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NEWS IN BRIEF

CARTER CHAIR FOR DR. GLEITMAN

Dr. Lila R. Gleitman has been appointed to the William T. Carter Professorship in the Graduate School of Education, Dean Neal Gross has announced.

She is the first woman to hold a Chair at this University.

Dr. Gleitman had been Professor of Linguistics at Swarthmore College since 1969, and a Research Associate in the Psychology Department here since 1967. In her new position, she will teach linguistics and language acquisition.

Dr. Gleitman holds M.A. and Ph.D. degrees in linguistics from the University of Pennsylvania and a B.A. degree from Antioch College. From 1965 to 1969, she served as a senior scientist at the Eastern Pennsylvania Psychiatric Institute in Philadelphia. She also has served as a consultant to the Children's Television Workshop in New York, which produces "Sesame Street" and "The Electric Factory."

Dr. Gleitman is co-author with her husband (Dr. Henry Gleitman, Professor of Psychology at the University) of *Phrase and Paraphrase* (1970). She is also the author of numerous scholarly articles in linguistics and the teaching of reading.

A SIDE EFFECT OF ANTIQUES FEVER

The thousands who come to the HUP's emergency department each year will receive improved care in the future with the help of new medical equipment and enlarged facilities, made possible by the \$105,000 proceeds of the 1972 University Hospital Antiques Show.

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Almanac

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MEDICAL, HOSPITAL APPOINTMENTS

Dean Alfred Gellhorn has announced the appointment of five chairmen and one acting chairman in the School of Medicine and two directors and a new Radiology Chief at Graduate Hospital.

Dr. Aaron D. Freedman, Professor and Associate Dean of the School of Medicine, is the new Director of Graduate Hospital, and Dr. Patrick B. Storey of Hahnemann Medical College is Graduate's new Medical Director. Dr. Mark M. Mishkin, Professor of Radiology, is the Hospital's new Chief of Radiology.

The acting chairman (Dr. David Cornfeld, Pediatrics) and four of the new chairmen are from the present faculty: Dr. James J. Ferguson Jr., Biochemistry; Dr. William T. Fitts, Surgery; Dr. William J. Mellman, Medical Genetics; and Dr. Harry Wollman, Anesthesia.

Dr. James B. Snow comes from the University of Oklahoma to become Professor and Chairman of the former Otolaryngology Department, renamed Otorhinolaryngology and Human Communication.

Clinical Departments

Dr. Fitts succeeds Dr. Jonathan Rhoads as John Rhea Barton Professor and Chairman of Surgery, and Dr. Rhoads continues as Professor here. Dr. Fitts, a specialist in cancer and abdominal surgery and noted advocate of increased attention to emergency care, is a 1940 graduate of the Medical School and has been on its faculty since 1945. He won a Lindback Teaching Award in 1964 and became full professor in 1965. He is president of the American Trauma Society; editor of the *Journal of Trauma* and former president and board chairman of the American Association for the Surgery of Trauma.

Dr. James B. Snow has been Professor and Head of the Department of Otorhinolaryngology at the University of Oklahoma Medical Center since 1964. He took his M.D. *cum laude* at Harvard in 1956, and was an intern at Johns Hopkins, a resident at Massachusetts Eye & Ear Infirmary, and a Captain with the U.S. Army Medical Corps before joining Oklahoma in 1962. He was Chief of Staff for the Hospitals of the University of Oklahoma, 1963-1970. Among his recent honors: a Regents Award for Superior Teaching, 1970, and a Certificate of Award from the American Academy of Ophthalmology.

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An Appraisal of President Meyerson's Progress Report, "Directions for the University of Pennsylvania in the Mid-Seventies"

The following report was prepared by a Subcommittee of the Academic Planning Committee—R. Clelland, J. Fordham, L. Girifalco, W. Goodenough, E. Guthrow, V. Harvey, R. Marshak, and D. Sharp—and was adopted by the full Committee in June.

