

NEWS IN BRIEF

RESEARCH DIRECTOR: CHARLES F. YOST

Charles F. Yost has been named Director for Research at the University City Science Center, a non-profit corporation organized in 1965 and owned by 25 colleges, universities, medical schools and hospitals, including this University.

Mr. Yost was formerly Planning Manager of Allied Chemical Corporation's Materials Research Center, holds three outstanding awards from the U.S. Air Force and the Department of Defense, and is the author of numerous articles and reports. He has an M.S. and a B.S. in Physics from George Washington University.

The function of the Science Center is to coordinate a wide variety of research programs for the purpose of applying scientific and technical knowledge to the problems of society and the general quality of life.

APRIL ARTS WEEK PLANNED

A week-long celebration of the arts on campus will take place April 3 through April 10. Plans underway for April Arts Week call for continuous exhibits in the Institute of Contemporary Art Gallery, the Philomathean Gallery, and an exhibit sponsored by the Penn Union Council as well as performances by the Penn Players, the University Choral Society and Orchestra, the Glee Club, various campus chamber groups, and a concert by the Julliard String Quartet. There will be performances scheduled each day of Arts Week at 4 P.M. and at 8:30 P.M.

How to Read a Paycheck . . .

See Page 3

CHRISTMAS CHEER FOR JACKSONS

Two truckloads of clothing, cases of food, furniture and \$3,022 in cash and checks brightened the Christmas holidays for Buildings and Grounds employee Francis Jackson, his wife and six children, who were burned out of their recently remodeled home in mid-December.

As noted in the December 21 ALMANAC, Mr. Jackson is hospitalized with a virus that has paralyzed him from the waist down.

Bikes, games and toys for the children, whose Christmas presents were destroyed in the fire, were among donations from fellow University employees and campus organizations.

B and G employees George Kilbride and James Schaab, coordinators of the effort, called the response "magnificent" and thank all who answered the plea for help.

Mrs. Jackson and her children are living in a house rented by the insurance company until their home is rebuilt.

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Almanac

Volume 18, Number 17

January 11, 1972

Published weekly by the University of Pennsylvania

HEALTH LAW PROJECT FUNDED BY O.E.O. FOR SECOND YEAR

The Health Law Project at the University's Law School, which is developing a curriculum and teaching program on the legal aspects of health care and the responsibilities of hospitals and nursing homes, has been awarded a grant of \$291,573 by the U.S. Office of Economic Opportunity to fund its second year of work. The first program of its kind in the nation, it began operation in October, 1970.

Thus far, the principal areas of study by the Health Law Project have been problems of access to health care, the quality of care, and patients' rights in hospitals and nursing homes. Other concerns have been the role of private insuring organizations in the administration of the federal Medicare and Medicaid programs (in their role as fiscal intermediaries); and the examination of "dual track" health care (i.e., differing care for the poor and non-poor) in hospitals and the relationship of this practice by hospitals to the Medicare-Medicaid benefit system.

Directing the Health Law Project are Edward V. Sparer, Associate Professor of Law, who is the Faculty Director, and attorney Sylvia A. Law, who is Staff Director. The staff also includes two lawyers, a sociologist, and two community workers. A physician will be joining the staff.

The Health Law Project has recorded a number of solid accomplishments in its first year. In conjunction with the National Legal Program on the Health Problems of the Poor (NLPHP) based at the Law School of the University of California at Los Angeles, the Health Law Project has prepared a preliminary set of materials appropriate for either law school teaching or for legal services attorneys who seek to work in the health law area. The Health Law Project has a close working relationship with NLPHP, whose main emphasis is on litigation work to aid neighborhood legal services programs throughout the nation, which are sponsored by the Office of Economic Opportunity.

Attorneys from the Project have helped to organize a patients' rights committee at the Sarah Allen Nursing Home

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FROM IVY POLICY TO THE HONOR CODE

At the second monthly President's Conference held Friday, December 17, in the Council Room of the Furness Building, President Meyerson announced that at the request of the Ivy Group Policy Committee, the University is formulating a proposal for approval by the Policy Committee, seeking foundation support of Ivy interinstitutional programs.

The President also noted the affirmation of the group (comprised of the Ivy League Presidents) on the question of eligibility of women to participate in all athletic competition. He also said that the group has requested clarification of the equal opportunities rules from HEW headquarters.

Also coming out of the meeting were the following announcements: Senate Chairman Henry Abraham announced action by the Senate to form a committee to explore the relationship of the Senate to the University Council; Francis M. Betts III, Assistant to the President for External Affairs, discussed the University Year for Action program (see story this page); Richard DeGennaro, Director of Libraries, reported a 15% increase in library book circulation and the formation of a Librarians Assembly; John C. Hetherston, Vice President for Facilities Management and Construction, announced a new committee on Space Utilization; Gerald Robinson, Executive Director of Personnel Relations, announced that the A-1 Assembly is conducting a salary survey of sister institutions, local business, government and industry, the focus being on jobs below the level of Director.

