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## NEWS IN BRIEF

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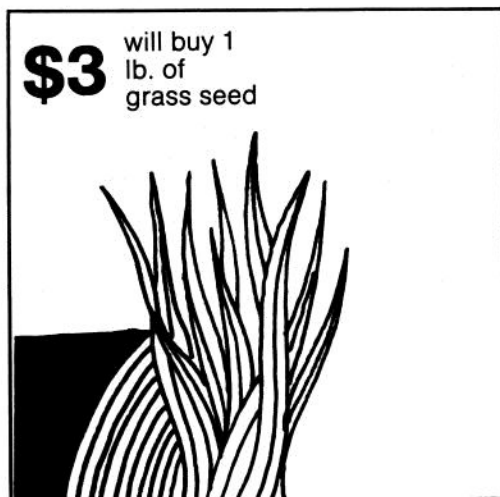
### OPEN LETTER: Vice Provost for Undergraduate Studies

*The ad hoc Consultative Committee on a Vice Provost for Undergraduate Studies welcomes the recommendations of the campus community. Nominations and supporting information about suitable candidates may be sent to the chairman, Professor Van A. Harvey, at Box 36 College Hall.*

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Earlier this year the consultative committee advising on selection of a Vice Provost for Research issued a similar call for recommendations to be sent to Professor Elliot Stellar at 243 Anatomy-Chemistry (ALMANAC May 11).

Provost Curtis R. Reitz said in a press conference September 16 that the selection of the Research vice provost is being delayed "... to make sure that the two vice provosts complement each other in the best possible fashion."



*The  
Sharing  
of the  
Green...  
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### PROVOST'S PANEL HIGHLIGHTS CUE '71

The future of undergraduate education at Pennsylvania will be the topic of a panel discussion at 8 p.m. Friday (October 1) in the Museum Auditorium, as part of a two-day Conference on Undergraduate Education.

Provost Curtis R. Reitz will moderate discussion by sociologist Marvin Bressler of Princeton University; Trustee Jacqueline Wexler, President of Hunter College; University Professor and former Provost David R. Goddard; alumnus Marshall Breger; and Pennsylvania faculty members Paul Rozin (Psychology) and J. Scott Armstrong (Marketing).

Workshops for the two-day program are listed on Page 2, and preregistration forms are available this week at campus registration desks. Participants may attend more than one workshop. No registration is required for the panel discussion.

### INDEPENDENT BOARD FOR UNIVERSITY PRESS

In accordance with resolutions passed by the Executive Board of Trustees June 11, the University Press is now a separate, non-profit corporation. It is a wholly-owned subsidiary of the University with an independent Board of Trustees.

Orville H. Bullitt, a University Trustee whose work includes a recent book on the discovery of Sybaris, has been

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# Almanac

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*From the President's Press Conference:*

## NEW PEOPLE AND PLANS FOR FALL

In a September 16 briefing for campus media, President Martin Meyerson along with Provost Curtis Reitz and Associate Provost John Hobstetter made a variety of announcements:

- The part-time appointments of Professors Renee Fox and Robert Zemsky as faculty assistants, and of Arnold Eisen as student assistant, to the increasingly coordinated staffs of the President and the Provost. The three will work with Council, Senate and others to develop "learning advances" and the financing of them, probably via foundations.

- A planning and management analysis program for up to 15 University administrators under Professor Russell Ackoff. Dr. Hobstetter described the program as unstructured, and said the intensive reading and weekly meetings with management specialists will begin October 15 and go on as long as seems profitable for those involved.

- A series of visits by the President to various schools and colleges, beginning October 11 at Wharton School. From 3 to 5 p.m. he will hear ideas and proposals from any faculty, staff or student member of the school he visits. Appointments are to be made via Miss Marion Callahan (Ext. 7601) on a first-call basis.

- A bi-monthly Campus Forum series, starting with "Improving the Quality of Education at our University" October 19 at 4 p.m. in Room 200 College Hall. The President and the Provost will introduce topics but will also hear others from the floor.

