



Witches at work . . . Page 5

NEWS IN BRIEF

LRSN DIRECTOR: DONALD LANGENBERG

Dr. Donald N. Langenberg, Professor of Physics, has been appointed Director of the Laboratory for Research on the Structure of Matter, President Meyerson has announced.

He will succeed Dr. Eugene R. Nixon on July 1. Dr. Nixon, Director since 1969, will resume teaching as Professor of Chemistry.

Dr. Langenberg has been at the University since 1960, named full professor in 1967. Earlier he had been at Berkeley and at Oxford University, where he was an N.S.F. Postdoctoral Fellow.

Dr. Langenberg has been an advisor to institutions, industry, and government, including the National Bureau of Standards and the Office of Science and Technology. He has also been an Alfred P. Sloan Foundation Fellow (1961-1964), and a John Simon Guggenheim Foundation Fellow and Professeur Associé at the Ecole Normale Supérieure, Paris, in 1966-1967.

HEARINGS CONTINUED

The University Court hearing begun Tuesday, May 16, for 13 persons cited for violation of the Guidelines on Open Expression during the occupation of College Hall in April, has been continued until fall. News of others: May 30.

JULIUS HALPERN

Dr. Julius Halpern, Professor of Physics internationally known for his work in nuclear physics and elementary particle research, died Saturday, May 13, at University Hospital. He suffered a heart attack at a College Faculty meeting Thursday.

Dr. Halpern, a Carnegie-Mellon alumnus who had helped develop radar systems at MIT during World War II, joined the University in 1946 and helped establish the Penn-Princeton Accelerator. An advocate of the peaceful use of nuclear energy and the limitation of nuclear weapons, he was prominent in several learned societies and was past chairman of the Federation of American Scientists.

He was a member of the University Council and Chairman of the Senate Committee on Academic Freedom and Responsibility. He is survived by his wife, the former Phyllis Melnick, who is a doctoral candidate here; a son, Paul Joseph; a daughter, Sydney Ann, and three brothers.

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Almanac

Volume 18, Number 36

May 23, 1972

Published weekly by the University of Pennsylvania

VP HEALTH AFFAIRS: ROBERT D. DRIPPS

Dr. Robert D. Dripps, Professor and Chairman of Anesthesiology at the School of Medicine, has been named Vice President for Health Affairs, President Martin Meyerson announced this week.

Dr. Dripps has been acting vice president since the resignation of Dr. Luther L. Terry from the post last September. In assuming his new position, Dr. Dripps has relinquished the chairmanship but will remain a professor.

Dr. Dripps will take office September 1. He is presently at the University of California at San Francisco, collaborating with Dr. Julius Comroe on a study of contributions of basic research to advances in diagnosis, prevention and treatment of heart and lung disease. He is also leading a group of prominent medical scientists in organizing scientific opinion to help persuade Congress to establish a group to advise the Food and Drug Administration.

Dr. Dripps pioneered in developing anesthesiology as a specialty at the University of Pennsylvania, coming to the hospital in 1942 as the only physician anesthesiologist on the staff. By 1949 anesthesiology had become a separate department in the Medical School with Dr. Dripps as its chairman.

Dr. Dripps has also been a leader in curricular innovations in the School, which completely revamped its undergraduate course of study in 1968. He is currently chairman of the curriculum committee.

In 1967, a grant from the National Institute of General Medical Sciences established the first research and training center in anesthesiology in the country under Dr. Dripps' direction. In its announcement, NIGMS pointed out that ten former trainees of the anesthesiology department at Pennsylvania had become department chairmen elsewhere and 175 others had filled faculty posts in other medical schools. The Center was established as a model for other such centers to be funded by the federal government.

The new vice president for health affairs is a 1932 graduate of Princeton University, where he has also served as a Trustee; and is a 1936 Alumnus of the University of Pennsylvania School of Medicine. He served his internship at HUP

and at the same time was an instructor in pharmacology in the Medical School. Following a residency at the University of Wisconsin where he was a Commonwealth Fund Fellow in Anesthesiology, Dr. Dripps returned to Pennsylvania in 1942.

Since 1953 he has served as senior civilian consultant in anesthesia to the Surgeon General of the Army. He is a member of the Project Hope medical board and has served on the ship Hope.

He is a past president of the Association of University Anesthetists and the Pennsylvania State Society of Anesthesiologists; former chairman of the National Research Council's Subcommittee on Anesthesiology and of the World Health Organization's Scientific Group on the Evaluation of New Drugs; and recipient of numerous honors and awards. Among these: a Lindback Distinguished Teaching Award in 1962; the American Society of Anesthesiologists' 1965 Distinguished Service Award; and the John F. Lewis Prize of the American Philosophical Society. In 1965, friends established the Robert Dunning Dripps Professorship here in his honor.

LETTERS

IN A FARTHER COUNTRY

Dr. Henry Faul forwards the following excerpt from a letter by Dr. Robert Giegengack with the notation that it "might bring some comic relief to the pages . . ."

Our routine existence down here received something of a shot in the arm Monday when the jeep I was driving through Merida was assaulted, stoned, and set afire by a group of rioting University students. They chose my jeep because it bore the insignia of the Ministerio de Minas e Hidrocarburos de Venezuela on the two doors; they broke all the windows and dented it up severely, but since the carburetor was so poorly adjusted, it failed to sustain a flame which I couldn't blow out; they kept relighting it and I kept extinguishing it until a rain of stones from a group of pro-government students forced us all to retire from the scene. I left while the battle between pro-government and anti-government groups was in full swing, and neither the police nor the Guardia Nacional, who maintain a more or less permanent watch on the unruly children, had appeared. We've been assigned a substitute jeep while our heap is "repaired". I'm going to bring the bill to the president of the University and see what he chooses to do with it.

