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Research Grants, Fellowships Now Available to Faculty

The University's Committee on the Advancement of Research has announced plans to award ten Summer Research Fellowships for 1963. In keeping with University policy of providing more generous support for faculty research, these awards have been increased in number and the stipend raised to \$1500.

Competition for these fellowships is open to all full-time members of the faculty who hold a doctorate or its equivalent. While appointments will be based primarily on the merit of projects proposed and on the research potential of applicants, preference is given to applications from younger members of the faculty and those from the lower academic ranks.

The committee also has somewhat greater resources for its regular grants in aid of research than it has had in recent years. These grants provide for clerical or technical assistance, equipment, supplies, and essential travel on approved projects. They do not include stipends for applicants, as do the Summer Fellowships.

Applicants are encouraged to consult members of the committee or its secretary, Dr. Eugene R. Nixon of the Chemistry Department at his offices in Harrison Laboratory, Extension 8313. Application forms may be obtained from him.

Members of the committee are Dr. W. Wallace Weaver, Sociology Department, chairman; Dr. P. L. Bargellini, Electrical Engineering; Dr. Maurice Brull, Mechanical Engineering; Dr. Lynn M. Case, History; Dr. Hennig Cohen, English; Dr. Vincent G. Dethier, Biology; Dr. Richard Easterlin, Economics; Caleb Foote, Law; Dr. Robert E. Forster, II, Physiology; Dr. Alan G. MacDiarmid, Chemistry; Dr. A. K. Mann, Physics; Dr. Robert Nelson, Romance Languages; Dr. William M. Protheroe, Astronomy; Dr. Paul Sack, Education; Dr. Philip Teitelbaum, Psychology, and Dr. Claude Welch, Religious Thought.

Dr. Pillard in South America

Dr. Matthew J. Pillard, Associate Professor of Education in the Graduate School of Education, is one of two

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Management Committee Reports To President's Staff Conference

A four-point program designed to strengthen and systematize the methods by which the University recruits and retains administrative staff personnel was submitted this month to the President's Staff Conference by the newly organized Committee on Management Development.

The program, which the Conference has asked the Committee to find means of implementing, contains these points:

1. The Committee on Management Development should be established as a standing committee.

2. The Committee should have the responsibility of seeing that periodic evaluations are made of the abilities, experience, and performance of the present administrative personnel, so that those staff members who show the greatest promise of further development can be identified.

3. No change in the University's administrative organization or in management personnel should be made without the prior knowledge and approval of the Committee.

4. The University should enter upon a program of management apprenticeships in the larger administrative areas, so as to provide a source of qualified and seasoned individuals to fill positions that become vacant through promotions.

Urging the necessity of periodic evaluations, the Committee's report declared that "in a promotional program it is essential that there be a formal appraisal of the performance levels and advancement potential. Each University officer should be encouraged to meet at least annually with his staff members to review performance and progress. Only with the record of these evaluations and appraisals of management growth is it possible to recognize the untapped potential within the University."

In support of its recommendation that no changes be made without the Committee's knowledge, the report stated:

"When any change in administrative staffing is anticipated it should be brought to the attention of the Committee. Without expecting that all position vacancies can or should be filled by promotion, the Committee feels strongly that no administrative post should be filled from without the University when there is an equally qualified

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Background

The University Press

Members of the University faculty who are interested in obtaining publication for book manuscripts have at their disposal the services of the University of Pennsylvania Press.

A substantial operation and a long-established one, the Press issued 33 new and revised editions in the fiscal year recently ended, and reported an income from sales and reprint fees of approximately \$150,000, compared with a current national average for 57 other university presses of \$112,000.

The Press limits its publications to works of scholarly interest, and has as its principal purpose making publication available to scholars who would otherwise find it difficult to get a hearing. It does not handle fiction, textbooks, or poetry.

While selection of manuscripts for publication lies in the hands of an editorial committee composed of University faculty and staff members, all details of actual publication are in the hands of Thomas Yoseloff, publisher, whose other publishing interests include the firm of A. S. Barnes & Co., New York, and the Golden Cockerel Press, London.

The University provides Mr. Yoseloff with a minimal operating budget, which is used largely for advertising and promoting books by its faculty members; except for this, his function as a publisher may be compared with that of a commercial book publisher. However, since income from sales seldom matches unsubsidized operating costs, commercial success either for an individual book or for the operation as a whole is not a consideration.

