

NEWS IN BRIEF

SENATE NOMINATIONS: GIRIFALCO FOR CHAIRMAN-ELECT

Senate Nominating Committee Chairman Paul J. Mishkin has forwarded the following slate for 1972-73:

Chairman-Elect: Louis A. Girifalco, Professor of Metallurgy & Materials Science.

Secretary-Elect: Stephen A. Ross, Assistant Professor of Economics.

Members of the Senate Advisory Committee (3 years ending 1975): Edward G. Effros, Professor of Mathematics; William G. Grigsby, Professor of City Planning; Benjamin F. Hammond, Professor of Microbiology; and David T. Rowlands Jr., Professor of Pathology; and Hace Tishler, Assistant Professor of Social Work (1972-73 to fill the unexpired term of John Wideman) and Bernard F. Cataldo, Professor of Business Law (1972-74 to fill Dr. Girifalco's term if he is elected Chairman-Elect).

Members of the Senate Committee on Academic Freedom and Responsibility (3 years ending 1975): Lawrence R. Klein, Benjamin Franklin Professor of Economics; Donald H. Silberberg, Associate Professor of Ophthalmology and Neurology.



*Shoemaker's
Children . . .
Page 5*

STATE APPROPRIATION TO MEDICINE: \$2.6 MILLION

With final passage of the \$2,613,600 allocation to the School of Medicine, the State Legislature has completed action on appropriations to the University for the current fiscal year.

Appropriations total \$13,130,600, as compared to \$12,100,000 for 1970-71, an increase of slightly more than eight per cent. They include, in addition to the School of Medicine's allotment, \$100,000 for the University Museum, \$1,664,000 for the School of Veterinary Medicine, and \$8,753,000 for the other schools of the University.

When other appropriations were approved in August, the allocations to all medical schools in the State were deferred, with a number of legislators expressing concern as to the shortage of physicians in Pennsylvania. Subsequent amendments which would have required medical school graduates to practice in Pennsylvania or repay to the Commonwealth the amounts appropriated to the schools on their behalf were deleted in a legislative conference committee before final passage of the appropriations bills.

FACULTY CLUB NOMINATIONS

Dr. Reid Warren is now accepting nominations for the Governing Board of the Faculty Club. His committee will propose more than five names for the five vacancies for two-year terms. The slate will be presented to membership by March 27, and members may make additional nominations during the two weeks after that date.

BLACK HISTORY: ROBERT ENGS

Course offerings in black history will increase substantially with the appointment of Robert F. Engs as Assistant Professor of History. Dr. Alfred J. Rieber has announced.

Mr. Engs will come to Pennsylvania from Princeton Uni-

(Continued on Page 8)

IN THIS ISSUE

- *Program or Isolation?* (M. H. Levin)
- Subcommittee on 'Directions' • COMMISSION
- COUNCIL: *Black Residence Center*
- *Staff Training: Another New Direction for the '70s*
- BEQUESTS • GRANTS • *Who Gets the Most?*
- WASHINGTON • APPOINTMENTS

Almanac

Volume 18, Number 26

March 14, 1972

Published weekly by the University of Pennsylvania

COUNCIL:

BLACK RESIDENCE CENTER ANNOUNCED

Plans for a Black Residence Center for up to 90 freshmen and sophomores were outlined to Council Wednesday by Vice Provosts John A. Russell Jr. and Humphrey Tonkin.

The Black Residence concept grew out of a "problem paper" presented by a group of black students and a full proposal by alumna and law matriculant Cathy Barlow. (An ad hoc faculty-staff committee's evaluation of the Barlow proposal appears on Page 4, along with the full text of the final Russell-Tonkin plan described to Council.)

Provost Curtis R. Reitz applauded various changes in residential life patterns—including academic residence programs in Stouffer and possibly Harnwell House, modeled on the present College House at Van Pelt Manor House—that the two Vice Provosts have approved to "augment existing programs and make the lifestyle in residences closer to the ideal of a living/learning environment."

Admissions Limits

Council voted favorably on six recommendations by Dr. Thomas Wood's Committee on Undergraduate Admissions and Financial Aid. These essentially limit new undergraduate enrollment in 1972-73 to 2100 students including transfers, but with maximum numbers to be admitted "only if the credentials (including SAT scores) of the students who will matriculate are at least as high in each college or school as those of the class enrolled in September 1971."

The disposition of the other four agenda items recorded in ALMANAC March 7:

- 1) Discussion postponed to April on the McGill Subcommittee Report;
- 2) Text of the Development Commission's initial charge to be released shortly along with the agenda being prepared by the Commission itself;
- 3) A motion passed to set up a special committee on representation of non-faculty "professional and para-professional employees"; and
- 4) A motion defeated which would have amended Council by-laws to allow the faculty members of Council to vote separately in Steering Committee elections. (Student members of Council also announced the adoption of new procedures which will prevent recurrence of last fall's undergraduate caucus.)

Program or Isolation?

by M. H. Levin

"That's the reason they're called lessons," the Gryphon remarked: "because they lessen from day to day."

Lewis Carroll

The University is frequently called upon to decide the future of new programs with a final step being to approve a series of courses and their philosophical framework. Urban studies and environmental studies might represent two such programs currently receiving separate consideration.

As a university within an old and historic city there is a certain obligation to consider programs which respond to student sentiment and faculty desire to improve conditions and the "quality of life" in the city. There are few established guidelines outside the more traditional academic departments. The success of a new program may be more closely measured by the number of majors or a program may be a "pet project" in one form or another. Initially, the development of a new program may open possibilities for outside funding while in others this clearly may not be the case.

