
NEWS IN BRIEF

HALF A DOZEN GUGGENHEIMS

Six University of Pennsylvania faculty members have been awarded 1972 Guggenheim Fellowships.

Chosen for awards by the John Simon Guggenheim Memorial Foundation were: Dr. Herbert B. Callen, Professor of Physics; Dr. Herman R. Gluck, Professor of Mathematics; Dr. A. Brooks Harris, Associate Professor of Physics; Dr. Akira Kaji, Associate Professor of Microbiology; Dr. Neville R. Kallenbach, Professor of Biology; and Dr. Clyde de L. Ryals, Professor of English.

Dr. Callen will investigate the symmetry and conceptual basis of thermodynamics; Dr. Gluck will perform studies in Riemannian geometry; Dr. Harris will engage in theoretical studies of solid state physics; Dr. Kaji will study the biochemical mechanism of cellular transformation; Dr. Kallenbach will analyze nucleic acid conformations; and Dr. Ryals will write on Browning's later poetry.



... Page 3

WHARTON EVENING SCHOOL: B.B.A. PROPOSED

In an April 4 extension of its March Faculty Meeting, the Wharton Faculty approved and recommended that the administration send to the Trustees a new program for the Bachelor of Business Administration degree in the Evening School of Accounts and Finance. The Evening School, founded in 1904, presently awards an Associate in Business Administration degree for completion of 20 course units. The additional baccalaureate program, if approved by the Trustees, could begin in September.

ENVIRONMENTAL STUDIES MAJOR IN THE COLLEGE

A new undergraduate major in environmental studies will be offered in the College of Arts and Sciences, Dean William E. Stephens has announced.

The environmental studies major will be interdisciplinary and will include existing courses in the physical sciences, biological sciences and social sciences as well as several new courses in the field of environmental studies. All students will take the new courses in environmental studies—"Introduction to Environmental Analysis", "Environmental Case Studies", and a problem-analyzing seminar. Each student will prepare a senior thesis under faculty supervision to describe research which he or she conducted during the previous summer or during the academic year.

The Committee on Environmental Studies hopes to assist students in securing summer employment or practical experience during the academic year which will be of value in subsequent classroom work and in preparation of the senior

(Continued on Page 8)

IN THIS ISSUE

- SENATE: *From the Chairman* • SSW: *Open Letter*
- AAUP: *Committee Z Reports on Economic Status*
- ADMINISTRATIVE ASSEMBLY: *Elections, Salaries*
- LETTERS • HONORS • RADIO-TV • BULLETINS
- A-3 ASSEMBLY: *Guidelines & Goals* • DEATHS
- CONFERENCES • OF RECORD: *Retired Faculty*
- SUPPLEMENT: *Undergraduate Education (Tonkin)*

Almanac

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CLASS OF '76 IS IN THE U.S. MAIL

The University has offered admission to some 2950 applicants from a total of 7016 seeking places in the Class of 1976.

An additional 610 have been offered admission under the Early Decision Plan. The Class is expected to have about the same number as last year's 1873. It is also expected to be about two-thirds male, as before.

At Council on April 12, Provost Curtis Reitz said the Class admissions were made in the framework of the McGill Report and in keeping with the recent advice of Council. He said the program was greatly improved this year by the new screening committees and by computerizing the information base via outside support. Applications showed a "thinning out" at the very top rank, he added, but such great strength in the very next rank that a swing of hundreds in class size would not have affected the average score.

"Within the economic restraints facing the University in 1972," said Admissions Dean Peter Seely, "I am pleased with the overall breadth, depth and quality of this year's freshman class. We again will have a diverse student body representing different geographic regions, racial and ethnic backgrounds, which brings to the University sound evidence of substantial academic development."

A total of 106 students have been offered admission through the Small Communities Talent Search in which the Admissions Office works with high schools in rural areas of Pennsylvania to recruit promising students.

There will be a good representation of students from various minority groups including black students, Asian-Americans, and Mexican-Americans. A considerable number of the black students are National Achievement Scholarship semifinalists or National Merit Scholarship finalists, Executive Associate Director of Admissions William R. Adams pointed out.

About 43% of the incoming freshman class will receive financial aid, amounting to \$2.3 million from University and external sources. Most aid is in the form of scholarships, but all awards include some form of self-help through loans and/or part-time jobs on campus.

THE SENATE

SOME REFLECTIONS I

Although it would, I suppose, be entirely human to endeavor to "defend" or "explain" one's tenure, little would be gained—especially given the kind of frequently irrelevant, often less-than-honest, and sometimes scurrilous *ad hominem* attacks to which some of my colleagues and myself at the bar of attempted service to the University community have been subjected of late. However, as my term as Chairman of the Faculty Senate draws to a close, I should like to venture—in a column or two—a few random observations on the passing scene.

Any objective glance backward almost necessarily must give rise to checkered feelings of both satisfaction and disappointment—assuredly none of certainty or complacency. No certainty, save in one facet of the past twelve months in the difficult and responsible post which I accepted—what now appears to have been decades ago—with deep gratitude to and affection for my colleagues: namely, that I dedicated myself to it with complete sincerity and hard work (more or less around the clock).