Regards to all . . .

THE OTHER SIDE OF THE COIN

There is a large group of students on the campus of the University of Pennsylvania who deserve recognition and praise by the University community. These are the students who are members of the University of Pennsylvania Student Donor Club and the Committee which is in charge of this Donor Club.

From May 1971 to May 1972 this group of students contributed 1735 units of blood to the Blood Bank of the Hospital of the University of Pennsylvania. Some students contribute because of the blood assurance aspect of the program but the majority contribute because they feel it is the right thing to do. They believe that by contributing blood they are helping their fellow man who is less fortunate than they in the fact that he needs blood because of some underlying disease or for a surgical procedure. Several years ago, before the students became involved in this program, less than 200 units of blood were contributed by this group to the Hospital.

I would like to take this opportunity to again thank all of the students who have contributed to make their program a success. I am sure that they will fulfill their goal of 2000 units for the coming year.

It is also interesting to note that the Faculty of the University of Pennsylvania during the same time contributed approximately 200 units of blood to the Hospital.

—Harold A. Wurzel, M.D., Chief of Blood Bank
Hospital of University of Pennsylvania

DEATHS

MARK D. ALBERTSON (May 4 at 29), teaching and research assistant in the Computer and Information Sciences. He was to receive a Master's degree from the Moore School of Electrical Engineering this month.

THE REV. DR. ROBERT A. BROTEMARKLE (April 12 at 79), Emeritus Professor of Psychology and a former Mt. Holly, N. J. minister. Dr. Brotemarkle was Personnel Officer of the College from 1926 to 1943.

MRS. FRANCES D. BROWN (May 4 at 48), Assistant Cashier in the Office of the Treasurer. Mrs. Brown came to the University in 1965 as an accounting clerk in the Comptroller's Office. Contributions in her memory may be made to the Heart Fund or Philadelphia Geriatric Center.

NICHOLAS J. CASALE (April 14 at 47), a carpenter in Buildings and Grounds. Mr. Casale first joined the University staff in 1970.

JAMES FUREY (May 16 at 62), Roofer-Leaderman and Chief Shop Steward, Local 835, International Union of Operating Engineers AFL-CIO. He was a University employee for 36 years, active in the apprenticeship training program of Buildings and Grounds.

DR. E. DUNCAN GRIZZELL, at 84, former Dean of the School of Education. Dr. Grizzell, who received his doctorate here in 1919, was a member of the faculty for 27 years.

DR. JULIUS HALPERN, Professor of Physics (see page 1).

DR. JOHN LANGDON JONES (April 14 at 81), Associate Professor in Romance Languages Dept. until his retirement in 1961. Dr. Jones joined the faculty in 1922 as an Instructor.

MRS. MARGARET B. SCOTT (April 18 at 77), Chief Telephone Operator for 34 years until her retirement in 1960. Memorials may be sent to Shriner's Hospital, 8400 Roosevelt Blvd., Philadelphia.

NOTE TO READERS

The May 30 ALMANAC will be our last regular weekly issue this term. After the bills are in, if both money and news are available we will publish a single issue in June. If not, we will again have a midsummer wrap-up in July, and resume weekly publication in September.

ALMANAC Assistant Editor Anne Geuss leaves the staff this month to take a position in Boston. Her vacancy will not be filled until fall, but those interested should apply promptly.—KCG

INPUT PLEASE!

The Audio-Visual Resources Work Committee, an arm of the University Development Commission, has been requested to make recommendations regarding the development and potential utilization of Audio-Visual resources at the University.

As a basis for such recommendations, it is necessary to survey and compile as nearly complete as possible a record of existing and proposed audio-visual practices on campus.

If you or your department has in the past, is currently, or is planning to employ audio-visual resources (i.e., film, slides, transparencies, telelecture, video-tape, television, computer feedback, etc.) in any way, would you so inform the committee in as complete and brief an explanation as possible. Existing supportive documents welcomed.

Audio-Visual Resources Work Committee
c/o E. C. van Merkensteijn
Language Laboratory
Ground Floor, Logan Hall

Interim Report of the Senate Committee on Academic Priorities*

In this interim report, the Committee addresses itself to the broad premises and basic strategy of President Meyerson's January statement to the Trustees on "Directions for the University of Pennsylvania in the Mid-Seventies." A subsequent report, planned for next fall, will deal with specific proposals contained in the President's statement or arising from the work of the University Development Commission.

A reassessment of the University's long-term goals is overdue and our present financial crisis has forced this upon us with considerable immediacy. The focus should be upon raising the quality of the University and this requires not only that we identify and seize upon promising new directions for growth but also that we reexamine the soundness of our basic academic core, making whatever improvements are needed there. Furthermore, we must undertake—throughout the University—either to eliminate areas of mediocrity or to provide them with sufficient resources for the achievement of good quality.

It is within this context that we must take action, both to bring the present deficit under control through cost-cutting efforts and to seek intensively for major new financing to promote long-term goals. Because of the immediate need for responses to the budgetary problem and because of the uncertainty and concern associated with those responses, the Committee first proposes some guidelines for our present cost-cutting efforts, before turning to long-run priorities.

It is of the greatest importance that the short-run reallocations currently forced upon us by our financial difficulties should be undertaken within the context of long-run priorities. It would be extremely unwise to attack our immediate budgetary deficit by weakening areas of present academic strength which we intend eventually to support if our proposed capital campaign is successful. This is because it is far more difficult and expensive to rebuild academic quality after it has been permitted to deteriorate than to maintain it at its existing level. The undermining of faculty morale in areas where financial allocations are uncertain or have actually been reduced is a problem of real significance. It should be faced with real sensitivity in the long-range as well as immediate interest.