Dean William Stephens, Vice-Provost and Dean of the College, discussed the cheating in Anthropology I and the honor code; Donald Stewart, Executive Assistant to the President, announced that a draft of the Affirmative Action Plan will soon be circulated to members of the Conference.

OF RECORD



UNDERGRADUATE HONOR CODE

Following is the text of a memorandum issued December 9, 1971 by the Provost and Vice-President

The University Council, on December 8, 1971, recommended implementation of certain key procedural elements of a November 10, 1971 report by the Committee to Revise the Honor Code. There has been extensive comment upon the need to improve the system of administration of examinations to undergraduate students. The following provision will apply to the final examinations for undergraduate students for the Fall semester:

Each instructor has the ultimate responsibility of insuring that honest conduct is maintained in his course. To this end, proctoring of examinations is recommended.

Nothing in this action is intended to modify the existing substantive obligations of academic integrity and responsibility expected from the undergraduate students in examinations and all other academic pursuits.

It is contemplated that further revisions and improvements in the Honor System will be considered by the University Council during the Spring semester, with advice from the Committee on Educational Policy.

—Curtis R. Reitz

QUESTIONS

WAGE FREEZE: PHASE II

Members of the administration have offered to answer employees' questions concerning Phase II of the wage-price freeze, and its effect on University benefits.

Q. *Is it true that some raises for teaching fellows have been made retroactive but others have not?*

A. As explained in a November 15 memorandum from the Provost to the Deans, Directors and Chairmen, there is a distinction between Research Fellows and Teaching Fellows; and another between those Teaching Fellows who performed work before August 15 and those who did not.

TEXT OF THE NOVEMBER 15 STATEMENT

Further clarification in the regulations with respect to teaching fellows, assistant instructors (excluding the medical area), research fellows, and research assistants requires a revision of Provost's Memorandum #7-71 dated September 24, 1971.

Status of Research Fellows

Research fellows' stipends are now considered essentially scholarships and are treated as such by the Internal Revenue Service. Consequently, they are not subject to the Freeze. You may reappoint effected research fellows at a rate to include the scheduled \$250.00 increase as of September 1, 1971.

Status of Teaching Fellows and Assistant Instructors (non-medical)

Teaching fellows and assistant instructors (excluding the medical area) are entitled to a pay increase contracted for prior to August 15 if, (a) he (she) performed work for the increased pay rate prior to August 15, or (b) he (she) was entitled to receive immediate payment of wages or salary prior to August 15 at the increased rate. However, it will be necessary for the University to obtain some form of proof from each teaching fellow to be signed and returned by him (her) before the salary raise is made. A simple declarative statement signed by the fellow stating that he (she) performed work on his (her) teaching assignment for the current academic year prior to August 15, will be sufficient. Teaching fellows who present a signed statement of work performed prior to August 15, may be reappointed at a rate to include the scheduled \$250.00 increase as of September 1, 1971.

Status of Research Assistants

The regulation pertaining to research assistants remains as stated in the Provost's Memorandum #7-71 dated September 24, 1971 (ALMANAC, September 28).

YEAR FOR ACTION PROGRAM

Beginning this month, 25 University students will begin a year of work in poverty areas of Philadelphia while receiving full academic credit. Each student will receive a stipend of at least \$2800 for the year but will continue to be responsible for his or her tuition.

Planning for the innovative program is now underway with the support of a \$14,000 grant from the U.S. Department of Health, Education and Welfare University Year for Action Program. Pennsylvania is one of 16 universities to receive such planning grants.

Program participants will undertake projects and assignments which correspond to their major areas of study such as economics, urban studies, and medicine. Among the projects under consideration are the formation of community cooperative stores, the establishment of day-care centers, and the teaching of adults with limited basic education.

Community poverty agencies as well as hospitals, schools, correctional institutions, mental health clinics and housing development organizations will participate in the program with the University.

Project Director is Andrew T. Sullivan, Director of the Center for Community Services, 101 Sergeant Hall.

STATEMENT OF EARNINGS AND DEDUCTIONS										UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA. 19104	
CURRENT EARNINGS				CURRENT TAXES				TOTAL DEDUCTIONS	NET PAY		
REGULAR	EXTRA	GROSS PAY	FEDERAL WTH.	F.I.C.A.	STATE TAX	PHILA. WAGE					
①	②	③	④	⑤	⑥	⑦	⑧	⑨			
SOCIAL SECURITY NUMBER	EMPLOYEE NUMBER	DATE	CHECK NUMBER	YEAR TO DATE EARNINGS AND TAXES							
	⑪	MONTH DAY YEAR		GROSS PAY	FEDERAL WTH.	F.I.C.A.	STATE TAX	PHILA. WAGE			
						⑫					
REDUCTIONS: ⑩				DEDUCTIONS:							

PLEASE DETACH CHECK FROM STATEMENT BEFORE DEPOSITING RETAIN THIS STATEMENT FOR YOUR PERSONAL RECORD

How To Read A Paycheck . . .

Courtesy of Payroll Dept.

