
NEWS IN BRIEF

COUNCIL'S NOVEMBER 10 TOPIC IS ROTC

The University Council meets at 4 p.m. Wednesday (November 10) for discussion and action on a new set of Steering Committee proposals based on the Dwyer Subcommittee Report on ROTC (ALMANAC May 4).

S.A.C. ACTION ON CHAIRMANSHIP

The Senate Advisory Committee at its November 3 meeting formally and unanimously requested that Senate Chairman Henry J. Abraham continue in office for the remainder of his term, which ends May 1. Professor Abraham has accepted a chair at the University of Virginia effective July 1.

PRESIDENT VISITS FINE ARTS NOVEMBER 22

President Meyerson will be available to faculty, staff and students of the Graduate School of Fine Arts from 3 to 5 p.m. Monday, November 22. He will hold 15-minute sessions with groups or individuals. Appointments are on a first-call basis to Dean Peter Shephard's office, Ext. 8321.

CAMPUS FORUM DECEMBER 1: WOMEN AND BLACKS

The second Campus Forum, in which President Meyerson, Provost Reitz and other University leaders make themselves available for questions from all students, faculty and staff, will be held Wednesday, December 1, at 4 p.m. in Room 200 College Hall.

"Women and Blacks" will be the opening topic. Other issues may be introduced from the floor by any member.

FORMING A CONSORTIUM ON MINORITIES IN BUILDING

Representatives from 41 colleges and universities in southeastern Pennsylvania will meet here Saturday (November 13) as a task force to plan a consortium for equal opportunity employment in building programs on their campuses.

The Conference on Planning a Consortium for Equal Opportunity is sponsored by the Human Resources Center and will be held in Stiteler Hall, 37th Street and Locust Walk.

President Meyerson will open the Conference at 10 a.m. John L. Wilks, Director of the Office of Federal Contract Compliance in the headquarters of the U. S. Department of Labor, will address the group at a 12:30 p.m. luncheon.

H.E.W. TEAM GIVES PROGRESS REPORT

The chief delays in completion of the H.E.W. investigation of the University are in racial data-gathering and in comparisons of A-1 salaries, two investigators told the Steering Committee of Women for Equal Opportunity at the University of Pennsylvania Monday, November 1.

Robert Adams and John Rother said they will remain available full-time for complaints or suggestions until the investigation is complete. They can be reached on campus through the Office of Equal Opportunity (Ext. 6993) or downtown at the Office of Civil Rights (597-9333).

Their next step will be to present their findings to the University administration. The University will then respond with an Affirmative Action Plan designed to correct any specific problems listed in those findings. The University will be subject

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Almanac

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From the President and the Provost and Vice President:

ON FACULTY SALARIES

Dear Colleagues:

We are deeply concerned about faculty salaries at the University of Pennsylvania. The AAUP salary data now in circulation is for September 1970, the academic year already past, not this one, September 1971. Incidentally, the figures were widely reviewed last year in the campus press, other publications, and in press conferences. It was the low standing of our University in the AAUP ratings in September 1970 which reinforced our decision to raise faculty (and staff) salaries in July at the beginning of the new fiscal year despite our financial tightness. We believe the increase in average faculty compensation between 1970 and 1971 is among the largest dollar increases for institutions comparable to Pennsylvania.

It was on March 31, 1971, in our Proposals for Consideration by the University Community, that we stated:

"In the assessments of the levels of compensation of our faculty and our staff, the need for strengthening is unquestionable. The American Association of University Professors compilations showed Pennsylvania was 20th in the fall of the 1959-60 academic year in average compensation for full-time faculty. In the fall of the 1969-70 academic year, Pennsylvania was 30th. It is not sufficient to point out that many of the institutions preceding Pennsylvania are not viewed as academically comparable. The important comparison is that almost all the large private universities with which we are otherwise competitive are at a higher rank. Though fewer comparisons are available for most non-academic staff, the evidence we have is discouraging.

We feel this administration would be remiss if we did not pledge to fight for salary and wage increases, however modest, for 1971-72, despite the financial difficulties we face. Furthermore, it is our aim, in the years ahead, to equal or surpass salaries of faculty and staff in other major private institutions, except for those very few that have inherited huge resources from the past. To do otherwise would be to continue subsidizing the University excessively at the expense of its staff and faculty."