Faculty members who desire to submit manuscripts may do so through Miss Edith Wehle, secretary to the University Press, at 3436 Walnut St. Such manuscripts are first screened by the organization's editorial committee, composed of Dr. Ray H. Abrams, chairman; Dr. Robbins Burling, Dr. Irwin Friend, Dr. John G. Brainerd, Dr. Anthony F. C. Wallace, Dr. Maurice Johnson, Dr. Kenneth M. Setton, Gilbert Seldes; Provost David R. Goddard, and Vice Provost Roy F. Nichols. The Committee customarily sends submitted manuscripts out to specialists in the field of interest on this and other campuses who serve as first readers. Frequently, but not without exception, the committee abides by the reader's recommendation to accept or reject.

Once accepted, a manuscript is turned over to the publisher for setting in type and the planning of a suitable cover and jacket. Galley and page proofs are returned as promptly as possible to the author for reading. In general, an author may expect the total process of bringing a book out to take about 14 months from the time the manuscript is accepted. This, Yoseloff says, compares with an average of 10 to 11 months for commercial publishing houses, and is about on a par with the time taken by other university presses.

"The University community has every right to be proud of the continuing output of publications by its own faculty," Yoseloff said in his report as Director. "Of the 33 books published in this fiscal year, 22 originated in the University of Pennsylvania community, and the Committee continues its policy of giving preference to manuscripts orig-

inating here. However, the Press welcomes submission of manuscripts by outside scholars, and in this year's list are included manuscripts from faculty members of many of the nation's leading universities.

"On the non-material side," Yoseloff continued, "the activities of the Press have been equally gratifying. There has been no lowering of the standards of acceptability by the Editorial Committee, and the Committee has rigidly adhered to its policy of accepting manuscripts entirely on the basis of favorable reports from the best qualified readers. This has assured a program of publications equal to the highest standards of acceptability enforced by any university press in America.

"The unique financial position of the Press continues to make it possible to accept manuscripts for publication without seeking subventions from individual authors, and no manuscript is ever offered to the Committee or accepted upon the contingency of the author's having to provide a subvention."

The University of Pennsylvania Press is fully independent, and has no affiliation with the American Association of University Presses, since its Director is not a faculty member, as required by AAUP rules.

Annenberg School Dedicated In Communications Field

The new building of the Annenberg School of Communications at 3623 Locust St. was dedicated Thursday, Nov. 8, in ceremonies held in the school foyer.

Chaplain Stanley E. Johnson opened the program with an invocation and was followed by President Harnwell, who introduced Gilbert Seldes, Dean of the School, and Walter H. Annenberg, publisher of *The Philadelphia Inquirer* and donor of the building.

Mr. Annenberg, an alumnus and a Trustee of the University, established the School through the Annenberg Fund, Inc., in memory of his father, the late M. L. Annenberg. As a highlight of the ceremony he and his mother, Mrs. M. L. Annenberg, unveiled a marble plaque set in the foyer wall, the plaque reading, "This building is a memorial to Moses Louis Annenberg, 1877-1942."

The new structure, which was opened to use on September 10, occupies a tract extending from Locust to Walnut St., immediately north of Dietrich Hall and west of the Faculty Club. Faced with limestone, concrete and glass, the building contains a 375-seat auditorium, classrooms, offices, studios for television, radio, cinematic and photographic use, and a comprehensive communications library.

The Annenberg School is a professional graduate school founded to prepare college graduates to deal responsibly with the complex problems of social communication, particularly those related to the mass media. Forty-five students are now enrolled.

It is expected that graduates of the school will participate actively in the various fields of mass communications as creators, critics, teachers, executives and policy-makers in the years following graduation. Many graduates of the school are already active in various branches of the mass media.

A Reminder from the Provost About the University Calendar

Provost David R. Goddard has reminded the deans, directors and department chairmen of the undergraduate schools that the current University calendar will remain in effect, as revised, through the spring of 1964.

The essential features of the calendar for the present and succeeding academic year are:

Classes begin the Monday after Labor Day and Commencement is held the third week of May.

The fall term ends before the Christmas holiday.

Each term includes a one-week examination period, during which no classes will be held.

There is a three-week midterm Christmas vacation and a one-week spring recess.

The examination period for the current semester runs from Monday through Saturday, December 17-22. The present term ends December 22 and spring term classes begin Monday, January 14.

Dr. Goddard's memorandum noted that the Calendar Committee is presently working on the calendar provisions for the academic year 1964-1965 and subsequent years, and that the faculty will be canvassed by the Committee as to their opinions of the current calendar or possible alternatives.

Carter Foundation Affiliates With School of Education

The William T. Carter Foundation for Child Development has become affiliated with the Educational Service Bureau of the Graduate School of Education, Dr. William E. Arnold, Dean of the school, announced recently.

Primarily concerned with research into sociological aspects of child behavior, the Foundation will supplement services already offered by the Bureau. Members of the Foundation staff offer consultation on matters relating to community, family, school, and children.