Students who elect these programs may be attracted to the glitter of a program to which they can relate, while others exhibit a clear dissatisfaction with other more traditional programs. The length of time that a student will stay with a new program may vary. Undoubtedly, some will feel at home in the new program and stay within its bounds, and others will seek departments more closely aligned with their changing interests. Ultimately, opportunities for employment and post-graduate study will determine the success of a new program. The average situation is still one in which employment prospects, with good advancement potential, for holders of the baccalaureate degree, are low. Post-graduate opportunities, however, for well qualified graduates may be very good and particularly so in fields where a premium is placed upon integrative abilities.

These fields, and those that are related, require a substantial base of knowledge lying outside of the general program area. Subjects ranging from physics, chemistry, and mathematics to natural or social sciences and applied fields such as engineering and economics are necessary in order to prepare a knowledgeable person to resolve environmental problems. It is also essential that research skills be acquired. Therefore, knowledge of the design of experiments, statistical methods, economics and a broad perspective of history become highly important for the rounding out of a student's program.

Over one year ago, the American Association for the Advancement of Science sponsored a symposium on urban ecology. The results of this symposium indicated a close link between methodology in the sciences and its application to the urban ecosystem. As a follow-up to the symposium a proposal was submitted, through the Institute of Ecology, to the RANN (Research Applied to National Needs) office of the National Science Foundation in an amount in excess of a quarter of a million dollars. It is significant that these funds, if granted, are to be used for coordinating activities, conferences and workshops. The initial one-year effort will review and develop new approaches to urban ecosystem research. This proposed project indicates the lack of communi-

cation among those involved with studies of the urban ecosystems. This must be remedied if productive research is to develop.

In a fundamental sense, cities can be considered as ecosystems in which energy is imported in the form of fuel or food and where the radiant energy actually fixed within the ecosystem is virtually unutilized by the human population. Therefore, the justification for parks and other open spaces might be considered in the light of overall planning objectives and aesthetics. Where soil and plants still exist parks may serve as sinks for airborne pollutants and to absorb noise.

A feature of the urban ecosystem is the conspicuous transportation network. This forms the route for the movement of dead or dying organic matter (food, fuel, etc.) as well as providing mobility for the human population. If these transportation routes can be artistically designed, so much the better. On the other hand, portions of this vital circulatory system may function sluggishly at times. Fossil fuel burners bearing the human component to their places of employment within the city may reduce the speed at which fuels, manufactured products and services are imported into the urban ecosystem. Increasingly, cities have had difficulties simply moving these materials around.

A second problem evident in this ecosystem is that of ridding the city of its wastes. Most of the larger cities find themselves upon water which first served the function of transport and power but now serves as a liquid medium in which partially treated wastes may be diluted to less noxious levels. In comparison with natural ecosystems, self-regulatory mechanisms are not at all well-developed.

Superimposed upon both the productive component and that of the cycling of nutrients is the range of social, behavioral, and cultural interactions of the human population. These are well developed in urban centers, less so in the suburbs. They exert great influence upon the functioning of the urban ecosystem in its proper place within the watershed, physiographic region, biome, and biosphere. The influence, however, has adverse effects upon the natural ecosystems. Therefore, the prospective student of the ecosystem would be well advised to have knowledge of the structure and function of these larger units in their relationships to the urban ecosystem.

In a short period of time the university will be called upon to judge the merits of other programs; perhaps even suburban studies would be considered. While taken in isolation these may be individually worthwhile, I wonder how far the university will go before the faculty realizes the common basis of these programs and moves to consolidate them. Perhaps an overall program should begin with a revised university outlook upon the general area of organisms and environment.

One is reminded of Alice's travels to depths of subconsciousness where each situation in which she finds herself represents a puzzle of some kind. Ultimately, the paradoxes are resolved with good sense and by a return to reality and wakefulness.

Dr. Levin is an Assistant Professor of Landscape Architecture and Regional Planning, conducting research in the Graduate School of Fine Arts.

COMMENT INVITED ON 'DIRECTIONS'

A Subcommittee of the Academic Planning Committee has been formed to appraise President Meyerson's Progress Report: "Directions for the University of Pennsylvania in the Mid-seventies", and can report back to the parent committee. Subcommittee members are Drs. Richard Clelland, Jefferson Fordham, Louis Girifalco, Ward Goodenough, Earl Guthrow, Van Harvey, Robert Marshak, and David Sharp.

The Subcommittee invites comments and asks that they be sent to Dr. Marshak, School of Veterinary Medicine, before March 20.

THE COMMISSION

MINUTES OF THE MEETING: WORK TEAMS FORMED

At its March 1st meeting the University Development Commission received statements on its work from Mr. Henry M. Chance II and Mr. Carl Kaysen, Trustee members. Both men stressed the need for a balanced budget, their strong support of President Meyerson, and their belief that an effectively planned fund-raising program could engage the trustees in a major effort on behalf of the University. They warned, however, that it was the duty of the faculty to put its house in order as well as providing the consent and determination necessary to carry out what must be done. "The Trustees recognize," said Mr. Kaysen, "that leadership in this matter is the primary responsibility of the faculty." The two Trustees expressed the hope that the Commission would prove an effective vehicle for the articulation of these needs.

The Commission then proceeded to appoint chairmen to organize work teams in a wide range of subject areas for the purpose of data gathering and the formulation of information for future consideration by the Commission as a whole. Each work team will consist of those members of the Commission wishing to work in a particular subject area or areas along with additional members of the University community with relevant expertise. Such individuals will be invited to participate in the activities of the work team on a non-voting *ad hoc* basis by the team chairman. Each chairman will also invite the participation on the same basis of a liaison member from the Subcommittee on Academic Priorities of the Senate Advisory Committee. Each chairman was asked to report on the organization of his work team by the next meeting of the Commission on March 11th.