On the plus side of the involvement roster of satisfaction or accomplishment I see such as the following: *First*, the adoption of an University *ombudsman*—an exciting institution promising a very real measure of sensible administrative adjudication to the entire University community; one that in the capable hands of the sensitive and judicious incumbent (who, of course, is absolutely crucial to the institution's success) has not only found campus-wide acceptance but has proved to be universally beneficial beyond the fondest hopes. *Second*, the formulation and adoption of a new University Judicial System that, again chiefly due to devoted, determined, and reliable personnel—headed by the happy blend of an able, dedicated administrator and two conscientious, fair-minded students—has provided direction and synthesis for the inevitable problems arising in the broad realm of its jurisdiction. *Third*, the re-constitution and, hopefully, re-emergence of a viable and meaningful Honors Board, perhaps even an invigorating Academic Code of Honor—which, to be sure, must still run the difficult gauntlet of experience in battle, but which gives promise of possessing the needed tools to perform the task, assuming a modicum of good will and cooperation. *Fourth*, the creation of the position of labor relations specialist—a post unquestionably essential to a polyglot campus such as ours, to a University that now happens to be the largest private employer in the Philadelphia metropolitan region (with a payroll of over \$100,000,000 annually).

On the other side of the ledger I am inclined to point to such disappointments as: *First*, the continued less-than-satisfactory attendance at Faculty Senate meetings. Although, fortunately, this year's meetings have shown an average attendance of more than double of last year's, I do not regard one of 20-25 percent of the potential membership to be adequate—no matter whether that is indicative of silent approval or silent disapproval. *Second*, while entirely understandable as an index of frustration and disenchantment, the lack-luster Faculty attendance at, and participation in, University Council meetings has been a constant source of regret. Worse, it has resulted in more than a few defeats of what might broadly be termed as the Faculty point of view. *Third*, regardless of Student and Administration protestations to the contrary, there is still at least a partial—albeit fairly predictable—tendency either to circumvent the Faculty in certain demonstrable aspects of the decision-making process, or at least to "gang up" on it. *Fourth*, although—again—considerably more has in fact been accomplished in the realm of educational innovation than is either recognized or credited by sundry critics, we could and should be more assertive. Yet in supporting innovation of whatever hue, we must ever be vigilant lest we support, let alone embrace, the game plan of those who are unable or unwilling to make a distinction between the intellectual function of the University and a personal, revolutionary, political commitment.

Henry J. Abraham

SENATE'S SPRING MEETING: APRIL 19

Meeting at 3 p.m. Wednesday in B-6 Stiteler Hall, the Senate will hear reports on Economic Status of Faculty (Sprague, Klein); Reorganization of Faculty (Eilers); Academic Freedom and Responsibility (Halpern) and if available, Academic Priorities. It will also discuss the McGill Report (Almanac 2/8) and receive a SAC Statement on Nominations to the Development Commission (Almanac 3/21).

OPEN LETTER TO THE UNIVERSITY COMMUNITY

Dr. Renee Berg, Chairman of the School of Social Work Consultative Committee, has forwarded to *Almanac* the following statement describing the qualities sought in a Dean for the School of Social Work. The Committee is inviting nominations from the University community.

Since 1909 this School has concentrated on producing social workers with a value base, knowledge and skills required to provide professional helping services in crucial areas of personal and social distress and dysfunction. Based on this rich and varied experience, the School has now committed itself to implement an educational program for the 1970's to meet contemporary pressing social welfare needs. This new educational design is founded on the following concepts and convictions:

1. Emphasis on knowledge and skills needed to analyze, evaluate and facilitate social change to enhance individual, group and community functioning.
2. Priority to the recruitment and education of qualified minority group students for leadership in service to minority communities.
3. Education for diversified skills that include direct service, consultation, supervision, administration, research, social planning, welfare program and policy development.
4. Special preparation for inter-disciplinary practice and research with law, economics, sociology, operations research, medicine, city planning and other related disciplines.
5. Strengthening the post-Masters' program in order to infuse a higher level of research and theory.
6. Undertaking experimental work in undergraduate social welfare.

In light of the mission of the School, we are seeking a dean with these attributes:

1. Demonstrated qualities of professional vision, scholarship and administrative ability in social work education or other significant social welfare enterprise.
2. Ability to create a climate which permits maximum participation by faculty and students in determining goals and program.
3. Commitment to an on-going view of social work education which would enhance prospects of achieving the goals of the School.
4. Commitment to social research as the basis for social planning and the evaluation of existing programs.

With these qualities, the dean would be expected to:

1. Provide leadership to faculty and students in creating, and carrying forward a professional program of educational excellence.
2. Develop a faculty of teachers and scholars with the talents and capacities needed to respond to the increasing complexity of the profession's and University's responsibilities in human service.
3. Strengthen the bonds between the School and other professional schools and disciplines in the University for common effort.
4. Create productive working relationships with the crucial constituencies of the University and of the School, including Alumni, advisory groups, community agencies, local, state and national leaders in social welfare.
5. Solidify and extend the base of financial and program support for the School.