New Campus Film to be Shown At Faculty Club in December

The University's new motion picture film, *Campus Express*, will be shown for all faculty members in the game room on the lower floor of the Faculty Club on Tuesday, December 4, and Wednesday, December 5. Show times both days will be at 12:30 P.M. and again at 1:30 P.M.

Campus Express is a newsreel presentation of pictorial highlights of the academic year 1961-1962. This sound and color motion picture runs for 26½ minutes.

DR. PILLARD

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Americans now studying aspects of secondary education in four Latin American countries. The study is being conducted at the request of the Council on Higher Education in the American Republics, a group sponsored by the Institute of International Education.

Dr. Pillard, Dr. Robert J. Havighurst of the University of Chicago, and three Latin-American educators are visiting Brazil, Argentina, Chile and Mexico. They will develop specific recommendations and projects for consideration at the annual conference of the Council on Higher Education in February, 1963.

Univac I to Close Down Dec. 21; Solid State 80 Replaces It

The Univac Solid State 80 will replace the Univac I at the University Computer Center on December 21, Vice-Provost Willis J. Winn announced this month. The Univac I will be turned off on that date.

The announcement, said Dr. Winn, was made well in advance of the shift so that users of the Univac I can make arrangements to consider changing their programs for use on the Solid State 80. Those users who have projects of a continuing nature may telephone James E. Guertin, Associate Director of the Computer Center, to discuss arrangements for use of Univac I facilities located elsewhere. Since Univac I is being shut down, no new projects should be planned for this equipment.

The program library for the Solid State 80 is more comprehensive than the library available to the Univac I, Dr. Winn pointed out. The fact that the Solid State 80 library is growing rapidly means that the Computer Center will be able to provide an even greater service to the faculty in its research and educational activities. Programming for the Solid State 80 can be discussed by calling the Computer Center.

MANAGEMENT

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person on our staff that could be advanced to the position. The success of this phase of the program will, of course, depend on the complete cooperation of our executives in making individuals available to other departments."

The Committee, which by the terms of the proposed program would serve as an inter-departmental coordinator in the personnel area, came into existence as the result of action taken last May 31.

At that time Henry R. Pemberton, Business and Financial Vice President, was asked at a Presidential Staff Conference to establish a sub-committee of the Committee on Administrative Appointment and Promotion to investigate the feasibility of a management program for the University. Such a program, the Conference members felt, had become essential because the University's increasing size and complexity had made it impossible for any one administrator to know personally all members of the management team.

In addition to Mr. Pemberton as chairman, those appointed to the group were Donald K. Angell, Vice President Assistant to the President; Harold Manley, Business Manager, and Dr. Fred C. Ford, Director of Personnel. The committee met almost monthly thereafter to review the problems of management development at the University, and made its recommendations only after extended study.

None of the four steps recommended constitutes a technique as such. All are necessary as preliminaries to reaching a position where the University can take advantage of generally accepted management-development techniques, Dr. Ford emphasized.

Management apprenticeships can be established by the University, said Dr. Ford, without adding to its personnel costs. Hiring young men with some managerial training, to serve in various capacities while they learn the "feel" of the institution, and keeping them in reserve until a suitable employment opening occurs, can be much less expensive, he pointed out, than going into the open market and competing with industry for a fully qualified replacement.

Among Other Things

CONGRATULATIONS: To *Dr. I. S. Ravdin*, Vice-President for Medical Affairs, on his election as president of the American Cancer Society in October . . . To *Dr. Loren C. Eiseley*, University Professor of Anthropology and the History of Science and head of the new Department of the Philosophy and History of Science in the Graduate School of Arts and Sciences, on the citation awarded him recently at the Convocation on Higher Education held in Harrisburg for his distinguished teaching and administrative career . . . And to *Dr. Roy F. Nichols*, Vice-Provost and Dean of the Graduate School of Arts and Sciences, on his election as president of the Association of Graduate Schools of the Association of American Universities at its recent annual meeting in New York.

TRAVELERS AND SPEAKERS: *Dr. Samuel Gurin*, Dean of the School of Medicine, attended the annual meeting of the Association of American Medical Colleges in Los Angeles, October 26-30 . . . *Dr. Alfred Kidder II*, Associate Director of the University Museum, participated November 10 in a symposium on "Prehistoric Man in the New World" at Rice University, Houston, Tex., marking that institution's 50th anniversary. His subject was "South American High Cultures." . . . *Dr. Stanley J. Shapiro*, Lecturer on Marketing in the Wharton School, spoke on "Marketing and the Computer" before the Commerce Club and faculty of Queen's University, Kingston, Ontario, on October 19. . .

