

Take this
issue home
to your wife*

*... or husband. Equal admission policy for men at the Faculty Tea Club Symposium... See below right and Page 7.

NEWS IN BRIEF

NOMINATIONS FOR ADMINISTRATIVE ASSEMBLY

Administrative Assembly members are urged to submit nominations for officers to Nominations Chairman William J. Drye Jr., with supporting letters where appropriate.

Since Chairman-Elect Gene Abel is leaving the University to join the staff of Hahnemann Hospital, nominations are in order for a new 1972-73 Chairman to succeed Gerald L. Robinson when he leaves office this spring.

In addition, the Committee will nominate a Chairman-Elect, a Secretary-Elect, and three new members to the six-member board. Elections will be held April 11.

NOMINATIONS FOR A-3 REPRESENTATIVE

Mrs. Gloria Tarbuck, Chairman of the A-3 Assembly's Nominations Committee, is accepting nominations for representative of the A-3 Assembly to the monthly President's Conference. Names should be accompanied by a few sentences containing reasons for nominating the person, and the approval of the nominee should be secured before submitting the name. Send names to Mrs. Tarbuck at 512 Franklin Building. (A more detailed explanation of the position of representative and what it will involve will be given at the A-3 Assembly's March 16th meeting.)

UNIVERSITY CHOIR CONCERT AT ST. MARY'S

A University Choir concert conducted by Eugene Narmour will take place Wednesday, March 8, at 8:30 p.m. at St. Mary's Church, 3916 Locust Street.

The program will include music by Josquin (Three Motets), Richard Wernick (Kee El Asher, verses from the Book of Ruth), Schoenberg (Friede auf Erden), and Haydn (Salve Regina). Admission is free.

WHARTON INSTITUTE FOR SECURITIES INDUSTRY

More than 100 specialists from business, government and academic circles will act as speakers and panelists at the Institute of Investment Banking, sponsored by the Securities Industry Association Inc. in cooperation with the Wharton School. It will be held March 12-17 at the University.

The Institute is in its 20th year at Wharton.

PRICE COMMISSION CHAIRMAN MARCH 21

Federal Price Commission Chairman C. Jackson Grayson Jr. will give Wharton Grad's second Crawley Memorial Lecture, 11 a.m. Tuesday, March 21, in Irvine Auditorium. Campus invited.

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Almanac

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MEYERSON, WILCOX AND MUNDHEIM OPEN SATURDAY'S URBAN SYMPOSIUM

Ever since its first flyer for the March 11 Symposium on "Universities and the Urban Environment" was mailed to campus lists last week, the Faculty Tea Club has been fielding the same question: "Why not men?"

Why not, indeed? It's true the Faculty Tea Club is an organization of faculty wives, women faculty and others connected with the University; and true, too, that the organization *did stencil* "Please take this home to your wife" on flyers that went to male faculty and administrators.

But, explains Symposium Chairman Mrs. Bryan Roberts, that didn't mean the men couldn't read it first. Nor does any University woman need to leave her husband home to attend.

Female and male faculty, staff, students and members of the general public are welcome at the all-day Symposium, which begins with registration and coffee at 9 a.m. Saturday in the Fine Arts Building.

No Mean City

The plenary session at 10 a.m. begins with President Martin Meyerson's address, "No Mean City."

William H. Wilcox, Secretary of the Pennsylvania Department of Community Affairs, will speak to the plenary on "Is the State Relevant to the Urban Crisis?" He is followed by Professor Robert Mundheim, Chairman of the campus Panel of Community Advisors, on "Mobilizing the Energies of the University Community."

Following an informal lunch session, the audience will break into 11 seminar groups featuring a total of 68 speakers and panelists. Topics range from race relations, education, drugs, crime, and environment to home renovation, real estate, self-development and institutional responsiveness. (For a complete list of seminar topics and speakers, see Page 7.)

The Rev. Stanley Johnson, University Chaplain, will lead a summary session when the group reassembles at 3 p.m.

Preregistration is advised for seminars. A fee of \$3 covers both lunch and program.

THE SENATE

From the Chairman:

OF FORA AND LANGUAGE

A forum—according to all reputable contemporary dictionaries—is “an assembly for discussion of public affairs” and/or “a medium for open discussion.” It was in the nature of just such an assembly and medium that the Meyerson Administration conceived it early during the fall semester—a laudable and hopeful device for communication, for the exchange of ideas between the Administration and the academic community. It was assumed—assuredly a reasonable assumption—that the occasional fora would thus constitute meaningful gatherings for the voicing of views; for rational, even if passionate, debate; for the airing of disparate ideas, of grievances, of policy explanations and retorts.

After three fora, the conclusion is inevitable that the promising device has failed. It should be abandoned forthwith—unless, *de minimis*, those attending future fora will agree to abide by rudimentary ground rules of decorum and decency and unless the Administration will enforce these. The last forum (held in College Hall 200 on February 25) can only be styled an utter disgrace: the language emanating from some of the students present—aided and abetted by a small faculty clique—was more akin to the language of the gutter or, at best, that of a men’s locker room, than that of supposedly reasonable and intelligent members of an institution of higher learning.