- The progress of four operating search committees: one for a Dean of Engineering, one for a Dean of the School of Dental Medicine, and one for each of the new Vice Provostships. (See *News in Brief*.) The President also noted that committees are being formed to search for a Dean of the Wharton School and to study the post of Vice President for Medical Affairs while seeking nominees to replace Dr. Luther Terry.

In response to inquiry, the Provost said the Council of Academic Deans' principal item this fall has been equal opportunity, since "... it is at the level of the Deans that there will be any real implementation for women and minorities." The Deans are currently studying recruitment and advancement of faculty. The President and the Provost also said that a response to their *Proposals* on educational options is to be submitted shortly by Deans Brownlee and Stephens.

## CONFERENCE ON UNDERGRADUATE EDUCATION

October 1 and 2, 1971

### Workshops

1. *Major Changes in the Length of Undergraduate Education* offers a panel discussion on three proposals: the three-year B.A. program; the trimester system; and the combination of bachelor/graduate programs.

2. *Premedical Education* examines the historical background and present state of medical education, investigating such possibilities in premedical education as (1) that there is no need for undergraduate premedical programs; (2) that a relatively well defined premedical-medical track be developed; (3) that a less structured track be developed to allow movement to M.D. or Ph.D. study; (4) that no specific track be developed, but graduate medical courses be made available to undergraduate students, taught by combined graduate-undergraduate departments.

3. *Vocational Decision-making and Advising*: Indecision seems to be on the increase, complicated by lack of employment opportunity. What role should the University adopt toward this difficulty? Is information the primary ingredient or is some form of action or group investigation an integral part of decision-making in this area?

4. *Undergraduate Education at Pennsylvania* aims to recommend specific answers to the following questions: What should be the goals of the undergraduate education here? What special facilities and programs can Penn bring to undergraduate education? Are our goals best served by a strong "major" emphasis or has our undergraduate education become too "professional"? What has happened to "liberal" education? Are classroom standards too lax?

5. *Student-faculty Academic Interaction* proposes freshman seminars on traditional academic topics, topics of contemporary interest, methodological topics and so on, by seminar leaders who will also be the students' academic advisers. It also unveils a plan whereby upperclass students will be able to participate in their professors' research.

6. *Teaching Methods* concerns itself with the modification—partially or entirely—of the three basic aspects of modern teaching methods: people, institutional structure, and technology. Discussion stresses increased human interaction between teacher and student, with institutional structure and technology serving as host to the learning process, providing the avenue for obviating standard classroom learning structure, and allowing more effective use of all teaching personnel (both faculty and students at all levels). The concept of a University-budgeted Learning Resources Center will be studied.

7. *Accreditation and Certification* focuses on the method of obtaining, and the philosophy behind, the bachelor's degree. What does the attainment of the degree represent? What are the desired characteristics of a good grading system? Are distributional and elective requirements desirable? In what new ways should students be able to complete degree requirements?

8. *Undergraduate Professional Education* brings representatives of all the undergraduate professional schools (architecture, business, education, engineering, nursing, and allied medical professions) and the College into discussion on the place of undergraduate professional education at Penn, with attention to the conceptual and technical course mix, possibility and desirability of shortening the time to the baccalaureate degree, possibility of combined undergraduate-graduate degree, and particular opportunities for work/study programs.

9. *Extending Undergraduate Education* explores the nature of Penn's resources and obligations to educate students outside the 18- to 21-year-old group. What is our role toward B.A.'s whose degrees have become outdated? Is it feasible to encourage alumni to return part-time? Should part-time and non-degree students be allowed freer access to College courses? What further effort can be made in the continuing education of women and men who may wish to resume undergraduate studies?

10. *Teaching Incentives and Evaluation* discusses among other topics the reordering of priorities necessary to improve teaching quality, proposals on new incentives to spur good teaching and new means of evaluating the teaching function.

11. *Intellectual Life-Style* examines directions Penn might take to enhance out-of-the-classroom intellectual life-style for undergraduates and others: what resident options are suitable given the available physical structures; whether there should be credit for performance courses; how to make events like plays, poetry readings and concerts a more integral part of campus life.

