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TO

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What New Benefits?

One of the most widely discussed subjects among faculty and staff groups—and certainly the one which was the most provocative subject of the University Senate meeting held in Dietrich Hall on February 24th—is “What additional faculty benefits will be realized as a result of the tuition increases which will take place next July 1st, and as a result of additional State aid, if such aid is forthcoming?”

Tuition increases, if enrollment holds up to present figures, will result in approximately one million dollars above last year's funds. About half of this must be applied to the University's anticipated 1955-56 operating deficit representing University costs including faculty salaries which have been assumed prior to the availability of funds to meet them. The remaining funds will be divided between faculty benefits, maintenance, and a small amount for initiating the Benjamin Franklin National Scholarships (see page 2).

The portion of the balance which will be directed to the faculty amounts to somewhat less than a quarter of a million dollars. The major problem confronting the administration is to use these funds in the manner which will be of greatest assistance to the majority of faculty members. Basically, it is the question of salary increases vs. so-called “fringe benefit” increases.

President Harnwell, speaking before the University Senate, stated that in talking to various members of the faculty to determine their disposition on the subject, he finds the faculty divided according to ages. For the most part, the younger members favor increased salaries, while the older ones are more interested in the tax-free benefits which will give them better health and retirement programs.

Some question arises as to how much the faculty desires such benefits when investigation shows that a surprisingly small percentage is now taking advantage of the benefits already available at the University.

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Fels Grant To Study Faculty Conditions

The University of Pennsylvania has received a grant of \$25,000 from the Fels Fund to study policies and practices which contribute most effectively to the development of the strongest possible faculty working under the best possible conditions.

The study, looking toward the development of an affirmative policy for faculty personnel, will be made by a committee of the University faculty of which Dr. David R. Goddard, Professor of Botany, will serve as the chairman. Others on the committee are Doctors John A. Goff, Clarence A. Kulp, Clarence Morris, Glenn R. Morrow, and Eugene P. Pendergrass. The responsibility of the committee will involve both the initiation and conduct of its investigations and the recommendation of policies.

These studies and policies will be directed toward the ultimate attainment of the following four major objectives:

- 1) How may the University best insure that every post on its faculty, instructional and research staffs is filled with the strongest person that opportunity and funds permit?
- 2) What rewards, and conditions and climate of work will attract and hold able men and provide maximum encouragement for creative work?
- 3) How may the entire University community become as suffused with a desire for excellence as the best departments now are?
- 4) How may plans in such matters be made well in advance?

During its investigations, to be conducted both on this campus and at several other universities, the committee will consider such subjects as methods employed in discovering, appointing and promoting faculty talent, regulations governing tenure, elements of good departmental chairmanship, faculty salaries, and other relevant factors.

Dr. Joseph H. Willits, director of the current educational survey being conducted at the University, has commented that the new studies will supplement the broader survey by providing a deep and penetrating analysis in an exceptionally significant area of investigation.

Benefits

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At the present time the University is engaged in preparing a full picture of its financial inadequacies to be presented to the State Legislature.

"I am fully cognizant of the fact that salaries must be raised to make it possible to hold on to the fine faculty which we now have and to attract outstanding new men and women to our campus," Dr. Harnwell said. "The additional funds being requested from the State for the coming biennium are to cover the increased cost of University operations with particular emphasis upon the need for increasing faculty remuneration."

Therefore, if aid for this purpose is granted to the University by the State, it might then be possible to oblige all segments of the faculty by directing some of the tuition funds to "fringe benefits" as well.

As chairman of the committee appointed to investigate various possibilities for additional benefits, Dr. C. A. Kulp has indicated that he and his committee are thinking along the lines of (1) prepaid regular medical examinations, (2) insurance for permanent and total disability, and (3) insurance for catastrophic medical costs. Since these are very much in an exploratory stage and no definite figures are available at this writing, a more comprehensive report will have to wait until a later issue of *The Almanac*. When figures, facts and ideas are better formulated, however, it is quite probable that reactions and suggestions will be solicited from all members of the faculty through a questionnaire.