The President and the Provost seem to hold to the proverbial position that “sticks and stones will break your bones, but names will never hurt you,” and that the joys of the open mouth ought to be permitted full rein. With all due respect, I disagree emphatically. I fully realize that one person’s smut may well be another man’s Chaucer, but—to cite one prominent example from the last forum—to have undergraduates tell members of the faculty to perform certain physically impossible acts upon themselves—is neither humorous, nor Chaucerian, nor should it be permitted to pass in line with the “sticks and stones” syndrome. No such vulgarisms and insolence must be given a public forum! If individuals wish to address themselves in such fashion in private—that is their privilege. But to provide them with a public forum is not only self-defeating to the principle of rational discourse, it is insulting to the very concept of a forum and is wholly counterproductive of the exchange of ideas among presumably reasonable individuals in a university setting. I trust that there is still something to be said on behalf of decorum, courtesy and, yes, civility.

Henry J. Abraham

Admissions:

Why Are Women Fewer? Because More Men Apply

In the December 7, 1971 issue of the ALMANAC, WEOUP outlined an Affirmative Action Plan, designed to improve the woman’s lot at Penn. The following is a point-by-point response to the first five of the report’s seven recommendations “For Undergraduate Students” (the last two relate directly to the University’s ten undergraduate schools and their departments).

1. Women to have equal opportunity for admission to all schools and colleges of the University.

In 1950, 80% of the undergraduate women at Penn commuted, the reason being that dormitories for women were quite limited. At that time the ratio of men to women, for all undergraduate schools, was roughly 3:1. Hill Hall was built in 1960, and by 1964 the ratio had dipped to about 2.2:1. In 1970, concurrent with the erection of Superblock, the University decided that every upperclassman might live co-educationally in University housing if he or she so desired. By 1971 this right was extended to freshmen in Hill Hall and the Men’s Quadrangle (which renders fraternities and sororities the only segregated living facilities on campus—and some of these are considering “going co-ed”). This residential integration of men and women enabled the admissions staff to admit applicants completely without regard to sex last year, a “policy” which will exist as long as Penn remains a completely co-educational institution. As a result there are slightly less than two freshmen males for every “freshwoman” in the Class of ’75. The statistics which follow illustrate the resultant parity of male and female high school credentials:

MALE/FEMALE FRESHMAN MATRICULANTS BY DIVISION

	SAMP	C	CW	ENGR	NUR	WH	EDUC	FINE ART	TOTAL
9-60	1,15	444,-	-148	127,4	-24	348, 8	12,80	11,3	943,282
								77%	
0-61	-24	519,-	-209	130,2	-30	357,13	10,83		1016,361
								78%	
1-62	-27	548,-	-308	118,1	-26	349, 2			1015,364
								74%	
2-63	-23	621,-	-291	118,2	-37	299, 2			1038,355
								75%	
3-64	1,24	698,-	-274	116,2	-28	316, 2			1131,330
								77%	
4-65	1,34	712,-	-424	150,1	-31	291,11			1154,501
								70%	
5-66	1,26	708,-	-409	130,3	-27	339, 6			1178,471
								71%	
6-67	-23	739,-	-410	131,4	-19	325,10			1195,466
								72%	
7-68	2,34	737,-	-430	131,3	-20	328,13			1198,500
								71%	
8-69									
9-70	1,56	769,-	-435	153,1	-29	372,17			1295,538
								71%	
0-71	1,41	721,-	-550	129,7	-33	331,17			1229,670
								65%	
1-72	60	811,-	-470	165	37	373			1916

You might then ask why men still outnumber women by almost 2 to 1. The answer, a rather simple one, is that we receive about twice as many applications from men. And, considering the increase in the size of the freshmen class, from

1700 in 1967 to 1900 in 1971, and the resultant decrease in at least the statistical quality of the freshmen class, it would be unwise for us to set a minimum quota for women and thereby admit less-qualified students.

2. Women students to sit on the board of admissions.

Peter Seely, the Dean of Admissions, is investigating the possibility of creating a student organization which would hopefully produce at least one member of the Admissions Committee. Whether or not the student or students will be female will depend entirely upon the abilities of those individuals vying for the position, regardless of sex.

3. Recruitment programs in the high schools and communities to be expanded to encourage women regardless of age or marital status to apply for admission.

At present we have barely enough money to support adequate recruitment in high schools, "adequate" meaning sufficient to remain competitive with the other "selective" schools. In the absence of a luxurious recruitment budget I can only suggest that you recruit those you'd like to attract to Penn from your communities; we would welcome your support. (Incidentally, Harvard's recruitment budget allows for roughly three times as many man hours on the road as ours, and they don't feel they have adequate resources to do "community" recruiting.)

4. Admission should be encouraged particularly in predominantly male fields (Wharton School, School of Engineering).

Dr. Reid Warren, Undergraduate Dean of Engineering Schools, has been trying for years to attract a greater number of women, and blacks, to engineering fields. Enrollment of women in the Wharton School has shown a fairly steady but at best, mild increase over the last five years. Our desire to boost the numbers of women in these schools is reflected in their significantly lower overall statistics (boards scores, rank in class) relative to male freshmen in the business and engineering schools.