We do not believe that the reduction or elimination of academic programs is an appropriate response to the immediate budgetary problems, so long as large deficits continue to occur in non-academic programs. In particular, we believe that the Senate must oppose the termination of any academic program which would involve the severance of faculty on the grounds of financial exigency except where the evidence is very clear that all feasible economies have been effected in dining and residence services, hospital operation, building operation and maintenance, purchasing and other business activities.

Since the reduction or elimination of certain low-quality programs may be consistent with long-term goals, it would appear that any programs which combine low quality with significant deficits warrant careful examination at an early stage in our planning effort. This does not mean that support should necessarily be withdrawn from all such programs, but that convincing justification must be offered for continued support. Savings in cost are likely to be quite small in any case, particularly in the short-run, since initially receipts may fall off more rapidly than expenses; but a significant improvement in average quality may be achieved simply by getting rid of weak areas. It should be noted that so long as a program makes any contribution whatsoever to general University overhead, eliminating it would be financially helpful only to the very limited extent that this would permit some reduction in central administration functions or to the extent that the elimina-

tion of one program would make possible the introduction or increase of other programs which would make a larger contribution to overhead.

Before a criterion based on size of deficit and quality of program can be applied, some generally acceptable procedure for ranking programs by quality must be developed, with due attention to both internal and external comparisons. In addition, more accurate measures of program deficits, and especially more rational procedures for allocating University overhead to academic programs, are required. These two problems bespeak our first attention in any attempt to assign priorities.

Long-Run Priorities

We believe that we are in general agreement with President Meyerson in the priorities proposed below, although we have attempted to be more specific and have in some cases gone considerably beyond anything explicitly contained in his statement. The following four sub-sections refer, respectively, to the Professional Schools, the criteria for determining which areas within Arts and Sciences should be most strongly supported, the support of Ph.D. programs and the improvement of undergraduate education.

1. Professional Schools which are of high quality and essentially self-supporting should be maintained or expanded. Unless both of these criteria are met, the most serious consideration should be given to cost-reducing policies, modifications of the program offered, or closing of the School.

2. The strategy of "selective excellence" in determining those disciplines and interdisciplinary areas within Arts and Sciences which are to receive relatively substantial financial support has aroused much controversy. The term requires more precise definition to permit profitable discussion. If it means simply that we cannot hope to be really first-rate in all the areas in which we are presently engaged, then it is self-evident. If it implies pinnacles of greatness in a sea of mediocrity, then it is not acceptable. We suggest a stipulation that, in all those areas which are central to a great University, Penn must continually strive for excellence. In this, we support the position taken by both the Educational Policy Committee of the Council and the Marshak Subcommittee of the Academic Planning Committee. Given this stipulation, we can then agree that within and beyond these central areas the University should attempt to be truly outstanding in only a limited number of fields. We urge that the highest priority be given to efforts to determine some University consensus as to which academic areas are so central as to warrant special support on this ground.

In the selection of those fields in which we aim to excel, it seems reasonable to begin with those in which we are already outstanding. The President has proposed that beyond this we attempt to develop a superlative scholarly position in a limited number of additional areas. We concur strongly that large efforts to achieve real quality in a few carefully chosen fields are far preferable to spreading our efforts thinly. The building of excellence where it does not already exist is an expensive proposition.

Perhaps the most controversial issue which we face is how to choose wisely the disciplines or interdisciplinary areas in which we propose to concentrate additional resources. The procedures for arriving at this decision, the kinds of data which are to be examined, the criteria which are to be applied must be thought out with the greatest care and must be widely understood and widely acceptable. In this choice, we should consider not only relatively new areas, which have tended to be the focus of attention in current discussions, but also traditional disciplines in which we are now good or mediocre but which we might wish to promote to outstanding excellence.

Three criteria appear to us particularly applicable to this choice:

a. Strong interactions with our existing areas of strength, which may give this University a comparative advantage and

*The Committee acknowledges with gratitude the substantial contributions of Jefferson Fordham, who met with us to provide liaison with the Marshak Subcommittee of the Academic Planning Committee. This Subcommittee was charged with appraising President Meyerson's January Report.

permit the development of high quality in the supported area at relatively low cost.

b. The interest of members of the present faculty, who have already established their competence in an existing discipline, in redirecting their efforts toward the supported area.

c. The potential contributions which the advance of knowledge in the supported area may be expected to make toward the solution of urgent problems facing our society now and in the foreseeable future. This is not intended to suggest a shift in University emphasis from basic to applied research or from applied research with broad focus to that with a narrowly specific focus or from academic to service activities. It is offered as a criterion for choice among directions of basic research.

While substantial new funds will be needed to develop outstanding quality in the chosen areas, it seems likely that if these three criteria were met financial support could be attracted.

3. Once it has been determined that certain academic areas are to be the focus of our efforts toward outstanding achievement and that other areas require a significant commitment because of their centrality to the University, then it follows that graduate programs must be maintained in these areas and must be of high quality, though not necessarily large.

More generally, we have serious reservations about the advisability of eliminating any existing graduate program of high quality, in view of the indirect benefits which accrue (a) to the University, in terms of enhancing its academic reputation and thus its ability to attract first-rate students and (b) to the undergraduate students, in terms of attracting good faculty who will normally be expected to spend part of their time teaching undergraduates. Obviously, these indirect benefits are not generated by mediocre graduate programs.