I INTRODUCTION

We of the Academic Planning Committee welcome the President's initiative. It befits educational leadership to place before the University Community those choices that, on the basis of careful study, are calculated to produce the best attainable climate for teaching, learning and research. It is evident that there are strong financial and educational pressures which call for change. We agree both that it will be necessary to increase significantly our resource base and to do a better job in adjusting to presently available resources. It is evident that the institution confronts a serious and persistent money crisis. In the few weeks we have had to study the available data, and in the absence of a clear statement on educational philosophy and goals, we have been unable to assess the various components of the University's financial problems and, therefore, how the President's proposals would, if implemented, bear on the educational programs now existing in the University. Indeed, we believe that speculations regarding these effects are precisely the source of the concern now confusing and dividing the Faculty.

There is uncertainty as to how rapidly change should take place. In general we believe that, in terms of the academic process, evolution is distinctly preferable to revolution. What we do not know is whether the financial problems of the University will allow us to make desirable educational changes at a rate sufficiently slow to avoid drastic surgery, as well as fads and frills, and to enable us to estimate and compare the costs of various educational strategies.

It seems inescapable that, if carried out, the President's proposals for reallocation of existing resources and for new programs would result in a major reorganization of University structure and governance. This prospect, together with the financial crisis, the national climate, and other factors, has produced an atmosphere of great anxiety in many quarters here. Thus, we believe that an immediate and serious concern in further planning must be the heightening of faculty and student morale. As Robert Goheen has pointed out: "...all of our efforts to reduce expenditures must be carried out with the understanding that institutional morale is a delicate thing, is irreplaceable, and, if let slip, cannot soon be restored." An absence of systematic institutional planning over a considerable span of years cannot be remedied over night—by whatever means. In view of this, we think it essential not to induce a state of mind in which one feels compelled to join in drastic changes right away. Major cutbacks instituted now, in the absence of calm, deliberate study and broad consultation, might well generate fear and insecurity with long-term damage to the institution.

II ON THE EDUCATIONAL MISSION OF THE UNIVERSITY

We assert that the University's *raison d'être* is education and research and not the many other activities in which it engages. We believe that, in the face of declining external support, the achievement of excellence in academic programs implies that a greater fraction of general University funds must in the future be devoted to the University's academic sectors as compared to the non-academic sectors.

In a very broad sense the University's mission can be said to be to afford opportunities for higher education at a level of excellence across the wide range of *universitas*. But this is too general to be meaningful as to the goal or goals of a particular university. We must be more explicit. To do this we are brought at once to distinguishing between the mission of undergraduate education and that of graduate and professional education. The former is the sphere in which there is understandably greater difficulty in achieving clarity of purpose. It is, at the same time, the foundation upon which an institution's claim to "*universitas*" must rest.

A. Undergraduate Education

Traditionally, general education at the University level has been oriented toward development of capacity for appreciation and expression in cultural and historical perspective with a view to intellectual discipline, individual enrichment and qualification for responsible participation in the social order, and development of intellectual competence in selected areas.

In recent years, as the problems of society have become more acute and as they have been increasingly viewed as products of the way things have been done, accepted values have come to be widely questioned. A natural by-product of this process has been challenge to the established pattern of requirements for an undergraduate degree in the arts and sciences. Pressure against language requirements, mathematics requirements, and science requirements is not new. But in the past, parents and faculty alike were reasonably sure of the basis for these requirements and could respond confidently to attacks upon them. The erosion of adult confidence in the established answers in recent years has left us less able convincingly to resist pressures to relax academic standards. As a consequence, a bachelor's degree now may mean less in terms of actual competence, skill acquisition, and mastery of anything in depth than it did ten years ago.

The problems of society are obviously greater and more complicated than they have ever been and, thus demand more of us. The level of competence and skill needed by persons who will exercise responsibility in relation to these problems is rising. The kinds of intellectual skills sharpened in traditional liberal arts education are not necessarily sufficient to deal with these problems. Knowledge, insights and skills that have not been in undergraduate curricula are increasingly relevant. Moreover, the teaching of traditional subject matter in at least some instances needs to be reorganized in order to make its relevance more apparent.

If the University of Pennsylvania is to flourish as a private university in a complex and changing world, it must offer to its students, to their parents, and to the public generally, assurance that a bachelor's degree represents a certain standard of attain-

ment of skills, perspectives, and acquaintance with those bodies of knowledge (including tradition) without which society's affairs cannot be managed responsibly. In keeping with this, it is our view that the mission of our undergraduate programs should be to afford a broadly based educational experience that enables the individual to recognize and uphold standards of excellence and prepares him or her for leadership roles in society. The individual fulfillment that has been a traditional goal of liberal arts education cannot be achieved except through the cultivation of standards of excellence in some kind of meaningful endeavor.