As the annual struggle to balance holiday bills with post-holiday bank balances begins again, that familiar Payroll check looks smaller than ever. So with budgets and belt tightening uppermost in mind this month, it may be helpful to turn that Payroll check over and see where some of those earnings go.

The STATEMENT OF EARNINGS AND DEDUCTIONS on the back of your check itemizes your financial situation each pay period and cumulatively, for the year to date.

Beginning on the top line and from left to right, you find under CURRENT EARNINGS:

1. *Regular*—your standard earnings, per pay period, based on your set annual salary or rate of pay. This should be one recognizable figure on the page!

2. *Extra*—at present, this block is not used.

3. *Gross Pay*—the total amount you have earned in this pay period. This is the amount used to figure taxes and any other deductions by percentage from your earnings.

CURRENT TAXES, the next general category, accounts for a good chunk of deductions:

4. *Federal Withholding Tax*—determined both by Gross Pay and the number of personal exemptions you claim. As of January 1, 1972, the personal exemption is raised from \$600 to \$750 per year so this becomes a category subject to change.

5. *F.I.C.A.* stands for Federal Insurance Contributions Act but most of us know it as Social Security. This deduction is based on a percentage which also changed on the first of this year. F.I.C.A. is now 5.2% of the first \$9000 you earn annually (previously, it was 5.2% of your first \$7800).

6. *Pennsylvania State Tax*, which was taken out of University paychecks beginning October 1 but is retroactive to June 1, is a flat 2.3% of your Gross Earnings.

7. *Philadelphia Wage Tax*, levied on all who work within city limits regardless of place of residence, is a flat 3.3125% of Gross Earnings.

8. *TOTAL DEDUCTIONS* is the sum of the deductions listed at bottom of statement and *does not include tax deductions*. These deductions, related to your specific payroll plan, might include Blue Cross, Blue Shield, Major Medical and Group Life Insurance. (The latter is required by the University if you are 25 years of age or over; for details, contact the Benefits Office.)

9. *NET PAY* is take-home pay, the amount you receive each pay period after deductions and reductions.

10. *REDUCTIONS*—not to be confused with Deductions! Reductions include TIAA and CREF, elective reductions in gross pay for employees of A-1 and A-2 status who must apply for these through the Benefits Office. TIAA is the Teachers Insurance and Annuity Association; CREF is the College Retirement Equity Fund. An employee must have worked for the University a minimum of three years to be eligible for either or both plans. The amount of reduction is decided by the individual in conjunction with the Benefits Office. Both TIAA and CREF are basically tax benefits and further information should be obtained from J. B. Kramer, Benefits Officer.

The bottom line of the statement provides both employee identification and a convenient update of year-to-date financial standing:

11. *Employee Number*—identification number which should always be used when querying payroll about any aspect of your check.

12. *Year To Date Earnings And Taxes*—This helps to estimate tax situation, whether enough is being withheld, etc.

Those paid on a semi-monthly or weekly basis may find two other abbreviations on their checks:

CR—indicates a deduction

NO CR—indicates a refund

These appear if for some reason the employee has received too much or too little during a previous pay period.

For several reasons, check stubs should be considered important documents and retained until the yearly W-2 forms are issued. Cumulatively, they constitute your only record of what you have been paid and what you have paid out in deductions and reductions.

Something else to remember when payroll questions arise is that the Business Administrator in your own department should be the first person you see. If the administrator can't answer your questions, have *him* contact Payroll for you, advises William Drye, Assistant Comptroller. "Administrators know payroll procedures and personnel and can expedite your answer."

Mr. Drye also reminds administrators that "When something is not processed in time, the employee suffers" and suggests administrators make New Year resolutions to "get all payroll documents in on time, for everyone's sake."

In the gentle past there were lamplighters, clock winders, and a town crier, and friendly guards locked the doors after everyone trooped off leaving his desk open, his windows open, his office open and his building open. But times have changed, as Director of Security and Safety Donald C. Shultis reported at the November President's Conference.

Safety, Security and the University by Donald C. Shultis

Some time ago the decision was made to make this a city university and to keep the University an open part of its surrounding community. Certain results in security and safety flow from that decision. One is that our crime statistics cannot be totally unrelated to those of Philadelphia, a major core city.

Security events just prior to the President's November meeting dramatized the fact that crime in the big city is real and that its nationwide increase in rate and amount is awesome. The Department of Justice's uniform crime reports of August 31, 1971 demonstrate that increase.

In using this data, however, it was made clear that crime statistics should always be regarded cautiously. The central weakness, of course, is simply that they represent only that which we know, and much crime presumably goes unreported. Also, were there increased police efficiency, the statistics would reflect increased efficiency as well as the increase in crime. But, although suspect, there must be a statistical presentation of the criminal threat.

Crime Statistics

These charts showing current crime statistics in the U. S. indicate that while United States population of the 1960-1970 decade increased 13%, the column of serious crime increased 176% to produce an increased crime rate of 144% (Chart 1). The crime index offenses are homicide, rape, robbery, aggravated assault, burglary, grand larceny and auto theft.

A breakdown of the overall percent change in crime in the U. S. as between crimes of violence and crimes against property were shown (Charts 2 and 3).