With the information at hand at the completion of such a survey, and through personal conversations and correspondence to learn faculty preferences and attitudes, the ultimate steps taken by the administration may better reflect the wishes of the faculty on the question: "What additional faculty benefits will be realized?"

Faculty Bibliography Started

The Committee on the Advancement of Research announces that forms for entries in the *Bibliography of Faculty Publications* for 1954 will be available early in March.

In addition, the committee is undertaking a compilation of current research projects, including those completed in 1954. The forms for reporting research work will be distributed with those for the *Bibliography* and if funds are available the list of projects reported will be published. The committee feels that such a publication would be a record of productive scholarship and a guide for the use of its limited funds for promoting research.

Instruction sheets will accompany the forms for both the *Bibliography* and the *Census of Research*. Those who do not receive this material or who require additional copies should call the office of the Graduate School of Arts and Sciences in Bennett Hall.

Franklin Scholarships Established

The University of Pennsylvania is establishing eighty new undergraduate scholarships to be known as Benjamin Franklin National Scholarships.

The four-year scholarships will be awarded to secondary school graduates of exceptional ability and promise who would be unable to study at the University without receiving some measure of outside aid to supplement their own resources. The initial awards will be made to freshmen entering the University in the academic year of 1955-56.

In addition to covering the cost of tuition in the undergraduate schools, many will provide annual stipends to be determined in relation to the needs of the individual applicants, but not to exceed \$1200.

In announcing that the Franklin Scholarships will be available not only to men and women in this area, but to high school graduates throughout the country, President Harnwell stressed the University's desire to maintain its national character in the best interest of the student body.

"To equip students for constructive service in today's world", he added, "we must give them every opportunity for democratic living in an educational environment and with no geographical limitations and none imposed on the basis of race, color or creed."

Summer Research Grants Offered

The Committee on the Advancement of Research announces that three Special Summer Grants of \$1000. will be made for the summer of 1955. These awards will follow the plan used for such grants in 1954. All full-time members of the staff, including instructors with the Doctor's degree, may apply. No special application form will be distributed, but the material submitted should include a detailed description of the project and a letter from the applicant to explain how the work contemplated for 1955 fits into his professional plans and why financial assistance is needed.

These tax free grants are designed to free appointees from the need to seek other summer employment such as teaching. They may be used to initiate, continue, or complete any research project approved by the committee.

Since earlier announcements from members of the committee indicated that no Special Summer Grants would be made in 1955, the widest possible publicity should be given these awards, and the cooperation of deans, directors, and departmental chairmen is especially sought to encourage a large number of applicants.

Applications should be sent to Dr. W. Wallace Weaver, Secretary of the Committee on the Advancement of Research, Room 104, Bennett Hall. The closing date for applications will be April 1. Awards will be announced as soon as possible.

Tax Reduction Planned

A bill which would give parents of college students a reduction in their income tax payments and help more young people get a college education will be introduced in Congress during the current session.

This new proposal indicates a realization by many individual educators, government leaders, and educational associations and institutions throughout the country, of the serious fact that the cost of a college education today has risen to a point where it is beyond the reach of many families and an extreme financial sacrifice to many others.

The proposed legislation would attempt to alleviate this situation to the extent of granting an income tax credit of 30% of the tuition charges or educational fees paid for students above the twelfth grade.

Under its new tuition scale, for example, the University of Pennsylvania tuition for full-time undergraduates will be \$800 and the fee \$135. As this writer interprets the proposal, the new credit may be applied to the \$935 total of the two, thus allowing the taxpayer to deduct \$280.50, or 30%, from his federal income tax bill.