It is important that the cost-savings available through a reduction in the number of graduate groups should not be exaggerated. We note that the elimination of very small graduate classes saves nothing financially in situations where the faculty, in order to participate in graduate teaching, are willing to teach such classes as an overload, though such overloads may, of course, impinge in an undesirable way upon research activities. Nor does the transfer of senior faculty from small-class graduate teaching to small-class undergraduate teaching save anything financially. A reduction in the number of graduate courses taught would serve to reduce our deficit only if it led to an increase in the total number of graduate plus undergraduate students paying tuition, or if it permitted the termination of untenured faculty through the substitution of senior faculty in undergraduate teaching.

We suggest that careful attention be devoted to the appropriate size of graduate programs. The cost relationship between large and small programs is far from clear. While there is some economy in teaching graduate classes of 15 or 20 instead of 5 students, the larger programs may well generate a greater aggregate deficit than the smaller, even though the deficit per student is less. This is because of the many hours of individual attention which each student will require from his supervisor when he reaches the dissertation stage. In determining the appropriate program size, we believe that it is relevant to distinguish those disciplines or interdisciplinary areas in which rapid advances in knowledge are presently occurring from those not now undergoing such a growth spurt. It seems clear that greater emphasis on graduate study and a larger number of graduate students can be justified for the former areas than for the latter, even though this may increase the aggregate deficit generated by the program.

4. We agree that high priority should be given to the effort to attract more undergraduate students of outstanding academic ability. The proposal to seek funds for a number of Benjamin Franklin Scholarships is well-suited to this purpose, as is the provision of a number of attractive educational options, such as programs for a combined BA/MA, or the opportunity for adequately equipped students to begin a field of concentration as soon as they enter the University, or the opportunity for superior students to substitute comprehensive examinations and independent research for the accumulation of course credits in meeting their degree requirements.

Such innovations as freshman seminars, thematic colleges and living/learning arrangements appear to be attractive to students.

On the basis of data now available, we are unable to evaluate them either in terms of academic effectiveness or in terms of cost. It is our hope that the University Development Commission will provide documented evaluations covering both aspects.

Increased attention to the quality of undergraduate teaching may well be a major factor in attracting more first-rate undergraduates. The President's proposal for "teaching professorships" may offer a means for adequately rewarding superlative undergraduate teachers without diluting the standards of competence in research which are normally required for promotion. Even more important, it may stimulate the kind of educational experiment which is urgently required if we are to learn how to raise our productivity as teachers.

We hope that the vast majority of the new chairs to be sought would be attached to specific departments and would involve clear teaching responsibilities.

Summary of Proposed Priorities

To maintain excellence where it now exists, except perhaps where the peripheral nature or declining importance of the field renders this exorbitantly costly. This requires the support of graduate programs even if expensive, but methods of reducing cost should be intensively sought.

To maintain or improve the areas central to the University, and in particular their graduate programs, with the eventual goal of achieving very good quality throughout.

To aim for outstanding excellence in a few carefully chosen fields where we are not now outstanding, with the selection of these fields based on interactions with our existing areas of strength, the interest of present faculty members of established competence, and the potentialities for contributions to knowledge of a socially relevant kind.

To maintain or expand professional schools which are of high quality and are essentially self-supporting. To investigate intensively methods for reducing the deficits of other professional schools.

To increase our attractiveness to undergraduate students of outstanding ability through Benjamin Franklin Scholarships, flexibility of programs and availability of a number of attractive options, and increased attention to the quality of undergraduate teaching.

Implementation

In order to implement the suggested priorities, it is necessary:

1. To obtain accurate and meaningful cost data for the individual schools and, within schools, for individual departments and graduate groups.

2. To obtain quality evaluations for schools, departments and graduate programs in order to determine:

- a. Which existing programs are truly outstanding.
- b. Which are clearly below average in quality.

3. To determine which of the traditional disciplines are to be supported on the basis of their centrality to the University. We have discerned no general consensus here, but note that two quite distinct criteria appear to be used. A discipline may be considered central because it is held to be essential to the individual student's intellectual development (e.g., mathematics because it teaches logic and develops analytical skills, or English because it develops the ability to communicate). Here the emphasis is clearly on the role of the central discipline in undergraduate education. Alternatively, a discipline may be considered central because advanced theoretical or applied work in other areas is intellectually dependent on the area in question (e.g., physics and statistics are dependent on mathematics; medicine is dependent on biochemistry, which in turn is dependent on chemistry; business disciplines are dependent on economics). Here, the emphasis is on the contribution of graduate teaching and research in the central discipline to other academic areas.

4. To develop procedures and data for evaluating and comparing existing and proposed new programs according to a generally acceptable set of criteria, in order to select a limited number of programs on which to concentrate additional resources. This will require *inter alia* detailed studies both of costs and of the feasibility of endowment financing.

Jean Crockett
Irwin Friend
Louis Girifalco

Peter Nowell
Paul Taubman
David White

IN PRINT

FROM THE UNIVERSITY PRESS

The following publications complete the current crop of University Press books available through the University Bookstore or the Order Department of the Press itself. The latter requires payment in full with order.

WITCHCRAFT IN EUROPE 1100-1700

A Documentary History

by Alan C. Kors and Edward Peters

Dr. Kors is Assistant Professor of History at Penn; Dr. Peters is Henry C. Lea Associate Professor of History here.

Witchcraft, whatever one's personal belief about its legitimacy and efficacy, offers a unique case study in cultural anthropology.

