
NEWS IN BRIEF

50th ANNIVERSARY OF WHARTON GRADUATE

May 17 the full committee of 12 faculty members, 15 MBA alumni, one parent representative, and several students was called together to begin plans for the 50th Anniversary celebration of the Graduate Division of the Wharton School. Chairman Louis M. Ream, Jr., MBA '48 Executive Vice President of Atlantic Richfield Company, said the celebration will be scheduled between December 1971 and June 1972. The first degrees were given in June 1922.

Faculty members on the Committee are: David E. Boyce, Regional Science; Bernard F. Cataldo, Business Law; Herbert S. Denenberg, Insurance; Robert D. Eilers, Insurance; Irwin Friend, Finance; E. Gordon Keith, Finance; Julius Margolis, Fels Center; Thomas F. Schutte, Marketing; Edward B. Shils, Industry; David Solomons, Accounting; George W. Taylor, Industry; and Richard S. Woods, Accounting.

SEARCH COMMITTEE: Microbiology Chairman

A search committee is actively seeking candidates for chairmanship of the Department of Microbiology of the School of Dental Medicine. Dr. Ned B. Williams has announced he will resign as Chairman July 1 to become full-time Director of the USPHS-sponsored Center for Oral Health Research. Dr. Vernon J. Brightman, Oral Medicine, is chairman of the committee.

HIGHLIGHTS OF ALUMNI WEEKEND (May 21-22)

Friday at 2:30 p.m., two seminars led by University faculty: Dr. Vukan Vuchic on "High Speed Rail Transit—Is This the Solution to Urban Congestion?" at B-6 Stiteler; Dr. Tristram P. Coffin on "Eve—A Commentary on Women's Role in Education," at Annenberg Center.

Saturday, the classes gather at the Men's Quad at 11 a.m., march to dedicate the Class of 1925 House at 40th & Spruce, then the Class of 1946 Walk running east from 40th and Locust. The parade moves at 2 p.m. to College hall for 100th-anniversary ceremonies. President Meyerson will review the parade and accept the 1971 Annual Giving proceeds for the University.

BULLETINS

The Faculty Housing Office is being phased out, and Mrs. Marcia Herrick and her secretary will occupy temporary quarters in the Information Center, first floor Franklin Building, until June 30.

* * *

Three outpatient services at the Hospital of the University of Pennsylvania, 34th and Spruce Streets, have extended their hours to be open one evening each week. The medical, pediatric and family planning clinics are now open from 6 to 9 p.m. every Tuesday. For more information, or to make appointments, call 662-2728.

LATE VOLLEYBALL SCORES (Very Late)

From the May 5 contest between the Senate Advisory Committee and the student members of the University Council, new SAC Editorial Chairman Phoebe Leboy reports:

First Game: Senate 21, Students 19

Second Game: Senate 21, Students 16

There was no third game. "We thought we would have to cheat," said an unidentified Senate spokesman, "but they were flabby."

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Almanac

Volume 17, Number 11

May 20, 1971

Published weekly by the University of Pennsylvania

The News from Harrisburg:

\$13.9 MILLION (PROPOSED)

Governor Shapp's budget, sent to the General Assembly on May 11, calls for an appropriation of slightly more than \$13.9 million to the University.

This includes a 14 percent increase in the appropriations for the School of Veterinary Medicine and for the University in general, plus an allocation to the School of Medicine based on \$4,000 per student, an increase of about \$600 per student over the current rate. Overall, it is an increase of almost 15 percent.

Taking into consideration the many demands on the Commonwealth's revenues, the recommendation is an "encouraging endorsement of the University's role in the State's system of higher education," according to E. Craig Sweeten, Vice President for Development and Public Relations. The budget now is subject to action by the General Assembly, and the University's Commonwealth Relations Council, headed by Charles S. Wolf, University Trustee from York, is working to generate support for the Governor's recommendation.

Near \$20 Million Mark in Gifts

Pennsylvania's gift support for the year ending June 30 is running about even with last year's, the Trustees' Development Committee reported to the Board at its meeting of May 7.

With about two months remaining, gifts and bequests for all purposes stood at \$15.3 million. "This means we have a good chance of exceeding \$20 million for the sixth straight year," observed Chairman John W. Eckman, in whose absence the report was delivered by James M. Skinner.

Singled out as being of particular interest were an award of \$1.5 million for scholarships from the estate of Penrose Hertzler, C'19, Gr'20, L'23; \$1 million from Oppenheimer and Company for the Rodney L. White Center for Financial Research; an anonymous \$400,000 commitment toward Vance Hall, and \$150,000 given anonymously for the Zellerbach Theater.

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THE SENATE

From the Chairman:

A Crystal Clear Violation Of the Campus Guidelines

As these lines are written, the cafeteria and nonprofessional library workers' controversy has just been resolved, and the University Community, with the kind permission of all concerned, may now resume its daily tasks—including such mundane ones as using the library during the crucial final examinations period. (Also blockaded for two days was the Faculty Club, and campus mail services were suspended on the second day of the strike.)

The First, Fifth and Fourteenth Amendments to the Constitution of the United States ascertain the constitutional rights peacefully to picket, to strike, to exhort, to work, to refuse to work, and a host of precious collateral rights. They do not, however, authorize the resort to force (one faculty member was beaten when he attempted to enter the Faculty Club on the first day of the controversy) nor physical obstruction to access to either public or private property (the library and several other buildings were both blocked and locked, thus barring access to any and all members of the University Community).

But, constitutional issues aside, the University's own *Guidelines on Open Expression* make resolutely clear that while peaceful protest is guaranteed—indeed, it is encouraged—the right to free access to all buildings must be observed at all times (free access being reasonably defined as “at least one-half of each entrance, exit, or passageway . . . free from obstruction of any kind.”) Yet that access was effectively interdicted and denied by a combination of cafeteria workers, library workers, students and faculty (in descending numerical order indicated). Thus there occurred a crystal clear violation of the *Guidelines*—and assuredly by the latter two groups, who ratified the *Guidelines* a few years ago (and who scrupulously observed them during the Spring 1969 College Hall “sit-in”). It would therefore represent both a dereliction of duty and an open invitation to future violations if the individuals involved were not to be speedily subjected to the University's judicial processes.

Society—and this campus is part of it—cannot concede that its laws and/or rules carry no obligation. For if it is conceded that individuals or groups can choose the laws and rules they will obey as they choose the shirts they buy, liking this one and rejecting the next, then ultimately there will be no law. And—at the risk of repeating myself—where there is no law there is no liberty. And where there is no liberty the people perish. Force must not be permitted to triumph over rational discourse!

—Henry Abraham

ECONOMIC STATUS COMMITTEE

The Senate has established an Ad Hoc Committee on the Economic Status of the Faculty, chaired by Professor James M. Sprague, Anatomy.

Members of the Committee are Professors June Axinn, Social Work; Paul W. Bruton, Law; William C. Cohen, Chemical Engineering; S. D. Erulkar, Pharmacology; William Gomburg, Industry; Otto Springer, German; and Paul J. Taubman, Economics.

Other Reflections on the State of

If there was a vestige of doubt remaining about why faculty influence and authority has declined on this campus it must have been dispelled by the self-righteous, breast-beating exhibitions of the faculty leadership in these pages May 4. At this critical juncture, when the very nature and direction of the University are being called explicitly into question, the sole prescription by the learned doctors of the faculty for the ills besetting us is to smash those student bullies on the University Council. Right on!