In the following month, the figures for average compensation for full-time faculty, excluding medical school faculty, for September 1970 were released by the American Association of University Professors. At that time, we had regressed to 42nd place in the country. We are determined to reverse this trend in which we declined from the 20th position in 1959 to the 30th in 1969 to the 42nd in 1970. We believe that in this past year we have made an important start in doing so.

Sincerely,

Martin Meyerson
Curtis R. Reitz

TORCH DRIVE: AN \$83,317 PROJECT

As the largest nongovernmental employer in the city, the University of Pennsylvania is in a unique position in the United Fund campaign this year, according to co-chairman Raymond C. Saalbach.

"There are fewer people than last year, to try for a higher total in giving—and at a time when economy is very much with us at all levels of University life." The Torch Fund team (Senate Chairman Henry J. Abraham is the co-chairman) still predicted success based on early returns. "One thing we can't emphasize enough," explained Saalbach, "is the need to give *something* this year, if not a lot. The number of donors is a point of pride for Penn, especially since we never follow the industry pattern of required participation. It's all voluntary—which means a lot to all of us, and to those who look to us for signs of concern for the city."

To open the United Fund Torch Drive at Penn this fall, President Meyerson sent the following letter to all members of the faculty and staff:

The 1972 United Fund Torch Drive begins officially on campus on October 13th. As you know, the United Fund provides financial support for 250 agencies in the metropolitan area offering essential health, guidance, and social services for more than a million people.

Growing demand on the member agencies and inflation have resulted in an increased campaign goal this year. We at the University are asked to contribute \$83,317. This is about a 19% increase over our quota for last year, but only 1% more than we actually collected last year. Therefore, our push this year will need to be even greater than last year's. As the largest group of nongovernmental staff in the community, we should make every effort to be generous and to achieve this new goal. A convenient way of giving, particularly for those whose contributions are at the Fair Share level, is through automatic salary deductions budgeted over the year.

A volunteer will call on you in the next few days.

The Fair Share level that President Meyerson refers to is based on giving levels of labor and management groups in the community. The formula for that is:

Hourly-waged personnel: One hour's pay per month for 12 months.

Management, supervisory, professional and technical personnel:

Up to \$10,000: 0.6% of income

\$10,000 to 30,000: \$75 plus 2.0% of income over \$10,000

Over \$30,000: \$475 plus 3.0% of income over \$30,000

The real guideline for giving, however, is what the gift will buy for those who need help. The box below shows that formula.

If you earn . . .	A gift of only . . .	Will
\$1.65 per hour (\$3,432)	\$.06 a day or \$ 21 a year	buy corrective shoes for a handicapped child.
\$2.65 (\$5,512)	\$.09 \$ 33	provide speech therapy for a child who stutters.
\$3.65 (\$7,592)	\$.13 \$ 46	provide hot lunches for 20 children for a week at a day nursery.
\$4.65 (\$9,672)	\$.16 \$ 58	help train an amputee to be self-supporting.
\$11,000 per year	\$.26 \$ 96	pay for a week at camp for three needy children.
\$13,000	\$.37 \$ 135	enable the Red Cross to supply 11 pints of life-giving blood.
\$15,000	\$.48 \$ 175	buy leg braces for a crippled child.
\$17,000	\$.59 \$ 215	buy a wheelchair for an arthritis victim.
\$19,000	\$.70 \$ 255	provide 20 nursing visits for an aged invalid.
\$21,000	\$.81 \$ 295	buy special equipment to help youngsters with cerebral palsy.
\$23,000	\$.92 \$ 335	provide ten weeks of day care for a child whose mother must work.
\$25,000	\$1.03 \$375	provide treatment to help eight addicts overcome the drug habit.
\$30,000	\$1.30 \$475	give physical therapy to a disabled adult for one year.

HONORS

NOBEL PRIZE TO FORMER WHARTON ECONOMIST

Former Wharton School Professor SIMON KUZNETS, who won the 1971 Nobel Prize for economics, did much of his work on national income during his 24 years here.