12. *Special Programs* explores four basic patterns of study and work away from the campus: "study-abroad" programs, "study-away" programs (enrollment at another U.S. college or university for a year or a semester), work-study programs, and furlough or "year-off" programs. The panel reports on opportunities available at Penn and other schools, solicits recommendations and proposes measures for increasing the range and quality of such programs.

*Workshops 1, 2, 5 and 12 meet from 2 to 4:30 p.m. Friday.*

*Workshops 3, 6, 9 and 11 meet from 10 a.m. to 12:30 Saturday.*

*Workshops 4, 7, 8 and 10 meet from 2 to 4:30 p.m. Saturday. (For preregistration form, see September 21 issue.)*

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## THE COUNCIL

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### COUNCIL TAKES A MODERATOR

The Steering Committee resolution to elect Dr. Roger H. Walmsley, Associate Professor of Physics, as Moderator of the Council was approved by Council at its September 22 meeting. He took office immediately.

### STATUS OF WOMEN

Council resumed debate September 22 on the Status of Women, completing action on the second of three resolutions introduced by the Steering Committee June 22. (For the full text of the resolutions, see ALMANAC September 7; for the Cohn Committee report they replaced, see April 13, 20 and 27.)

A motion to rescind all June 22 action and to consider the Cohn proposals instead of the Steering Committee version was defeated Wednesday.

The first Steering Committee resolution, passed June 22, calls for application of the same scholarly standards to both men and women, but provides "when a clear choice is not possible . . . special consideration shall, at this juncture, be given in favor of the woman."

The second, which sets up a committee to implement the equal opportunity policy, was amended first by the substitution of the original Cohn Committee recommendation, then by amendments on function and access to records. In its final form it reads:

That a University-wide Committee of A-2 Personnel be appointed by the President from a panel submitted by the Steering Committee of the University Council. This committee shall assess compliance with anti-discrimination procedures. To facilitate its work this committee may interview department and school personnel and through the Office of the Provost may secure access to relevant records. (Amendments to the Cohn version are italicized.)

An outgrowth of the June 22 debate was a Moderator's ruling to extend all of the privileges of membership except voting to Dr. Mildred Cohn as a subcommittee chairman at this meeting. A by-laws change to formalize this procedure is expected to go before Council shortly. Although the ruling allowed Dr. Cohn to present a motion on her report, the existence of the June 22 Steering Committee resolutions on the floor brought a further ruling that she might only move that Council receive her committee's document, not that it adopt or accept the recommendations.

## THE FREEZE TOUCHES TEACHING FELLOWS

Based upon clarification of federal rulings under the wage-price freeze, the University counsel has advised that a scheduled increase in the scale of compensation for teaching fellows and related appointments cannot be put legally into effect.

The University had planned to increase the compensation of teaching fellows from an average of \$2700 to an average of \$2950. This increase was recommended by the Budget Committee in Spring 1971 and was approved by President Meyerson. Teaching fellows are appointed for the academic year and the appointments begin in September. This led to the situation of the increase being caught in the freeze.

The University will act to make the increase effective as soon as legally possible. Hoping for legal clearance, we authorized the payroll department to process the appointments at the increased rates. The opinion of counsel came too late to revise the payroll vouchers. The September pay checks, therefore, will carry the increase, although the University is compelled to deduct the excess amounts from October checks, if the situation remains unchanged.

The same freeze did not affect other faculty members who are on a nine-month payment schedule beginning in September. The advice of counsel, based on guidelines of the Office of Economic Preparedness, declared that any faculty member who had the option to have his 1971-72 salary paid as of July 1 is eligible to receive a salary increase. None of our teaching fellows had such a choice, and this rationale could not be employed. For a while, it appeared possible to implement the increases for teaching fellows on a theory of work-done prior to August 15 for the academic year. This theory, plausible under some earlier statements of federal officials, was foreclosed by announcements just prior to Labor Day.

The current freeze ends in November. While the constraints of "Phase II" are not yet known, hopefully there will be sufficient relaxation to permit the planned payments to teaching fellows, and to permit relief for other employees whose wages have been adversely affected by the freeze.