The chairmen and co-chairmen in each subject area are as follows:

Undergraduate Opportunities: Michael Zuckerman,
William Keller

Graduate Programs: J. Robert Schrieffer

Professional Education: Renee C. Fox, Carol A. Weiss

Cooperative Programs within the University: Britton Harris

Cooperative Programs outside the University: Barbara Ruch

Reallocation Problems: Burton S. Rosner, Otto Springer

Endowed Professorships: Julius Margolis

Endowed Fellowships: Phillip Rieff

Library Problems: Otto Springer

Educational Living Programs: Michael Neiditch, Ruth Ann Price

University Directions: Robert W. Nason, Phillip Rieff,
Arthur E. Humphrey

This order of presentation in no way reflects any system of priorities of interest or chronological ordering at the present time. The work teams may from time to time merge into larger

working groups or may refer material to another team for further consideration before presenting its findings to the Commission as a whole.

Communications may be addressed through the University mail system to

The University Development Commission

The University Museum

or may be left in the Commission's mail folder in 117 College Hall.

—Robert H. Dyson

COMMISSION STAFF: RONALD HICKS

The University Development Commission now has a full-time staff coordinator, Ronald Hicks, who will be located in a Commission office to be set up shortly at the Museum.

Mr. Hicks is a Purdue University graduate in international relations who is working toward a doctorate in anthropology at Penn. Discharged a Lt., j.g., from the U.S. Navy, he entered publishing at Prentice Hall, and was at World Publishing Co. in New York when Dr. Ward Goodenough asked him to be managing editor of the bi-weekly *American Anthropologist* while it was here. He has since been assistant medical editor for the W. B. Saunders Company in Philadelphia as well.

OPEN LETTER TO THE UNIVERSITY COMMUNITY

March 1, 1972

The University Development Commission has begun its work and it needs the help of all parts of the University, including administration, faculty, and students. We are particularly interested in using existing ideas and plans that you may already have for administrative and academic innovations or reorganization. If you have any reports or documents or are aware of the existence of any, we'd appreciate knowing about them. Or better still, we'd appreciate it if you would be willing to summarize or outline your ideas for us. We are concerned with issues of teaching, research, and service that the University can or might perform; we are interested in staff, programs and budget; and of course, we are interested in problems of new funding whether through reallocation or raising new money.

In all of this, we are most interested in your ideas about priorities, particularly the one or two items you think we should give priority above all else. We are also interested in resource personnel and would like to know what role you would be willing to play in the work of the Development Commission. Also we'd appreciate it if you could recommend the names of people inside or outside of the University who would be valuable resource people for us, either as consultants or people to take the lead in carrying out some of the programs of development. Finally, we would be indebted to you for any ideas you might have about fund raising; what kinds of ideas and programs might attract money, what governmental agencies, foundations, or private donors might be fruitful for us to approach.

Since we have to have a preliminary report of the work of the Development Commission for the May meeting of the Trustees, we'd appreciate having a reply from you as soon as possible. Much depends upon the success of the work of the Commission, so we do not hesitate to ask you to give this request first priority.

Please send your replies to Dr. Robert H. Dyson, University Development Commission, 525 University Museum. Thank you.

Dr. Robert H. Dyson
Dr. Eliot Stellar

THE COUNCIL

BLACK RESIDENCE PROGRAM

I would like to begin with a note of appreciation to the students, faculty, staff and various committee members who have been involved in the consultative process moving toward resolution of the several problems that have been raised by the black residence proposal. There have been long hours of work by many persons seeking answers in terms of dollars, number of persons to be involved and an attempt to understand this response in the light of the needs that have been expressed in other forms on this campus.

With this in mind, Dr. Tonkin and I have recommended to the Provost that the modified proposal be approved subject to the following conditions:

1. There be a minimum of one black faculty member (hopefully, at least two) in residence for the academic year. The search for appropriate faculty members for this residence will be done through the "Black Faculty and Administrators' Group" by March 17th.
2. The final number of residents will be determined by the size of the applicant pool. In no case will the number exceed 90 students (45 freshmen and 45 sophomores).
3. Applications for the residence will be screened by a sub-group of the "Black Faculty and Administrators' Group."
4. That same group which screens the applicants will form the nucleus of a monitoring and evaluating committee which will give a preliminary report on the success or failure of the project by January 15, 1973.
5. An affirmative opinion of University legal counsel on any legal questions.

—John A. Russell, Jr.

EVALUATION OF BLACK RESIDENCE PROPOSAL

The committee unanimously wishes to make a statement of concern. From Miss Barlow's comments to the committee and from the personal experience of some members of the committee, it is obvious that the University is not adequately meeting the needs of many of the black students whom it continues to accept into the University community. Therefore whether or not this particular proposal is implemented, some positive action must be taken to assist these black students.

Although there is a large range of opinions on Cathy Barlow's proposal,* the committee does recognize the need, especially in certain subgroups of the black students, to have a sense of community. There is no objection to facilitating such a sense of community for black students. While there are objections to this particular proposal, the committee is pleased to see that it contains an academic component rather than being purely residential. The committee believes that whatever action is taken on this proposal should be taken within the boundaries of the law. Furthermore, the committee believes that what little integration there is now at Penn should be preserved and nurtured.

Beyond these general statements, it is difficult to convey a "committee opinion." Some members are for the proposal, some against, and some ambivalent; therefore, we will elaborate on some of our concerns and give various opinions for and against Miss Barlow's proposal.

One area of concern involves the proposal's implications for learning and personal growth. There is some feeling in the committee that an all-black residential project would surround students with people very much like themselves and result in the reinforcement of established beliefs and behavior patterns. Since education is often the result of challenged beliefs, it is thought that limiting black-white everyday contacts would encourage the maintenance of racial stereotypes. This contact is as important for whites as for blacks. We are also concerned that increasing segregation would cause more mistrust and more detachment from the University and course of study. Countering this, several members of the committee agree that *de facto* segregation is widespread at the University.

Without a basis for parity interaction, without the psychological conditions for dialogue, beliefs can be attacked but not challenged. A black residential community might provide heightened security, a sense of identity, and uninhibited exchange of diverse opinions. Such conditions might lead residents to more satisfying involvement with their academic course of study and provide the quiet strength needed for one to be "challenged," in interaction outside the classroom.