He joined the Wharton faculty in 1930, became Professor of Economics and Statistics in 1936, and left in 1954 to become Professor of Political Economy at Johns Hopkins University. In 1960 he joined the Harvard University faculty, where he is now Professor Emeritus. Dr. Kuznets published the two-volume *National Income and its Composition* in 1941, *National Product Since 1869* in 1946, and the major work, *Share of Upper Income Groups in Income and Savings* in 1953. He was also on the staff of the National Bureau of Economic Research during the period.

AWARDS FOR EXCELLENCE IN DESIGN

Two new buildings on campus have won awards for excellence in design from the Pennsylvania Society of Architects of the American Institute of Architects.

Distinguished building awards were made to Alfred Clauss (AIA) of Bellante, Clauss, Miller and Nolan in association with Richard Neutra for the Graduate Towers Complex, and to Louis de Moll of the Ballinger Company for the Robert Lincoln McNeil Social Science Building.

HONORS IN BRIEF

DR. PAUL GYORGY, Professor Emeritus of Pediatrics, has been elected a Fellow of the Royal Society of Medicine. Dr. Gyorgy now serves as consultant to Philadelphia General Hospital.

DR. D. WALTER COHEN, Professor of Periodontics, was elected Chairman of the American Board of Periodontology at its recent meeting in Chicago. He also received the Gold Medal Award from the American Academy of Periodontology. The award was established in 1967 to honor those who have made outstanding contributions to the understanding and treatment of periodontal diseases. The DEPARTMENT OF PERIODONTICS won first prize for its scientific exhibit at the American Dental Association meeting in Atlanta in October.

Athletic Director FRED SHABEL has been elected president of the Eastern Intercollegiate Tennis Association. He has also been named to the executive committee of the Eastern College Hockey Association.

JAMES SHADA, Director of Financial Aid, has been designated President-elect of the Pennsylvania Association of Student Financial Administrators.

GRANT INFORMATION

FACULTY GRANTS AND AWARDS

A subcommittee of the University Council Committee on Research considers applications submitted by fully affiliated faculty members for funds in support of research.

Two kinds of grants are available: (1) Summer Research Fellowships which pay the recipient a stipend of \$1,500.00 and (2) Grants-in-aid which pay specified research expenses such as secretarial or other research assistance, purchase of permanent equipment or specialized materials (which become the property of the University), expendable supplies, transportation, etc.

An applicant may request either one or both of these types of grants.

The deadline for submission of an application for a Summer Research Fellowship is January 15. The subcommittee will generally complete its evaluation of such applications by March 1 and will notify the applicant by March 31 as to whether or not his project will be funded. An application for a grant-in-aid may be submitted at any time; however, inasmuch as the subcommittee generally commits all available funds at its January-February meeting it may not be able to accommodate grant-in-aid applications received after January 15.

Application forms are available at the Office of Research Administration and may be requested by telephone at extension 7293.

—Reagan A. Scurlock

STUDY IN GREAT BRITAIN 1972-73

Members of the faculty and administration are urged to alert seniors and students in the graduate and professional schools about the Thouron/University of Pennsylvania British-American Exchange Scholarships. These awards provide one, two or three years of study in degree programs (or the equivalent) in any British educational institution.

Information about the Thouron Scholarship program and application forms are available at the Office of Fellowship Information and Study Programs Abroad, 18 College Hall. The deadline for filing applications for scholarships beginning in the academic year 1972, is December 1, 1971.

The Thouron Committee is particularly seeking those students whose nonacademic experiences are likely to foster understanding between the people of Great Britain and those of the United States.

—James B. Yarnall

APPOINTMENTS

DEAN OF STUDENTS' OFFICE

The Dean of Students staff has two new full-time members as part of its Fall reorganization:

Mary Selecky, a 1969 alumna who has been serving on the Student Affairs Staff at Sarah Lawrence College, is now Assistant Director of Student Activities. Miss Selecky has special responsibility for new student orientation.

William Dearth, a graduate of Hiram College who received his Master of Fine Arts from Temple University, is the new Associate for Dramatic Activities. He works with the Penn Players and conducts workshops in acting, directing, and voice and body improvisation.