5. An appeal mechanism to be established to review complaints of discrimination in admission procedures of distribution of financial aid.

Anyone may make an appeal of any sort to James A. Nolan, the Director of Admissions, or Peter T. Seely, the Dean of Admissions and Financial Aid, by submitting the complaint, in writing, to the Office of Undergraduate Admissions.

Addendum:

It is quite fair to say that women can find little or no fault with the explicit policies and actions of Undergraduate Admissions at Penn. It will, of course, take some time to rectify the implicit, quite often unconscious, prejudices in the approaches to recruiting, reading applications, hiring, etc., of our predominantly male staff. We suspect, moreover, that a large part of the reason that male applications double the number of female applications is our reputation; many students and counselors still think it's impossible for girls to get into Penn, which was very nearly the case five or six years ago. Financial restraints and the relatively recent "co-educationalization" of dormitories have kept us from reaching a great number of people. We try desperately, however, to be attuned to the rights and needs of all people. Next year's *Undergraduate Bulletin*, for example, will give more pointed attention to the needs of women and minority groups, as will our forthcoming slide show (distributed to student and alumni recruiters as well as to the Admissions Staff).

If you feel that we are discriminating against particular groups or individuals, and if you'd like to make some positive suggestions for change, please don't hesitate to convey your thoughts to me via phone (X 6906) or mail.

—Stephen L. Mann, Assistant Director of Admissions

FACULTY AFFAIRS

WOMEN AND THE MCGILL REPORT

(Following is the text of a letter to Dr. Abraham as Chairman of the Steering Committee of Council, being circulated to Council in preparation for discussion of the McGill Report on March 8. See Page 8 of this issue for other items on the March 8 agenda.)

I am writing as Chairman of the Faculty Affairs Committee about one aspect of the Report on Faculty Appointment and Promotion Policies and Procedures which is now before the Steering Committee of University Council.

You will recall, since you were at our February 16 meeting, that our Committee generally endorsed the report prepared by Dr. Dan McGill and his associates. But the majority differed with the report's recommendation relating to treatment of women. The majority of our Committee agree with the position taken by University Council on June 22, 1971, that "When it is not possible to make a clear choice [for a position] between a man and a woman on the basis of qualifications, special consideration shall, at this juncture, be given in favor of the woman."

In line with this view, I suggest that the three sentences at the top of page 32 of the McGill Report be deleted: [It follows, therefore, that the Committee would be opposed to any preferential treatment of women, or any other special group, even though directed toward the redressing of inequities that may have existed in the past. The Committee would be especially opposed to a quota system or to a presumption that any candidate is superior or inferior by reason of sex alone. Such approaches would almost inevitably lead to a deterioration of faculty standards.]

On page 31, line 12, I would strike the words "undoubtedly reflects" and substitute: "in some areas could reflect." On page 31, line 13, I would place a period after the word "credentials" and strike the words "and this condition is likely to continue throughout the near future."

I trust you will share these views with your colleagues on the Steering Committee. I need not add, but will, that all of us on the Faculty Affairs Committee, feel indebted to Dan McGill and his group for their careful study and thoughtful report.

—Morton J. Schussheim, Chairman, Faculty Affairs Committee

LETTERS

RESPONSE TO WEOUP LETTER

I am not in the habit of responding to responses, but WEOUP President Carol E. Tracy's reply (ALMANAC, 2-22-72, p. 7) to my statement on the McGill Report (ALMANAC, 2-8-72, p. 2) indicates that either she misread my remarks or deliberately misinterpreted them. The passage in question begins with my strong approval of the Report's condemnation of "any discrimination that may have occurred in the past"; its insistence that "women applying for and holding faculty positions be judged by the same criteria as men"; and that they be "accorded the same treatment as men with respect to all substantive conditions of employment, including rank, compensation, and research opportunities." Does that constitute opposition to equal opportunity? Of course not!

All I am opposed to, as is the Report, is to preferential treatment and to quotas. If that renders me a bigot, then I plead *mea culpa*! But I rather doubt that many of my colleagues, male and female alike, would so categorize my record on this or any other issue.

—Henry J. Abraham, Chairman, The Faculty Senate

Women in 'The Humane University'

by Helen C. Davies

Let me start by asking if you can solve the following problem. A father and his son were crossing the street at 36th and Spruce streets and the son was hit by an automobile. The young boy was rushed to the Hospital of the University of Pennsylvania surgery department. A surgeon approached the operating table and said, "I can't operate on this boy because he is my son."

Many people produce very complicated solutions, e.g., that the lad is really an illegitimate child of the surgeon which he recognized. The simplest answer, however, which is that the surgeon was the mother of the child on the operating table does not occur to most people.

Our society rejects the concept that women can be almost anything except fathers. In this regard let me quote to you a conclusion published in *Annals of Internal Medicine* "In anticipation of the day [when the physician shortage becomes acute] it might be worthwhile to instigate counselling for women entering medicine in order to guide them into specialties where they may use their medical talents without compromising their feminine nature."