Effective pursuit of this educational goal will require a firmer structuring, rather than a further relaxing, of the basic requirements for a bachelor's degree. These requirements obviously include:

- a) Verbal competence: competence in communicating ideas both orally and in writing. Inability to communicate effectively handicaps one in the management of affairs, whether in business, government, or the various professions.
- b) Analytical and reasoning competence, as represented, for example, in mathematics, logic, statistics, computer science, and systems analysis.
- c) Social competence, as represented in managerial skills and sensitivity to the nuances of social interaction and group process.
- d) Knowledge of behavioral, psychological, and social processes as understood by the behavioral and social sciences.
- e) Knowledge of natural processes as understood in the physical and biological sciences.
- f) Knowledge of this society's cultural heritage and values, not only at the "high" level but also as represented in popular tradition. Without such knowledge, one cannot understand the bases of popular response to public events or evaluate responses to existing problems.
- g) The experience of what it means to gain mastery in depth of some body of knowledge or skills—the development of intellectual and physical discipline.

What used to be included in the general requirements for a bachelor's degree is represented in this list. But it is probably fair to say that the way the traditional programs were pursued was not generally such as to provide all the competences and understandings of the kind we now think we need. To create a program for undergraduate education that effectively develops needed competence and understanding requires careful reexamination of existing curricula, but not with an eye to doing what is now fashionable as a result of the recent trends alluded to earlier; rather with an eye to what is needed to produce people who are equipped to deal with what are patently the needs of our times.

Whatever else may be the major concerns of a great private university, these should be prominent among them. How to deal with these concerns should be among the considerations that provide guidelines for academic policy in the future.

B. Graduate and Professional Education

We perceive as a major educational objective of this institution over the past two decades the development of an excellent and broadly-based set of graduate and professional programs. This policy expresses a widely shared consensus of the following points: (i) that it is the prime educational mission of a major private university to respond to the long-term national need for scholars, teachers and professionals; (ii) that strong graduate and professional programs play an indispensable role in attracting a faculty of the first rank, as well as enriching the academic process with top-flight graduate and undergraduate students; and (iii) that the graduate programs can greatly enhance the quality of undergraduate programs.

We know of no reason that makes these arguments for strong graduate and professional programs any less compelling today than they have been in the past. We join the President in laying great stress upon the importance of maintaining strength at the graduate and professional levels. The immediate task here is not to redefine our educational objectives in the graduate and professional area. Such a redefinition is not needed; instead, we shall offer a few suggestions as to how these objectives should be furthered at this point in time.

We cannot afford to be complacent about the quality of our graduate and professional programs, but do not think it would be amiss to say at this point that the University has accomplished much to be proud of in the last twenty years. If it is true that a handful of universities remain more distinguished, overall, than ours, it is also true that there are many, many colleges and universities that would like, no doubt, to be as distinguished as Pennsylvania.

Past developments at this institution have resulted in a pluralistic, broadly-based set of graduate and professional programs. We do many things here at Pennsylvania. The Committee now turns to the question of the extent to which it is possible and desirable to continue to develop along these lines.

Some of the pitfalls attending this strategy have recently been emphasized: (a) By spreading our resources too thinly, we risk general mediocrity as a result of general undernourishment; (b) too few of our programs are of really superb quality; and (c) fragmentation and duplication of effort occur. The Committee recognizes these as real problems which must be overcome. On the other hand, it sees countervailing reasons for maintaining much of the breadth which we have.

(i) The Committee believes that one of the most promising ways in which undergraduate programs can be enhanced in quality and given a distinctive character is through their closer integration with the graduate and professional programs. We have in mind such measures as a greater involvement of senior faculty in undergraduate teaching, particularly in departments where they are not already involved; the utilization of the research abilities and interests of our faculty and our extensive research facilities to provide many more opportunities for our undergraduates to engage, along with graduate students, in faculty supervised research; the development of combined degree programs and the like. At the same time we believe it is mandatory to offer instruction in a broad range of disciplines at the undergraduate level. The Committee considers these desiderata reconcilable only if strength is maintained in a broad range of graduate programs. Furthermore, it believes that undergraduate instruction tends to be inferior in departments where the graduate program is inferior.