The authors deal with witchcraft in Western culture, a far less comprehensible phenomenon than the same practices in primitive or non-Western cultures. During the period from 1100-1700, while the Renaissance, the Reformation, the "Age of Reason", and the "Age of Scientific Revolution" were going on, Europeans were conducting a systematic assault upon men and women believed to be witches.

"Europe's concern over the nature, activities, and numbers of witches became a major intellectual and juridical preoccupation of men," write Kors and Peters. Thomas Aquinas, Luther, Calvin, Jean Bodin, Montaigne, Spinoza and Thomas Hobbes are a few of the intellectuals cited here in often conflicting but reasoned views.

The authors document the development of a theory of witchcraft and follow through to the end of the major persecutions and the formulation of criteria for skepticism and eventual disbelief. A wide range of illustrations, from detailed manuscript to rough woodcuts, augment the written sources and constitute a significant element in this perception of the world of demons and witches. 470 pp. 7½x10" \$17.50 Tr.

DRUG TRIP ABROAD: American Drug-Refugees in Amsterdam and London, by Dr. Walter Cuskey (*Community Medicine*); Dr. Arnold Klein; Dr. William Krasner (*Community Medicine*).

Tackles the question of what America can learn from more humane but yet unproven experiments in drug control programs abroad. Includes description, history, and analysis of the British clinic-system. 224 pp. 6x9" \$6.95 Tr.

LOVE IN TWELFTH CENTURY FRANCE, by John C. Moore, Associate Professor of History, Hofstra University.

Examines the contemporary relevance of efforts of 12th-century Frenchmen to comprehend the true meaning and nature of love. 160 pp. 5½x8½" \$8.50s.

INTRODUCTORY HINDI READINGS, by Dr. Ernest Bender (*Oriental Studies*); Dr. Theodore Riccardi, Jr.

A companion work to Dr. Bender's *Hindi Grammar and Reader*, based upon the officially accepted dialect spoken by the educated classes of Uttar Pradesh. 299 pp. \$9.80 Tx.

CHRISTIAN SOCIETY AND THE CRUSADES 1198-1229, by Dr. Edward Peters, Henry C. Lea Associate Professor (*History*).

Documents the sharpened awareness among Europeans of this period of themselves as a community of Christians, and the slow beginnings of the secular culture and political organization of Europe. 170 pp. \$7.50s.

The First Hundred Years Are The Hardest

A Latter-day Webster for the Yugoslavs

The world's first SerboCroatian dictionary, Dr. Morton Benson's 850-page volume that took ten years to complete, has been published jointly by the University of Pennsylvania Press and Prosveta, the largest publishing house in Yugoslavia.

With collaborator Dr. Biljana Sljivic-Simsic, Dr. Benson catalogued 60,000 words and 100,000 phrases and idioms, including Eastern and Western forms of SerboCroatian and many scientific and technical terms—eventually making up 44 pounds of manuscript.

"Modern standard SerboCroatian is a very young language—only a hundred years old," Dr. Benson explained. "As a result, it is not stabilized. This made our task much more difficult." Dr. Benson, who is Chairman of Slavic Languages here, began research in 1962 in Yugoslavia under a University Slavic Center travel award. He later won a Fulbright-Hays Research Award to return there in 1965-66. Dr. Sljivic-Simsic, Assistant Professor of Languages, joined the project in 1967, the same year a U.S. Office of Education grant was awarded to begin the compilation work.

They drew on Yugoslav collaborators, daily newspapers and even on the Benson family maid as sources for entries. "It is a language of many variants," Dr. Benson continued. "There are three ways of saying wrist and several ways of saying ankle. These disparities result from the language's unusual history. . . . a combination of the language of the Serbs, a Slavic people who were under Turkish domination for five centuries, and the Croats, whose ties were with Austria and Hungary. Yugoslavia itself is a country born in 1918, consisting of six republics, five nationalities, and three languages."

The Eastern dialect, Serbian, and the Western, or Croatian, dialects are two variants of the same language, parallel to British and American English. Because of the strong regional attachments to each dialect, previous dictionaries have failed to satisfy both groups. Dr. Benson hopes that as a foreigner he had the objectivity to catalogue both forms without bias.

HISTORICAL STUDIES IN THE PHYSICAL SCIENCES, 1971, Vol. 3, by Dr. Russell McCormach, (*History of Science, GSAS*).

Emphasis is on the larger cultural, social and institutional forces that have shaped the content and ethos of modern physical sciences. Essays range in time from the 18th century to the 1930's, in subject from Newton and Locke to Niels Bohr and G. N. Lewis. 376 pp. \$9.50s.

Paperbacks

THE CHILD AND THE REPUBLIC, THE DAWN OF MODERN AMERICAN CHILD NURTURE by Bernard Wishy.

Documents the evolution of the concept of the modern child and the underlying question of the extent to which the child's nurture can assure a more rational and controlled future. The author's work with the ideas of "child experts" is supplemented by an analysis of well-known children's stories of their time. 224 pp. \$2.95P

SOCIAL DETERMINANTS OF MORAL IDEAS by Maria Ossowska, Professor of Moral Philosophy, University of Warsaw.

Composed of lectures delivered in the Philosophy Dept. at Penn during Spring, 1967, the book is divided in four parts: different trends of thought in books on ethics; a systematization of factors influencing morality in a given society; theories concerning moral-

ity as a whole: class-determined types of morality as outlined in historical documents.

204 pp. \$2.95P

THE INDIVIDUAL AND THE COSMOS IN RENAISSANCE PHILOSOPHY by Ernst Cassirer, translated by Mario Domandi.

The author interprets the philosophical thought of the Renaissance, putting the Renaissance into perspective in relation to the Reformation and the Middle Ages.