A Bribe to Hopkins

The history of American women in medicine illustrates the problems of women in academe. Elizabeth Blackwell, American's first woman physician, was turned down by all the medical schools she applied to except one—where the faculty, not wanting to take responsibility for her rejection, had turned this decision over to the students, who voted a unanimous "yes" as a joke. Harvard Medical School tried to become coeducational in 1858 when it accepted one woman and three black students, however, in reaction to this burst of liberalism the students rioted. It was not until 1945 that women were finally accepted at Harvard Medical School. The Pennsylvania State Medical Society in 1859 resolved that "the regular profession cannot consult, or hold professional intercourse with graduates of female medical colleges." At a meeting of the American Medical Association in 1876 a woman came as a delegate, and it was moved that the names of female delegates be referred to the Judicial Council. This motion was tabled and remained so for 40 years. When The Johns Hopkins University School of Medicine finally accepted women in the 1890's, the reason was simple—half a million dollars was offered by a woman physician on the condition that women be accepted. American women have risen from 4% to 8% of the medical student population during the 20th Century.

A 1921 survey of the status of women in colleges and universities produced findings not too different from any of the many reports now being produced by institutional committees. At coeducational institutions in which women constituted 31% of the students, women represented only 13% of the faculty. As in contemporary situations this varied markedly by rank, with the women being 4% of full professors but 23% of the instructors. Data about women are being accumulated all over academia, not primarily because universities are concerned about their attitudes for humanistic reasons but because the Department of Health, Education, and Welfare is blocking new government contracts to major universities which display a pattern of discrimination against women. At the University of Michigan, HEW cut off \$7.5 million of grant and contract

funds before the university agreed to comply with Federal laws. Harvard—which incidentally as of March 1970 didn't have a single woman among its 483 full and associate professors—has only recently (October 6, 1971) agreed to comply with Federal laws. Administrators are unhappy with this pressure, and a university human relations director has said, "once women know they've got you over a barrel they'll take everything they can get from you. Women just make life difficult." When the first agreement was negotiated, a vice-president at the University of Michigan said, "we just want to get those bastards at HEW off our backs."

The *New Republic* March 20, 1971 reported that "the University of Pennsylvania announced a voluntary women's right plan because, said its President, 'the university is a humane place.'" Data produced in a recent study of the University of Pennsylvania (Cohn Committee Report) showed that women constituted only 7% of the regular teaching faculty in the professorial ranks. For the College the figure was 5.7%. Women were concentrated in the lowest ranks and represented only 2.5% of the full Professors, 7% of the Associate Professors and 13% of the Assistant Professors. Of the 88 departments, 48 had no professorial fully-affiliated women at all and these included departments like Anthropology, History, Linguistics, Mathematics, Anatomy, Biochemistry, Radiology, Sociology, etc. where there are many qualified women available.

In the Cohn Committee Report, there is a table reporting on the number of doctorates earned by women in selected fields and years. This breakdown by discipline of the number of Ph.D.'s awarded each year to men and women is available from information compiled by the U. S. Office of Education. Using this information as an estimate of the proportion of qualified women in each discipline, a comparison was made with the proportion of faculty women found in departments at the University. Twenty-six out of thirty-three departments for which this comparison could be made had less than the expected figure. Even ignoring the fact that most of these departments had no women at all the probability of this being expected by chance is 6.6×10^{-7} .

Subtle Forms of Punishment

Alice Rossi using data from a survey of 40,000 men and women of the College class of 1961 taken three years after their graduation, found that ambitious women who aspire to careers meet subtle and overt forms of punishment rather than encouragement. She said that if a woman graduate student shows commitment and independence, faculty men call her an "unfeminine bitch" while women graduate students who are quiet and unassertive are described as "lacking ambition." Maria Goeppert Mayer, one of the two women since Marie Curie to win the Nobel Prize in physics has said, "I sensed the resentment of the role of women in American academic life so I learned to be inconspicuous."

Many psychologists describe women's so-called true nature with a certainty that scientists should find unacceptable. Why do women have low self-images? What societal pressures are there on women that direct them so easily into low achievement areas? Dr. Mary Bunting said that when National Science Foundation staff analyses of data indicated that of all high school graduates scoring in the top ten per cent by

ability tests, at least 97 to 99 per cent of those who did *not* go on to college were female, this statistic was suppressed. She never received an explanation of the suppression of the statistic on college entrance, but her best guess was that the Foundation staff believed that if America knew that all the bright boys were going to college, no one would think there was a problem in the schools. It was then, she says, that she first sensed that in this country we did not expect women to contribute anything really important to science or to any intellectual frontier.

Women believing in their own inferiority are taught to be passive, dependent, submissive and not to pursue careers. Many women who have "made it" identify with men and mirror their contempt for women. A woman student recently "put down" a woman faculty member by saying, "She's just trying to make it in a man's world." Perhaps it hadn't yet occurred to her that what was happening was that the woman was interested in changing this *from* a man's world to a people's world. Dr. Bruno Bettelheim tells us, "We must start with the realization that as much as women want to be good scientists and engineers that they want first and foremost to be womanly companions of men and to be mothers." (For those who might question women's aptitude for engineering, women actually account for 40% of those found in tests to have this aptitude. They supply, however, only 2% of the nation's engineers.) President Pusey of Harvard, in worrying about the draft, stated that "we shall be left with the blind, the lame and the women." Evidence mounts that what people do and who they believe themselves to be will be a function, with some variables, of what people around them expect them to be. The thought that one is not able to or expected to perform well decreases one's ability to do well—thus making the prophecy self-fulfilling.