The Economic Status of the Faculty of the University of Pennsylvania

A Survey by Subcommittee "Z" of the AAUP, Lawrence R. Klein, Chairman

For more than one year, Subcommittee "Z" has been working on behalf of the Pennsylvania faculty by examining, reporting on, and advocating increments to the incomes of faculty members. When Fritz Machlup initiated AAUP activities in the monitoring of salary information from a large number of reporting institutions, he hoped that demonstration effects would work in raising faculty pay. The whole teaching profession at colleges and universities owes him a debt of gratitude for stimulating the kind of income growth that was enjoyed in the 1950's and 1960's. His work has been admirably carried on by William Baumol and Peter Steiner.

The work of "Z" at Pennsylvania has gone beyond the passive monitoring of salary decisions by the Administration. The subcommittee members have actively collected salary information from this and other institutions together with related indicators of national and local economic significance. We have also met with the Provost to argue the cause of Pennsylvania faculty. "Z" was activated at a late stage in the 1970-71 academic year and consequently could not bring its views before the Administration at a time when budget decisions were first being made. Nevertheless, we put our analysis of contemporary economic facts before the Provost in spring, 1971, and were fully informed about the salary increments proposed. We greatly appreciate the action taken then and look forward to similar positive steps this year. As it worked out, Pennsylvania faculty members who were fully affiliated in both 1970-71 and 1971-72 received \$14,348,206 in the first year and \$15,608,990 in the second year. Part of this represented merit increases and part across-the-board increases.

Price increases were high in the nation and in Philadelphia during 1970-71, compared with 1969-70. In the University financial year 1970-71 the consumer price index for Philadelphia rose by 6.2 percent over 1969-70. Hopefully, the new stabilization programs of the federal government will restrain future price increases. While there is a good chance that prices will rise by a smaller amount during this year than last, recent data for January and February cast some doubt on the degree of success that the authorities will have in holding down price rises. The salary increments granted for 1971-72 just exceeded increases in living costs for the previous year. It should be pointed out, though, that salary increments had fallen behind living costs in earlier years. In addition, the national ranking of Pennsylvania fell, as shown in comparative listing by the AAUP. It will be some weeks before the new rankings become available.

During the autumn, 1971, "Z" held several meetings, one with the Provost, and remained in close touch with the Senate Committee on Economic Status of the Faculty. Some members of "Z" are also members of the Senate Committee and good

liaison has been maintained at all times. Our emphasis this year has been on two issues:

- (I) Improvement of fringe benefits
- (II) Cash awards to make up for past short-falls, at the rate of 2.5 percent, and, to stay in line with national guidelines, increases at the rate of 5.5 percent.

The Senate Committee also approved these recommendations.

Fringe Benefits

The principal fringe benefits of interest to faculty members are:

- (A) Health and medical insurance
- (B) Life insurance
- (C) Retirement (TIAA-CREF)
- (D) Higher education of children

Pennsylvania ranks poorly compared to other major private universities with respect to the first three fringes. It is difficult to get complete information for ranking (D); therefore we have no changes to recommend at this time on educational benefits.

We realize that faculty members in different age groups, income groups, and family status have different preferences for fringe benefits. We are, accordingly, recommending a flexible "package" that will hopefully be attractive to a wide spectrum of faculty members. The President and Provost have remarked that they favor flexible choices for improvement, among cash and various fringe benefit awards. Robert Summers, of the AAUP Executive (Pennsylvania) has worked out the following choices:

either

1. Paid-up life insurance, hospitalization, and medical benefits to be fully covered by University contributions or

2. An increase in the University's contribution to each faculty member's TIAA-CREF payments amounting to 3.5 percent of salary

A choice of this form has several advantages. It provides an across-the-board increment; it provides an equitable increase of approximately 3.5 percent at all income levels; it should have some income tax benefits. It is not certain that flexible choices between cash and fringe benefits will be tax free if taken in the latter form.

"Z" members have mixed feelings about Blue Cross/Blue Shield, against other forms of hospital and medical insurance, but they have overwhelming support for the major medical plan. Our proposal simply asks for University provision of hospital and medical coverage, without specifying the particular program to be chosen.

(Continued on Page 4)

ECONOMIC STATUS (Continued)

The Pay Board has set 5.5 percent as a national guideline for wage increases. We recommend a similar increase for Pennsylvania faculty and feel that approximately 2.5 percent more is needed to make up for past failure of our salaries to keep up with rising living costs.

Subcommittee "Z" in its own deliberations and in consultation with the Senate Committee and with the AAUP Executive have discussed at great length the issue of division of cash awards between merit and across-the-board increments. There are differences of opinion in various segments of the campus; nevertheless "Z" members lean strongly towards across-the-board increments and would appreciate having expressions of faculty sentiment on this matter.

Application of the national guidelines to cash and fringe awards is in a state of transitory development. New rulings are continuously evolving from the Pay Board. We feel that the recommendations made by "Z" are obtainable and justifiable in terms of the rulings that have been reported.

Committee "Z" is chaired by the Benjamin Franklin Professor of Economics at the Wharton School. Committee members are Professors June Axinn, Martin Estey, S. D. Erulkar, William Gomberg, Morris Mendelson and Donald Silberberg.

ASSEMBLY

ADMINISTRATIVE ELECTIONS, SALARIES

William G. Owen, Secretary of the Corporation, was elected Chairman of the Administrative Assembly for 1972-73 at the Assembly's annual meeting April 11. George W. Kidd, Director of Auxiliary Services, will be Assembly Secretary.