Some more somber music in the statistics report compared Philadelphia's crime counts for 1969 and 1970. In 1969, 17,400 index crimes were counted in Philadelphia. The first six months of 1970 produced over 21,000 such crimes. With this horrendous increase in local crime in the early months of 1970, the University during that same period recorded less than two crimes a day in a community of over 30,000.

Our crime statistics indicate that one's chance of being a victim of serious crime at Penn next year is one out of 100 while at the average other place in the United States, it is three out of 100. Further, if one is a victim of serious crime at Penn, the chances are 20 to one that it will be a non-violent crime (against property).

Security Set-Up

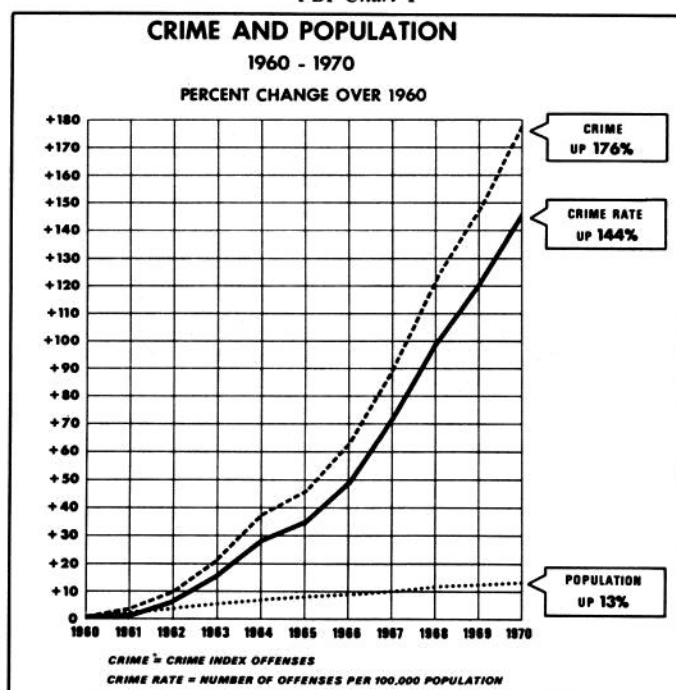
To maintain a maximum security, a broad range of plans and precautions are in effect. Approximately 60 emergency telephones have been installed at appropriate locations through-

out the campus. Locks, fences, fire alarms, duress alarms, and intrusion detection equipment including television surveillance have been installed, as have over 40 clusters of spotlights and other high intensity illuminators. Safe-walk routes are provided as is a campus bus system for the primary purpose of safety and security.

Preventive patrols by security officers are routed on the basis of the history of incidents and the future potential threat. Supplemental foot patrols assist the regular force each evening until early morning and security motor patrols are on station 24 hours a day to provide services as required. A safety and security student auxiliary exists on a work-study basis, and personnel under the Dean of Residential Life, living in the various residences, are an important aspect of the regular safety function.

Security and safety were designed into the new student housing complexes. The apartments are equipped with strong doors, lensed apertures through which residents can see whoever is at the door, and the finest locks. Receptionists are always on duty and visitor traffic is routed past them.

FBI Chart 1



The residences are patrolled by armed security officers 24 hours a day, seven days a week. These patrols are in constant radio contact with headquarters to whom the receptionist has a duress alarm.

The maintenance people also have a security augmentation function. Community relations programs are sponsored to enhance pride in the University by its neighbors as well as to serve the needs of those neighbors.

Residents are asked to do their part by curtailing natural hospitality and cooperating with other building residents in keeping outer doors locked and not allowing strangers inside their apartments. All strangers including salesmen, solicitors, and information seekers are to be referred to the building receptionist or to the Security Office. Students are asked to call and report suspicious people, actions or sounds to the Security Office.

To further insure safety in the residential areas, students have been hired to check room doors nightly to make sure the doors are being locked and the locksmiths have rechecked every lock to be sure it is working. Currently, extra security officers are patrolling the buildings and the students have again been reminded to report suspicious persons, but above all, to lock their doors.

Safety Hazards

The University has averaged 80 fires a year, operates out of some old buildings and some new buildings, runs restaurants and the equivalent of hotels, operates laboratories with every known kind of dangerous material, shops with a spectrum of engineer hazards, hospitals with their gamut of legal threats and sports arenas where tens of thousands of people gather at one time. This is all stirred into a remarkable traffic and parking situation and kept bubbling by a highly intelligent and exuberant population.

This total spectrum of safety hazards gave the University a 1969-70 loss of \$.4 million.

However, the advent of the Williams-Steiger Occupation Safety and Health Act has given the safety field a new face throughout the country and this University is no exception. Experience to date indicates fervent adherence to standards

set by inspectors and relatively heavy fines against violators.