214 pp. \$2.95P

MAXIMS AND REFLECTIONS (RICORDI) by Francesco Guicciardini, translated by Mario Domandi.

The Ricordi constitute 18 years worth of reflections by the famed Italian historian Guicciardini. His thoughts cover a wide range of personal and public thoughts, revealing both the man and the political theorist.

150 pp. \$2.25P

AS THEY LIKED IT: A STUDY OF SHAKESPEARE'S MORAL ARTISTRY by Alfred Harbage.

The theme is best expressed in the author's own words: "... Shakespeare's plays are designed to exercise but not to alter our moral notions, to stimulate but not to disturb... Their basic conformity with the most deeply-rooted moral convictions of men is what distinguished them from the more pretentious fiction of our own day which... disturbs but does not stimulate, engages our interest, but does not win our love. To the plays of Shakespeare our hearts say yes, unmindful of Plato's warning that we are being seduced into contentment with what is good without being the best."

256 pp. \$2.95P

LINGUISTIC VARIABILITY AND INTELLECTUAL DEVELOPMENT by Wilhelm von Humboldt.

The author examines the relationship between linguistic variation and the distribution of tribes on one hand and the production of human intellectual power on the other from the perspective of how these two phenomena are capable of clarifying each other.

318 pp. \$3.95P

HOMER & MYCENAE by Martin P. Nilsson.

Reprint of a classic which examines Homer, the civilization in which he lived and the earlier heroic Mycenaean age of Greek civilization in an attempt to determine some important questions in the history of Western civilization.

328 pp. \$3.95P

TRANSCENDENTALISM IN NEW ENGLAND: A History by Octavius Brooks Frothingham.

The author, once a pure Transcendentalist, gives a sympathetic account and interpretation of a mental philosophy that was once an important factor in American life. The book defines the fundamental ideas of the philosophy, traces them to their historical and speculative sources and provides sufficient references for those who wish to continue a study of the transcendental philosophy.

416 pp. \$3.95P

THE BURGUNDIAN CODE by Katherine Fischer Drew.

"Gives the reader of history a portrayal of the social institutions of a Germanic people far richer and more exhaustive than any other available source."—Edward Peters, in the Foreword.

120 pp. \$2.45P

OTHER BOOKS IN BRIEF

Following are notices recently received from faculty authors:

Cost Accounting, Planning and Control, by Dr. Adolph Matz (Accounting); Dr. O. J. Curry, North Texas State University; *South-Western Publishing Co.*, 1972. Fifth edition of a classic textbook, combining mathematical and decision-making models with the fundamental theoretical and practical aspects of cost accounting.

From Automated Quotes to Automated Trading: Restructuring the Stock Market in the U. S., by Dr. Morris Mendelson (Finance); *New York University Institute of Finance*,

March, 1972. Results of a study prepared for the Law School's Center for Study of Financial Institutions and originating from a Wharton-Law School Workshop conducted by Dr. Robert Mundheim and the author.

Innovative Behavior and Communication, Thomas S. Robertson (Marketing). *Holt, Rinehart and Winston*, 1971.

Stability of Chemical Reactors, Dr. Daniel D. Perlmutter (Chemical Engineering); *Prentice-Hall, Inc.*, \$18.95.—A.M.G.

MORGAN STATE PROJECT RENEWED

As the Morgan State College-University of Pennsylvania Cooperative Project enters its sixth year, the commitment has been reviewed by both institutions during the academic year, and Presidents Martin Meyerson and King V. Cheek have reaffirmed the value of the partnership in an exchange of letters. In a series of meetings held between December, 1971 and March, 1972, the Faculty Project Committees of both the University and Morgan State reassessed and redefined their goals.

Five areas listed were accepted as major parameters of the continuing Project efforts:

1) Strengthening Morgan State's undergraduate program through all available techniques, including, but not restricted to, a continuation of exchange or "visiting" student activities.

2) Development of interinstitutional majors, especially in Anthropology and Geology, two of the areas in which limited State (Maryland) funding has restricted Morgan's expansion.

3) Expanding the admission of Morgan State graduates to University graduate programs, both in recognition of their eligibility and as an incentive to Morgan undergraduates to pursue advanced study.

4) Expanding graduate study opportunities for Morgan State Faculty, both for full-residency and part-time matriculation.

5) Increasing the amount and scope of cultural exchange between the two institutions, particularly in the lively arts, which stimulate and include as participants a large number of undergraduates.

Supported by HEW Title III funds to Morgan State and a private foundation grant to Penn, the cooperative project has parallel faculty chairmen, coordinators and faculty committees on the two campuses. At Penn, the 1971-72 leadership has been by Vice Provost John A. Russell Jr.; Coordinator Mrs. Yvonne Perry; and Mrs. Katharine Zonana, Project Assistant.

The private foundation which gives to the project is the 1907 Foundation Fund, which has just renewed its \$20,000 grant to Penn.

BUDGET CORRECTION

The figure given as the number of doctorates in *Medicine & Graduate Medicine (Basic Science Fields)* in the budget analysis issued by the Provost's Office (ALMANAC April 25) should have been 21 instead of 292. 292 is the number of doctoral candidates working on their dissertations at that time.

DR. WOLFGANG WITH US

Dr. Marvin Wolfgang wishes to correct the impression given in ALMANAC March 28 that (1) he might be on leave and (2) that the American Academy of Political and Social Science he will head is University-based.

He will continue full-time teaching and will remain Director of the Center for Studies in Criminology and Criminal Law here. The Academy is an independent organization founded in 1889; Dr. Richard D. Lambert, Chairman of the South Asia Regional Studies here, is editor of its *Annals*.