Sink or Swim—Invisibly

In the academic world, women are discriminated against in terms of the pattern of their non-presence on faculties other than in the schools of Nursing, Education and Social Work. What effect does this have on women students? They see few role models of women. For the woman medical student there is, for instance, a particular loneliness of being a medical student but also a special loneliness of being a woman medical student. I haven't seen in the years I've been in medical schools evidence that medical students help, support and nurture each other to any significant extent. The sink or swim attitude is prevalent, and women medical students have a particularly discouraging time. Acceptance and recognition by other students, faculty, staff, nurses and patients make a significant difference in determining whether or not the woman medical student feels she has a future in medicine, and in determining her commitment to medicine.

Martha White has described the socialization process wherein a student learns to behave in the professional manner. This includes learning the roles, values, expectations and attitudes which are necessary. During the socialization the student should also gain a firmer image of her competency. Appraisals by others permit self-criticism and self-evaluation. The woman is not usually given the informal signs of belonging and recognition. She is generally shut out of the informal channels of communication. She questions her competency, and this can become a defeating situation since she generally feels this is her own fault. She will receive advice on how she can try to adjust to her unequal status. To this defeating situation we now add a new input: self-defeat. This has some basis in the desire for self-determination, and if the self-determination is only to propel the woman toward defeat, at least it appears as though she has volitionally chosen this course. This can take the form of getting married and dropping out because of the

need to make a home, be supportive and not compete with her husband; or she can become pregnant, decide she should become an historian, drop out for a year to look at herself, stop working hard and put her energies into other issues, or commit suicide. I know women who have done all of these things. They are my friends, and they thought that they alone chose these paths towards defeat.

Commitment and achievement in the bio-medical professions are not only a function of an individual's competence, but also a result of the social environment. Acceptance and recognition by people whose professional opinions are relevant make a significant difference in one's self-image. Some of the comments and attitudes that women students have been subjected to (see Ann Sutherland Harris) can hardly be taken as encouragement for developing an image of themselves as scholars and professionals. But this is 1972, and in this domain things are improving.

Dr. Davies is Associate Professor of Physical Biochemistry in Microbiology and Associate Professor of Community Medicine. The article above is to appear in the 1972 SCOPE, the Medical School yearbook.

GRAMMATEIS

The December and February meetings of the Grammateis Organization were held at the Faculty Club, President Gloria Olmstead presiding.

DECEMBER 12: A GIFT AND A CONSTITUTION COMMITTEE

On the motion of Harry Gaber, it was voted to donate the annual Christmas collection of \$77.00 to Miss Mary E. Cameron, a retired administrative assistant in the Undergraduate Division of the Wharton School and former member of Grammateis. Miss Cameron's personal belongings were completely destroyed in the Sheldrake Apartment fire.

It was moved by Miss Maud Tracy and seconded that a formal charter or constitution be drafted and submitted to the membership for approval. Motion carried. President Olmstead appointed Miss Tracy, coordinator of Alumni Records and past president of Grammateis, as chairman of a special committee to research and prepare such a document. Members were invited to send their concepts of the group's purpose to Miss Tracy.

Bruce Montgomery, director of the University's Glee Club, presented slides and commentary on the Glee Club's 1971 tour.

FEBRUARY 9: "ALUMNI" AND A CALL FOR VOLUNTEERS

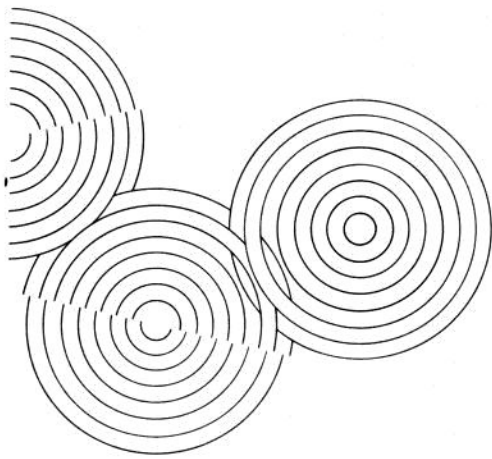
Miss Maud Tracy, chairman of the special committee charged with drafting a charter for the organization, reported that Miss Dorothy Lacey, Mrs. Grace E. McCombe and Mrs. Kathryn B. Clark have agreed to serve on the committee and that they would make a further report at the next meeting.

President Olmstead announced that former members of Grammateis who were retired from the University will be invited to the next regular meeting, which will be held on March 22. She urged all present to contact former members who had expressed interest in the group, and asked that the secretary be notified of guests planning to attend.

Francis M. Betts III, Assistant to the President for External Affairs, has approached the members of Grammateis to assist as volunteer instructors in a University-sponsored program which would furnish additional training in secretarial and clerical skills to adults and adolescents in the community. Members interested were advised to call Mrs. Johnson, Ext. 7154.