Without needlessly glorifying most student activity over the last four or five years, it should be clear that students have not usurped faculty leadership. They have merely stepped into the vacuum produced by the absence of a dignified, principled or innovative faculty position on the significant issues confronting the University over that period. A reexamination of many of these issues reveals that it is especially this background of faculty negligence and short-sightedness which makes student initiatives in raising problems and producing changes appear most praiseworthy. For example:

1. It was a student group that discovered and publicized faculty involvement in germ warfare research on the campus. The Senate, it must be said, after a considerable interval reacted decently on this matter, though it remained silent on the equally crucial issue of secret military research at the Science Center.
2. While the faculty has yet to utter a word in protest, only students reacted to the University's collaboration in the brutal displacement of hundreds of adjacent black families (conveniently producing a 106-acre buffer zone on the northern border of the campus). The sit-in of 1969, generated by this and other matters, produced a University agreement to help raise considerable funds to rehouse many of those families—an agreement recently abrogated unilaterally by the administration, with, predictably, no notice taken by the faculty.
3. Significantly, it has been student groups and pressures that have been responsible for most of the worthy academic improvements and experiments that have been occurring recently. SCUE first raised publicly the objections to distribution requirements, language requirements, class size, and general lack of concern for teaching, to which the faculty responded only reluctantly and incompletely. Similarly, within particular departments and schools around the University, it has usually been student groups who have proposed valuable and valid changes in an ossified curriculum. Current administration enthusiasm for educational experiments follows in the wake of similar student proposals and agitation.
4. And finally it has been students, despite considerable faculty opposition or apathy, who have raised the issues which will constitute much of the University agenda for the coming year or years: the creation of flexible, meaningful and serious academic programs; the elimination of the military presence and ROTC from the campus; the removal of University discrimination against women and blacks; the development of a decent relationship between the University and socially disenfranchised groups (to counterbalance the self-serving relationship the University maintains with advantaged social groups and institutions).

Above all, it is important to note that this ferment has been generated by the student body not without discord, and cer-

the Faculty by Philip M. Pochoda

tainly not without some absurdity and incoherence, but entirely without threats of violence, or attended by any physical damage. If the new Chairman of the Faculty Senate insists upon hinting darkly at impending student violence, and vague conspiracies to interfere with normal civil rights, then the fear and hysteria this can arouse in a defensive faculty may well serve tactical reactionary purposes; but, for all that, such anxiety has nothing to do with a responsible description of the

University reality. Similarly, if the retiring Senate Chairman prefers to interpret the period of the 50's and early 60's (when social concern meant fraternity parties, when the main academic focus of the year was Skimmer weekend, and when all your students, like your Christmases, were white) as the University's Age of Gold that is his privilege, although it seems an irresponsible fantasy, and like most fantasies impotent in the face of actual problems.

And finally, though it is easy to sympathize with the Chairman's misgivings about student functionaries "intoxicated by the excitement of political leadership" who indulge themselves in obfuscating bureaucratic procedures, no one who has observed the antics of the Senate leadership over the last few years (and the paralysis and disinterest this has generated among the faculty as a whole) can long wonder where those students may have obtained the models for their behavior.

Power and Responsibility: A Radical Proposal by Peter Freyd

The powers of the faculty have been severely limited. Our performance as a faculty can be deemed satisfactory only if one accepts the same limitations on our responsibilities as have been placed on our powers. I cannot accept those limitations.

There are parts of the University for which we—as the faculty—are not particularly responsible, among which are the dining service, the raising of funds, the building of dormitories. Perhaps the Oxford-Cambridge model in which the faculty is the final authority for everything—even to the planting of trees—is the best of all worlds, but such responsibilities arise from power, and I wish to analyze here the reverse: those powers which should arise from our proper responsibilities.

I submit that the faculty is responsible for precisely all that which requires a faculty. Allow me to expand that sentence so that it is no longer a tautology. The faculty as a ruling body of senior instructional officers is responsible for all that which requires a teaching faculty. Only by defining "teaching faculty" in a way to agree with our present powers can one maintain that we are now fulfilling our responsibilities.

The several faculties are now empowered to set degree requirements and to provide classroom instruction to meet those requirements. I submit that in this area the faculty has with competence—and often with true distinction—performed its duty. For some years I have believed that the classroom is not the correct target of those who would reform our educational program. That we are providing a lackluster education, that our best competitors (who happen to charge the same tuition as we) are doing more for their students, that we are much in need of educational reform, these contentions strike me as all too true. The problem, however, is not in the classroom but in the total educational environment.

The most common single complaint of today's student is that our academic program does not "relate" to his life. The chairman of SCUE last year told the College Faculty that professors must learn to teach what the students want—that we must, in other words, learn to be relevant. Something is missing today in the educational environment: let me call it "Life-Counseling." When universities were religious institutions it was understood that the academic curriculum was not designed to relate to life as it is. Formal education restricted itself to those matters not obtainable except through formal education. Latin was studied because Latin would

otherwise cease to exist—precisely the opposite of relevance.

Religious counselors, fraternities, and the doctrine of *in loco parentis* are no longer taken very seriously. They did serve certain functions and their disappearance has caused tremendous pressure that the academic side of the University be modified. I contend that the pressure is misdirected and—to the extent that it is successful—is dangerous. The discipline orientation of the purely academic side of the University has always struck me as essential. The faculty of the University, however, is responsible for more than the purely academic side. We are responsible for the education of our students.

Many parts of the nonacademic but educational side of the University for which we are properly responsible do not presently come under our control. In some cases it is our own negligence that is at fault. The Office of Student Affairs has absorbed a host of duties that on other campuses are considered faculty responsibilities. Those cultural student activities that require professional instruction (such as music, drama, and debating) have through most of my nine years at Penn been less than satisfactory. Of the five Ivy campuses with which I have some familiarity, Penn is the only one at which the supervision of these activities is not considered a faculty matter. And there are important parts of the educational environment that have not been absorbed by any office but have simply disappeared from the campus. (As just one example: where can an undergraduate find an art studio for his own work?)

It is not entirely a matter of negligence. We have been Balkanized out of control. I submit that we must have a faculty body responsible for all that part of the educational environment that depends on the services of professional instructors, even if they be outside of academic departments. Such a body could function only if it included as members those that it would control. Thus I propose that we recognize such offices as the Directorships of Libraries, Admissions, Computer Facilities, undergraduate musical and performing activities as faculty positions and that we institute a faculty personnel panel to scrutinize appointments in such areas, and a faculty budget committee to decide the priorities.

The most outrageous example of our failure to exercise responsibility is in athletics. It is universally proclaimed that the athletic program is educational and, to be sure, coaches are teachers. Yet we have allowed the policies and operations

(Continued on Page 4)

FREYD (Continued)

of that program to come under Trustee control. (Truly amateur athletic clubs, as other student activities not depending upon professional instructors, should of course remain free from both Trustee and faculty control.)

My radical proposal (which stems from the deepest conservatism) is that the Director of Athletics be a faculty member. I am not proposing that whoever is chosen as Director of Athletics be granted faculty status; quite the reverse: his acceptability as a faculty member should be necessary for his appointment as Director of Athletics.

The student demand for educational experimentation—a demand which I submit is at all times justified—presently can cause only frustration or disruption. Experimental programs

FORUM

Conducted by the Senate for the Faculty

We Need an Identifiable Program by Richard F. Schwartz

Freshmen in the college frequently complain that they feel "lost" with no sense of identity. Many of them have come from small or medium size high schools, and the transition to the big campus is just too much to take. Making all students part of a still larger student body will not alleviate this, only make it worse. On the contrary, at present the new engineering students quickly feel a sense of identity. They feel they "belong". Because of this, the trend should not be toward greater concentration, but rather toward greater decentralization. The University should be a collection of many rather small units rather than a few relatively large ones.