JOB OPENINGS

BULLETIN #474

ANIMAL LABORATORY TECHNICIAN for medical research department.

Qualifications: Graduation from high school preferred. Experience in the care of small laboratory animals plus ability to prepare bacterial media and sterilize laboratory glassware desired. *Salary Range:* \$5000-\$6250

ASSISTANT TO DIRECTOR II, ALUMNI ANNUAL GIVING to assist the Director of the New York Development Office in the function, operation and mechanics of the New York office.

Qualifications: Degree from recognized college or university (U. of Pa. preferred) plus some university experience as an administrative assistant or similar experience. Interest in U. of Pa. public relations, development and alumni relations essential. *Salary Range:* \$8100-\$10,100 (subject to possible area differential)

ASSISTANT OMBUDSMAN to assist in the investigation and expeditious handling of complaints and grievances.

Qualifications: Graduation from a recognized college or university and significant counseling experience, preferably in an educational institution. Wide knowledge of the University and ability to establish and maintain rapport with the campus community. Some judgment and resourcefulness essential. *Salary Range:* \$9000-\$11,500

DELIVERY CLERK to assist in picking up and delivering materials throughout the campus and from off campus locations.

Qualifications: High school graduate. Must have Pa. driver's license. Ability to do physical work. *Salary Range:* \$4600-\$5600

DIRECTOR, DINING SERVICES. To be responsible to Director of Auxiliary Services for all dining facilities on campus.

Qualifications: Degree in Hotel Management or equivalent plus at least 5 years experience in the operation of a high volume school or hospital dining facility. *Salary Range:* Open

DUPLICATING MACHINE OPERATOR III to be responsible for the operation of various duplicating machines such as multi-lith, mimeograph and etc. . . . plus related maintenance duties.

Qualifications: High school graduate plus 3 years experience

in the operation of duplicating machines or equivalent experience. Some mechanical ability. *Salary Range:* \$4600-\$5600

RESEARCH LABORATORY TECHNICIAN III for teaching and research laboratory in a medical area.

Qualifications: Graduation from an approved college or university with a major in biology including course work in chemistry. Ability to set up and maintain student laboratory apparatus and materials and participate in research. *Salary Range:* \$6700-\$8200

RESEARCH LABORATORY TECHNICIAN III for clinical laboratory in a medical teaching and research area.

Qualifications: Graduation from an approved college or university with a degree in Medical Technology or graduation from an approved school for medical technicians with at least three years of experience in a clinical laboratory. *Salary Range:* \$6700-\$8200

RESEARCH LABORATORY TECHNICIAN IV (4) for medical research program.

Qualifications: Graduation from an approved college or university with a science major, including three years of college chemistry. Experience in biochemical research techniques desired. *Salary Range:* \$7300-\$9050

SECRETARY I (6) for medical and academic areas.

Qualifications: Accurate typing, proficiency in spelling, some shorthand and medical terminology, may be required. *Salary Range:* \$4400-\$5400

SECRETARY II (16) for psychology, medical and academic areas.

Qualifications: Good, accurate typing, shorthand and/or dictaphone. Capability to perform varied duties pertinent to the area; some experience required. *Salary Range:* \$5000-\$6250

SECRETARY III (9) for medical research, architectural departments.

Qualifications: Interest in working with figures, excellent typing, shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied responsibilities. *Salary Range:* \$5500-\$6750

STATISTICAL ASSISTANT to abstract medical data, prepare tables, and data input for computer processing and related duties.

Qualifications: High school plus some business school. Key punching knowledge and typing required. *Salary Range:* \$4600-\$5600

TECHNICAL TYPIST for business offices.

Qualifications: Fast, accurate typist; willingness to learn mathematical typing. *Salary Range:* \$5500-\$6250

TYPIST CLERK II (2) for medical and business offices on campus.

Qualifications: Accurate typing with a working knowledge of clerical and office procedure. *Salary Range:* \$3800-\$4675

TYPIST RECEPTIONIST II for business office on campus.

Qualifications: Ability to use judgment and initiative in answering the telephone and meeting people; good typing skill. *Salary Range:* \$4200-\$5200

TYPIST RECEPTIONIST III in medical and student offices.

Qualifications: Should enjoy contact with people both in person and by phone; ability to handle a variety of detailed assignments. Accurate typing required. *Salary Range:* \$4400-\$5400

ADMINISTRATOR, STUDENT HEALTH INSURANCE to be responsible to the Medical Director of Student Health for the processing of student applications for, and claims against, a compulsory health insurance program.

Qualifications: 2 years college or equivalent. Ability to work effectively with people. Clerical aptitude for detailed work. Must be analytical and resourceful. Ability to assimilate voluminous medical services information. *Salary Range:* Open, pending classification.

Those interested should contact the Personnel Department (Ext. 7285), for interview appointments.

—W. Austin Bishop, Assistant Director of Personnel

GRADUATION OF 32

The first 32 University employees to complete the new eight-week "in-house" secretarial course, according to Training Officer Jack Glover, are:

Level I:

Claire Trout (Personnel), J. Battle (Recreation), Dennis Byrd (Van Pelt), M. Colvin (Law), B. Haas (Health Law), M. Gates, R. Lankton and D. Johnson (Physics), R. Warren (Engineering), M. Vogt (University Press), C. Colberg (Intercollegiate Athletics), Betsey McCreary (Annual Giving), J. Eubanks (Surgical Research), Sarah Amos (South Asia), Jean McCallum (Secretary's Office) and Betty McGlinchey (CGS).