A second concern is that individuals who might potentially interact with whites might be pressured to conform by an organized residential group which is isolationist. On the other hand, the only "real" thing this group would have in common is being black. A common race does not necessarily indicate a common attitude. The project participants would be mixed by class, personal goals, majors, and backgrounds. Furthermore, since the project would only include one-third of the black underclassmen, pressures would be minimal.

A third area of concern is the proposal's legality. No member of the committee believes this proposal should be implemented if it is unequivocally illegal. The committee believes itself unqualified to judge the proposal's legality and believes that legal opinions should be solicited. Some members of the committee think the proposal at least violates the spirit of the law and that the University should not try to circumvent it even if able to do so. Others think that the spirit is not violated, while still others think that the spirit of the law might be violated and may therefore have to be circumvented by the University. It was clearly understood by the committee that no whites would be allowed to participate in the live-in project, even as a way of meeting legal objections.

A fourth area of concern involves the budget. We agree that since the University has taken black students into its community, some of whom are from deprived backgrounds, it should insure that their particular emotional, social, and motivational needs are met. Cathy's proposal needs close to \$40,000. Given the present constraints on University budgets, it is felt by some members to be inappropriate for such a large amount of money to be spent on a relatively small percentage of the University's population, if instituting such an expensive proposal means the elimination of several of the smaller, less expensive projects.

A fifth area of concern involves the upper two, non-project floors in the low-rise. There is concern that the black students, being more organized and centrally focused, would begin to impose their life-styles on the other occupants of the building. There is also question as to the possibility of filling the apartments on the two off-floors if white students and parents see Low Rise North as "the black dorm." On the other hand, since interaction is often among floor members themselves and not between floors, there may not be a significant problem here. A suggestion was made that perhaps the problem could be eliminated if another project were placed on the other two floors. Then each half of the building would have its own program and central focus. Cathy Barlow, however, expressed concern over displacing all the present residents of Low North. She thought that if no one were allowed to remain in Low North and everyone was forced to move out for two projects that this in itself would cause some antagonism towards her proposal. If the project is to exist, serious consideration should be given to placing it on two or three floors in an undergraduate high-rise, a much larger and diversified building. We feel this would alleviate many of the problems stated in this paragraph.

The issues raised by this proposal are too complicated for some committee members to make a simple yes or no recommendation. As a committee we are of diverse opinions and as individuals many of us are somewhat divided on the issues. However, even those members recommending the proposal wish to make it clear, as they have in previous proposals, that they would like to see this proposal established as an experiment only, and not as an automatic precedent. These members feel that if the program is instituted it should be closely watched to see if indeed juniors who have spent two years in the project are better adjusted, academically and emotionally, than those who have not participated. (However there is some feeling that such a comparison might not be useful because of the "spill-over" effect this proposal intends to have.) Likewise, those members who oppose this proposal believe that a constructive alternative must be found immediately and offered to the black students for their consideration.

The committee as a whole has strong negative feelings about both a purely residential black project and about token integration of whites. Merely having blacks living together but not as a part of an educational project has been tried and failed. In such projects at other schools of which we have knowledge, token whites have uniformly left such projects in the past leaving only a segregated project.

Margo Marshall, *Chairman*; James Eyster, Jr.; John Kershner; Charles McClelland; Martin Seligman; Charles Thrall.

*The original 19-page document, which called for 120 students, 10 advisors, 10 resource persons, etc. In Council, Vice Provost Tonkin specifically included Miss Barlow's academic proposals—seminars, speaker's forum, periodicals library, etc.—as essential elements required to make the Black Residence a learning environment.



Mrs. Helen Stubbs' new classroom for secretarial training is in Sergeant Hall at 34th and Chestnut—a onetime hotel, then women's dorm that now houses Equal Opportunity, External Affairs and other offices.

STAFF TRAINING: ANOTHER NEW DIRECTION FOR THE UNIVERSITY IN THE '70s

The "shoemaker's children" of the academic world may be the working staffs of the nation's universities, going largely self-taught or untrained in an environment that is almost all teaching and training.

But this year for the first time the University of Pennsylvania has assigned full-time staff and facilities to the on-the-job training of those who work here.

It is a giant step in an institution where the only true formal staff training has been in Buildings and Grounds apprenticeship programs, which for 15 years have gone on *without* full-time staff or facilities. There, with the cooperation of unions, technical high schools and state and federal agencies the program has enrolled as many as 24 apprentices at once, bringing them to journeyman stages and turning a final profit for the University as the best of them stayed on staff. Probably no single effort has more successfully drawn minorities into the campus work force.

White Collar Minorities

It was to help entry-level minority workers into the University's clerical forces that the present training set-up was created last fall under a \$48,000 grant of the U. S. Department of Labor's "Jobs '70" program.

As 20 newly recruited secretarial/clerical employees prepared to begin that training, Executive Director of Personnel Relations Gerald Robinson quickly made the point that similar programs were needed for the already-employed.

The minority program, which had been planned under Equal Opportunity Administrator James Robinson, was transferred to the University's new full-time Training Officer, Richard (Jack) Glover, as soon as he came aboard. Mr. Glover and a newly-appointed Training Supervisor, Mrs. Helen Stubbs, then turned their attention to designing an eight-week secretarial program where current A-3's could upgrade skills and prepare for possible advancement.

Classes in this second program started February 28, with 20 staff members enrolled in two sequences. Ten of them study fundamentals for an hour a day, three days a week, expecting among other things to bring their shorthand to 70 words per minute and their typing to 50 or 60. The other ten take a broader "refresher" course two days a week, with higher targets in shorthand and typing and with more advanced work in general business and office skills.

The twenty were chosen by the training staff on the basis of recommendations from department heads, who looked especially for a need for skills in the individual. "Those not recommended by their bosses for the program can assume," said Mr. Glover, "that either they are probably capable of upgrading without formal courses, or the departmental workload is too great to allow them time off just now."