Engineering students identify early—at about 17—with the field they have chosen. They are somewhat different from other students. They are characterized by high motivation and high enthusiasm for the field they have chosen. We feel that the integration of the undergraduate faculties would remove this focal point from them. An engineering education demands an early commitment in general. If delayed until the junior year, the student will not generally elect engineering as a major. This means that we need an identifiable program.

Related to this question is that of competition. If Pennsylvania's identification with engineering is weakened, we will lose good students to other universities.

A peripheral item of interest is the fact that the bachelor's degree in engineering, as opposed to a general liberal arts degree, is a very saleable commodity. If we graduate people in a more general program with an engineering major, as opposed to a bachelor's degree in engineering, or its equivalent, they will be at a serious disadvantage with their competitors from other universities. After all, we do want our graduates to be employed.

Another point of contention is that of accreditation. The official body for accrediting engineering curricula is the Engineers Council for Professional Development, a national group supported by all the major universities and professional societies associated with engineering. Shifting our program to a completely different emphasis would raise serious, and pos-

that necessarily come outside of the purely academic side of the university have difficulty under our present structure in finding a home. Those of us who several years ago tried to inaugurate a Harvard-like Freshman Seminar program know just how frustrating such attempts can be. The present division of the faculties limits our control (and support) to the purely academic. When that frustration turns, as it ultimately must, to an attack on the purely academic the result can only be disruption.

The faculty's proper responsibilities remain even if the faculty is powerless. The combined weight of the Trustees, administrators and students could perhaps eliminate the very existence of the faculty, but until such occurs, we bear those responsibilities and are thus obliged to seek the powers necessary for their fulfillment.

Restructuring the Faculties

The entire Senate Advisory Committee, expanded by four faculty members, has been named by President Meyerson to study further the unification question. The additional four are Professors Robert Eilers, Insurance; Michael Jameson, Classical Studies; Albert Lloyd, German; and S. Reid Warren, Assistant Vice President, Undergraduate Engineering. Meanwhile, Forum continues.

sibly insurmountable, obstacles to our continued accreditation. The effect of this is that our graduates would be affected seriously in their applications to graduate schools of engineering.

Abolishment of undergraduate engineering schools has been tried at a number of schools with disastrous results. An interesting case is that of Columbia which did away with undergraduate engineering a number of years ago, resulting in a mass exodus of good engineering faculty. In a few years they realized their mistake and re-established undergraduate programs in engineering. It is difficult to undo major changes if they prove to be wrong.

Finally, the American Society for Engineering Education (ASEE), with a membership of about 13,000 members, has seriously been considering the general question of the optimum engineering education for years. Its controversial Goals Report, which went through two major revisions, called for significant departures from traditional engineering education. The point of this is that engineering like many other professions is a well-defined area that has an active group very much concerned with the appropriate educational program. If changes are to be made that affect the basic educational fabric for engineering students, they should originate with the engineering faculty who are informed of the ASEE stance on the subject, rather than with other faculty who are not directly concerned.

EDITOR'S NOTE

Professor Phoebe Leboy has been named Editorial Chairman to coordinate the Senate section of Almanac. Contributions to the section, or to the Forum series on specific topics, may still be sent to editor Karen C. Gaines (524 Franklin Building). When Almanac resumes continuous publication in the fall, a Forum on tenure and related subjects will be carried along with any further contributions on the unification question.

OPEN LETTER FROM THE PRESIDENT

To those faculty, staff and students who blocked or intended to block the library and other facilities at the University on May 10 and May 11:

May 17, 1971

The University's attorneys advise that in light of the May 11 union agreement, no actions be taken against individuals. Yet I have no doubt that I speak for the overwhelming number of persons in our University community when I condemn your behavior. You denied to many of your associates access to books and periodicals which they needed.

Your acts were immoral in setting aside the rights of others; they also were illegal. They were illegal internally to the University where they violated the Guidelines on Open Expression adopted by the Board of Trustees and applying to "faculty, students, administrators, and other University personnel . . ." They were illegal externally to the University as well.

As the labor dispute negotiations were coming to a close during the lunch period of May 11, the Committee on Open Expression had concluded that morning that the Guidelines had been violated and the Vice Provost for Student Affairs was prepared to cite offenders. If the citations were ignored, the attorneys of the University at my request had drafted a proposed court order to open access to University

facilities. Regrettable as it is even to admit that a University must turn to civil authorities, that course of action would have been taken, and, if necessary, will be taken if agreed-upon methods of governance, such as the Guidelines, are flouted. Faced as we are by an additional labor dispute this week prompt actions against violators of the Guidelines will be taken as warranted.

This administration is determined resolutely to defend the position that of all institutions in our society, the University must be most attached to principles of open expression. Open expression is fundamental to our purposes and our methods. There must be sufficient consensus in the University of Pennsylvania for us to be able to deal with grievances while respecting the rights of all and while avoiding resort to coercion. Only in this way can we persevere as a community.

The Steering Committee of University Council meeting today unanimously agreed with this statement.

—Martin Meyerson

THE COUNCIL

At the May 12 meeting, Item 7 in the May 11 settlement on page 6 of this issue was challenged by various members of the Council.

At the call of the President, Vice President Harold Manley and Business Manager John Keyes attended Council briefly to describe the negotiations, in which Item 7 was a "final demand" at the last of an otherwise agreed-upon settlement; they expressed an overriding concern for early settlement to end incidents of force and threats of violence.

Vice Provost John A. Russell Jr., questioned on the delay in calling for an injunction at mid-day after the Committee on Open Expression had observed violations of the *Guidelines*, said the decision was between interrupting negotiations that seemed to be moving successfully, or letting early settlement itself be the method of forestalling further incidents.

Council members called for University counsel's opinion on Item 7, and passed the following resolution:

RESOLVED, That in all future negotiations and actions involving disputes between the University and labor unions, a prominent part of the instructions to negotiating administrators should include the Guidelines on Open Expression.

Full discussion of the ROTC report was postponed to the fall. The Cohn report on the Status of Women was introduced with a Steering Committee recommendation to "await early and detailed recommendations by the Steering Committee before considering the specific recommendations." A substitute motion was carried, with the alteration italicized below.

RESOLVED, That the Council accepts the report of the Committee on the Status of Women on the University Faculty and endorses the need for affirmative programs to ensure equitable status and representation of women on the University faculty;

THE COLLEGE

The College Faculty on April 20 completed its action on the modified integration proposals of the Committee on Organization of the College Faculty under Albert Lloyd. Proposal #5 in the section on Integration of Undergraduate and Graduate Liberal Arts Faculties, which had been returned to committee, was passed with the changes italicized below. The Lloyd Report's Section II on Improvement of Undergraduate Education was accepted as written (Almanac April 13). Text of Proposal 5:

5. Since this plan, like the Task Force proposal, would divorce the graduate professional programs from those in arts and sciences, the problem of graduate professional degrees presents itself. There are two alternatives: either the professional schools would have to offer their own professional degrees, or it would be necessary to grant them the authority to offer a Ph.D. degree. The former is considered undesirable by the professional schools. We recommend the latter, though we recognize that it could lead to disparities in the Ph.D. degrees given by different schools. In order to guard against this danger, to retain some of the spirit of cooperation produced by the GSAS, and to safeguard successful inter-school programs such as those in the medical-biological sciences sector, we propose the formation of a Council on Graduate Education, consisting of several elected faculty members representing each school offering graduate programs leading to the Ph.D., as well as the Dean, Assistant Dean, or other administrative officer responsible for graduate programs in each school (ex officio). This Council would coordinate the interrelated activities of the various schools and would have the authority to set minimum standards for the Ph.D.

and that the Council will hold a special meeting by the end of June 1971 to consider the recommendations contained in the report and to vote upon them.