It has been stressed that anyone in a supervisory position at the University plays a key role in maintaining a successful safety program. Explanations of the law, its penalties and other ramifications have been given to Deans, Directors and Budget Administrators. Supervisors have also been asked to review their operations with safety in mind, correct obvious hazards and request Safety Engineering reviews of all hazard corrections and operations changes requiring unusual expenditures to assure cost effectiveness and built-in safety. A new Technical Division is developing a systems approach to a number of security and safety functions such as intrusion detection, fire alarms and communications equipment.

Security Personnel

An important facet of University safety and security involves the men who maintain it.

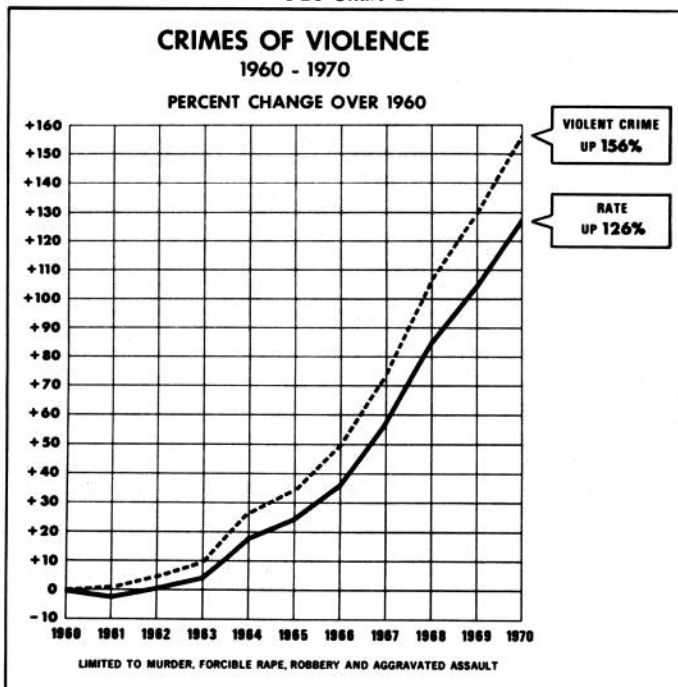
A uniformed security force consisting of three divisions is headed by Captain Merle E. Smith. There is also an office of special investigation headed by John I. Strouse, which has three functional subordinations: the mod squad of some 40 work-study students whose principal effort is to reduce larceny in the Bookstore, a small crime lab and a division of special investigators, each of them carrying a heavy case load in addition to participating in random preventive patrol.

Although there are 48 security officers "available", they are responsible for 24-hour-a-day, seven-day-a-week maintenance. Dividing their number among three eight-hour shifts and allowing for illness, vacations and other reasons for absenteeism, the arithmetic involved never leaves more than nine men to patrol it all: the laboratories and athletic fields, the libraries, schools and graduate schools, the theatres and widely scattered housing areas.

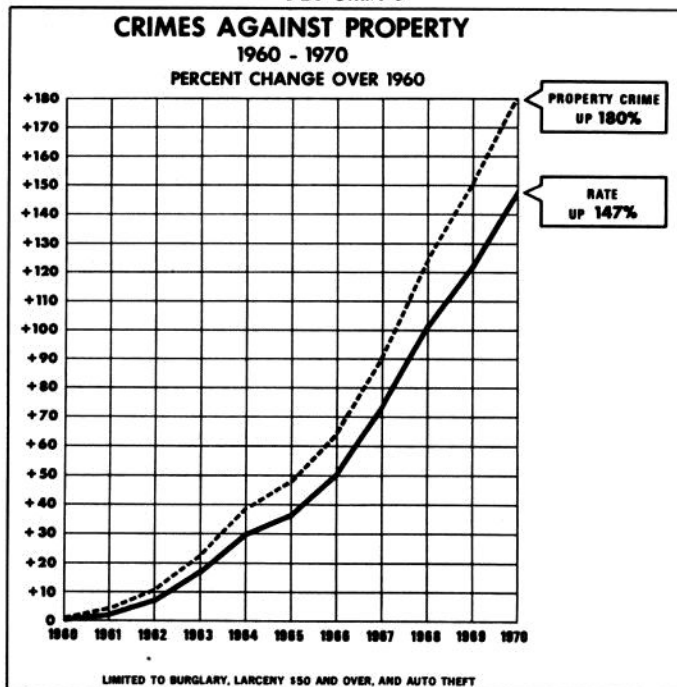
These nine men must also, at various times, control traffic, guide people, investigate crimes, spend an inordinate amount of time in court testifying in regard to crimes they have investigated, monitor fire alarms, intrusion alarms, and duress alarms, and remain in crisp liaison with cooperating law enforcement agencies including the Philadelphia and State Police.

(Continued on Page 6)

FBI Chart 2



FBI Chart 3



OF RECORD



CAMPUS SECURITY

Following is the text of a memorandum issued Dec. 3, 1971 by the Director of Security and Safety.

It is a hackneyed axiom that security and safety are everyone's cooperative responsibilities. Less well known is that a primary duty of Building Administrators in the area of building security is the appropriate locking of doors. This responsibility responds to the need to lock out undesirables and to the requirement that we deny opportunity and temptation to crime.