(ii) It is notoriously difficult, even in a well-established discipline, to forecast the particular directions that exciting new developments will follow. This fact, coupled with the rather evident observation that universities are not adept at "wheeling on a dime", means that a balance of strength is a necessary base for responding in an orderly and effective way to new challenges and opportunities.

(iii) The University is developing programs in environmental, urban and other interdisciplinary studies. There is a strong body of opinion which believes that the formation and re-formation of such interdisciplinary groups can best be carried out within a matrix of strong programs in a broad range of more established disciplines.

The Committee recommends that, as a general policy, first claim on funds available for graduate and professional programs be given to maintaining and enhancing excellence where it exists. This is both easier and cheaper than substantially improving presently weak areas or creating new areas of excellence.

While the Committee recognizes that it is desirable to develop new programs in carefully selected areas, it believes that this should not ordinarily be done if it means jeopardizing the quality of programs that are now excellent. Generally speaking, this means that new programs should not be inaugurated unless adequate financing, ordinarily in the form of endowment, can be foreseen.

Thus, we concur with the President in believing that in the future we must "sharpen our goals". The Committee believes this would be a wise thing to do on educational grounds, even if severe financial constraints were absent. The question is how to go about "selectively strengthening" what we have.

(i) We do not envisage "selective strengthening" to mean a radical contraction of our graduate or professional programs. We know of no institution whose graduate programs have been improved by that method. However, very real benefits may well result from some consolidation of our graduate and professional programs.

(ii) We foresee as the most productive way to exercise the principle of selective strengthening the practice of greater quality

control of programs, especially new ones, and on faculty appointments and promotions. Strengthening, it must be noted, is not *per se* a matter of size or numbers; the thrust is toward quality.

(iii) We have emphasized that new programs should not ordinarily be inaugurated if they would jeopardize the quality of programs in which we are now excellent. The same principle applies to reallocation of funds within existing programs.

(iv) To act effectively to enhance the quality of excellence in already existing programs, or complexes of programs, we need a much sharper idea of just which are the excellent programs. The APC is developing criteria and methods for the evaluation of academic programs.

(v) As to the question of priorities between different areas in the Graduate School of Arts and Sciences, the Committee notes that the Educational Policy Committee has recently recommended that top priority be given to maintaining and improving programs in a so-called core group, consisting of a few central disciplines (not specifically identified in that Committee's report) in the humanities, the physical and biological sciences and the social sciences. The Academic Planning Committee concurs with, and explicitly endorses, this recommendation. We further recommend that these central disciplines be identified, and propose that the University move to insure that a certain minimum level of quality be maintained. A suitable definition of "minimum level of quality" can most accurately be formulated with the help of the criteria referred to in (iv). As a very crude interim measure we would recommend that all of these disciplines be maintained at the level of category I of the ACE ratings, raising the quality of these disciplines to this level where necessary.

III COMMENTARY UPON THE PRESIDENT'S PROGRESS REPORT

Given the stated governing presuppositions regarding undergraduate and graduate education, we agree with President Meyerson that the future of this University points in the direction neither of becoming a state-related nor a "proprietary" university, but rather, in remaining a private institution of quality. Given the accuracy of the projected financial restrictions, we must also agree that this will require the raising of substantial funds from private sources. In addition to this, the University will have to be prepared to reallocate its existing resources in the light of a clearly articulated system of priorities.

A. The Need for Careful Planning and Full Discussion

We offer at once a cautionary word. Unless the reallocation of existing resources expresses a reasonable degree of internal consensus regarding educational excellence rather than to satisfy a donor's image of what a progressive University should be, the consequences could be disastrous. Indeed, although the relationship between philanthropic institutions and the universities of this country has been laudable in many respects in the past, it also has not been without its deleterious effects; more particularly, many universities have accepted seed money or matching funds to develop programs and projects that became both educational and fiscal liabilities once foundation support was withdrawn or phased out. Often these programs did not spring from the universities' own perception of their internal needs and strengths, but rather, were created simply to attract needed funds. The University of Pennsylvania, we believe, has particularly and recently suffered in this respect. It has accepted governmental and private monies for programs in which it never should have become involved. For the future we can avoid this temptation only if there is careful overall planning and open and widespread discussion of the proposed new programs and their costs.