Level II:

Ethel M. Cooley (History), Edie Seila and Beverly Devlin (Moore School), Delores LeGare (Engineering), Miriam Mann (Johnson Foundation), Gwen Vandervall (Secretary's Office), Maryann Cox and Paula de Francesco (Annual Giving), Patricia Fenchuk (Residential Life), Rita Harrison and Brenda Shepler (Placement), Mildred Lieggi (Surgical Research), Claire Daniels (Nat'l Center for Energy Management), Linda Young (Treasurer's Office), Jacqueline Facciolo (Economics), and Gena T. Schindler (Metallurgy).

PRESIDENT'S CONFERENCE

FACULTY SALARIES: MOVING UP NATIONALLY

In the 1971-72 AAUP Survey of Faculty Compensation, Pennsylvania has risen from 42nd place to 24th in the nation, and is now third in the Ivy League (behind Harvard and Yale), President Meyerson told the President's Conference May 12.

The average salary (which includes salary and fringe benefits) for Ivy League Group members in 1971-72:

Harvard	\$23,424	Cornell	\$19,729
Yale	21,271	Brown	19,248
Pennsylvania	20,685	Princeton	19,111
Columbia	20,497	Dartmouth	18,590

At the same meeting, Dr. John Hobstetter said the 1972-73 "balanced budget" approved by the Trustees contains a provision for adjustment upward which "probably will not improve our position but will maintain the improvement we have made."

BUDGET

The balanced budget is predicated on undergraduate acceptances running the same as last year's (1873); on a \$13.8 state appropriation; and on pending legislation which would let nonprofit institutions use a modest portion of their realized capital gains.

Later Dean Peter Seely said the University has 1822 acceptances so far, and has turned to its waiting list for another 120 names.

Vice President for Development E. Craig Sweeten cautioned optimism on the state appropriation: hearings could go into autumn at Harrisburg. But he also announced that Annual Giving is \$135,000 ahead of this time last year, and total private sector gifts will probably exceed \$20 million for the seventh year in a row.

PROVOST

Provost Curtis Reitz said he has asked the Senate to advise on the proposed faculty reorganization and on the search for a Vice Provost or Associate Provost for Graduate Studies and Research.

He also has begun to confer on creation of a new staff position in his office for a "Dean of Faculty" or some such title, to handle a variety of personnel actions affecting faculty: appointments, mislocations, and problems that Ombudsman Joel Conarroe has encountered, among others.

EMPLOYMENT

Equal Opportunity Administrator James H. Robinson described a new Equal Employment Opportunity Act which gives the federal Equal Employment Opportunity Commission authority to investigate and take to court individual complaints in educational institutions.

Executive Director of Personnel Gerald Robinson announced the extension of our Jobs '70 Training Grant to a total of more than \$120,000, making possible the training of some 50 entry-level secretarial-clerical staff. He said a proposal is in progress to support "upgrade" training for staff.

GOOD NEWS

From Fred Shabel, Intercollegiate Athletics: The Class of 1923 Ice Rink will be open 12 months a year, starting this summer . . . HEW has again funded a campus "summer

camp" for neighborhood youth . . . a new Tennis Pavilion is fully pledged . . . and the works of sculptor R. Tait McKenzie will soon be in a permanent gallery at Gimbel.

THE TRUSTEES

Paul J. Cupp, Chairman of the Board of Acme Markets; Dr. Carl Kaysen, Director of the Institute for Advanced Studies at Princeton; Samuel H. Ballam, Jr., President of The Fidelity Bank; and John W. Eckman, President of Rorer-Amchem, Inc., will hold new Trustee positions at the University of Pennsylvania effective July 1.

At the May meeting, Mr. Cupp was named a Life Trustee Emeritus, Dr. Kaysen a Life Trustee, and Mr. Ballam and Mr. Eckman were named Term Trustees.

Mr. Cupp, '24W, is Chairman of the Board of Directors of the University City Science Center and a former general chairman of the Annual Giving Program.

Dr. Kaysen, a distinguished political economist, received his undergraduate degree from Penn in 1940 and his Ph.D. from Harvard, where he taught and served as Associate Dean of the Graduate School of Public Administration. He succeeded J. Robert Oppenheimer as Director of the Institute for Advanced Study in 1966.

Mr. Ballam is a 1941 graduate of the University's Evening School and the outgoing President of the General Alumni Society and Chairman of the Evening School Campaign.

Mr. Eckman, '43W, was named an Alumni Trustee in 1967. He was the chairman of his class's 25th Reunion Gift Fund and has served on various University committees including the Development Committee.

THE COUNCIL

STUDENT AFFAIRS COMMITTEE

Lacking a quorum at the special meeting called May 17, Council held informal discussion on the Student Affairs Committee Report (ALMANAC May 2). Provost Curtis Reitz said his office would conduct a "holding action" in Student Affairs this summer, and engage in no search committee processes until the report is acted on in the fall. "We are not considering anything that in any significant way departs from this document," he said in response to query.

STEERING COMMITTEE

At the regular meeting May 10, Dr. Jean Crockett announced the Steering Committee's selection of Dr. Nancy Zumwalt (Classical Studies) and Dr. William F. Hamilton (Community Medicine) to represent Assistant Professors on the Committee. The Council membership elected the rest of the faculty representation and the one undergraduate member.

Faculty elected: Dr. Ward Goodenough (Anthropology), Dr. Philip G. Mechanick (Psychiatry) and Dr. Peter C. Nowell (Pathology). Reelected: Professor Paul Bender (Law) and Dr. Irving Kravis (Economics). Undergraduate elected: Edward Everett (C'73).

A graduate student will be chosen on completion of constituency elections in the fall.

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