THE TRUSTEES

GENERAL MOTORS DECISION

The University of Pennsylvania will vote its 272 shares of General Motors common stock at the Corporation's annual meeting on May 21 in support of the recommendations of the GM Board of Directors.

The University acted upon a recommendation of its Trustees' Committee on Corporate Responsibility which had held a hearing on April 21, at which time the stockholder proposals of the Project on Corporate Responsibility, Inc. ("Campaign GM") on shareholder democracy, constituent democracy, and disclosure on minority hiring, air-pollution and auto-safety policies were discussed with representatives of "Campaign GM."

According to John W. Eckman, acting chairman of the Trustees' Committee, the members agreed with the objectives of the proposal on disclosure in the annual report of the company's efforts and progress in minority hiring, pollution and safety, but voted against the proposal because they did not feel that General Motors should be bound to the detailed reporting requirements specified in it. In a letter to James M. Roche, Chairman of the Board of General Motors, the Trustees' Committee on Corporate Responsibility expressed confidence that General Motors can and will move more effectively toward solution of these problems, based on evidence of the firm's increased responsiveness to issues of great public and shareholder concern.

AGREEMENT SIGNED BY THE UNIVERSITY AND THE LOCALS

Agreed to this Eleventh day of May, 1971 and effective May 12, 1971, between The Trustees of the University of Pennsylvania ("University") and Local Union No. 54 affiliated with the American Federation of State, County, and Municipal Employees, AFL-CIO, and its District Council No. 33 ("Local 54"), and Local Union No. 590 affiliated with the American Federation of State, County, and Municipal Employees, AFL-CIO, and its District Council No. 33 ("Local 590").

The purpose of this agreement is to settle the current strike of the University dining service honored and supported by library employees. Therefore, provided that the library and dining service employees return to work at their normally scheduled starting times on Wednesday, May 12, 1971, the University and the Locals hereby agree as follows:

1. The University agrees to keep open the Hill Hall dining facilities for the lunch and dinner meals, five days a week, from Monday through Friday, during the summer of 1971. To operate the Hill Hall dining facilities, the University shall employ forty (40) dining service employees.

2. The University further agrees to keep open the main dining room and balcony dining facility at Houston Hall for the breakfast and lunch meals, five days a week, from Monday through Friday, during the summer of 1971. The University also agrees to keep open the Houston Hall Grille, during the hours from 7:30 a.m. to 4:30 p.m., five days a week, Monday through Friday, during the summer of 1971. To operate the above three Houston Hall facilities, the University shall employ fifty-five (55) dining service employees.

3. The University further agrees to consult with representatives of Local No. 54 to negotiate problems of scheduling the hours of employment during the summer of 1971, of the dining service employees.

4. The University further agrees to pay to those dining service employees who are laid off for the summer of 1971 an amount equal to three regular weeks' pay for each such employee.

5. The University further agrees to make every reasonable effort to provide employment to those dining service employees who are laid off during the summer of 1971, for the period of their lay off.

From the Equal Opportunity Office

CALL FOR RACIAL DATA

The official policy of the University of Pennsylvania prohibits discrimination in any form on the basis of race, color, religion, sex or national origin.

In order to be able to adhere to Federal Executive Order 11246, amended by Order 11375, as a substantial holder of federal contracts and grants, the University must comply with a formal census data request from the Department of Health, Education and Welfare.

In addition, the University in keeping with its equal opportunity policy, needs to know where minority members and women are and how they fare within the University. It is important, therefore, to develop a data base which will enable the University to measure its progress in the area of affirmative action.

Confidential Self-Census

President Meyerson and Provost and Vice President Reitz will send to Deans, Directors and Department Chairmen cards upon which each member of the University is asked to complete the required census information. This procedure has been effectively used at Harvard University. The cards for the self-census will be sent to the departments in the next two weeks and should be completed and returned not later than the end of June, 1971. This information will be kept in confidence by the University and will not be incorporated into normal personnel files.

If there are any questions concerning the collection of data, refer them to James Robinson, Administrator of the Office of Equal Opportunity, 7156.

6. Local 590 agrees to file expeditiously an unfair labor practice charge with the National Labor Relations Board concerning the University's decision to eliminate the job of tape/disk librarian, Janet Dubinsky, at the Computer Center.

The University agrees to keep Janet Dubinsky employed at her present salary at the Computer Center, until such time that the Philadelphia Regional Director of the National Labor Relations Board has determined there is no merit to the unfair labor practice charge and recommends the charge be withdrawn, or if the Philadelphia Regional Director of the National Labor Relations Board finds there is merit to the unfair labor practice charge and issues a complaint, then until such time as the trial examiner reaches a decision on the merits of the unfair labor practice charge.

The University further agrees that if the Philadelphia Regional Director of the National Labor Relations Board determines there is no merit to the unfair labor practice charge or if the trial examiner decides for the University on the merits of the unfair labor practice charge, then the University shall find another position for Janet Dubinsky at the University at her present salary.

7. The University further agrees to take no retaliatory action against members of Local No. 54 or Local No. 590, students, faculty or any other persons acting in concert with the said Locals for their participation in the strike of the University's dining service employees, honored and supported by library employees.

8. This agreement contains the whole understanding between the parties.

LOCAL 54, American Federation of State, County and Municipal Employees and its District Council No. 33

Hilda Moore, Vice President

LOCAL 590, American Federation of State, County and Municipal Employees and its District Council No. 33

Howard S. Deck, President

The Trustees of the University of Pennsylvania

John H. Keyes, Business Manager

What Medical Insurance Should You Carry? by Luther L. Terry, M.D.

An increasing number of University employees during recent years have had the misfortune to need medical care. Many of these employees have been cared for in the Hospital of the University of Pennsylvania and a small percentage of them have been presented with a substantial bill for which they did not have resources.

Accordingly, it was decided that the Vice President for Medical Affairs should send a letter to all University employees who were not covered by the University's Blue Cross—Blue Shield/Major Medical package. Before the letter was sent, an effort was made to remove from the list all those who were known to be covered for such obvious reasons as being retired military personnel and known to have other coverage.

The letter, dated April 5, said:

I understand that you are one of those who decided not to participate in the Blue Cross—Blue Shield program offered by the University.

I realize that there is always the possibility that you have other adequate coverage. If so, you need read no further. If you do not have adequate coverage, please read on.

I think it is extremely important for you to know that for an illness which requires hospitalization you could be presented with an unbelievably large hospital bill, which you would be expected to pay since you did not take the basic Blue Cross-Blue Shield coverage.

Had you accepted the Blue Cross-Blue Shield coverage as offered, Blue Cross would, in general, have paid your total bill in semi-private accommodations, except for the cost of your telephone. In private accommodations, the plan would have allowed the semi-private rate toward your bill.

This letter is being written to urge you to carefully re-evaluate your decision and to let you know that because of the financial situation at the University-owned hospitals, no adjustments can be made on bills for those who do not have adequate basic coverage.