How large and precipitous would the proposed reallocation of resources turn out to be? We think that the President's proposal can be interpreted in two fundamentally different ways in this respect. From one point of view, it can be read as a conservative document, which is to say, that what the University now does at least moderately well would be preserved and nurtured and certain selected areas of excellence would be accorded priority support. On the other hand, the document can be read as a proposal for radical change in which as much as half of what might be a large Educational Opportunities Fund would be provided through

internal reallocations of resources, and new programs would be created that would require major changes in the university.

Insofar as the document is to be viewed as a proposal for radical change—and that is how many members of the Faculty tend to read it—then we hope and urge that President Meyerson will proceed according to his own recent statement that universities generally are very fragile institutions and that drastic reallocation and change proceed only after careful planning and widespread discussion. In general, such changes should take place incrementally rather than by quantum leaps.

Thus it is that we urge the Administration to identify more precisely the crucial planning groups to be involved and the relationships of their respective functions and responsibilities to one another. We believe that this is needed to allay apprehensions and provide the underlying confidence in procedures that any such planning process should generate if it is to succeed. More particularly, we think that the relationship among the Academic Planning Committee, the Educational Policy Committee of the Council and the Development Commission badly needs clarification.

Exactly who will be responsible for deciding just which fields and disciplines will be marked for selective excellence?

The President's proposal eschews a master plan. Granted that master plans are frequently grandiose and may inhibit adjustment, we need, at the minimum, a full and flexible conception of University educational development.

B. The Factor of Faculty Involvement with Students

There is some concern in the Committee that the call for a radical reallocation of resources might obscure the most modest but important steps that could now be taken to improve undergraduate education dramatically. It is suggested that one of the great sources of undergraduate student alienation is the impersonality and mass-like nature of so much of their education. To students who perceive their education in this fashion it is increasingly difficult to justify paying tuition for a type of education that can be procured as much less cost at a state institution. We are told that students who major in certain departments do not have small, upper-division courses in those majors available to them. Moreover, it appears that there are large undergraduate departments in which many senior faculty do not teach any undergraduate courses, and that there are also departments in which the teaching load seems grossly unfair when compared with other departments of comparable stature and excellence. These conditions are the source of much of the discontent that motivates the call for reform. They could be relieved by: (a) hiring faculty more selectively; (b) insisting on more faculty involvement in undergraduate teaching in those departments that have undergraduate programs; and (c) establishing a rational policy as to teaching loads. We believe such modest reforms might have more significant consequences than many proposed "innovations" in undergraduate instruction if, as we see it, the problem of undergraduate discontent is in substantial part one of morale. We believe that undergraduates and faculty members do not work together intimately enough at the University in the process of acquiring and transmitting knowledge and that so long as this is true, no amount of tinkering with the larger machinery is likely to cure the malaise.

C. President's Proposals A, B, C and D

With points A, B, C and D of the President's proposal, we can only express our agreement: We should: (a) reinforce and strengthen our already very strong professional fields; (b) correlate our educational programs, although, as noted above, not in such a fashion as to leave large numbers of faculty out of close touch with the students whom they normally teach; (c) maintain our strong undergraduate professional programs; and (d) investigate and experiment with new patterns of undergraduate curricula.

D. Flexibility and Experiment in Undergraduate Programs

In addition to the previously noted need for a firmer structuring of basic requirements, we agree that there is some need for flexible and experimental programs at the undergraduate level. Two major problems exist.

Experimental programs are probably more costly than standard programs. This in itself is not necessarily an obstacle since new

programs tend to be attractive to sources of funding outside the University. However, there is a very real danger in that external funding agencies in their search for novelty, sometimes seek it above all else to the detriment of the educational process. We urge that ideas for new programs, whether originating inside or outside the University, be carefully studied by the duly constituted Faculties or their representatives before funding agencies are formally approached. New programs must be consonant with the planned educational development of the University if they are not to be an embarrassment to us.