—Curtis R. Reitz

## THE TRUSTEES

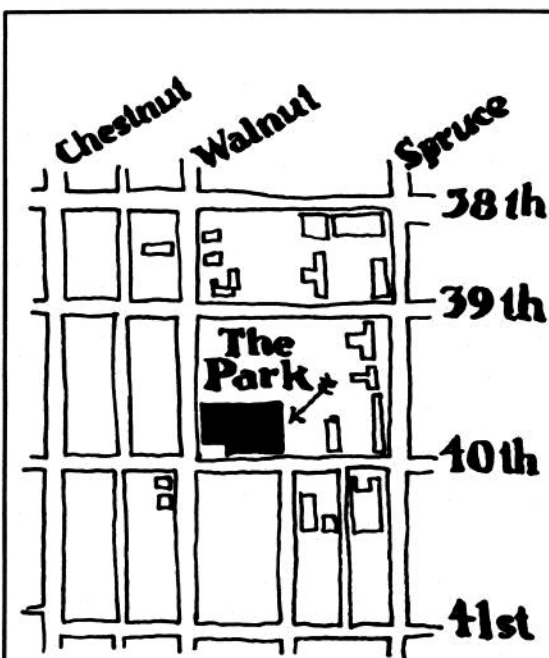
### VICE PRESIDENT: Facilities Management and Construction

At the September 24 Executive Board Meeting, the Trustees named John C. Hetherston to the new position of Vice President for Facilities Management and Construction, effective October 1.

He will continue the physical planning function he has carried as Vice President for Coordinated Planning since 1963, and will assume responsibility for engineering services, security, buildings and grounds maintenance, and new construction.

"John Hetherston brings to his new position over 25 years of experience in our University, during which he has contributed significantly to its growth and excellence," President Martin Meyerson said. "I am extremely pleased that he has agreed to add even greater responsibilities to those he already carries, and I look forward to working closely with him. In the time ahead, the well-being and growth of the University's physical plant require the most skillful and resourceful management possible. We are fortunate that John Hetherston will give us the leadership and creativity which these areas require."

A Wharton School graduate and former instructor there, Mr. Hetherston has served as Assistant Secretary to the General Alumni Society, Assistant Secretary and Secretary of the University. He was President Harnwell's Assistant for Integrated Planning before being named Vice President. In the nine years he has held planning responsibility, the University has completed 64 new construction and major renovation projects totalling over \$150 million.



### THE SHARING OF THE GREEN AT 40TH STREET

Bordered on three sides by institutional development, the University of Pennsylvania still touches a neighborhood only on its western edge around 42nd Street. This spring, a coalition of students, faculty, staff and neighborhood associations from that area began the planning of a park for 40th Street, on the site then designated as a parking lot for 150 cars.

The Coalition's agreement with the University is to raise \$10,000 by October 1; if not it must defer the project for a year and try again.

With just this week to go, the Penn-Community Park Coalition now has over \$5000 in hand and another \$1500 in pledges. Gifts have come in all sizes and from all sectors: about \$1300 in the "under \$5" range was raised a little at a time through block parties and cookie sales, while \$1200 came from larger donations including one anonymous giver's \$500 in securities. Businesses in the area have given \$3300, and student organizations \$900. The Architects Workshop of Philadelphia has contributed professional services.

The Park will be for all to use, and any member of the University family may contribute to the building of it. Gifts can be earmarked for the donor's special interest: grass, flowers, shrubs, trees, benches, fountains or play equipment. Checks should be made out to the Penn-Community Park Coalition and mailed to 117 Logan Hall.



## NEWS IN BRIEF CONTINUED

named Chairman of the new University of Pennsylvania Press Board of Trustees.

Directors are Carroll G. Bowen, for many years Director of MIT Press, and Philadelphians Richard W. Foster of Rittenhouse Book Distributors Inc.; J. W. Lippincott Jr. of J. B. Lippincott Co.; James Miades, Treasurer of the Chilton Company; W. S. Woods Jr., Assistant Treasurer of Sun Oil Company; and William R. Scott, Esq., of the Scott Paper Company.