Chairman-Elect for 1973-74 will be John P. Butler III, Director of Capital Programs, and Secretary-Elect will be Mrs. Gloria Olmstead, Budget Analyst in the Comptroller's Office.

Elected to the Board for one year were Alfred Beers, Business Manager and Assistant Comptroller, Medicine; Mrs. Karen C. Gaines, Editor, Almanac; and James H. Robinson, Equal Opportunity Administrator. Elected for two years were Charles Farrell, Comptroller; John R. Kershner, Assistant to the Provost and Vice President and founding chairman of the Assembly; and Mrs. Barbara Oliver, Assistant to the Dean of Students.

At the meeting, College Business Manager Manuel Doxer released the second annual salary survey covering selected "job families" of the University. Penn salaries fell below government, industry and other universities and institutions in all but the three instances shown:

Job Families	No. Titles	Universities	Med./Hosp.	Government	Industry
Academic & Student Affairs	5	-11%	-23%	-51%	
Administrative	17	-1%	-13%	-28%	-21%
Data Processing	5	+10%	0	-11%	-1%
Engineering, Architecture & Physical Plant	5	-3%	-18%	-20%	
Financial	7	-11%	-12%	-27%	-15%
Library	3	-4%	-9%	-24%	
Scientific & Technical	4	+10%	+31%	-20%	
Total	46				
Average Deviation		-1.5%	-6.3%	-25.8%	-12.3%

LETTERS

DE FACTO DISCRIMINATION

As we have seen in Harrisburg, judge and prosecution are not necessarily synonymous with jury. In a similar vein, my statement referring to a kangaroo court at the April 5 meeting of the Faculty Senate was directed at the judge and prosecution and not at the assembled jury. I wish to apologize to any faculty member who may have taken offense at my statement, which was inaccurately paraphrased by the chairperson as referring to the Faculty Senate in general. My indecorous words referred specifically to this one session of the Senate and were not meant to reflect in any way an ill feeling on my part about the potential for good inherent in that body.

My statement expressed deeply held feelings that sooner or later the university must come to grips with the possibility that high principles can be perverted to perpetuate discriminatory systems. The goal is achievement of a state in which *de facto* equality exists, rather than, as is usually the case at present, *de jure* equality coupled with *de facto* discrimination. University committees deal with *de jure* problems almost entirely, while proposals dealing with *de facto* problems seem to receive uniformly hostile reactions in the high echelons, of the faculty in particular.

This discrepancy between *de jure* and *de facto* seems to me a major cause of student unrest, not to mention widespread social unrest. Our own Professor Banfield apparently originated the cliché that things are better than ever in our cities, our only problem being that expectations have outstripped advances. What is overlooked is the purposeful way in which *de jure* advances have systematically been used to justify the *de facto* reality of "business as usual." There will of necessity be increasing unrest until *de jure* and *de facto* are made synonymous through the efforts of people who will not piously stop at *de jure* but will seek out ways of achieving *de facto* equality.

Edward R. Thornton, Professor of Chemistry

DIVORCED FROM REALITY

As one of the faculty members at one of the celebrated "fora" discussed by Dr. Abraham in his ALMANAC and perhaps one who even made it into the "claque" of uncivil, undecorous students and faculty, I can only say bravo to the letters from McGowan, '73 and Riley and Eglick, '73.

But there are further things to be said of Dr. Abraham's column of 3/2/72. Dr. Abraham proposes to end forum discussions because he abjures the style of debate chosen by somebody else, finding this style of debate uncomfortable to himself and inappropriate to the University. It seems that Dr. Abraham is less interested in the open discussion of ideas presented in the terms best seen fit by those who present them than in adherence to a set of rules which he enunciates. These rules seem to relate to his view of the correct practices of decorum and discipline in debate. In real life dealing with real issues, it is entirely doubtful there can be any agreement on the issue of the correct decorum or discipline for the exchange of views. Is this to be taken to mean that the debate and discussions in the University community are to be divorced from reality and from the color, style and ways of presentation by real participants and replaced by unreal presentations by unreal participants? Would Dr. Abraham similarly threaten to cut off debate at a departmental faculty meeting where emotions have been aroused and language began to reflect this? Would he similarly cut off debate if he were the participant in a trade union meeting on gut issues on working conditions? Or is it that Dr. Abraham believes that the rules which he wishes to apply are for discussion and debate between the seniors, the faculty, and the juniors, the students. These lines would be crossed if students addressed faculty as if they were peers. Beyond this, by what right does Dr. Abraham set himself up as the arbiter of style and defender of morals for the entire campus, on the basis of which he proposes to decide the value of public discussion and student-

(Continued on Page 5)

faculty exchanges. It would seem that a scholar of constitutional law would know that the freedom of speech is not premised on anyone's approval of the style of speech and that in an open forum of all the participants in this community, no single participant is a superior.

Of course, Dr. Abraham's view of the scene becomes far more comprehensible if students are "mere transients." This being the case, a permanent-temporary, senior-junior, superior-inferior relationship obtains and one doesn't need to listen to students' ideas at all. Least of all, one does not need to take any guff from such mere transients. Unfortunately, views such as these have already succeeded in isolating the Faculty Senate from many vital problems at this University and virtually reducing the meaningful communication between the Student Body and the Senate to nil. Since the University must continue to deal with the problems of students, both as regards academic, cultural and social matters, continuance of the ideas implicit in Dr. Abraham's position will continue the ineffectiveness of the Senate.