Mrs. Rachel Di Stefano introduced the speaker, Carol Tracy, President of W.E.O.U.P. Miss Tracy discussed the goals of her organization and the size and composition of its membership. She invited Grammateis' interest and support.

—Anne Mengel, Secretary



Technology, Impact and Policy:

Dennis Gabor in Public Lecture

Professor Dennis Gabor, 1971 Nobel Prize winner in physics for his discovery of holography, will be the principal speaker at the only public session March 23 of the International Symposium on Communication: Technology, Impact, and Policy.

The Symposium, to be held March 23-25 at the Annenberg School of Communications, is jointly sponsored by the School and the Communications Workers of America, AFL-CIO, a trade union with over half a million members in the U. S. communications industry.

Other speakers at the public session of the Symposium on the evening of March 23 include President Martin Meyerson of the University of Pennsylvania, President Joseph A. Beirne of the Communications Workers, and Dean George Gerbner of the Annenberg School of Communications and chairman of the Symposium.

Professor Gabor, a native of Hungary and a British citizen, is a staff scientist with the CBS laboratories in Stamford, Connecticut, and professor emeritus of applied electronic physics of the Imperial College of Science and Technology in London. His address is the A.V.B. Geoghegan Memorial Lecture for 1972.

Professor Gabor established his holography technique in 1948. With the coming of the laser beam in 1961, it was given a wider application, and since the first laser holograms were obtained in the United States in 1962, research has expanded rapidly in both England and the United States.

Dr. Gabor's speech to the Communications Symposium will be concerned with the problems of impact and policy stemming from the rise of new technology in the modern world. Aspects of these problems were considered in Dr. Gabor's book "Inventing the Future," published in 1963, in which he discussed the "trilemma" facing mankind: destruction from nuclear war, crippling problems caused by overpopulation, and the demoralization resulting from lack of knowledge by masses of people as to how best to utilize their leisure time.

Six Panels for Registrants

The Symposium was planned by the Annenberg School of Communications and the Communications Workers of America as a means of bringing together outstanding figures both in communications technology and in social science for advanced discussions of important public interest.

Questions to be considered by six panels of the Symposium are:

- (1) What are the social and cultural implications of developments in communications technology?
- (2) What measures can test and what policies should guide such developments?
- (3) How can we anticipate and shape—rather than only absorb—their human consequences?

The panels are headed by Arthur D. Hall III, head of a telecommunications engineering company and the developer of picturephone for the Bell Laboratories; William H. Melody

of the Annenberg School faculty and former senior economist of the Federal Communications Commission; Larry P. Gross of the Annenberg School faculty; Professor Bertram Gross of Hunter College; Professor Herbert I. Schiller of the University of California at San Diego; and Dean George Gerbner of the Annenberg School of Communications. Panels will run simultaneously on Thursday afternoon, March 23; Friday morning and afternoon, March 24; and Saturday morning, March 25.

Leading the panel discussions will be 42 authorities from the United States, Canada, Great Britain, France, Finland, Israel, the Soviet Union, Chile, and Switzerland.

Admissions to panels is by invitation only, and is limited to 350 participants. Applications for invitations to attend the Symposium should be addressed to Symposium, Annenberg School of Communications, 3620 Walnut Street.

OF RECORD INTERINSTITUTIONAL RELATIONSHIPS



Following is the text of a Provost's Memorandum sent January 24 to the Academic Deans and Academic Vice Presidents.

Proposals for linking universities are being put forward from a variety of sources. The theme of most is to find a way, or several ways, in which to improve the academic strength of institutions by combining resources in joint efforts that transcend the capacity of any one institution. The financial implications of sharing the cost of programs are obvious especially as we all need to find economies in university budgets. My sense of the challenge goes beyond immediate fiscal constraints. A league of distinguished universities may prove to be a major step toward improved private higher education.

At the end of this month, President Meyerson and I will be talking with academic administrators at Columbia University. May I have from each of you a statement of the links you may want to see fashioned with Columbia? Are there programs at Columbia of special merit to which your students and faculty could have access to supplement or supersede efforts here? Are there resources in your Schools that would be attractive to Columbia in this way? Though time is short, could you give me a response by Friday January 28?

Later we shall be considering possible arrangements with Princeton and Johns Hopkins. In addition, the President is committed to consideration of the interinstitutional arrangements among the Ivy League schools. Your thinking on these possibilities might develop in the next several weeks.

—Curtis R. Reitz

PRE-REGISTRATION FORM

(Please Print)

Enclosed is my check for \$ _____ (payable to Faculty Tea Club) for _____ registrations @ \$3.00 (lunch included).

NAME _____

ADDRESS _____

SEMINAR PREFERENCE (1) _____ (2) _____ (3) _____

Seminars will occur simultaneously, with limited attendance. Names and preferences of additional registrants may be attached on a separate sheet.

MAIL TO: Faculty Tea Club, c/o Mrs. Lloyd W. Daly, 310 Morton Avenue, Ridley Park, Pa. 19078

UNIVERSITIES AND THE URBAN ENVIRONMENT: A SYMPOSIUM MARCH 11

Following is a list of afternoon seminar topics and speakers for Saturday's all-day Symposium on "Universities and the Urban Environment," sponsored by the Faculty Tea Club.