The kind of flexibility that should be fostered is that which: (a) allows the extraordinarily talented student to pass through the undergraduate curriculum and into the graduate curriculum at a speed commensurate with his capabilities; (b) encourages students to enter undergraduate school at the time when they are best prepared to take advantage of it (either before or after the "standard" age); (c) encourages students to actively explore and utilize the many options (e.g. individual majors; combined BA/MA; etc.) now open to them; and (d) minimizes red tape and administrative tendencies to have a finger in every aspect of student life. We do not support flexibility if this means the design of programs that are less intellectually rigorous than those now in existence. Indeed, the thrust of new developments should be in the opposite direction. Experimental programs should only be inaugurated when a cogent statement has been made supporting the need for the program, its objective and the means by which its academic merits will be evaluated.

The other serious problem is a matter of organization and governance. New programs call for new organizational entities. Because some of the established disciplines tend to look askance at certain sorts of experimentation, one is tempted to consider an organizational structure for the new entities that leaves them largely independent of existing structures and review procedures. We do not favor such arrangements. We recommend that experimental programs be set up within existing schools where their curricula and personnel are subject to the same review procedures as are standard programs.

Thus, we wish to encourage experimentation at the undergraduate level, but we must warn against hastily conceived programs and too great a degree of organizational independence in this context.

E. Reexamination of Doctoral Programs

We welcome President Meyerson's call for a thorough study of the doctoral programs at the University. In our opinion, such a study should have been undertaken two or three years ago at the same time this was being done by our comparable sister institutions in the East. We particularly urge caution here, not only with respect to the standards of assessment, but also with respect to any precipitous proposed reallocation of resources. It is unfortunate that the discussion of the quality of the graduate programs has been confounded with the number of graduate groups. There is little relationship between the quality of our graduate program and the number of groups in existence.

Pennsylvania is distinctive in that many of her resources in specific disciplines are scattered among many different departments. Thus, it is possible that a first-rate program (in the top five) is first-rate only because it is backed with resources that, taken by themselves, are not so highly ranked. It is also possible that a department not rated in the top ten would have been so if all scholars in the university who contribute to that department's graduate work were listed in it. This uniqueness is particularly important when it comes to naming those fields in which selective excellence is to be recommended. We do not note these facts in order to argue for the status quo, but only to suggest that the University proceed with caution in this area and with realistic standards.

The proposal for selective excellence in certain graduate areas is sound in principle, but the choice of areas raises in our minds the most serious of questions. We realize that the proposal to emphasize three axes was somewhat roughly sketched and that much further planning is required; nevertheless, the proposals as they stand raise the fundamental issue we noted earlier in this report concerning how large and precipitous the reallocation of resources is intended to be, how widely it will be discussed before being brought to the point of decision, and whether it will reflect

our own internal standards of academic excellence or be largely drawn in order to solicit funds.

We believe that our most responsible posture at this point is to raise some fundamental questions that have concerned us as we have studied and analyzed the President's report. The first such question is whether the three major constellations or axes specified in that report (socio-economic behavior, life sciences and language-culture studies) do sufficient justice to the self-understanding of the faculty. In fact, we wonder if the University is ready to specify any area or constellations of areas at this time within which it should strive for excellence. The Committee believes that the President's enunciation of areas of excellence is subject to question both as to what is included and as to what is excluded. Such a specification and the process of selective strengthening clearly are not short-term goals. These are not minor questions; they go to the heart of faculty confidence in University planning bodies.

The proposal also suggests that resources might be concentrated in three interdisciplinary and problem-oriented areas: (1) the urban, regional and environmental studies, (2) the "interface between technology and society", and (3) selected foreign areas and related international studies. This suggestion together with the previous tripartite division of areas raises serious problems relating to governance which need to be explored and discussed. For example, what units of organizations will have to be created to deal with these proposed three interdisciplinary and problem-oriented areas? Presumably they will cut across not only departmental, but school lines. If so, will they be administered under some central authority which must then count on resources in various departments and schools, or will they have organizational and fiscal autonomy? How will such graduate programs be related to undergraduate education and the requirements of the various schools? How can such programs function effectively without some major reorganizations of the faculties, especially the Faculty of the Graduate School of Arts and Sciences? We do not oppose such a reorganization—indeed, there is every evidence that it is needed—but we are convinced that without the most careful planning and farsightedness with respect to costs and resources we face the danger of bringing chaos to the University with adverse effect upon whatever excellence at the graduate level we have been able to achieve. This cautionary note underscores our suggestion for a full and flexible conception of University educational development.