I hope you will decide to take advantage of the opportunity to obtain adequate coverage. Please contact me via the enclosed envelope as soon as you can in order that coverage will start at the earliest possible date."

There have been a number of reactions to this letter. Although those involved with medical insurance realize that Blue Cross is not the ideal health care insurance package, it seems to be one of the better alternatives available. Blue Cross plans have a contract with the hospitals which protects the patient from being charged for all covered items. In the Philadelphia area, all items in general are covered except telephone charges when the patient occupies semi-private accommodations.

Many University employees have raised the question about the value of being covered by commercial insurance. Most commercial insurance policies are indemnity policies which pay a certain amount toward the charges. It is the financial responsibility of the patient to pay the remainder. An example of what can happen is a Philadelphia resident who had a

\$19,000 bill at HUP recently. A friend who was interested in making certain that this person's bills were paid, obtained his insurance policy and presented it to the Business Office so that credit toward the bill could be made. Upon checking, the policy allowed a maximum of \$20/day for 70 days plus \$200 for miscellaneous and \$300 for surgical expenses. This amounted to only \$1,320. The patient assumed he had good coverage, but now must attempt to raise over \$17,000 to settle his bill.

Since an illness often creates many non-medical expenses associated with disruption of one's life, it is sometimes advisable for one to have a group commercial insurance plan which helps defray these expenses in addition to Blue Cross-Blue Shield and Major Medical coverage. The premiums to be paid and benefits to be gained should be carefully evaluated before one enters into such an arrangement.

A number of members of the University faculty who specialize in economics, feel that it is to their financial advantage to have only Major Medical insurance. In effect, they are self-insuring themselves for an amount of up to 4% of their salaries (the deductible required by the University plan for those who do not have Blue Cross coverage). Because of tax laws, it may well be to the advantage of a family with no chronic conditions and no predisposition to chronic conditions to self-insure themselves in this manner.

Many of the University faculty and staff feel very strongly that a national health insurance scheme is necessary if all Americans are to have the best medical care regardless of their ability to pay for it. Many of these people have been doing everything they can for years to bring about this eventuality, but in the interim, we have to live with the insurance protection that is available. Blue Cross remains one of the better means of protection for the moment, and all University personnel are encouraged to make sure that they have adequate health insurance coverage either through the University or through their family.

Enrollment Comes But Once a Year

As a result of our major revision in our health programs effective July 1, 1970 Blue Cross of Greater Philadelphia has limited us to an enrollment date of July 1 each year for those staff members and employees who have been employed over 30 days and for those who have waived the coverage. The Personnel Department, therefore, solicits your application for Blue Cross-Blue Shield and/or Major Medical coverage prior to June 15 so that coverage can begin for you July 1. Those faculty and Administrative Staff members who are fully-affiliated and full-time permanent employees are eligible for the major medical plans. Anyone who fails to sign up during this period of enrollment must wait for the next opening date of July 1, 1972. Please call the Benefits Office, ext 7281 or 7282, for application cards and descriptive booklets if you are interested in participation to begin July 1, 1971.

—Bart Kramer, Benefits Officer

COMMENCEMENT

BACCALAUREATE SERVICE

The annual University Baccalaureate Service will be held at 4 p.m., Sunday, May 23, in Irvine Auditorium with Rev. Mr. Stanley E. Johnson, University Chaplain, giving the Baccalaureate Address.

HONORARY DEGREES

At the 215th annual Commencement Monday, May 24, the University will award twelve honorary degrees and more than 3600 regular undergraduate and graduate degrees.

Exercises will open at 10 a.m. in Convention Hall of the Civic Center. Professor Roland Frye will lead the procession and Trustees Chairman William L. Day will open the ceremonies. President Meyerson will speak in his first Commencement in office, and Harvard's David Riesman will deliver the Commencement Address. Honorary degrees will be conferred upon:

DR. ROBERT D. CROSS, President of Swarthmore College, *Doctor of Laws*;

WILLIAM L. DAY, Chairman of the Trustees of the University of Pennsylvania and Chairman of the First Pennsylvania Banking and Trust Co., *Doctor of Laws*;

DR. HALDAN K. HARTLINE, professor of biophysics, Rockefeller University co-recipient of the 1967 Nobel Prize in physiology and medicine and former member of the University of Pennsylvania's medical faculty, *Doctor of Science*;

PHILIP B. HOFMANN, Chairman and Chief Executive Officer of Johnson & Johnson, Inc., *Doctor of Laws*;

LOUIS I. KAHN, alumnus and Paul Philippe Cret Professor of Architecture, University of Pennsylvania, *Doctor of Fine Arts*;

MRS. VIRGINIA H. KNAUER, Special Assistant for Consumer Affairs to President Richard M. Nixon, *Doctor of Laws*;

HAROLD S. PRINCE, New York theatrical producer of such plays as "Company", "Fiddler on the Roof", and "Zorba", *Doctor of Fine Arts*;

DAVID RIESMAN, Henry Ford II Professor of Social Sciences, Harvard University, *Doctor of Laws*;

REV. MR. LEON H. SULLIVAN, Chairman of the Board of Opportunities Industrialization Centers of America and pastor of Zion Baptist Church, Philadelphia, *Doctor of Laws*;

DR. GEORGE W. TAYLOR, Harnwell Professor of Industry, University of Pennsylvania, *Doctor of Laws*;

DR. REXFORD G. TUGWELL, Senior Fellow at the Center for the Study of Democratic Institutions, Santa Barbara, California, and former instructor in economics at Pennsylvania, *Doctor of Laws*;

DR. FRANCIS C. WOOD, Emeritus professor of medicine, University of Pennsylvania, *Doctor of Science*.

ON HONORS AND OTHER SUBJECTS

With this last edition of the Spring term, *Almanac* resumes publication of periodic features such as the honors, travel and other professional activity of individual members of the Community. A midsummer issue will publish the appointments and promotions, lectures and leaves being gathered now. The Senate election procedures promised for this issue will be carried at a future date.

—Karen C. Gaines, Editor

HONORS

GUGGENHEIM FELLOWSHIPS

Ten University of Pennsylvania faculty members have been awarded Guggenheim Fellowships for research during the 1971-72 academic year by the John Simon Guggenheim Memorial Foundation. This total places the University sixth among American universities in the number of recipients.

DR. SAMUEL G. ARMISTEAD, Professor of Romance Languages, will prepare a new edition of a late 14th century Spanish epic poem *Mocedades de Rodrigo* (translated as *The Youthful Adventures of the Cid*). One of only three such poems preserved from the Middle Ages in Spain, the poem was written in the town of Palencia about 1375 to 1400 but its author is not known. Dr. Armistead will conduct his research here and in Madrid.

DR. ROBERT H. DYSON JR., Professor of Anthropology and Associate Dean of the College will spend the year analyzing results of 10 years' archaeological field-work from the site of Tepe Hasanlu in northwestern Iran, primarily to gain information on cultural changes during the ninth century B.C.: the major period of development of the Iron Age and of the culture which later gave rise to the Persian Empire (550 B.C. to 330 B.C.) The field-work which Dr. Dyson has done in the area encompasses the period from 6000 to 400 B.C. Tepe Hasanlu is of particular significance because of a unique degree of preservation of artifacts, a result of the burning of the city. Dr. Dyson will conduct most of his research at the University Museum but also plans some research in London, Paris, and Teheran, Iran.