For several sufficient reasons it is University security and safety policy that building management is solely responsible for building lock-down. The Campus Security checks to see that it has been done, and open properties are reported to the responsible official.

The number of doors on this campus is of a magnitude that were Security alone required to lock them, Security would do nothing else and yet the doors could not all be locked, particularly at the time buildings generally are vacated at the end of the day. Even were it desirable, which it is not, for Security to accept this responsibility of individual occupants, it would not be feasible to do so. Accordingly, lock-down of selected buildings by Security is undertaken only on special occasions and upon specific one-time requests.

—Donald C. Shultis

(Continued from Page 5)

Be that as it may, we feel that the present number of security officers is approximately correct, *provided* we maintain citizen alertness and participation as stressed in the security procedures.

For the Future

With these security and safety steps, for which the University expends over half a million dollars a year (about half the amount of Harvard and Yale and a quarter the amount of some sister universities), concern can be minimized but improvement is always sought.

Reinforcements to the current security system have been requested and granted by the President's Committee on Security and Safety. These include three Lieutenants to assist in the supervision of the three security force shifts; the addition of four security officers to increase security in the residences; pay for the overtime connected with training and this is underway; a place to put people and things and in which to do training, that is to say, a Penn Public Safety Building, and planning for it is underway.

Finally, it was noted that University management is involved in hard fiscal management by the need to respond to the question "What Must We Do To Survive?" A balanced, professional security force is part of the answer.

BULLETINS

SEMESTER CLASS LISTS

Preliminary Class Lists will be sent to each department January 17 showing all students registered in a given course as of January 14, 1972. This listing is for the instructor's information only, and requires no action to be taken on the part of the instructor. Final Class Lists will be sent during the first week in February.

—Office of the Registrar

BENEFITS CORRECTION

In the A-3/A-4 Personnel Benefits story in the December 21 ALMANAC, a typographical error was made in the section on *Vesting of Retirement Allowance Plan*. The last sentence in that paragraph should read "For any employee leaving after December 1, 1971, however, the service period for vesting has been reduced to 15 years."

ASSEMBLY

For the past few weeks the Administrative Assembly has been conducting its 1971-72 membership drive, bringing its current membership to some 335 A-1 personnel engaged primarily in administration. The membership committee is studying a by-laws change which would extend membership to A-1s not specifically in administrative posts. In the meantime, any A-1 seeking information about eligibility or membership may contact the following membership chairmen in various areas of the University:

Intercollegiate Athletics: Richard Corrigan
Graduate School of Arts & Sciences: Arthur Brennan
Libraries: Richard DeGennaro
Dean of Students Office: Mrs. Alice F. Emerson
University Press: Robert Warren
Personnel: Dr. W. Austin Bishop
Comptroller: Charles Farrell
Wharton School: Harry Gabor
Graduate School of Fine Arts: Anne Wetzel
Graduate School of Education: Hugh O'Doherty
Law School: Helena Clark
School of Social Work: Mrs. Jeanne Jensen
Annenberg School: Vernon Wattenberger
Data Processing: Tom Donohue
Purchasing/Dining/Bookstore/Printing: George Kidd
Buildings & Grounds: Bruce McDowell
Development/P.R./Alumni Relations: John P. Butler
Medicine/Graduate Hospital: John Patrick
School of Dental Medicine: Henry Gimpel
Residential Life Staff: Mrs. Margo Marshall
Admissions: James Nolan
Engineering Schools: Jim Malone
School of Veterinary Medicine: Mary Wherry
Research Administration: Anthony Merritt
Senior Officers: Duncan Van Dusen
President & Provost's Offices: John Kershner
Facilities Management & Construction: Harold Taubin
Museum: David Crownover

—Manuel Doxer, Membership Chairman

GRAMMATEIS

The Grammateis Organization meets six times a year. At its November meeting, the membership was the guest of the University Hospital Volunteers, Director Jean Byall.

Its November 10 report:

Old Business: A discussion was continued on the business of preparing a list of non-members to be invited as substitutes for those who were unable to attend a particular session. President Gloria Olmstead distributed an analysis of the representation from the Schools and Departments of the University provided by our current membership and she asked that suggestions for preparing a list of non-members be submitted.

New Business: A letter from President Meyerson was read

in which he thanked the Organization, especially Mrs. Ruth How's committee for the thoughtful proposals concerning the improvement of A-3 benefits.

New Members: Mrs. Mary Boerner representing the Moore School; Mrs. Margaret Weyand, the Information Center; Mrs. Pearl Polo, Van Pelt Library were introduced.

Program: The program was presented by Miss Byall who introduced the Hospital's Executive Director, Mr. Ralph L. Perkins and Mr. Barry Stupine, Assistant Director. Dr. Elizabeth K. Rose, Emeritus Professor in Community Medicine was the speaker for the day. She spoke on the Montagnard people of Vietnam.

There being no further business, the meeting was adjourned.
—Anne Mengel, Secretary

IN PRINT

FROM THE UNIVERSITY PRESS

Highlights of the Fall, 1971 selection from University Press include the two books described below. Press books can be ordered from the University Bookstore or from the Order Department of the Press itself. The latter requires payment in full with order.

