	Purse taken by street person
34th to 38th; Civic Center to Hamilton Walk			
10/16/89	3:00PM	Goddard Labs	Camera taken from unsecured desk
10/22/89	2:59PM	Johnson Pavilion	2 keys taken from ring

Safety Tip: If someone is following you on foot, cross the street, change directions, or vary your pace. Look for a group of students and travel with them to your destination.

18th Police District

Schuylkill River to 49th Street, Market Street to Woodland Avenue
Reported crimes against persons from 12:01 AM October 9, 1989 to 11:59 PM October 15, 1989.

Total: 17 Incidents, 3 Arrests

Date	Location/Time	Offense/Weapon	Arrest
10/09/89	4400 Locust, 1:04PM	Purse Snatch	Yes
10/10/89	4300 Market, 10:30PM	Aggravated Assault/knife	No
10/11/89	4500 Market, 7:50 PM	Robbery/gun	No
10/11/89	4600 Sansom, 11:45PM	Robbery/gun	No
10/12/89	4600 Market, 6:50AM	Robbery/gun	No
10/12/89	100 S Farragut, 6:20PM	Robbery/gun	No
10/12/89	4600 Market, 6:13PM	Robbery/gun	No
10/12/89	4600 Market, 12:50PM	Robbery/gun	No
10/12/89	4600 Market, 4:00PM	Robbery/gun	No
10/12/89	4500 Larchwood, 7:55PM	Robbery/gun	No
10/12/89	4200 Walnut, 8:15PM	Robbery/gun	No
10/12/89	4517 Sansom, 8:43PM	Aggravated Assault/knife	No
10/12/89	300 S 43rd, 9:00PM	Robbery/gun	No
10/13/89	27 S Farragut, 1:09PM	Robbery/gun	No
10/14/89	4800 Walnut, 1:45PM	Robbery/strongarm	Yes
10/14/89	200 S 36th, 8:20AM	Purse Snatch	No
10/15/89	4032 Sansom, 1:15AM	Robbery/strongarm	Yes

Update

OCTOBER AT PENN

EXHIBITS

31 Sculpture and Collage Show: Robert Carlton, Lucille Carlton, Lois Goglia; opening reception 4:30-6:30 p.m., Faculty Club; open to the public weekdays 9 a.m.-8 p.m. (School of Veterinary Medicine). Through November 22.

MEETINGS

Lesbian/Bisexual Women's Group forming; undergrad, grad students; faculty and staff; for information: Penn Women's Center, Ext. 8-8611

ON STAGE

27 Diary of Justyna and Voices of Freedom; Group Motion and Contempo!/Philadelphia Festival Chorus collaborative performance, 8 p.m., Tabernacle Church, 37th & Chestnut. Through October 28; colloquium with panel participants October 25, 27, 28. Information: 928-1495

SPECIAL EVENTS

26 Reception for newly appointed and promoted women; open to all faculty and professional women; 4-6 p.m., Bowl Room, Houston Hall; information: Linda Wiedmann, Ext. 8-7451 (Association of Women Faculty and Administrators).

27 Lesbian/Bisexual Women: Pot-luck Dinner; held Fridays; information: Penn Women's Center, Ext. 8-8611.

TALKS

24 Poetry Reading; Charles Tomlinson, British poet; 4 p.m., Philomathean Rooms, 4th floor, College Hall (Writing Program of the English Department, Philomathean Society).

25 18th Annual Louis B. Flexner Lecture--"Neurotransmitter Receptors and Ionic Channels: from Structure to Function"; Shosaku Numa, department of medical chemistry, Kyoto University Faculty of Medicine; 4 p.m., Medical Alumni Hall, Maloney Building, HUP (David Mahoney Institute of Neurological Sciences).

26 Gender and the Built Environment: The Spatial Construction of Women's Sphere, 1800-1980; Delores Hayden, professor of urban planning, UCLA; 4:30 p.m., Room 100, Law School (Urban Studies Program).

27 Inaugural Lecture, A. Leon Higginbotham, Jr. Lecture Series: "Race Relations Laws in the U.S. and South Africa: a Comparative Analysis"; A. Leon Higginbotham, Jr., circuit judge, U.S. Court of Appeals, adjunct professor of sociology; 4 p.m., Penniman Library, Bennett Hall (Afro-American Studies Program and W.E.B. Dubois College House).

1992 and the European Community; Paul Noterdaeme, Belgian Ambassador to the United Nations; 8:15 p.m., Room 1206, Steinberg Hall-Dietrich Hall; reception will follow (Netherlands-Belgian Cultural Program).

AAUP Divisional Meeting

The annual conference of the Pennsylvania division of the American Association of University Professors will be held Saturday, October 28 at the Connelly Center of Villanova University. Information: Dr. Elsa Ramsden, Ext. 8-8515.