Throughout the University there have long been pockets of awareness of, and even scattered individual attempts to solve, training needs at several levels.

In Personnel, Ray Saalbach once worked out orientation classes for new employees and also produced the University's first and only faculty-administration handbook before the money ran out and he himself was transferred to Development. (One of Jack Glover's next moves is to revive those classes for newcomers, starting this month. See Page 8.)

The College's Business Administrator Manuel Doxer began a no-budget training program of his own as soon as he moved from the physics department into his present job. He asked not only the business personnel of his 19 departments and 5 subsidiary units but the faculty chairmen as well to join him in "nuts and bolts" workshops just before budget time last spring and again this year. In five two-hour sessions in Room 200 CH, he covers the "housekeeping" of the University: 1) General information: how to prepare a budget; 2) Personnel: handling forms, hiring, promotion and increases; 3) Requisition forms: Purchasing, B & G, Bookstore, Telephone, Printing; 4) Other expenditures: travel, journal voucher transfers, petty cash, honoraria; and 5) A summary including "budget-watching" for overruns, checking discrepancies with Comptroller's records, grant disallowables, and so on.

No two departments run exactly alike, Mr. Doxer is quick to point out; one chairman may involve himself deeply in money and personnel matters while another may delegate a great deal. Still there is a need for common grounding for the various business administrators, administrative assistants and senior secretaries who keep the business side going.

Informally, the "briefing" luncheons of Grammateis and the Association of Business Administrators are a form of shared learning on the campus. At a more rarified level, last fall Dr. Russell Ackoff taught a management seminar on his own time to high-level administrators who attended on *their* own time.

Training has been the cry of the Administrative Assembly since its founding, of the A-3 Assembly in all its organizational phases, of WEOUP in its proposals, and of Personnel in reams of memos.

Hard data on training costs are not easy to come by, since training can be done so many ways—and some on very slim resources indeed, once the basic facilities and staff are in place.

But there is ample evidence that training pays—and not only pays the upgraded employee but pays the University itself in jobs done better, costs cut lower, turnover curbed and better staff attracted. "It is not," said one junior administrator, "just the shoemaker's children who didn't have shoes. The shoemaker's been running around in need of half-soles all this time, too."

BEQUESTS

Report on 1970-71:

BEQUESTS AGAIN EXCEED \$4 MILLION

For the third straight year, bequests received by the University during 1970-71 exceeded \$4 million. In its Winter 1971 Report, the Bequests and Deferred Gift Program says that \$4,266,938 in bequests accounts for 20% of the University's total gift support of \$20 million for the year. Fifty-eight percent of the new bequests came from alumni, according to the program's director, James D. Evans, Jr.

Looking to the future, the University recorded 142 new Expectancies (those who notify the University in advance of estate provisions for Penn). This is the largest number added in any of the last five years.

New Appointments to Bequest Committees

Herbert Reid Hawthorne, M.D., who for many years has served as Professor and Chairman of Surgery in the Graduate School of Medicine and Chief of Surgical Services at Graduate Hospital, has joined the Medical Bequest Program Steering Committee.

Leroy M. Ennis and Victor H. Frank are the new Co-Chairmen of the Dental Bequest Program.

Jack O. Knowles, V.M.D., V'38, a former President of the American Veterinary Medical Association, will head the recently formed School of Veterinary Medicine Bequest Program.

Recent Bequests to the University

JOSIAH H. PENNIMAN, C'1890, Gr'95, H'22, Philadelphia. Dr. Penniman, who was Provost of the University from 1923 to 1939, established a trust to benefit the University upon the death of Mrs. Penniman. The residue of the trust which was "to be used in such manner and for such purposes as the Trustees of said University may determine" totaled \$102,393.

The Honorable E. WALLACE CHADWICK, C'06, L'10, Chester, Pa. Bequeathed \$5,000 to the College, upon the death of Mrs. Chadwick, for the Departments of Latin and English, in memory of Professors William Alexander Lamberton, Henry Gibbons, Cornelius Weygandt, and Felix Shelling.

WILLIAM MCCLELLAN, C'1900, Gr'03, Alexandria, Virginia. Dr. McClellan, a former University Trustee and Dean of the Wharton School from 1916 to 1919, established the William McClellan Fund with a bequest of \$218,128 to be maintained as a separate fund for such uses and purposes as the Trustees may determine.

JEANNETTE M. FRANCIS, N.A., Alexandria, Virginia. \$100,000, representing one-third of her estate, was added to the William McClellan Fund under the terms of the Will of Miss Francis, a niece of Dr. McClellan.

EMMA C. NEUMEYER, N.A., Easton, Pa. The Hospital of the University of Pennsylvania received \$353,562 on behalf of a trust established by Mrs. Neumeyer, which terminated upon the death of her son. The distribution to the Hospital was in memory of Mrs. Neumeyer and her late husband.

The Honorable JAMES F. HENNINGER, L'15, Allentown, Pa. Through the use of a holographic Will, Judge Henninger made a bequest of \$1,000 for the general purposes of the University of Pennsylvania Law School.

GEORGE L. HARRISON, C'1893, Philadelphia. A bequest of \$376,000 to establish and maintain the George L. and Emily McMichael Harrison Department of Surgical Research at the University Hos-

pital. This bequest was received as a result of the death of the life beneficiary under terms of a trust under Will. Mr. Harrison was a kinsman of Dr. Charles Custis Harrison, Provost of the University from 1894 to 1910.

PAUL B. HARTENSTEIN, W'23, Philadelphia. A bequest of \$50,000 to the University for its general purposes. The funds are being used to help in the renovation of Houston Hall, of which Mr. Hartenstein was Director for many years.

