A discussion session of the Executive Board of the Trustees of the University of Pennsylvania was held on Wednesday, November 16, 1977 at the Faculty Club.

Attending were: Mr. Samuel H. Ballam, Jr., Mr. Henry M. Chance, II, Mr. John W. Eckman, Mr. Donald T. Regan, Bernard G. Segal, Esq., Mr. Wesley A. Stanger, Jr., Stephen B. Burbank, Esq., Dr. Charles L. Cherry, Mr. Paul O. Gaddis, Dr. John N. Hobstetter, Mr. J. Jerrold Jackson, Dr. D. Bruce Johnstone, Dr. Thomas W. Langfitt, Mr. Harold E. Manley, Mr. Martin Meyerson, Mr. William G. Owen, Mr. Gerald L. Robinson, Mr. Fred A. Shabel, Dr. Eliot Stellar, Dr. Jon C. Strauss, Mr. E. Craig Sweeten, and Ms. Janis I. Somerville (secretary).

I. Call to Order

The meeting was called to order by Mr. Regan who called for the approval of the minutes of the previous meeting.

Action: The minutes of the meeting of September 15, 1977 were approved as distributed.

II. Report of the President

A. President

1. Bakke Case

Mr. Meyerson called upon Mr. Burbank who reported that some debate continues on campus regarding the brief on the Bakke case to which the University was a party along with other major, private universities. Recently, at a meeting of the University Council issues of the substance of the position and of procedures used in determining University posture were discussed. Professor Schwartz who had published a statement attacking the brief set forth his views and Dean Pollak who had participated in the drafting replied. Further discussion may occur in Council regarding the procedures. Mr. Segal noted he had circulated the University's brief as an example of an excellent brief on an important subject.

2. Commonwealth Appropriations

Mr. Sweeten gave a brief summary of the events to date regarding the Commonwealth appropriations and recorded the initiatives being taken currently by the University to gain support for the appropriations.

- letter to alumni informing them of the situation and enlist their assistance through contact with their legislators,
- declaration of common concern signed by some 250 business and community leaders of both parties across the state,
- advertisements in metropolitan newspapers to place the University's position before the general public,
- continuing, collaborative work by the presidents of the universities meeting with alumni groups across the state,
- students from the universities have been active and a group met recently in Harrisburg with legislators.

Mr. Meyerson noted the special problems that Pennsylvania is having in light...
of the labor dispute with the Teamsters.

3. Labor Situation

The reports then focused on development in the labor dispute over the contracting of housekeeping services and layoff of University housekeeping staff. Mr. Gaddis reported that preliminary NLRB hearings will be held in Philadelphia in early December with regard to the charges filed by the University; those of the Teamsters against the University will be heard later. In the interim, the NLRB will press for settlement; in this instance it involves determining who is the bargaining agent and whether or not the employees should be reinstated. Any formal ruling from the preliminary hearings in Philadelphia are appealable by either party to Washington NLRB, and then to the courts.

The discussion focused upon the possibilities of resolution, the University's continuing concern for the well being of the employees laid off and efforts to provide alternate employment and the sources and advice of legal counsel. Mr. Gaddis noted the University's improved public relations efforts to keep the facts and developments available to the University community and the general public. He emphasized as well, that the Teamsters appear to be bringing significant and very able public relations resources to bear on the situation. Mr. Segal shared his copy of a letter recently mailed to legislators and trustees by the Teamsters regarding the dispute (copy on file with the minutes).

4. Public Affairs

Dr. Johnstone reviewed the history of discussion and initial reports in relation to public affairs for the university and distributed a memorandum summarizing the areas needing organizational focus and personnel action (copy on file with the minutes). The most immediate include: communications and public relations office, city and neighborhood relations and Federal relations. He invited the trustees to review the recommendations and to offer suggestions. A full report is anticipated in the coming months.

There being no further business, the meeting was adjourned.

Janis I. Somerville
Secretary of the Corporation