As one faculty member I resent the very formulation used by Dr. Abraham in the statement "when anyone attacks *my faculty* . . ." I don't believe that any member of any faculty, Dr. Abraham's department or not, is "*his faculty*." Such a statement, even said in haste and without consideration, is an arrogant statement and at very minimum, a paternalistic statement. Chairman Abraham is neither "my leader" nor "leader" of the faculty; as Chairman of the University Senate he ought to function to try to reflect in some balanced way the manifold views of the different groups and individuals in this faculty, thereby placing himself in a position to deal more effectively with the equally manifold views of the student body and in the administration.

—Robert Rutman, Professor of Biochemistry

HONORS

DR. CHAMBERS: HONORS FROM COLLEAGUES

Dr. Carl C. Chambers, who steps down as Vice President for Engineering Affairs at the end of the academic year, was honored by his colleagues and friends last week at a reception in the Faculty Club. He will return to teaching in the fall.

Dr. Chambers was cited especially for his contributions to the character and content of engineering education during his nine years as Vice President. "The engineering curricula at Pennsylvania have become, under his guidance, in some respects the counterparts in science and technology of the broadly-based general education that is traditionally offered in the liberal arts." Years before the current wave of demands for social reform in science, industry and technology, Dr. Chambers pointed out that "the social consequences of material developments have aroused college students across the country. For most of them, this is an avocational interest, but for the engineering student it must be a vocational concern."

IAN McHARG TWICE HONORED

Professor Ian L. McHarg, Chairman of the Department of Landscape Architecture and Regional Planning, Graduate School of Fine Arts, will receive the Creative Arts Citation in Architecture from Brandeis University at awards ceremonies on April 30 at the Whitney Museum of American Art in New York City. The event honors the artistic achievements of writers, painters, composers, and others in the creative arts who have made an impact on society.

Professor McHarg will again be honored on May 7 in Houston, Texas at the annual convention of the American Institute of Architects. He will receive the 1972 Allied Professions Medal in recognition of his significant contribution to the planning field through development of a system of

ecologically sound land-use planning. The citation also recognizes his educational efforts at the University in pioneering a program for the education of architects and planners in the human ecology of industrial society.

LAMME MEDAL TO DR. KU

Dr. Yu Hsiu Ku, recently retired Professor of Electrical Engineering, is the co-recipient of the Institute of Electrical and Electronic Engineers' 1972 Lamme Medal.

Duplicate awards were presented to Dr. Ku and Mr. Robert H. Park, President of R. H. Park Co., Inc., at the IEEE's annual banquet.

Established in 1928 through a bequest made by the late Benjamin G. Lamme, Chief Engineer of the Westinghouse Electric Corporation, the medal is given for meritorious achievement in the development of electrical or electronic apparatus. Dr. Ku's and Mr. Park's medals are in recognition of their contributions to the analysis of the transient behavior of alternating current machines and systems.

HONORS IN BRIEF

Dr. Otto Springer, University Professor of German, has been elected a Fellow of the Medieval Academy of America.

Dr. Lynn M. Case, Professor Emeritus of History, and his co-author Dr. Warren Spencer of the University of Georgia, recently won the Phi Alpha Theta history fraternity prize for their book, *The United States and France: Civil War Diplomacy*.

Dr. Charles F. Hoban, Professor of Communications, will receive the Distinguished Service Award of the Association of Educational Communications and Technology during the annual meeting at Minneapolis April 19. The award is AECT's highest honor.

Dr. Robert H. Witmer, Assistant Professor of Surgery, is the new president of the Eastern Pennsylvania Chapter of the American College of Surgeons.

RADIO-TV

Following is a calendar of television broadcasts of interest to the University community during the next two weeks.

April 17-21	6:45-6:55 a.m.: <i>Farm, Home & Garden</i> , with Drs. Joseph Skelley, Colin Harvey and Wilbur Armand, School of Veterinary Medicine	KYW, Ch. 3 Philadelphia
April 21	7:00 a.m.: <i>Target</i> , with students Fred Krieger, Richard Levingood, Mercedes Sherrod	WPVI, Ch. 6 Philadelphia
	7:30 p.m.: <i>On The Rare Side</i> , with W. Richard Gordon, Treasurer of the University	KYW, Ch. 3 Philadelphia
April 23	5:00 p.m.: <i>African Heritage</i> in cooperation with the University Museum.	WGAL, Ch. 8 Lancaster
April 27	10:00 a.m.: <i>Life, Death & The American Woman</i> , with Drs. Luigi Mastroianni and Richard Schwarz, Ob/Gyn at HUP.	ABC-TV, Ch. 6 Network

NOTE TO READERS: If you know of any upcoming radio or television appearances by members of the University community, please contact Ms. Julie Wang at Ext. 8489.

A-3 Assembly: Guidelines and Goals

The A-3 Assembly, as originally conceived, is a representation of interested A-3s hoping to provide a communications mechanism which will serve to refer, comment on, and help in areas of concern to A-3s, and does not presume to speak for or commit individual A-3s to any specific position or course of action.