JOHN VALENTE, C'11, Santa Barbara, California. The University received the residue of a trust established by Mr. Valente. The income only from the \$133,470 bequest is to be used for general purposes and is to be recorded in the records of the Annual Giving Program and credited to the "Class of 1911 College" in Mr. Valente's name.

HARRY S. GOLD, GrEE'64, Gr'65, Matawan, New Jersey. Bequest of a group life insurance policy in the amount of \$17,080 to the University for its general purposes.

BENEDICT GIMBEL, Jr., W'21, Philadelphia. A bequest of \$5,000 to the Graduate Hospital for the general purposes of the Department of Ophthalmology. Mr. Gimbel was for many years a member of the Board of Managers of Graduate Hospital.

MAURICE A. MICHAEL, G'26, M'29, North Miami, Florida. Dr. Michael bequeathed one-quarter of his residuary estate to the Medical School. The sum of \$14,847 was expressed by his attorney as "a small token of his (Dr. Michael's) gratitude to the University for the excellent training which he received."

GEORGE S. KLUMP, M'26, Williamsport, Pa. Dr. Klump bequeathed to the School of Medicine \$5,000 for general purposes at the discretion of the Dean.

GRANTS

SPONSORED RESEARCH

Contracts and Grants for Research and Related Activities Received by Faculty Members During December 1971

PUBLIC HEALTH SERVICE: J. Ostrow (Medicine) "Alternate Pathways of Bilirubin Metabolism" \$30,094 . . . M. Allam (Vet. Med) "General Research Support Grant" \$151,369 . . . D. Berkowitz (Biochemistry) "Structure and Biological Assembly of Myelin" \$34,028 . . . R. Brodey (Clinical Studies) "Immunologic Studies of Canine Neoplasia" \$22,786 . . . R. Coburn (Physiology) "The Measurement of Endogenous Carbon Monoxide Production" \$30,996 . . . G. Cohen (Dental Microbiology) "Antigens of Herpes Simplex Infected Mammalian Cells" \$23,000 . . . A. Dubois (Physiology) "Mechanical and Biochemical Functions of Lungs and Pulmonary Circulation" \$30,807 . . . W. Elkins (Pathology) "Cellular Immunology of Graft-Versus-Host Reactions" \$22,613 . . . J. Flaks (Biochemistry) "Metabolism of Normal and Bacteriophage-Infected E Coli" \$56,026 . . . R. Forster (Physiology) "Measurement of Rates of Gas Uptake by Human Red Cells" \$25,593 . . . A. Gellhorn (Medicine) "General Research Support Grant" \$323,440 . . . H. Ginsberg (Microbiology) "Study of Mechanisms of Viral Eclipse and Assembly" \$52,289 . . . S. Harris (Dental Med.) "General Research Support Grant" \$152,996 . . . R. Lindquist (Pathology) "Mechanism of Allograft Rejection" \$30,312 . . . L. Mastroianni (Ob. Gyn.) "Primate Resources Studies in Reproductive Biology" \$102,314 . . . G. Mayer (Clinical Studies) "Influence of Dietary CA & P Upon CA Homeostasis" \$22,666 . . . F. Pepe (Anatomy) "Electron Microscopic and Chemical Studies of Muscle" \$45,640 . . . C. Price (Chemistry) "A Quantitative Study of Protein Alkylation" \$25,036 . . . M. Pring (Medicine) "Medical School Computer Facility" \$198,494 . . . M. Reivich (Neurology) "Control of Cerebral Hemodynamics and Metabolism" \$51,415 . . . R. Schwartzman (Clinical Studies) "Studies of Canine Reagin Antibodies" \$28,752 . . . W. Silvers (Pathology) "The Lymphocyte and Cellular Immunity" \$132,253

... **K. Suzuki** (Pathology) "Experimental Pathology of Developing Nervous System" \$30,925 ... **R. Utiger** (Medicine) "Thyroid Stimulating Hormones in Plasma" \$40,033 ... **A. Winegrad** (Medicine) "Studies of Urbonic Acid Pathways in Human Diabetics" \$71,106 ... **S. Winegrad** (Physiology) "Excitation-Contraction Coupling in Muscle" \$29,970 ... **M. Samitz** (Dermatology) "Clinical and Laboratory Studies of Metal Sensitivity" \$28,427.

OFFICE OF EDUCATION: **F. Davis** (Education) "Graduate Training Program in Educational Measurement" \$48,600.

DEPARTMENT OF TRANSPORTATION: **S. Putnam** (Inst. Environmental Studies) "Investigation of the Interrelationships of Transportation, etc. and Land Development" \$103,744.

DEPARTMENT OF JUSTICE: **A. Hersh** (Social Work) "Law Enforcement Education Program" \$2,422.

NATIONAL SCIENCE FOUNDATION: **C. Baile** (Monell Chemical Senses Ctr.) "Neural Metabolic and Behavior Aspects of the Control of Feed Intake of Ruminants" \$65,000 ... **J. Bockris** (Chemistry) "Electrochemical Electricity Storers" \$49,000 ... **D. DeVault** (Johnson Fdn.) "Biological Reactions of Less Than Microsecond Halftimes" \$21,000 ... **J. Hobstetter** (V-P Research) "Institutional Grant 1970-1971" \$78,142 ... **S. Inive** (Biology) "Analysis of Fine Structure in Living Cells" \$50,000 ... **F. Kayne** (Johnson Fdn.) "Chemical Relaxation Study of Pyruvate Kinase" \$15,000 ... **J. McCrary** (Biochemistry) "Oxygen Photolysis and Recombination Studies of Hemoproteins" \$36,000 ... **A. Podgorecki** (Arts & Sci. Grad. School) "Senior Foreign Scientist Fellowship Award" \$12,720 ... **W. Smith** (Biology) "Animal Communication and Use of Pattern in Continuous Signaling" \$20,800 ... **W. Telfer** (Biology) "Developmental Changes in Protein Synthesis and Transport in Ovarian Follicles, etc." \$39,000 ... **T. Yonetani** (Johnson Fdn.) "Magnetic, Optical, and Kinetic Properties of Hemoproteins" \$5,200.