DR. VAN A. HARVEY, Professor and Graduate Chairman of the Department of Religious Thought, will explore the secularization of religious belief over the past 100 years in the United States. He will consider the collapse of theology as well as the resulting loss of confidence in traditional religious belief in the contemporary world.

His research under the Guggenheim Fellowship will expand on his 1966 book, *The Historian and The Believer*, which described and analyzed the collision in the nineteenth century of traditional Christian belief (Roman Catholic and Protestant) with the methods of critical historical inquiry as embodied in Biblical criticism.

DR. ROBIN M. HOCHSTRASSER, Blanchard Professor of Chemistry, intends to spend some time during the coming year at Cambridge University studying the spectra and structure of organic molecules.

DR. ARAVIND K. JOSHI, Associate Professor of Electrical Engineering in the Moore School, will spend the 1971-72 academic year at the Institute for Advanced Study in Princeton, N. J. During the summer of 1972, he will be at the Université de Paris (Faculté des Sciences). His topic will be "Studies in Mathematical Linguistics," with applications to both linguistics and computer sciences.

DR. WALTER SELOVE, Professor of Physics, will conduct experimental studies in high energy physics, to learn more about the structure of elementary particles. He plans to spend some time at several different universities as well as at the National Accelerator Laboratories at Batavia, Ill., and Brookhaven, N. Y.

DR. WESLEY D. SMITH, Associate Professor of Classical Studies, will study the development of medical theory in Greek antiquity from the time of Homer (700 B.C.) to that

of Galen (200 A.D.). He will explore the development of technical medicine from early folk beliefs about the ways the human body works and the manner in which these beliefs influenced the general literature, ethics, and politics of the era. He will also examine how these beliefs were elaborated and refined by medical theoreticians. Dr. Smith will conduct this research at the Institute for the History of Medicine at The Johns Hopkins University School of Medicine.

DR. HAROLD J. BRIGHT, Associate Professor of Biochemistry, will be associated with Dr. Malcolm D. Lilly, Professor of Bioengineering at University College, London, and the interdisciplinary group of scientists in his laboratory. Dr. Bright's research will involve placing enzymes and their co-enzymes in tiny nylon sacks to generate metabolic pathways which can then be studied. He is attempting to attach the co-enzymes to large molecules so they will be entrapped and will initiate enzyme activity.

DR. IRWIN A. ROSE, Professor of Physical Biochemistry, is particularly interested in the enzymes involved in glycolysis, the breaking down of glucose to lactic acid which is the principal energy source for red blood cells. Although individual steps in the reaction are known, how each is chemically triggered remains a mystery. Dr. Rose will work with Dr. R. J. Knowles, professor of organic chemistry at Oxford University, who has been using X-ray crystallography to study enzyme structure. They hope to learn more about the process through correlation of their techniques.

DR. ARNOLD W. THACKRAY, Chairman and Associate Professor of the History and Sociology of Science, will study the interactions between science as the pursuit of a rational understanding of nature, and the growth of technology and the

resulting urbanization of society in the period of the Industrial Revolution in Great Britain (1780-1840). Through research at the British Museum, Dr. Thackray will explore to what extent science was important in causing the Industrial Revolution and how, in turn, the Industrial Revolution altered science as an activity. He will trace the connections between industrial development and the change from science as an amateur virtuoso pursuit to science as a profession.

LINDBACK AWARDS

Awards for distinguished teaching during the 1970-71 academic year have been presented to eight University of Pennsylvania faculty members. These awards are made possible by funds presented annually to the University by the Christian R. and Mary F. Lindback Foundation.

The recipients of the 1971 Lindback Foundation Awards are:

MRS. HELEN R. CHADWICK, associate professor of nursing;
DR. CHARLES E. DWYER, associate professor of education;
DR. MARTIN S. GREENBERG, assistant professor of oral medicine;

DR. VAN A. HARVEY, professor and graduate chairman of the department of religious thought;

DR. FREDRICK D. KETTERER, assistant professor of electrical engineering;

DR. MATTHEW J. STEPHENS, JR., assistant professor of accounting;

DR. SAMUEL O. THIER, associate professor of medicine;

DR. EDWARD E. WALLACH, associate professor of obstetrics and gynecology.

The nominees were chosen on the basis of their total impact on the intellectual life of students rather than their impact in any single course. Other criteria for the awards are the faculty members' qualities as scholars and their having a considerable number of years of service remaining on the University faculty.

NATIONAL ACADEMY

Four members of the University faculty were elected this year to the National Academy of Sciences:

DR. MILDRED COHN, Professor of Biophysics and Physical Biochemistry, who has held a Career Investigatorship of the American Heart Association since 1964. A pioneer in the application of nuclear magnetic resonance to biochemical investigation, she is currently principal investigator in a project with three other institutions involving a 220 megahertz Nuclear Magnetic Resonance Spectrometer.

DR. WARD GOODENOUGH, Professor of Anthropology and Curator of Oceanian Ethnology at the University Museum, who has made important contributions both to understanding the culture of the people of Truk, the Gilbert Islands and New Guinea, and to the theory and methods of such study. He is a vice president of American Association for the Advancement of Science and chairman of its section on anthropology.

DR. EARL L. MUETTERTIES, Adjunct Professor of Chemistry at the Monell Chemical Senses Center, who is also Associate Director of research at the Du Pont Company. He is presently studying the chemistry of pheromones and olfaction. Pheromones are complex chemical signals that transmit sexual and other information through an animal's sense of smell.

DR. J. ROBERT SCHRIEFFER, Mary Amanda Wood Professor of Physics, who is widely recognized for his role in

(Continued on Page 10)

APPLICATIONS

July 1, 1971, is the deadline for applying for 1972-73 Senior Fulbright-Hays research awards, and it is the suggested date for filing for S.F.-H. lectureships, the Committee on International Exchange of Persons has announced.

Senior Fulbright-Hays awards generally consist of a maintenance allowance in local currency to cover normal living costs of the grantee and family while in residence abroad, and round-trip travel for the grantee (transportation is not provided for dependents).

Application requirements include: U.S. citizenship; for lectureships, college or university teaching experience; for research awards, a doctorate or, in some fields, recognized professional standing as demonstrated by faculty rank, publications, compositions, exhibition record, etc. For lecturers going to most non-European countries, the award includes a dollar supplement, subject to the availability of funds, or carries a stipend in dollars and foreign currency, the amount depending on the assignment, the lecturer's qualifications, salary, and other factors.

For a booklet on the program, contact Mr. James B. Yarnall, Director, Office of Fellowship Information & Study Programs Abroad, 18 College Hall.

* * *

The National Endowment for the Humanities' Senior Fellowships for 1972-73 have an applications deadline of June 21, 1971. The six- to 12-month awards to "experienced scholars, teachers, writers or interpreters of the humanities who have produced significant work" carry stipends of \$18,000 a year or \$1,500 a month. For additional information: Division of Fellowships and Stipends, National Endowment for the Humanities, Washington, D.C. 20506.

developing the theory of superconductivity. He is recipient of honorary degrees from the Technische Hochschule in Munich, and from the University of Geneva. Dr. Schrieffer is also Andrew D. White Professor-at-Large at Cornell University.

The National Academy, which bases its selection of members on their achievements in original research, was established in 1863 by Abraham Lincoln to act as an official advisor to the Federal Government.