Dr. Robert E. Hughes, Associate Professor of Chemistry, was among 31 members of the Atomic Energy Commission's Solid State Sciences Advisory Panel who took part November 1 in a discussion of recent developments in solid-state physics research at the Scientific Laboratory of the University of California in Los Alamos, N. M. . . . *Dr. Ralph C. Preston*, Professor of Education, was a member of a committee of the National Council for Accreditation of Teacher Education which evaluated the teacher-education program of Harvard University on October 22-24 . . . *Dr. E. Howard Bedrossian*, Assistant Professor of Ophthalmology in the Graduate School of Medicine, left recently for India, where he is to present a film on "The Surgical Management of Small Angle Strabismus" at the International Congress of Ophthalmology, being held at New Delhi from December 3 to 7 . . . *Dr. Maurice A. Brull*, Professor of Applied Mechanics, presented a paper on "Aerothermoelastic Analysis of a Simple Leading Edge Structure" at the Symposium on the Dynamics of Manned Lifting Planetary Entry, sponsored jointly by the Air Force and General Electric Company at Philadelphia, October 29-31.

Professors Erwin Parthé and *Norman Brown* of the Department of Metallurgical Engineering presented papers on "Crystal Chemistry of Intermetallic Compounds" and "Dispersion Hardening," respectively, at the annual meeting of the American Institute of Metallurgical Engineering held in New York on October 30.

Dr. Althea K. Hottel, former Dean of Women, was among the speakers at the 42nd Convention of the Pennsylvania Association of Women Deans and Counselors, held at the Warwick Hotel in Philadelphia October 25-27. Others who attended from the University included *Dr. Constance P. Dent*, Dean of Women; *Dr. Theresa I. Lynch*, Dean of the School of Nursing; *Anne B. Speirs*, Vice-Dean

of Women; *W. Joan Marshall*, Assistant Dean of Women; *Mrs. B. Barbara Oliver*, *Vesta Sonne*, and *Margot Tully*, Assistants to the Dean of Women, and *Kathleen Quinn*, Director of Dramatic Production and a member of the Dean of Women's staff. . . .

Dr. Joseph P. Atkins, Chairman of the Department of Bronchology in the Graduate School of Medicine and Professor of Otolaryngology in the School of Medicine; *Dr. Albert P. Seltzer*, Associate Professor of Otolaryngology, and *Dr. James S. Shipman*, Clinical Professor of Ophthalmology, both of the Graduate School of Medicine, took part in the annual meeting of the American Association of Ophthalmology and Otolaryngology at Las Vegas, Nev., Nov. 4-9 . . . *Dr. William L. C. Wheaton*, Director of the Institute of Urban Studies and Professor of City Planning, took part in a panel discussion of urban and transportation planning at the 22nd national meeting of the Operations Research Society of America, held November 7 at the Sheraton Hotel in Philadelphia. . . .

Dr. Hsuan Yeh, Director of the Towne School of Civil and Mechanical Engineering, and *Dr. Paul R. Trumpler*, Professor of Mechanical Engineering in the Towne School, are presenting papers at the annual meeting of the American Society of Mechanical Engineers, to be held in New York November 25-30 . . . *Dr. H. P. Schwan*, Professor O. M. Salati, and *Antharvedi Anne*, all of the Moore School of Electrical Engineering, presented a joint paper on microwave absorption at the 15th annual Conference on Engineering in Medicine and Biology at Chicago on November 6 . . . *Dr. Dorothy S. Thomas*, Research Professor of Sociology in the Wharton School, was among the speakers at the 13th annual meeting of the Pennsylvania Sociological Society at Wilson College, October 26-27.

HONORED: *Dr. Robert E. Spiller*, Professor of English, recently was elected to membership in the American Antiquarian Society, with headquarters at Worcester, Mass. . . . *Dr. Froelich Rainey*, Director of the University Museum, has been named to an advisory committee of nine senior historians, librarians and museologists formed by the Eleutherian Mills-Hagley Foundation of Wilmington, Del., to review and evaluate the foundation's program.

AMONG OUR AUTHORS: A new volume on the poet Byron, entitled *The Structure of Byron's Major Poems* and written by *Dr. William H. Marshall*, Associate Professor of English, has just been published by the University of Pennsylvania Press . . . *Dr. Arthur B. Shostak*, Assistant Professor of Sociology, is the author of a new volume, *America's Forgotten Labor Organization: A Study of the Role of the Single-Firm Independent Union in American Industry*, published November 4 by the Princeton University Press . . . An article by *Dr. Albert C. Baugh*, Emeritus Professor of English, entitled "Historical Linguistics and the Teacher of English," appears in the November issue of *College English*.

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