If such tax relief were given for student fees paid to tax-exempt public and private institutions, many parents could reappraise their financial ability to pay the costs of a child's education and more of the country's youth would have the benefit of advanced educational opportunities. Some parents who now require partial scholarships to keep their children in college would be able to forego these scholarship funds, thereby making them available for young men and women coming from homes of lesser financial ability. Some institutions, without curtailing the support given to superior students from low-income homes, could conserve some of the operational funds now used for scholarships and make them available for faculty salaries and maintenance of plants, thus improving the quality of instruction.

Similar legislative proposals in the past have been based on a plan of making the cost of tuition and fees deductible from income. The new plan about to be introduced into Congress this year is believed to be better as it provides identical benefits to all taxpayers, regardless of their income tax bracket. This is of particular advantage to those in low income brackets.

The proposed plan, which is now in the hands of the Senate Committee on Finance and the House Ways and Means Committee, contains the following features:

a) It would be limited to payments made to the institutions for educational services and facilities, and would not attempt the complications of covering travel, housing and meals, even though these may be indirectly involved in education. (These are partially covered by the \$600 deduction already allowed for a dependent.)

b) The tuition and fee payments would be only those made to educational institutions which meet the tests for special tax treatment under the present income tax laws.

c) The bill would apply only to higher education: that above the twelfth grade.

d) In order not to discriminate in favor of taxpayers in higher brackets, it would provide that 30% of the student fees would be taken as credit on the tax bill regardless of the taxpayer's bracket.

e) A ceiling of \$450 for each student would be placed on the amount of tax credit. That portion of any tuition above \$1,500 per year would not result in any further tax credit.

f) No particular legal relationship must exist between the taxpayer entitled to receive tax credit and the student.

g) No tax credit would be allowed on amounts for tuition and fees supplied in the form of scholarships, fellowships, or grants from sources other than the taxpayer himself. It would be assumed that payment of tuition and fees would be the first charge against such a scholarship, fellowship, or grant.

Names In The News

Word has been received from the Adjutant General that Dr. I. S. Ravdin, John Rhea Barton Professor of Surgery and Director of the Harrison Department of Surgical Research, has been promoted to the rank of Major General in the United States Army Medical Corps Reserve. The University family extends its hearty congratulations to Dr. Ravdin on receiving this honor.

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Congratulations are also in order for Henry L. Herbert, Director of the University News Bureau, on his election to the National Board of Directors of the American College Public Relations Association. The election took place at the Association's recent convention held in Lancaster, Pa., February 2-4.

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Paul M. Rudolph, Visiting Professor of Architecture, has won the first design award for the "best piece of progressive architecture" in a competition sponsored annually by Progressive Architecture Magazine. Sketches of the design are featured in the magazine's January issue. The panel of judges, which passed on 500 entries, termed Mr. Rudolph's design for a Florida home "a marvelous concept". Paul Rudolph also designed the photographic exhibit, "Family of Man", which is currently receiving wide acclaim at the Museum of Modern Art in New York.

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Dr. Zellig S. Harris, Professor of Linguistics, recently was elected President of the Linguistic Society of America for the year 1955.

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One of the Freedom Foundation Awards, presented each year on Washington's birthday at Valley Forge in recognition of outstanding contributions or services to the American way of life, was won on February 22nd by Dr. G. Lloyd Wilson, Professor of Transportation and Public Utilities, for his recent pamphlet "The Foundations of Our Freedoms".

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Dr. Carl C. Chambers, Vice-President in Charge of Engineering Affairs, has been appointed the University of Pennsylvania representative on the Board of Directors of the Brookhaven National Laboratories, Long Island.

Provost's Dictionary Published

Publication of a unique Spanish and English dictionary has climaxed 11 years of global research by Dr. Edwin B. Williams, Professor of Romance Languages and Provost of the University.

The 1,272-page Holt Spanish and English Dictionary, designed and compiled by Dr. Williams, has been called the first entirely new, all-purpose bilingual dictionary produced in the United States in more than 50 years. It translates about 60,000 Spanish terms into English and an equal number of English terms into Spanish. Not limited to "the King's English" or academic Spanish, it embraces provincialisms of both—as spoken from the Philippines to North Africa, from Cambridge to the Kentucky hills.