F. Educational Opportunities Fund

We welcome the proposal for an Educational Opportunities Fund. It is a good idea. We are troubled, however, by the suggestion that half of it should come from internal reallocations. The magnitude of the fund is not indicated, but its proposed uses would not be served well by modest resources. Thus, large sums seem to be contemplated. This appears to point to a major reordering of internal priorities against which we have cautioned.

We regard it as imprudent to indicate in advance of the planning process those areas to which the new funds are expected to be diverted. No one denies that authority to set the academic priorities must rest in some hands, but we believe that such a planning body must have the confidence of the faculty and that its deliberations should be conducted in a careful and logical manner in consultation with those affected. If this Committee is at all representative, there is a basis for asserting that a goodly number of faculty members have reservations about concentrating our resources in some of the eight fields mentioned. The issue is not, at this point, whether their reservations are justified, but whether their views will get due consideration.

G. Endowed Professorships

The proposal for one hundred professorships strikes most of the members of the Committee as imaginative and attractive to prospective donors. But, once again, we feel obliged to raise certain questions. For example, to what Faculty will such a professor belong? Will he or she be detached from a department or school? If so, who will be responsible for recruitment? How is a faculty to interpret the condition that such professorships are to be understood as "acting in trust for his or her colleagues"? Does this mean that the proposed occupants of the chairs will not be responsible to any school or department for the courses and programs they offer? If the tenure in these chairs is to be limited, as proposed, what happens to an occupant when the term expires? Does he or

she retain the chair salary level if it is higher than that which would otherwise be available?

H. Scholarships and Fellowships

We favor the endowed or regularly supported undergraduate and graduate fellowship. We would hope, however, that consideration be given to how the undergraduate scholarships, particularly, might be used to counter the alarming situation in the Admissions Office, namely competition on an unfavorable footing for the top fifth of our applicant pool, and the greatly decreasing applications from the children of middle income families.

At the graduate level, Pennsylvania also competes on an unfavorable footing. We feel strongly that the University cannot tolerate another year of low support for graduate students. At the very minimum, we urge that graduate Arts and Sciences fellowships be maintained at no less than the present level.

We are wondering if a policy of selective excellence for graduate groups will be accompanied by a policy of selective support for graduate students? If so, by whom and how would such a program be administered?

I. Flexible Residential House System

The University has rightfully assumed some responsibility for providing living accommodations for its students. We hope that the total educational experience of a Pennsylvania undergraduate is a rewarding one, and consider it proper and desirable for the University to facilitate cultural activities associated with student residence. We also hope that the living accommodations can be reasonably flexible, by which we mean that students should be accorded a considerable degree of autonomy in arranging their private lives.

We believe the University ought to recognize that there are limits to which the living environment of a student can or should be "structured", and do not think that is is particularly desirable for faculty or administrative influence on students' lives outside the classroom to become pervasive.

Finally, the Committee believes that while it is desirable to facilitate educational and cultural activities associated with the student residences, such programs can be costly and they ought to receive a lower priority than support for undergraduate or graduate/professional academic programs.

J. Endowed Lectureships and Residencies; Cooperative Programs; Research Grants

We also agree with all that is said about Library funds (which have slipped so disastrously in the past three years), Endowed Lectureships, Cooperative Programs for Scholar Exchanges, and money for research by younger scholars of promise as well as for creative activity in teaching. We recommend that those graduate and professional areas selected for the highest program priority receive strong support in the allocation of library funds, and vice-versa.

K. Continuous Education

We think the plans for a College of Continuous Education requires much more reflection and study than is evident in the Proposal. Quality in such programs is notoriously difficult to maintain, and they are frequently attritional so far as the more traditional modes of education are concerned. Nevertheless, it may be that the University has such strength at the professional level that it could so relate to these areas as to make a "Pennsylvania education a life-time enterprise".

IV CONCLUSION

The President's Progress Report is a valuable document, which contributes significantly to the thinking about *quo vadis* for the institution. We support many of its proposals with enthusiasm. Others present issues of basic importance not only as to the substance of teaching, learning and research at Pennsylvania, but also as to responsibility and process in institutional decision-making.