AMERICAN PHILOSOPHICAL SOCIETY

The American Philosophical Society this spring elected PROFESSOR HENRY HOENIGSWALD, Chairman and Professor of Linguistics and Chairman of the University's Academic Planning Committee; and WILLIAM L. DAY, Chairman of the Trustees and of the First Pennsylvania Banking and Trust Company, to membership. They were the only Philadelphians among 26 persons elected to America's oldest such society, founded by Benjamin Franklin in 1743.

AMERICAN ACADEMY

Five University of Pennsylvania professors were elected to the American Academy of Arts and Sciences at its annual meeting in Boston May 12.

DR. THOMAS C. COCHRAN, Benjamin Franklin Professor of History and author of *The Age of Enterprise* (with William Miller); *A Basic History of American Business*; and *The Inner Revolution*.

DR. RENEE C. FOX, Professor of Sociology in Psychiatry at Pennsylvania, who has pioneered participant-observer studies in the field of sociology in medicine and medical education. Since she received a PhD. in sociology from Harvard in 1954, she has examined the relationship between doctor and his kidney-dialysis and kidney-transplant patients; the sociopsychological aspects of becoming a physician; the social, cultural and historical factors affecting medical research in Belgium and the medical institutions in the Belgian Congo. Publications include *Experiment Perilous*; *The Student Physician*; and *The Emerging Physician* (with Willy De Craemer).

DR. SHINYA INOUE, Professor of Biology, and an authority on the highly sensitive polarized microscope which permits scientists to observe delicate structures of living cells not normally seen under a light microscope; he was the first in his field to demonstrate that spindle fibers exist in living cells.

DR. SAMUEL N. KRAMER, Clark Research Emeritus Professor of Assyriology, whose study of ancient tablets laid the groundwork for his field's understanding of Sumerian culture. His works include *History Begins at Sumer* and *The Sumerians*.

DR. FROELICH RAINEY, Director of the University Museum and Professor of Anthropology, and director of archeological expeditions throughout the world. He has pioneered the use of electronic and engineering devices in locating buried artifacts and cities, such as the lost city of Sybaris in Italy. His numerous publications in scholarly journals deal with his work in Afghanistan, Egypt, Alaska, Puerto Rico and Italy. This winter, Dr. Rainey also received the Order of Merit of the Italian Republic.

The American Academy of Arts and Sciences, founded in 1780 by John Adams and other leaders of the Massachusetts Bay Colony, sponsors interdisciplinary study projects of public interest and reports on these studies in their journal, *Daedalus*.

COUNCIL OF THE AAUP

DR. JULIUS WISNER, Professor of Psychology, was elected to the 40-member Council of the American Association of University Professors (AAUP), at the AAUP's annual meeting in Philadelphia.

As a member of the Council, Dr. Wisner will determine policies and programs for the group of 90,000 university professors from all over the country.

Professor Wisner has been active in policy-making at the University of Pennsylvania as chairman of the Faculty Senate (1966-1967) and as a member of the College of Arts and Sciences' Committee on the Goals of Higher Education and the Committee on Criteria and Procedures for the Selection of a University President.

AMERICAN CHEMICAL SOCIETY

DR. ALAN G. MACDIARMID received the A.C.S.'s \$1,000 Frederic Stanley Kipping Award in Organosilicon Chemistry sponsored by Dow Corning Corporation. Editor-in-chief of a five-volume monograph series on organic metallic compounds of group IV elements, Dr. MacDiarmid was cited for "sophisticated instrumental and novel synthetic techniques of research."

DR. DAVID F. WILSON received the Society's \$2000 Award in Biological Chemistry sponsored by Eli Lilly and Company. He was honored for his "significant contributions to the understanding of the chemistry of mitochondria, the 'power-houses of living cells.'"

HONORS IN BRIEF

DR. LOREN EISELEY, Benjamin Franklin Professor of Anthropology and the History of Science and Curator of Early Man at the University Museum, has been elected to The National Institute of Arts and Letters.

DR. FROELICH RAINEY, Director of the University Museum, has been appointed Commendatore in the Order of Merit of the Italian Republic in recognition of his outstanding work in archaeology, particularly his contribution to the discovery of the lost city of Sybaris.

DR. MARK ALLAM, Dean of the School of Veterinary Medicine, received the 1971 Medal of the Philadelphia Society for Promoting Agriculture.

The University of London has conferred on DR. NALLANNA LAKSHMINARAYANAIH, Pharmacology, the degree of Doctor of Science, for her work in physical chemistry applied to artificial and natural membranes.

DR. GEORGE W. TAYLOR, Harnwell Professor of Industry, will receive the Institute of Collective Bargaining's Forum Award for "leadership in promoting industrial democracy through effective collective bargaining."

DR. MELVIN C. MOLSTAD, Professor Emeritus of Chemical Engineering and a three-time Fulbright lecturer, received the 1971 Honor Scroll Award of the American Institute of Chemists. He was cited for his "devoted and distinguished leadership in chemical engineering education, for his creative contributions to new and useful knowledge in chemical engineering science, for his effective service as a consultant to the chemical industry, for his long involvement in cultural exchange and in improving understanding between nations, and for being a concerned humanitarian in the service of others."

RUSSELL L. ACKOFF, Professor of Statistics and Operations Research at the University of Pennsylvania's Wharton School, received the Silver Medal of the Operational Research

Society of the United Kingdom in ceremonies in the Guildhall in London. It was only the second time that this high academic recognition had been awarded to a scholar outside of the United Kingdom.

DR. LAWRENCE CHARLES PARISH, associate in dermatology, has been appointed historian of the American Academy of Dermatology.

MARCUS A. FOSTER, superintendent of the Oakland, California, public schools and Trustee of the University of Pennsylvania, received the University of Pennsylvania's 1971 Education Alumni Association Award of Distinction.

MARTIN WARNICK, president of the Education Alumni Association (1969-1971), was this year's recipient of the General Alumni Society Commendation.

DONALD K. ANGELL, Director and Senior Vice-President of the University of Pennsylvania Foundation, Inc., has been awarded the U. S. Army's Outstanding Civilian Service Medal in recognition of his three decades of outstanding service as the University's military coordinator.

RICHARD DEGENNARO, Director of Libraries, was graduated from the Advanced Management Program of the Harvard Graduate School of Business Administration in May.

ANTHONY CODDING, Director of Houston Hall, has been named Chairman of the International Relations Committee for the Association of College Unions-International.

DEATHS

In recent weeks the University has received notice of the deaths of eleven members and retired members of the University Community. They are:

DR. HARRY A. ALSERTZER JR. (March 11), a University alumnus who became an instructor in chemistry in 1920 and retired in 1964 as emeritus associate professor.

DR. HORACE B. BAKER (March 12), who joined the University as an instructor in zoology in 1920 and was named emeritus professor in 1959.

GEORGE EMERSON CROFOOT (April 7 at the age of 92), who was named instructor in mechanical engineering and retired as emeritus professor in 1946.

MRS. ELIZABETH DAVIS (April 18), who came to the University as laboratory assistant in the Johnson Foundation in 1954 and had been head laboratory assistant since 1964.

BOULTON EARNSHAW (March 29 at the age of 90), a University alumnus who was Purchasing Agent from 1910 until he retired in 1951.

PAUL HARTENSTEIN (March 11), an alumnus, who had held such posts as Director of the University of Pennsylvania Fund, Director of Student Employment, Director of Houston Hall and Assistant to the President (1945).

WILLIAM J. LEEK (April 14), Manager of University Mail, Telephone and Parking Services since 1968; he had joined the University in 1963 as a chauffeur.

WILLIAM J. PURTLE (March 11), mail clerk in the University Mail Service since 1964.