Registration and coffee hour begin at 9 a.m. in the Fine Arts Building. President Martin Meyerson opens the program at 10 a.m. in the Fine Arts Auditorium. (See Page 1 for additional details.)

1. Urban Public Education

Moderator: Francis M. Betts III, President's Assistant for External Affairs, Penn

George H. Love, State Assistant Commissioner for Basic Education
Prof. Mary Coleman, Penn Elementary Education Coordinator
David Horowitz, Deputy Superintendent, City Schools
William W. Reynolds, Jr., Assistant Dean of Education, Penn
William Ross, Jr., District 1 Superintendent, City Schools

2. Urban Health Care Delivery

Moderator: Alfred Gellhorn, Dean, Penn School of Medicine
Prof. Stanley J. Brody, Community Medicine, Penn
Carl Moore, Board Chairman, South Philadelphia Health Action
Anthony Santore, Deputy Director, Mental Health Consortium
Charles Borkon, President, West Philadelphia Community Services
Hale Cook, Ambulatory Services, Presbyterian-Penn Medical Center

Carl S. Moore, Model Cities Advisory Citizens' Committee
Arle Scott, Director, West District Health and Welfare Council
Billie Joe Thurmond, Vice Chairman, Mental Health Consortium

3. Crime and Safety in the 70's

Moderator: Ian Lennox, Operating Director, Philadelphia Crime Commission

Hon. Edward Blake, City Common Pleas Court Judge
Fred Downs, Chief Probation Officer, City Common Pleas Court
Harry G. Fox, Philadelphia Police Deputy Commissioner
Hon. Clifford Green, Federal Court Judge
Donald C. Shultis, Security and Safety Director, Penn

4. Current Racial Relations

Speaker: Howard E. Mitchell, Director, Penn Human Resources Center

Mrs. Clinton Mullen, Consultant on Race Relations, Moderator
Brother Hugh Maguire, Teacher-Community Worker
James H. Robinson, Office of Equal Opportunities, Penn
George Stevens, University City Businessman
Prof. Samuel Sylvester, Penn School of Social Work
John Wideman, Director, Penn Afro-American Studies Program

5. Physical Environment: How Can Citizens Have a Voice?

Moderator: Lawrence A. Goldfarb, Consultant Architect, Y.G.S.
R. Damon Childs, Director, City Planning Commission

Robert W. Crawford, City Recreation Commissioner
Shirley Dennis, Director, Delaware Valley Housing Association
Arthur R. Freedman, Director of Planning and Design, Penn
Rick Ragan, Spruce Hill Community Association
Loreli Steuer, Penn Community Park
Joyce White, Powelton Civic Homeowners' Association

6. The University's Role in Community Self-Development

Moderator: Prof. Russell L. Ackoff, Penn Management and Behavioral Science Center

Mrs. Britton Chance, University City Resident
Julius Rosenwald, Director, University City Science Center
Herman C. Wrice, President, Young Great Society

7. Culture and Community Vitality in University City

Speaker: Glenn Bernard, Public Affairs Coordinator, Univ. Museum
Dr. James Cox, President, University City Swim Club, Moderator
Rev. Rod Frohman, Tabernacle Presbyterian Church
Allen Goldman, President, Spruce Hill Community Association
Dr. Charles Hertz, President, University City Arts League
Mrs. Frederick Jones, President, West Philadelphia Music Patrons
Mrs. Marcellus Reddick, Head, Rafters Charities
Leon Rosenthal, President, University City Historical Society

8. Drugs and Drug Abuse

Moderator: Jacob Schut, Addictive Services Director, Mental Health Consortium

Richard Atkins, Legal Consultant to Penn, Temple and City Schools

Prof. Loretta P. Finnegan, Clinical Pediatrics, Penn
Prof. G. Victor Rossi, Philadelphia College of Pharmacy

9. The Reality of Living in University City

Speaker: George B. Peters, Associate Treasurer, Penn

Speaker: John Wargus, Insurance Broker
Nancy Sobolevitch, West Philadelphia Corporation, Moderator
Sylvia Barkan, Artist-Photographer
Lois Bye, Realtor, Resident
Dorothy Kussmaul, Writer, Resident

10. Socially Responsive Programs of Universities

Moderator: Milton Karabell, Director, West Philadelphia Corp.
Norman J. Glickman, Director, Penn Undergraduate Urban Studies
Prof. Robert H. Mundheim, Chairman, Penn Community Advisors
Donald M. Stewart, President's Executive Assistant, Penn
Andrew T. Sullivan, Community Services Director, Penn

11. Living, Working and Traveling in the Metropolis

Moderator: Britton Harris, Chairman, Penn City Planning
Prof. David E. Boyce, Regional Science, Penn
Prof. John C. Keene, City and Regional Planning, Penn
Prof. Vukan R. Vuchic, Civil Eng. and Transportation, Penn

THE COUNCIL

MARCH 8 DISCUSSION: Enrollment, Development, McGill

Discussion of prospective undergraduate enrollment and of possible subjects for the new Development Commission are scheduled for the 4 p.m. Council meeting March 8.