OFFICE OF ECONOMIC OPPORTUNITY: **E. Sparer** (Law School) "Health Law Project" \$329,573.

PRIVATE FOUNDATIONS, RESEARCH ORGANIZATIONS AND ASSOCIATIONS, AND INDUSTRY: **ASSN. OF AMER. MED. COLLEGES:** **A. Freedman** (Medicine) "Area Workshop on HMO Development in the Academic Health Center" \$4,000. **HELIOTEX CORPORATION:** **M. Altman** (Towne School) "Theoretical Investigation of the Performance of Vertical Junction Solar Cells" \$16,254. **WORLD HEALTH ORG.:** **I. Live** (Clinical Stud.) "Studies on Brucellosis and Other Zoonoses" \$1,000.

Received During January 1972

ARMY: **D. Langenberg** (Physics) "Electrodynamics and Fluctuation Phenomena in Josephson Junctions" \$112,213 ... **M. Yanoff** (Ophthalmology) "Histopathology of Laser-Induced Ocular Lesions" \$19,997.

NAVY: **C. Brighton** (Orthopedic Surgery) "Stimulating of Fracture Healing by Electrical Fields" \$99,788 ... **M. Caspari** (Physics) "Solid State Physics" \$30,000 ... **N. Prywes** (Moore School) "Computer Aids to Human Intellect" \$55,000.

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE: **H. Mitchell** (Institute for Environmental Studies) "Development of a Consortium of Universities and Institutions for Planning the Utilization of Nonwhites in Construction Programs" \$43,081.

PUBLIC HEALTH SERVICE: **J. Brody** (Medicine) "Immunological Function of Leukemic Lymphocyte" \$30,807 ... **D. Cooper** (Harrison Surgery) "Mechanism of Oxygen Activation for Aerobic Hydroxylation" \$30,807 ... **B. Cooperman** (Chemistry) "Pyrophosphatase Mechanism Adenylate Affinity Labels" \$32,270 ... **L. Dethlefsen** (Clinic Studies) "Volumetric and Radio Isotopic Studies of Tumor Growth" \$22,666 ... **L. Henderson** (Medicine) "Study of Purification of Uremic Blood" \$189,451 ... **P. Liebman** (Anatomy) "Microphotometry of Retinal Rods and Cones" \$21,606 ... **R. Marshak** (Clinic Studies) "Experimental and Natural Transmission of Bovine Leukemia" \$300,000 ... **M. Reivitch** (Neurology) "Control of Cerebral Circulation and Metabolism" \$30,807 ... **L. Flexner** (Anatomy) "Studies on the Molecular Basis of Memory" \$32,451.

OFFICE OF EDUCATION: **M. Berntsen** (South Asia Studies) "Set of Intermediate and Advanced Marathi Materials" \$30,826.

ATOMIC ENERGY COMMISSION: **S. Frankel** (Physics) "Synchrotron Research and Operating" \$445,000.

Quoted in Passing:

GRANTS TO MED SCHOOLS: WHO GETS THE MOST?

(Medical World News January 28, 1972)

The University of Pennsylvania Medical School receives more money in the form of gifts and donations than do 91 other U.S. medical schools. The National Fund for Medical Education says that for the 1969-1970 academic year, Pennsylvania was first in both corporate and foundation grants. Emory University School of Medicine showed the most in the form of gifts from alumni, while the University of Chicago Pritzker School of Medicine headed the list of those receiving bequests from nonalumni.

Total private-sector contributions to the 92 schools added up to \$145 million. The largest source of support was foundations, which contributed \$64 million, followed by nonalumni, who gave \$43 million, corporations with \$22 million, and alumni, whose gifts totaled \$16 million.

The following schools comprised the top ten in terms of receipt of support:

University of Pennsylvania	\$14,376,000
Meharry Medical College	11,383,000
Mount Sinai School of Medicine	7,441,000
Emory University Medical School	7,250,000
Harvard Medical School	6,955,000
Johns Hopkins Medical School	5,743,000
Stanford University Medical School	5,692,000
University of Pittsburgh	5,685,000
Pritzker School of Medicine	5,465,000
Washington U. School of Medicine	5,135,000

NATIONAL SCIENCE FOUNDATION: **M. Cohn** (Johnson Foundation) "Mechanisms of Phosphate Transfer Reactions" \$26,000 ... **O. DeSapir** (Anthropology) "Archeological Investigations in Western Panama" \$26,400 ... **E. Girault** (Education School) "A Personal Resource Workshop" \$74,100 ... **L. Hurvich** (Psychology) "Quantitative Theoretical and Experimental Analyses of Anomalous Color Vision" \$42,000 ... **R. McCormmach** (History and Philosophy) "History of Physics Discipline—1790-1914" \$36,700.

SMITHSONIAN INSTITUTE: **D. O'Connor** (University Museum) "Excavation Within the Town and Harbor Site of Malkata, Western Thebes" \$26,983.

PHILADELPHIA SCHOOL DISTRICT: **R. Preston** (Education School) "A Project to Prepare Reading Specialists for Work with Disadvantaged Children" \$26,964.