DR. JACK SCHULTZ (April 29), senior member emeritus of the Institute for Cancer Research and Professor of Medical Genetics in the School of Medicine. He was a Fellow of the American Association for the Advancement of Science among other honors.

MRS. MARY ETTA TUCKER (March 26), receptionist at McClelland Hall from 1966 until taking medical leave this spring.

Summertime... ...and Recreation Is Easy

The Department of Recreation has begun "tooling" for the 1971 summer program, to offer some twelve hours of recreation and instruction for both the University family and the youth of the adjacent community.

The Division of Recreation and Intercollegiate Athletics and the National Collegiate Athletic Association will co-sponsor a six-week day camp for about 325 youngsters between July 6 and August 13 in the Weightman and Hutchinson facilities. Special morning swimming hours are being reserved at the Sheerr Pool for other community programs for boys and girls.

For members of the University family, the following recreational hours have been established between May 16 and August 16 (except July 3-5):

	Mon.-Fri.	Sat.
Gimbel Gymnasium and Pool	12 N-7 PM	11 AM-4 PM
Hutchinson Gymnasium	12 N-8:30 PM	Closed
Hutchinson Pool	12 N-5 PM	Closed

The following fee structure has been established for the summer months:

Full-time summer school students.....	None (Includes reserved locker)
Full-time faculty, administration & staff.....	\$5.00 (\$10.00 for reserved locker)
Dependents of full-time summer school students...	None
Dependents of full-time employees	\$5.00 each (Maximum \$25 per family)
Full-time students not enrolled in 1971 summer session	\$25.00
Part-time students and part-time faculty.....	\$25.00
Dependents of part-time students and part-time faculty	Not admitted
Alumni	\$25.00
Alumni Spouse	\$25.00
Alumni Family	\$100.00
Full-time graduate students (and families) whose normal academic year extends beyond May 14...	None

Tennis courts may be reserved one day in advance at the Hutchinson Gymnasium lobby.

Three special instruction programs will be offered between June 3 and June 30 in Weightman Hall:

Slimnastics	M/Th	12:00 N	Mrs. Taiz
Modern Dance	M/Th	1:00 PM	Mrs. Taiz
Pennquinettes	M/Th	7:30 PM	Mrs. Dannenhirsch

Coed steam bath hours in Hutchinson shall be weekdays, noon to 5:00 P.M. Swimming suits are required. Entrance for women is through the swimming pool entrance.

Questions and suggestions regarding recreational activities should be directed to the Director, Weightman Hall. Phone: 594-7438.

—Robert H. McCollum, Director

CORPORATIONS AND BLACK COMMUNITY

Twenty-five corporate executives from across the country are expected for a conference on "The Corporation and The Black Community," sponsored by the Management and Behavioral Science Center May 24 to May 29.

The Conference's purpose is to acquaint business people with the problems of the black community, and to provide direction for a corporate search for means to help the black community help themselves. It will cover primarily the work being done by the Young Great Society with Herman Wrice;

GRAMMATEIS

Grammateis, an organization originated 20 years ago by the chief clerks of the University, included the following proposals in a May 5 letter to the Finance Committee of the Trustees, with a view to "updating (the University's) personnel policies to bring about an improvement" in A-3 salary scales, benefits and working conditions.

This Committee met on Wednesday, March 31 and present to you herewith their recommendations for improvements. These proposals, not necessarily in order of priority, are in addition to the benefits we now have.

- *1. Employees to be granted four "personal" days annually.
- *2. Cumulative sick leave up to three years (54 days) for bona fide illness.
- *3. Employees to be granted one month's vacation annually after ten years of service.
- †4. (a) Eligibility for Retirement to be changed to ten years service instead of thirteen years service.
(b) The University to contribute 3% of annual salaries into the Retirement fund.
- †(c) Completion of fifteen years of continuous service with the University for retirement benefits to be vested so that even if employee leaves University service before regular retirement date, employee is eligible to receive an allowance effective June 30 following 62nd birth date.
5. Same status and salary scales for women as men for comparable work.
- *6. The Personnel Department to improve its communications with employees and provide a more useful flow of benefits and of job opportunities available. Job transfer requests to be between employee and Personnel and not subject to department rules.
7. The University to pay Blue Cross/Blue Shield for individual employees. Look into other plans for similar or better coverage available through companies such as Aetna, Travelers, etc. A courtesy plan could be initiated whereby employees could receive health services for a nominal fee at the Hospital of the University of Pennsylvania.
- *8. Long-term disability benefits to be handled on the same basis as faculty via University-wide Committee and not subject to department rules.
9. Dependents of A-3 employees to be eligible after three years of service for Direct Grant Scholarships in addition to the Faculty and Staff Scholarships.

* Probably little or no cost to the University involved.

† No cash outlay by the University now.

These proposals have been accepted by the Grammateis Organization membership present at its meeting April 28, 1971. We now present them to you for your consideration.

Respectfully submitted,
Grammateis Organization Committee
for Improvement of A-3 Benefits

Ruth H. How, Chairman
Rachel Di Stefano

Dorothy M. Lacey
Honore Murphy

James Griffin and the Business Practices Services; and the Mantua Industrial Development Corporation. One day will be devoted to the women's side of the work in Mantua. Faculty from the Management and Behavioral Science Center will participate.

UCSC: Condominium and Tower

A \$20 million development plan was announced last week for a University City Science Center site: the single block between 36th and 37th Streets south of Market.

Dr. Randall M. Whaley, President of the Center, said the block will include a commercial condominium (in which businesses own rather than lease a portion of a five-story structure); a 12-story Gateway building of laboratories, offices and specialized research facilities; and a 600-car garage.

The condominium and the Gateway tower are to be ready for occupancy by 1972. Hertzfeld & Horowitz Associates is the joint developer.

\$20 Million (Continued from Page 1)

The report sounded a "note of challenge" in regard to Annual Giving, the arm of the fund program that provides income for current operations:

"During the past two years, when Annual Giving at many institutions was going down, ours was going up. It exceeded \$2.6 million both years. These records were set, however, with the help of several very large non-recurring gifts. Consequently, our 1800 volunteers face an uphill struggle to match or surpass last year's all-time high."

In response to that challenge, one of the Trustees, I. W. Burnham, II, has added \$30,000 to his gift to Annual Giving for the year, the report noted.

National comparisons of gift support for 1969-70, included in the report, showed that Pennsylvania remained among the top ten of the nation's 2500 colleges and universities in all categories:

Total gifts (all sources)—ninth (seventh among private institutions).

Total alumni support—sixth.

Total alumni donors to annual fund—seventh (fifth private).

Total alumni gifts to annual fund—eighth (seventh private).

In view of Pennsylvania's liquidity problem, the Development Committee and staff have been pointing much of their effort toward raising (1) unrestricted funds, (2) endowment to help ease budgetary strain, and (3) completion funds for buildings already under construction, notably Vance Hall (Wharton Graduate) and the new Chemistry Building.

The report concluded:

"Measured against the magnitude of the University's needs, particularly for current operations, the results of our fund-raising efforts so far this year may not seem to give us much ground for self-congratulation. Unquestionably we could use more *unrestricted* funds than we are receiving.

"On the other hand, we have managed to maintain a level of gift support comparable to the high water mark reached under stimulus of the capital campaign of the sixties. We have retained the loyalty and confidence of our most generous benefactors. And Pennsylvania has more than held its own in comparison with other institutions. These are accomplishments in which the Trustees can take pride and hope."