To make it comprehensive and up to date, Dr. Williams tracked down the Spanish equivalents of "baby-sitter", "flattop", "flying saucer", "cold shoulder", "crapshooter", "G.I.", "hangover", "has-been", "high fidelity", "news-caster", "proximity fuse", and "sponge cake". Nor did he overlook the new vocabularies of atomic science, jet aviation, television and the wonder drugs.

Since Spanish, too, has its share of twentieth century jargon, a similar job had to be done in reverse. "It was an effort to equate two cultures, two civilizations," Dr. Williams explained. "The difficulties were many.

"It was not enough merely to define an English word in Spanish, or vice versa. What was needed was exact, one-word equivalents, wherever they existed. It was surprising to find that there were such equivalents for some very unlikely words.

"As a result of the penetration of the King James version of the Bible throughout the English-speaking world, I found English to be sprinkled with Biblical phrases that would be meaningless in the Hispanic world if translated literally—such as 'salt of the earth'. But often there was an equivalent term of altogether different derivation."

To pin down biological terms, such as the names of trees, birds, fish, flowers, mammals and even bacteria, Dr. Williams usually sought Spanish and English words representing the same Latin genus and species—but even here there were pitfalls.

In translating "turnip", for example, he discovered an early botanist's error in giving the American turnip the Latin name for an entirely different European vegetable.

Dr. Williams finally translated "turnip", "sponge cake" and other culinary terms by having Spanish authorities throughout the world consult an even higher authority—their wives.

To identify chemical and mineralogical terms, Dr. Williams turned to their chemical formulae. Here, again, were verbal boobytraps such as scientific chemical names that are used commercially to describe an entirely different substance.

Since the dictionary contains hundreds of words not yet found in standard English dictionaries, Dr. Williams had to define many terms for which no laymen's definitions were available in any language. In this he was aided by leading scholars and scientists throughout the University.

"The result," says *Time* magazine, "the most comprehensive dictionary of its kind yet."

For The Record . . .

The Tax Court of the United States has ruled that recipients of grants from philanthropic organizations for fellowships in research and study are exempt from paying income tax on them. In a precedent making decision affecting 32,000 foundations and many thousands of beneficiaries of such fellowships, the decision reverses a stand taken by the Commissioner of Internal Revenue in 1951. The new ruling defines study grants as gifts.

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In keeping with its policy of cutting unnecessary expenditures, the University is instituting the use of intramural envelopes. These are for use with campus mail only and are not sealed. They are used many times simply by crossing out the last address and indicating the new addressee in the next consecutive block provided for that purpose. The intramural envelopes—both the standard letter size and a large 10 x 13 inch size—may be obtained by calling Mr. Riggs at the University Mail Service, or by asking your carrier to deliver some to you.

Deaths

MISS ISABEL BRONK, *Institute of Local and State Government Research Librarian*. One of four who organized the Lippincott Library in 1927. Through specialized library service during the past 18 years, contributed significantly to the Institute's governmental administrative program. February 2, 1955.

DR. ELMER V. EYMAN, *Assistant Professor of Psychiatry*. A nationally known psychiatrist who was Chief of Services at the Pennsylvania Hospital for twenty years, and Chief of the Department of Psychiatry at the University. February 13, 1955.

DR. ALONZO H. STEWART, *former Assistant Instructor of Bacteriology*. Noted bacteriologist and inventor. Recipient of a Franklin Institute Award for studies in the purification of milk and inventor of the widely used Stewart Forceps and the Stewart Counter for examining blood. February 13, 1955.

THE ALMANAC

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The Editor is assisted by an Advisory Committee comprised of representatives of Faculty, Administration, and Personnel of the University.

Letters, items of news, and articles of interest to the faculty and staff are earnestly solicited.

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