Part-time additions include Michael T. Sheehan, as Assistant Business Manager for Student Performing Arts Activities; Thomas Lovejoy, Co-Chairman, Pre-Medical Advisory Board; and Axel Steuer, Advisor for Alternative Careers.

LIPPINCOTT LIBRARY

Janet L. Miller has joined the professional staff in the Lippincott Library as Cataloger in the Technical Services section. She received her B.A. from Gettysburg College and her M.S. in Library Science from Drexel University.

SAMP

Eleanor Jane Carlin has been named Chairman of Physical Therapy at the School of Allied Medical Professions. Miss Carlin, who recently was appointed from associate to full professor, also serves SAMP as Assistant Dean.

She will assume her new position on January 1, 1972, on the retirement of the present chairman, Dorothy E. Boethke, Professor of Physical Therapy.

STUDENT AFFAIRS/REGISTRAR

Douglas R. Dickson, Director of Student Information and Planning, moves from the Student Affairs Office to the Registrar's Office this week. He continues his work in the student information area.

From the new location he will work on a centralization of student data, to enable the University to improve analyses, cut down on the number of forms it asks students to complete, and eliminate the cost of maintaining duplicate forms in various offices.

WASHINGTON

\$10,000 FOR MINORITY STUDIES

The National Endowment for the Humanities has announced a post-doctoral fellowship program to give young scholars and teachers who are just completing or have completed their professional training an opportunity to undertake Afro-American, American Indian, or Mexican-American historical, social, or cultural studies under the guidance of experienced advisers to enable them to develop the ability to contribute significantly to knowledge of the Negro, the American Indian, and the Mexican-American through teaching, writing, and leadership in their institutions and professions. A stipend of \$10,000 for the academic year 1972-73 will be provided. A list of the fellowship institutions and other information concerning the program can be obtained from the Office of Research Administration, 4th Floor, Franklin Building. Application deadlines will be set by the fellowship institutions.

RANN GUIDELINES

The National Science Foundation has issued interim description and guidelines for preparing proposals under the Research Applied to National Needs (RANN) Program. RANN includes projects of weather modification, earthquake engineering, and research formerly funded by other programs including Interdisciplinary Research Relative to Problems of Our Society (IRRPOS). A copy of the description and guidelines may be obtained from the Office of Federal Relations, 11 College Hall.

NSF APPOINTMENTS

At the National Science Foundation, the following appointments have been announced: *Dr. Stuart W. Tanenbaum* (Columbia P & S) as Program Director for Biochemistry, Molecular Biology Section; *Dr. Donovan S. Correll* (Southern Methodist) as Program Director for Systematic Biology and *Dr. John M. Neuhold* (Utah State) as Program Director for Ecosystem Analysis in the Ecology and Systematic Biology Section; *Dr. Roger W. Murray* (North Carolina) as Program Director for Chemical Analysis; *Dr. Allen M. Shinn* (Texas) as Program Director for Political Science; *Dr. Frederick W. Huszagh* (American) as Program Director for Law and Social Science.

—Donald S. Murray

NEWS IN BRIEF CONTINUED

H.E.W. TEAM (Continued from Page 1)

to further review if its Affirmative Plan should later prove inadequate.

In response to questions, the team told WEOUP that no quotas are being set. "Quotas are illegal," Rother explained, "but as a contractor the University is required to set goals and timetables."

Goals are expressed in a range of numbers or percentages, not in fixed totals; and if goals are not reached the University must submit details of its attempts to meet them. In most cases, goals are based on the availability of minority and female candidates for faculty and staff openings that occur.

FELS LECTURES ON POWER AND STRUCTURE

"Power and the Structure of Society" is the theme of a series of lectures on Public Policy Analysis being sponsored this month by the Fels Center of Government as part of the 50th Anniversary of the Wharton Graduate Division.

James S. Coleman, Professor of Sociology at Johns Hopkins University, opened the series November 4 and 5 with "Emergence of New Persons" and "Separation of Power from its Source."

He continues Thursday, November 11, with "Size and Power" and Friday, November 12, with "Relations Between the New Persons and the Old." Lectures are in B-6 Stiteler at 4 p.m.

'ALL MY SONS' AT ANNENBERG

The Annenberg Theatre Lab's production of Arthur Miller's "All My Sons" will begin a two-weekend engagement at the Annenberg Auditorium on November 11.