Also on the agenda is discussion but not action on the Report of the Ad Hoc (McGill) Committee on Faculty Appointment and Promotion Policies and Procedures (ALMANAC February 8). A letter to Henry Abraham being circulated in this connection by Faculty Affairs Committee Chairman Morton Schussheim appears on Page 3 of this issue.

MARCH 8 RESOLUTION: Election of Steering Committee

Carried over from the February 9 meeting is a proposed amendment to the by-laws which in effect allows students and faculty to caucus separately in electing members to the Steering Committee:

The undersigned request either that the following change in the Council Bylaws be brought, without amendment, before a regular meeting of the Council, or that a special meeting of Council be called to consider it.

V 2. Election

(a) *The five elected faculty members of the Steering Committee shall be chosen from a list of nominees prepared by the incumbent Steering Committee in the following manner: The Steering Committee shall nominate the retiring Chairman of the Steering Committee in addition to those of its present faculty members who have served as elected members of the Committee one year or less and are eligible for election. Two and no more than two of these shall be elected. In addition, immediately after the election of representatives from the faculty constituencies, the Steering Committee shall request the faculty members of the incoming Council each to propose three of their number as candidates for the Steering Committee. On the basis of these proposals, the Steering Committee shall compose a slate consisting of four faculty members with terms expiring in two years and two faculty members with terms expiring in one year, listing those candidates within each category who receive the largest number of nominating votes and who also consent to serve on the Steering Committee. Ties shall be resolved by the toss of a coin. If less than two nominees are listed on the slate of those who have served on the Steering Committee in the previous year, each faculty member of the incoming Council shall be invited to propose four candidates for the Steering Committee and seven nominees shall be selected from the candidates thus proposed, at least four of whom shall have terms expiring in two years. The Steering Committee shall request the undergraduate student members and the graduate and graduate-professional student members of the incoming Council each to propose one of their own number as a candidate for the Steering Committee and shall nominate to the Council the two candidates in each category who receive the largest number of nominating votes and who also consent to serve. If only one nominee is available in a particular category, he shall be nominated to the Council. The slate of nominees shall be mailed to the members of the incoming Council by the Secretary together with notice and agenda for the May meeting. No person shall be nominated without his consent. No member of the Steering Committee shall serve more than two consecutive elective terms. The Chairman and Chairman-elect of the Senate serve on the Steering Committee by virtue of office and are not deemed elected members under this provision.*

(b) *Each member of the incoming Council shall be entitled to vote for two faculty members from the slate of nominees who have served on the Steering Committee the previous year. In addition, each faculty member of Council shall be entitled to vote*

for a number of additional faculty members on the slate of other nominees sufficient to elect a total of five. Each undergraduate member shall be entitled to vote for one undergraduate student and each graduate or graduate-professional student member shall be entitled to vote for one graduate or graduate-professional student. Voting shall be by written ballot. The nominees from each group with the highest total vote shall be declared elected, provided that they have received a majority vote of those present and entitled to vote for nominees from that group. If one position cannot be filled because of the failure to obtain such a majority, a runoff election shall be held between the two nominees receiving the largest total vote short of a majority. If two positions cannot be filled for this reason, a runoff election shall be held among the four nominees receiving the largest total vote short of a majority. Members of the Council shall be informed of the results of the election. If tabulation is completed prior to adjournment of the May meeting, the result shall be announced. In any event, the Secretary shall mail the results to the members as soon as possible.

Conforming changes in Section V 4 and II 2b are proposed as follows:

V 4. *Vacancies.* Vacancies among the elected members of the Steering Committee shall be filled by election held by Council. A list of at least two nominees for each vacancy shall be prepared by the incumbent members of the Steering Committee and included with the notice of the meeting at which the election is to be held. Both nomination and election procedures shall be in conformity with those set forth above for the regular election to the Steering Committee.

The first clause of II 2b shall be changed to read: *Representatives of faculty constituencies shall be elected not later than the third week of April, in accordance with the following procedures:* [Text of II 2b continues.]

Richard C. Clelland
James O. Freedman
Judith Luckenbill
Morris Mendelson
Brooke Roberts
June M. Axinn
Louise Shoemaker
Julius Wishner
Paul Rozin
Arthur Humphrey
Russell P. Sebold
Charles Dwyer
Benjamin Hammond

Clifford Jordan
David Sharp
E. J. Lawson Soulsby
Irving B. Kravis
Paul Taubman
William Whitney
Jean B. Crockett
Herbert B. Callen
Eugene Nixon
Joseph Bordogna
Alan C. Kors
Douglas Peterson

* * *

Also remaining before the Council is the Steering Committee's action of December 20, 1971:

RESOLVED, That the Steering Committee recommend to the University Council the appointment of a special committee to examine the question of representation of professional non-faculty and para-professional employees, including professional librarians, in the governance of the University and to take up thereafter such other matters relating to governance which may be referred to it by the Steering Committee, and be it further

RESOLVED, That the special committee shall be composed of University Council members, with the understanding that members whose term expires in 1972 may continue to serve on the committee, and be it further

RESOLVED, That the status of the special committee be reviewed by the Council at the end of the year to determine whether it should be made a standing committee of the Council.

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