The following guidelines were presented and accepted at the first meeting held on August 12.

The Preamble to the Report of the Task Force on University Governance includes these three statements:

"Faculty, students, Trustees and administrators are intricately interrelated in the University's educational effort. Each group brings to the educational effort—and to the framework of governance that surrounds that effort—special competence and interests."

"While we recognize that members of the University have different capabilities, we understand that all members of the University wish to share in the decisions that either directly or indirectly affect them."

"The Task Force finds that concerned segments of the University community are not always represented in administrative affairs in ways appropriate to their talents, interests and expertise."

All three statements emphasize the importance of individual contribution and group representation to the functioning of the university as a whole. On the assumption that the A-3s, as well, are interrelated in the University's educational effort, the A-3 Assembly bases its goals on the implementation of these concepts:

The reference is to "each group." In order for A-3s to bring to the educational effort their "special competence and interests" we need to provide a means for group action.

As members of the University, we do wish to share in the decisions that affect us, and to do this we need to provide an adequate means of communication both among A-3s and between A-3s and the administration.

A-3s certainly constitute a concerned segment of the University community, and in order to determine how to be "represented . . . in ways appropriate to their talents, interests and expertise" we must provide a means for obtaining an expression from the A-3s themselves.

Activities

We try to interpret "appropriate ways" creatively, looking for specific opportunities to perform useful services. Some of those we have found:

- Suggestions incorporated in Training Program.
- In-depth study of group life insurance (report forthcoming) and Blue Cross/Blue Shield policies.
- Study of and recommendations for A-3 Employee Handbook revision.
- Communications network among 430 individuals (via a staff of 36 volunteer mailers, telephoners and writers).
- A-3 Assembly Newsletter.
- Pilot Job Classification Questionnaire developed and soon to be mailed.
- Recommendations to University's A-3 Classification Committee.
- A-3 Advisory Committee to the Ombudsman.
- Representative on the President's Staff Conference.
- Representative on the University Benefits Committee.
- Representative on the University's A-3 Classification Committee.
- Representative on ALMANAC Advisory Board.

"Voluntary" and "interested" are key ingredients to this organization. Study Groups have formed out of mutual concern to learn more about a particular policy and make sug-

gestions on procedures. The active Study Groups are: Benefits; Job Classification; Communications; Structure and Nominations. Each group has elected a chairman from its members.

Also operating effectively is the expanded Coordinating Committee. Originally consisting of three, it has now become 25. This group serves as a "sounding board" for ideas and opinions for all aspects of the A-3 Assembly. The chairmen of the Study Groups, as well as representatives on University Committees also are a part of all discussions. Weekly meetings are held for exchange of ideas and to insure an open line of communication. *Any interested A-3* wishing to sit in on a discussion of any topic of concern is welcome.

The Coordinating Committee has invited University Administrators (Mr. R. Glover, Dr. W. A. Bishop, and others) to meet with them for a mutual exchange of information and to contribute suggestions where applicable. Reports of these discussions are passed on monthly to the General A-3 Assembly.

To continue the line of communication among segments of the University community from faculty, administration and staff, the Assembly has had as guest speakers at monthly Assembly meetings Messrs. Manley, Robinson, Conarroe, Reitz, Kramer and Mrs. Clark.

Time has always been a problem, but not insurmountable. It has probably served best to reveal the sincere interest of all those involved with the A-3 Assembly's progress. The growing mailing list of 430 names is also a favorable indication of widespread interest and active participation.

The pattern of the A-3 Assembly could not have been defined nine months ago, but since its formation it has freely evolved into a feasible structure of operation. The positions or areas were not projected on paper, but rather, through individuals whose interests voluntarily centered on the various facets of A-3 Assembly activities. As a result, the Structure and Nominations group will present at the April 20 Assembly meeting the procedure for nominating and electing a Spokesman and two members to comprise the Steering Committee. The structure of the A-3 Assembly, as it presently operates, will also be discussed.

We are well aware of our "newness" and the fact that there is no format to follow. The uniqueness of this A-3 Assembly (from the beginning) and the unsolicited enthusiasm we find are the biggest and *only* selling points. We seek not only to "join segments" and "recognize expertise" but to incorporate these goals voluntarily within the A-3 Assembly activities and individually throughout the University campus.

We would like to contribute to the list of Pennsylvania "firsts":

"First" to recognize the worth of the individual by valuing and appreciating his contribution to the total educational effort of the University.

"First" among educational institutions to make the University a place of true excellence and worth in every detail of its operation—not merely depending on its traditional reputation or intellectual status.

"First" to have the courage to discard any negative or cynical approach and to recognize that mutual respect and cooperation between individuals make for better working conditions and contribute to the progress of the University as a whole.

—Mary C. Purnell

General A-3 Assembly Meeting, Thursday, April 20, at 1 PM in Room 100 Law School.

DEATHS

CHARLES A. ANDERSON (March 19 at 71), a janitor in the Buildings and Grounds Department for 21 years, retired 1965.

WILLIAM F. BRANSON (April 13 at 39), Manager of Systems and Programming in the Data Processing Department from November, 1971, until his sudden death.

MRS. REBECCA HUGHES (March 24 at 68), a Dining Service employee from 1949 until her disability in 1966 followed by retirement in 1968.