Members of the University of Pennsylvania named as directors are David R. Goddard, University Professor of Science and Public Policy at the Fels Center; Harold E. Manley, Vice President for Financial Affairs; and Curtis R. Reitz, Provost and Vice President of the University.

### PRESIDENT'S STAFF CONFERENCE

At Council September 22, President Meyerson announced that what has been the President's Staff Conference will "be enlarged in a variety of ways," possibly including the membership of Council representatives. In the past, the President's Staff Conference included the Provost, the Vice Presidents, some Deans, and the various aides and members of the President's and the Provost's staffs.

### COLLEGE FACULTY

The College Faculty's next meeting is October 5 at 11 a.m. in Room 200 College Hall. At its September 14 meeting, the Faculty elected Timothy Materer to succeed Guy Hollyday as Secretary, and Robert Giegengack was named chairman of a committee to consider an ecology major.

### WOMEN FOR EQUAL OPPORTUNITY

WEOUP will hold an open meeting Thursday (September 30) at 5 p.m. in W-51 Dietrich Hall to brief all women fac-

ulty, staff and students on equal rights under current law. Speakers will outline purposes of the new research-and-action group, and three who went to Washington with WEOUP counsel Lois Forer will report on their talk with Senator Richard Schweiker.

## A SMOKERS' CLINIC AT HUP

Cigarette smokers who wish they weren't can enroll in a smokers' clinic with a very personal approach to the problem, established at HUP by Psychiatrist Dr. Paul Dormont. Instead of making him stop smoking immediately, the plan gives each participant his own schedule for smoking *at times when he normally wouldn't*.

"After discussing his smoking habits with me, the smoker will be given a schedule of random times when he can and *must* smoke," explains Dr. Dormont. "Keeping to the schedule breaks up the individual's smoking habits of years' duration, thereby enabling him to gradually decrease and eventually cease all cigarette smoking."

The expense of participating in the HUP smokers' clinic is small in both time and money. After an initial hour interview, the participant sees Dr. Dormont once a week for 15 minutes to discuss his progress and make changes in his smoking schedule. Clinic fees, based on an individual's income, are a maximum of \$10 per visit. The only other expense is for a small timer or alarm wristwatch; these devices are available for as little as \$5 to \$6.

To enroll in the clinic, faculty and staff may call Dr. Dormont at HUP Ext. 2821 or 2800.

ALMANAC: 515 Franklin Building, Ext. 5274

Editor .....Karen C. Gaines

Assistant Editor .....Anne M. Geuss

### RETROACTIVE STATE INCOME TAX

The Commonwealth of Pennsylvania has enacted a 2.3% Personal Income Tax which is retroactive to June 1, 1971.

The amount withheld each pay period will be determined by applying the 2.3% rate to gross earnings. University payroll checks will reflect deductions for the new tax beginning as follows:

Monthly	October 29, 1971
Semi-monthly	October 15, 1971
Weekly	October 8, 1971

Due to the retroactivity of the new tax, many employees will not have sufficient amounts withheld between October and December to satisfy their liability. Those who wish to avoid paying the deficit in one lump sum next April may have additional amounts withheld for the remainder of the calendar year by completing a payroll deduction form and returning it to the Payroll Department, 3rd Floor Franklin Building.

Amounts authorized as additional deductions must remain in effect from the first pay period after form is received in Payroll until December 31, 1971.

*Please Type or Print Clearly*

Employee Name

Last Name	First Name	Middle Initials
Employee Number (refer to payroll earnings statement) _____	How Paid (Check One)	— Monthly — Semi-Monthly — Weekly
Amount to be deducted from each pay check in addition to 2.3% minimum \$ _____	Signature _____	

If you wish only the required 2.3% to be deducted from your pay, no action is required of you. Additional amounts authorized will be dropped automatically as of the first 1972 pay.

PAYROLL USE ONLY

Payroll No. \_\_\_\_\_ Audited By \_\_\_\_\_