THE FIRST CRUSADE

*"The Chronicle of Fulcher of Chartres"
and Other Source Materials*

edited by Edward Peters

The author is Henry C. Lea Associate Professor of History at Penn. He holds a bachelor's, a master's, and doctoral degree from Yale University and is author of a number of books and articles on medieval history.

The First Crusade received its name and shape late. It was almost 100 years after the events of that Crusade that its participants—known at the time as pilgrims—became Crusaders or "those signed with the Cross". To the men involved, it was a "pilgrimage" to the Holy Land in 1095-1099 that found its impetus in "changes in Christian attitudes to war and to Islam, the presence of a powerful, energetic, lay aristocracy and the wide distribution of centers of the reform movement".

Thus, according to Professor Peters, it is imperative that the First Crusade, which became a prototype for the shaping of the "Crusade Idea", be examined in the context of "11th century reform ecclesiology, the appearance of new social groups and their attitudes, the institutional and literary evidence dealing with Holy War and pilgrimage and most important, the account of firsthand experiences by men who participated in the events of 1095-1099."

For the purpose of presenting clearly the broad variety of Crusaders' opinions and experiences, Professor Peters has brought together, in translation, some of the most valuable documents of that period. Selections were made, says Dr. Peters, with the intention of offering the reader both the unity of a single major work (Book 1 of the *Chronicle of Fulcher of Chartres*) and the diversity of other views of the events which Fulcher describes. These include several accounts of Pope Urban II at the Council of Clermont in 1095; The Truce of God, as proclaimed at Clermont, and at Cologne; and numerous versions of the "Popular Crusade".

Professor Peters notes in his introduction the value of crusade scholarship in providing the historian the opportunity to investigate "a number of problems perennially important in the history of western society: the social force of changing ideologies, the social and economic consequences of

large-scale enterprises on under-developed societies, and the cultural response of westerners to the shock of contact with members of other cultures."

288pp. 5 1/2 x 8 1/2 \$9.50s

THE FOUR FACES OF MAN

*A Philosophical Study of Practice,
Reason, Art, and Religion*

by Irwin C. Lieb

The author is Chairman of the Department of Philosophy at the University of Texas. He has published numerous articles as well as edited EXPERIENCE, EXISTENCE AND THE GOOD (Southern Illinois University Press, 1961).

In this essay, Professor Lieb returns to a theme in classical philosophy and modern anthropology, namely, what is man?

Lieb's initial thesis is that none of us are self-contained beings but rather, essentially, we interact with "every other sort of thing". To explore man's nature, he says, we must isolate the basic features of reality and consider how we interact with them. Lieb proposes that there are four fundamental realities: Individuals, the Good, Time and God. Each gives access to and connects with the other.

When man acts, then, he deals in one or another of four distinctive ways—either practically, through the agency of Individuals; rationally, through the Good; religiously, by reaching toward and acting on behalf of God; or artistically, through the entry into everything which Time provides. These are the Four Faces of Man.

The extent to which we focus concern on a particular reality is a measure of our individuality. Each of the four kinds of men exhibits traits which the others also have but each orders them differently; a trait may be regent in one kind of man, subordinate in another. No one of them is more valuable than another since each stems from a basic feature of reality. At the same time, no one of them is fully adequate to the whole of things; none is able to exist without the other three.

Professor Lieb draws inspiration from Peirce, Aristotle, Descartes and Kant.

He concludes that man's nature is fulfilled not through a single, embracing community (such as a church or a state) but equally through each of the four kinds of lives and communities that are basic to man's total experience.

214pp. 5 1/2 x 8 1/2 \$9.50Tr.

PUBLICATIONS IN BRIEF

Following are notices recently received by ALMANAC:

Books

The German Historians and England, by Charles E. McClelland, Assistant Professor of History; Cambridge University Press, 312 pp.

Marketing Intelligence, The Management of Marketing Information, by William T. Kelley, Associate Professor of Marketing; London: Staples Press, 248 pp. Japanese edition by Diamond Press, Tokyo.

Planned Urban Environments, by Ann Louise Strong, professor of city and regional planning and Director of Institute for Environmental Studies; Johns Hopkins Press, 406 pp.

Dating Techniques for the Archeologist, co-authored and co-edited by Dr. Henry Michael, Resident Associate, MASCA Physics, and Elizabeth K. Ralph, Associate Director MASCA; MIT Press, November, 1971.

(Continued on Page 8)

A Citizen's Novel, by Ernest Herhaus, translated from German by Veronika von Nostitz, Assistant to President Meyerson; Harper and Row, 250 pp.

Implementing Organizational Innovations: A Sociological Analysis of Planned Educational Change, by Neal Gross, Dean of Graduate School of Education and professor of education and sociology, Joseph Giacquinta and Marilyn Bernstein; Basic Books, Inc., 1971.