FRANCIS L. McDERMOTT (March 16 at 67), a janitor in Buildings and Grounds from 1952 until his retirement, 1967.

ROBERT McNICHOL (April 1 at 54), a Program Analyst, Data Processing Department, 1966 until his sudden death. Three of his five daughters are Penn undergraduates: Antoinette, SAMP '73; Margaret, CW '73 and Mary, CW '74.

DR. ROSA WESSEL (March 22 at 74), alumna, Emeritus Professor and former Associate Dean of the School of Social Work. Dr. Wessel, who taught at the Pennsylvania School of Social Work from 1931 until it became part of the University in 1935, took her baccalaureate degree at Brown, and later received an honorary degree there.

MRS. MARGARET J. WILLIAMS (March 27 at 63), Assistant Professor of Social Work in Psychiatry since 1955 and Chief Psychiatric Social Worker at the Pennsylvanian Pavilion, Philadelphia State Hospital at Byberry.

CONFERENCES

What kinds of conferences belong at Penn? Already this month we've had Belgian School Teachers, the Association for International Exchange of Students of Economics and Commerce, the Young Presidents Organization, and a Sloan Foundation Conference as well as a Dental School conference on the treatment of combined endodontic-periodontic lesions. The rest of the month on Paul Rubincam's Conference Office calendar:

SIGMA ALPHA CONFERENCE April 21-22 40 conferees
Sponsor: Mark Hatch

OCCLUSAL ADJUSTMENT OF THE NATURAL DENTITION BY SELECTIVE GRINDING April 24-28 14 conferees

Sponsors: Drs. Leonard Abrams, Morton Amsterdam, Walter Cohen, Morris Feder, Don I. Trachtenberg, and, Arnold Weisgold

EXPERIMENTAL MESON SPECTROSCOPY CONFERENCE April 27-29 130 conferees
Sponsor: Dr. John Rappolt

THE CROWN & SLEEVE COPING RETAINER; ITS USE IN FIXED & REMOVABLE PROSTHESIS April 28-29 20 conferees
Sponsors: Dr. Irving L. Yalisove and Dr. Joseph B. Dietz

SOCIAL EXPERIMENTATION IN ISRAEL April 30 200 conferees
Sponsor: Dr. Herbert Callen

ALMANAC April 18, 1972

OF RECORD



RETIRED FACULTY MEMBERS

Following is the text of a memorandum on the Rights and Privileges of Retired Faculty Members (6-72) sent January 26, 1972, to all Academic Deans, Academic Vice Presidents, Department Chairmen and retired faculty.

Though no faculty member acquires new rights or privileges in the University upon his retirement, certain of those rights and privileges to which he or she was entitled prior to retirement are still extended.

1. When a retired faculty member is actively engaged in productive scholarship, the University will try to furnish him or her office space as well as assistance from the departmental secretarial pool. Such aid can be granted only if it is available; prior consideration must necessarily be given to the regular faculty.

2. Retired faculty members may file research or travel grant applications. The consent of the relevant Department Chairman or Dean should be obtained prior to submission to the Vice Provost for Research. Such applications will be transmitted further only if the Vice Provost believes the project to be of significance, if there is probability of its being completed and if necessary office and laboratory space is available. If there is a shortage of such space, first priority must go to the regular faculty.

3. Retired faculty members may attend meetings of their School faculties and may participate in the work of committees of those faculties if invited.

4. The right to attend University Senate meetings is extended by the By-laws of the Senate.

5. The library use privileges enjoyed by active faculty members are continued for retired faculty members, who may apply for faculty-studies in the library if such facilities are required.

6. Retired faculty will be listed in the Faculty and Staff Telephone Directory, if they so desire.

7. Retired faculty may receive mail at the University and may use the University as a mailing address.

8. The right of continued membership in the Faculty Club of the University is now extended by the Club.

9. The privilege of receiving *Almanac*, *The Gazette*, *The Annual Report* and special reports is continued.

10. Retirement benefits of TIAA-CREF and a paid-up life insurance policy if contracted before retirement are part of the existing personnel benefits program. TIAA-CREF and the life insurance policy are contracts between the companies and individual faculty members and ownership of such contracts is fully vested in the individual.

11. Retired faculty may participate in the Major Medical Insurance plan as a supplement to Medicare.

12. Faculty Staff Scholarship benefits are continued to those eligible for such benefits at the time of retirement.

13. Membership in the Blood Donor Club continues into retirement.

14. A University of Pennsylvania identification card and all the privileges attached thereto is available to retired faculty members.

15. Access to recreational and cultural activities is the same for active and retired faculty members.

This supersedes Provost's Memorandum No. 9-69, dated March 25, 1969.

—Curtis R. Reitz, Provost and Vice President

NEWS IN BRIEF CONTINUED FROM PAGE 1

thesis. Field work will play an important part in the problem-analyzing seminar. By contrast, the case-studies course will concentrate on comprehensive studies already completed on these problems.

Students will choose an area of concentration (e.g., biology, physics, economics, anthropology, geology, or chemistry) to gain a full working knowledge of a particular academic field as the basis for research.