The cast was chosen from university and community actors while all technical aspects of the production including scenery, lighting, and costumes are being created by professional theatre designers.

Director is Mrs. Ilona Gerbner of the Annenberg faculty. General admission is \$2.50; students with I.D. cards will be admitted for \$1.50. Performances are at 8 p.m., November 11, 12, 13, 18, 19 and 20.

GROUP RATE FOR '72 ON ICE

A \$3 ticket is available for children, students with I.D. cards, and adult groups of 25 or more to attend the 2 p.m. Saturday matinee of '72 on Ice. Graduate Hospital benefits from the U. S. World Team Figure Skating Exhibition Friday and Saturday (November 12 and 13) at the Class of '23 Ice Rink. Tickets to 8 p.m. performances are \$5 each at Houston Hall. Fidelity Bank is the corporate sponsor.

RENEWING AN ACADEMIC TRADITION

At a special ceremony in the University Museum on October 14, President Martin Meyerson renewed an academic tradition by presenting the honorary Master of Arts to faculty with professorial tenure holding no degree from Pennsylvania. More than 600 faculty with degrees from other institutions were by these awards identified in still another way with our University. The first honorary Master's were given to Benjamin Franklin professors at the gathering as representatives for all those present.

In his remarks, President Meyerson emphasized the ideal of collegiality and fellowship inherent in this custom. "This degree

symbolizes that we are fellows of one corporate body, sharing common goals and standards, a common heritage, and the same general hopes. But it also reminds us that the University itself holds membership in a universal body of learning in which we are privileged to belong and serve."

Such awards began at Oxford centuries ago, and the practice is followed at Cambridge and major Italian and Spanish universities. Several other institutions in this country, including Harvard and Yale, award this *privatim* (or *ex officio*) degree to their permanent faculty who have not previously received degrees there.

On Faculty Salaries:

NATIONALLY, THREE MODES OF RESPONSE

At the Brink, the AAUP's preliminary report of April, 1971, emphasized the national decline in rate of increase of faculty compensation. It pointed to the choices the country's institutions must make in allocation of resources: decisions about teaching loads, teaching versus research and "across-the-board" versus selective or "merit" raise patterns.

At Pennsylvania, there has sometimes been an annual choice between increasing salaries *per se* and increasing the total compensation package through fringe benefits. Of the benefits the AAUP counts as total compensation in its annual figures, Pennsylvania's weak point is its medical coverage.

At the Brink also describes three basic alternatives that faculties can take in response to declining rates of increase:

- A passive mode, in which faculties tend to acquiesce to decisions made by others, leading to a "marked reduction of the faculty role in governance."

- Reassertion of the principle of shared authority, with faculty bearing primary responsibility for faculty status via "close attention to the organization and operation of agencies of faculty government."

- An adversary mode, in which a faculty acts "not as a partner but as a power," pursuing its own interests through trade unionism, exclusive representation and collective bargaining.

At Pennsylvania, the second is in operation. There is shared authority in the Faculty Affairs Committee of the Council and heavy faculty participation on the Budget Committee. The local Committee Z, headed by Lawrence Klein (Economics) is a fact-finding body. In the spring, Committee Z recommended that the Senate form a standing committee on economic status, and this was done on October 20 (ALMANAC November 2).

Sprague Committee

The new standing committee, chaired by James M. Sprague (Anatomy), has met twice and works closely with Committee Z for the fact-finding portion of its charge. (Lawrence Klein is a member, along with William Gomberg, Industry; Paul Taubman, Economics; William Cohen, Chemical Engineering; S. D. Erulkar, Pharmacology/Med; Paul Bruton, Law; June Axinn, Social Work; and Maureen Sullivan, English.)

The Sprague Committee is "not envisioned as a negotiating arm with the administration," its chairman said. It will report its findings and make its policy recommendations only to the Senate; but its existence as the only other Senate standing committee besides the Academic Freedom Committee is an indication of the weight given by the Senate to the economic issue, he added.

ALMANAC: 515 Franklin Building, Ext. 5274

Editor Karen C. Gaines

Assistant Editor Anne M. Geuss