TITLE CORRECTIONS

The titles of Volumes VII and VIII of Dr. Erwin A. Gutkind's *International History of City Development* were incorrectly reported in the November 23 ALMANAC. The correct titles are: *Urban Development in East-Central Europe* (Vol. VII) and *Urban Development in Eastern Europe* (Volume VIII).

HEALTH LAW

(Continued from Page 1)

in Philadelphia after a court order was obtained which provided access to the patients. The Project staff has worked with the nursing home to find a new director for the home.

Appeals have been taken to the Pennsylvania State Dept. of Public Welfare on behalf of nursing home patients who do not receive funds to which they are entitled from welfare assistance checks. The staff is also drafting regulations which would aid the State Department of Public Welfare in developing methods to improve the quality of care in nursing homes. All these activities are bringing about a scholarly analysis of problems in nursing homes and in the enforcement of laws in this area.

Another area the Project is involved in is hospital emergency room care and a study of the problems therein, including patients' rights, shortage of staff, long waits for care, the quality of care and the lack of preventive care which results in the use of the emergency room for acute illnesses among the poor.

A survey of hospital utilization review procedures of seven Philadelphia area hospitals to evaluate the quality of patient care and to control costs, as required by Medicare-Medicaid legislation, is a current activity of the Project. The Project is drafting regulations to assure that an adequate amount of care is provided to the poor by hospitals which have received grants under the federal Hill-Burton program which mandates that "a reasonable volume of care" be allocated to people not able to pay for it.

The Project is also evaluating alternative hospital accrediting procedures and is involved in litigation which would remove the power of the Joint Commission on the Accreditation of Hospitals to certify hospitals for receipt of Medicare funds.

The Project has organized a Consumer Board representing national and local consumer groups to determine the Project's priorities insofar as action programs directly affecting the community are concerned and to advise on the conduct of its other work. The first university research project in the nation to have a consumer advisory board on any aspect of its program, the Project organized the Board to increase consumer and legal interest and involvement in the Project both locally and nationally. Members of the Board represent the Philadelphia Welfare Rights Organization, the Nursing Home Campaign Committee, the Philadelphia and National Senior Citizens organizations and Legal Research and Services for the Elderly. Also serving on the Board are David Filvaroff, Associate Professor of Law, and Elias Cohen, Assistant Professor of Community Medicine.

NEWS IN BRIEF CONTINUED FROM PAGE 1

'THE WORKS OF BECKETT': JANUARY 16

Franklin S. Roberts in association with Theatre Pennsylvania will present "Obie" Award winning actor Jack MacGowran in "The Works of Beckett", based on a composite of Irish writer Samuel Beckett's characters, on Sunday, January 16, at the Zellerbach Theatre, Annenberg Center for two performances: 2 P.M. matinee and 7:30 P.M. evening curtain. Tickets, available from the Annenberg Center Box Office, are \$6.50 orchestra, \$5.50 balcony; telephone 594-6791.

FELS SENIOR LECTURER: LENNOX L. MOAK

Lennox L. Moak, recently named Director of Finance of the City of Philadelphia, has been appointed senior lecturer in the Fels Center of Government. Provost and Vice President Curtis R. Reitz said Moak's appointment will be effective this month.

Moak will teach a one-year course in municipal finance, participate in other courses and advise the Center in its public service activities, according to Dr. Julius Margolis, Director of the Center.

Moak, who holds a B.S. degree from Southwest Texas State University and an M.A. degree from the University of Texas, has held several teaching positions at the University, the most recent being a local government financial administration course in the Wharton School.

Moak is chairman of the board of directors of the Green Tree School and a member of the board of directors of the Mental Health Association of Southeastern Pennsylvania.

I.C.A. OFFERS SCREENPRINTS

The Institute of Contemporary Art has been designated, through special arrangement with the artist, as a distributor of five screenprints by Niki De Saint Phalle, well-known for her bizarre nana figures. Each serigraph, published in Switzerland in edition, is signed and numbered by the artist.

Serigraphs are available for viewing in Room 115 Fine Arts Building from 9-5 P.M. daily. Institute members should inquire about special members' prices.

MUSEUM EXHIBITS

The University Museum's current exhibit, running now through February 27, is "The Eskimo," a panorama of Eskimo life, art, religion, and industry featuring the participation of natives from Point Barrow, Alaska, where the Museum is conducting extensive research.

Photo Exhibits

"Photographs of the Diola: A People Living in the Kasamance Region of Senegal, West Africa" is a photographic record of a recent visit to Senegal by Dr. J. David Sapir, Assistant Professor of Anthropology. On display now through March 1 at the Kress Gallery, the photos include Diolan festivals, a funeral and a feast.

A second exhibit of 40 prize-winning photographs from the Museum's *Expedition* Magazine photo contest depicts primitive peoples, landscapes of ancient ruins and other anthropological subjects selected for their artistry from over 200 entries in the Spring, 1971 contest.

Exhibits are open to the public Tuesday through Saturday, 10 A.M.-5 P.M. and Sunday, 1-5 P.M.

ALMANAC: 515 Franklin Building, Ext. 5274

Editor Karen C. Gaines

Assistant Editor Anne M. Geuss