Chairman of the Environmental Studies Committee supervising the new major will be Dr. Robert F. Giegengack, Assistant Professor of Geology. Dr. Edward Thornton, Professor of Chemistry, served with Dr. Giegengack as co-chairman of the committee which planned the major.

WHARTON: PEACE, HEALTH CARE

Two new units were established in the Wharton School on March 7: a Health Care Systems Unit under the chairmanship of Dr. Robert Eilers and a Peace Science unit chaired by Dr. Walter Isard. Units are similar to departments in all respects except that they are formed only in interdisciplinary areas and that they are formed and dissolved by action of the Dean with the consent of the Provost.

RARE BOOK EXHIBIT: IRISH NATIONALISM

"Irish Nationalism and the Cula Press" is the theme of a Rare Book Collection exhibit opening April 19 on sixth floor, Van Pelt. Included in the showing are books by William Butler Yeats and illustrations by Jack Yeats.

MORRIS ABORETUM: METAPHYSICS

The Morris Aboretum's tenth annual Laura L. Barnes Lecture is Professor Ian McHarg's "The Garden as Metaphysical Symbol", open to the public free at 8:30 p.m. Thursday, April 27, in the Woodmere Art Gallery, 9201 Germantown Avenue.

ICA: CANNIBALS APRIL 19, KIDS APRIL 22

Novelist Susan Sontag's first film, "Duet For Cannibals", about the strange influence an exiled German radical leader exercises over a young Swedish couple, is fourth in an ICA series of recent experimental films. It will be shown Wednesday, April 19, at 8:30 p.m. in the Fine Arts Auditorium. Admission: \$1 students and members; \$2 general public.

ICA is for kids, at least on Saturday, April 22, when "Art and Nature: Big and Small", a visual adventure for children, will be on view from 11 a.m.-12 noon. Children must be accompanied by an adult.

UNI-COLL IS OFFICIAL

Dr. Randall M. Whaley, President of the University City Science Center has announced today that the Science Center:

1. has established a nonprofit subsidiary, the Uni-Coll Corporation, to provide computing services to educational institutions,
2. is in the process of taking over the University of Pennsylvania's multi-million dollar computer center,
3. has appointed Robert L. Logan of Argonne National Laboratory (Illinois) to direct the facility,
4. has ordered an IBM 370 model 165—one of the world's fastest and most powerful computers.

When the changeover of the Computer Center's ownership is completed this spring, Penn, Drexel, University of Delaware, Villanova, Community College of Philadelphia, Bryn Mawr, Swarthmore and other institutions will use the facility.

VET SCHOOL BLOOD DRIVE: APRIL 24

The Veterinary School's Blood Donor Club is holding its Spring membership drive Monday, April 24, 11 a.m. to 4 p.m. in the Student Lounge of the Vet School. All faculty, staff and employees of the School are eligible; benefits, as with the HUP Blood Donor Club, include assurance of blood for the donor and his immediate family in any quantity any place in the U.S. or Canada for one year. Those unable to participate April 24 can make appointments at the HUP Blood Center and have donations credited to VSBDC.

BULLETINS

APPLICATIONS FOR STAUFFER PROJECT

The Office of the Vice Provost for Undergraduate Studies is accepting applications for positions as graduate fellows in the new Stauffer College House. Any graduate student, male or female, may apply by submitting a resume with faculty references and an essay containing both ideas for the project and reasons for wanting to participate. To: 104 College Hall. Deadline: Soon as possible.

JOB DESCRIPTIONS IN DEAN OF STUDENTS' OFFICE

There are several staff positions for 1972-73 for which the Dean of Students Office is seeking candidates. Interested persons should contact Dean Emerson, 117 Logan Hall, ext. 6189, for further information. The open positions are: 1) Assistant to work with the Director of the Advising Program for Black Freshmen, 2) Assistant with special skills or experience in the area of minority vocational advising, 3) Advisor for pre-law students (part-time), and 4) Advisor for students interested in health professions (part-time.).

APRIL 25: REMINDER TO FACULTY

Excerpted from Provost's Memorandum #10-72, is the following request from Provost and Vice President Curtis R. Reitz: "Tuesday, April 25, 1972, is Primary Election Day in Pennsylvania. I would ask that faculty meeting classes avoid scheduling examinations or requiring work to be finished in class on this date."

COURSE MART

Many students registering in the College Course Mart have expressed a desire to become involved in faculty research as an independent study project. Interest lies in a wide range of disciplines, and is particularly strong in the area of Health Sciences (Medicine, Biology, and Psychology). Faculty members who have places for such students should contact Associate Dean Kenneth Rothe at 116 CH as early as possible, so that students may be referred in time to make arrangements for the coming semester.

SWISS COMPETITION: ALCOHOL AND DRUGS

From Lausanne comes an announcement that the research center CIATO is systematically collecting doctoral dissertations in alcoholology and drug addiction, including theses in pharmacology, sociology, legislation and jurisprudence.

A prize of 1000 Swiss francs is offered for the most outstanding dissertation, and all entries will be catalogued in the center's annual *Bulletin Analytique*.

Printed, mimeographed or typewritten theses delivered since January, 1966, before the faculties of law, medicine, science, economics and social science will be considered. They must arrive no later than December 31, 1972, at CIATO, 3, Clochetons CH, 1004 Lausanne, Switzerland.

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