PRIVATE FOUNDATIONS, RESEARCH ORGANIZATIONS AND ASSOCIATIONS, AND INDUSTRY: **AMERICAN MEDICAL ASSOCIATION:** **R. Chamberlain** (Radiology) "Radiology-Vietnam" \$79,360. **AMERICAN PUBLIC HEALTH ASSOCIATION:** **C. Garcia** (Ob/Gyn) "Family Planning Project" \$84,000. **ALLEN TOWN PRODUCTS:** **K. Boyee** (Medicine) "Experimental and Clinical Renal Failure in Dogs" \$36,968. **FIELD FOUNDATION:** **A. Gellhorn** (School of Medicine) "Special Programs for Black Students in the Med School" \$35,000. **FLOW LABORATORIES:** **F. Lief** (Animal Biology) "Research in Parainfluenza" \$10,000. **MILES H. VERNON FDN:** **L. Rowland** (Neurology) "Encephalitis Research Fund" \$40,000. **NATIONAL MULTIPLE SCLEROSIS SOCIETY:** **D. Silberberg** (Neurology) "Multiple Sclerosis Clinic" \$14,695. **PHILCO FORD CORPORATION:** **F. Haber** (Moore School) "Proposal on Formant Extraction" \$7,733. **RUNYON MEMORIAL FUND:** **A. Kaji** (Microbiology) "Studies on Macromolecule Synthesis in Tumor Cells" \$24,500. **SLOAN FOUNDATION:** **H. Thompson** (School of Med.) "Planning a Cooperative Loan Program for Med Students at Five Philadelphia Med Schools" \$6,000. **WORLD HEALTH ORGANIZATION:** **D. Detweiler** (Animal Biology) "WHO Collaborating Lab For Comparative Med Cardiovascular Studies" \$1,000.

Summary: Contract and Grant Awards July 1, 1971 through January 1972: 363, totaling \$21,777,059.

AREA 3 GARAGE

Effective Wednesday, March 15, 1972 the doors to the Area 3 Garage at 38th and Spruce Streets will be closed to pedestrian traffic. Alternative routes, heading east from 39th Street and open to foot traffic are Spruce Street, Walnut Street, and the walk area beside the University Bookstore Gift Shop, 38th & Locust Walk (southwest corner).

Due to safety problems, we must implement the closing of the doors on the above date.

—Joseph P. Burke, Director of Parking

NEWS IN BRIEF CONTINUED FROM PAGE 1

versity, where he has been visiting lecturer in Afro-American, African and American Intellectual history, and from a post with the New Jersey Education Consortium, Inc., where he is a field professor supervising a school desegregation project in a New Jersey community.

Mr. Engs holds a bachelor's degree in International and Public Affairs from Princeton University and is a doctoral candidate in history at Yale. His dissertation is on "The Development of Black Culture and Community in the Emancipation Era: Hampton Roads, 1861-1870."

The 29-year-old historian will teach a proseminar in comparative slavery, a one-semester introductory course in black history, a class on the Civil War and Reconstruction, and a graduate colloquium on problems in the history of the American south.

SPRING CLEANING? RETURN YOUR LIBRARY BOOKS

Van Pelt Library will have its annual faculty-staff book clearance the week of March 20-24. All books charged with term loan should be brought to the Van Pelt lobby for return or recharging by their new date due, March 24. Help from members of the Class of '72 in bringing books to the library may be arranged by calling the circulation department at Ext. 7094.

ORIENTATION FOR NEW STAFF

Orientation of new University employees will start again on March 17, 1972, and continue until all persons hired since September 1971 have attended sessions. The first meeting will be for all new A-3 and A-4 personnel, with later ones for A-1 appointments.

Announcements will be made periodically of pending dates, and persons scheduled for particular sessions will be notified.

WASHINGTON

THE PELL BILL: ONLY 240 MORE STEPS TO GO

The Senate after a week-long debate approved the Higher Education Bill (S-659, Pell) by a vote of 88 to 6. So far as higher education goes the bill is essentially identical with that passed on August 6, 1971, which has been reported upon previously in the ALMANAC. The only differences are the addition of a ban on sex discrimination in graduate and professional education, a cost of education allowance for increased enrollment of veterans, and a statement expressing the "sense of

Congress" that at least one student should serve on the governing board of every college and university.

The next move is up to the House which must formally request a conference with the Senate to reconcile differences between the two versions of the proposed law. The first attempt to make such a request was blocked by Rep. Waggonner (D-La.); however, another attempt will be made to establish a conference. Once the conference committee is created a long and difficult task will be faced by it. There are 240 points of difference between the two bills! While most of them are reconcilable, those concerned with busing and the basis for institutional educational allowances will be the subject of considerable debate.

Remember that even if a bill is finally passed it will still only authorize the appropriation of funds for programs of higher education. A subsequent battle over the amount to be appropriated must take place before any of them can become operative.

—Donald S. Murray

APPOINTMENTS

PERSONNEL RELATIONS

George W. Budd has been named Director of Labor Relations for the University with responsibility for developing a comprehensive labor relations program. A graduate of Ursinus College, Mr. Budd comes here from the Pennwalt Corporation where he was Corporate Manager of Labor Relations. He takes the labor relations responsibilities long held by Business Manager John Keyes, who retires in June.

Mrs. Helen Stubbs is the new Project Supervisor for the Jobs '70 Program and training supervisor for other programs (see page 5.) Mrs. Stubbs has been an Instructor at the Berean Institute, Opportunities Industrialization Centers, Inc., and Philadelphia Community College. She has a B.S. in Business Education from Livingston College and did graduate work at Temple University.

Miss Jacqueline Pollard was recently appointed Assistant to the Executive Director of Personnel Relations. A graduate of Spring Garden College, Miss Pollard is the former Executive Secretary to the Vice President of Spring Garden College and a lecturer in Secretarial Science there. She will work especially in the recruitment of new staff, setting up relationships with local secondary schools and colleges to widen the University's search patterns.

LIBRARY

Mrs. Edna L. Williams has been appointed to the professional staff of the Reference Department in the Van Pelt Library. She holds a B.S. degree from Tennessee State University and an L.S. from the University of Illinois, and has had several years of professional library experience.

BOOKSTORE

Fred Foster has joined the University as Assistant Director of the Bookstore. He attended New Haven College and comes to Penn from the book department of the Yale Co-op. Mr. Foster replaces Derek Davis, who resigned.

ALMANAC: 515 Franklin Building, Ext. 5274
Editor Karen C. Gaines
Assistant Editor Anne M. Geuss