While we eschew needless delay, we consider it necessary that the University constituency be afforded genuine voice in the basic planning and decision-making. Without this whatever is decided may very likely lack the general acceptance necessary for successful implementation of whatever programs emerge.

GRANTS

Contracts and Grants for Research and Related Activities Received by Faculty Members During May 1972

ARMY: W. Boghosian (Engineering Res. Office) "Feasibility Study of Interconvertibility of Selected Chemical Information Files and Systems" \$14,905. . . . M. Joulle (Chemistry) "Derivatives of 1, 2, 4 Triazines, etc." \$38,263. . . . C. Laird (Met & Mat. Sci.) "An Approach to a General Theory of Fatigue" \$29,325.

NAVY: C. Lambertsen (Inst. for Environ. Med.) "High Pressure Physiology" \$185,000. . . . R. Maddin (Met. & Mat. Sci.) "Plasticity, Recovery and Crystallization of Metals" \$31,530.

PUBLIC HEALTH SERVICE: F. Karush (Microbiology) "Allergy and Immunology-Training" \$32,268. . . . T. Asakura (Johnson Foundation) "Hemoproteins and Cell Metabolism" \$17,550. . . . R. Brinster (Animal Biology) "Training Program in Reproductive Physiology" \$33,545. . . . D. W. Cohen (Periodontics) "Training in the Basic Sciences and in Periodontics" \$55,543. . . . R. Forster (Physiology) "Graduate Training in Pulmonary Physiology" \$44,841. . . . H. Ginsberg (Microbiology) "Infectious Diseases—Virology, Immunology, Genetics and Physiology" \$171,799. . . . S. Goodgal (Microbiology) "Studies on Transformation in *Haemophilus Influenzae*" \$79,957. . . . S. Harris (Dental School) "Training in DMD, PHD and A Clinical Specialty" \$65,834. . . . E. Henefer (Oral Surgery) "Clinical Cancer Training-Dental" \$13,500. . . . J. Higgins (Johnson Fdn./Biophysics) "Dynamics of Cellular Systems" \$24,600. . . . F. Karush (Microbiology) "Interactions of Immunoglobulins" \$89,473. . . . F. Kayne (Johnson Fdn./Biophysics) "Monovalent Cation Control of Cellular Reactions" \$16,500. . . . S. Katz (Anthropology) "Training Grant in Anthropology" \$60,302. . . . A. Kozinski (Med. Genetics) "Interaction of Viruses with Host Chromosomes" \$44,441. . . . D. Kuhl (Radiology) "Image-Separation Isotope Scanning in Cancer Detection" \$36,035. . . . P. Leboy (Biochemistry/Dent) "Effect of Alterations in RNA Methylase Activity" \$21,775. . . . W. Mellman (Ob/Gyn) "National Amniocentesis Registry Project" \$32,000. . . . M. Mendelsohn (Radiology) "Digital Microphotometry and Biomedical Image Analysis" \$199,739. . . . J. Rockey (Ophthalmology) "Studies of Multiple Molecular Forms of Antihapten Antibody" \$71,577. . . . R. Root (Medicine) "Human Phagocyte Function in Health and Disease" \$25,000. . . . B. Rosan (Dental Bact/Microbiology) "Microbiological Studies of the Human Oral Streptococci" \$71,756. . . . L. Rowland (Neurology) "Neurology" \$54,000. . . . D. Rowlands (Pathology) "Experimental Bacterial Endocarditis" \$16,840. . . . I. Singer (Medicine) "Renal Ion Transport Fixed Charge Membrane Model" \$35,067. . . . H. Slovirer (Harrison Surgery) "Erythrocyte Lipids and Cellular Function" \$30,545. . . . E. Stellar (Inst. of Neurological Sci.) "Neurological Sciences" \$68,332. . . . L. Terry (Med. School) "Medical Library Resource Support" \$11,356. . . . J. Touchstone (Ob/Gyn) "A Study of Adrenal and Ovarian Secretions" \$61,769. . . . Z. Vucicevic (Ophthalmology) "Laser Coagulation of Filtration Angle and Ciliary Body" \$9,886. . . . D. Wilson (Johnson Fdn./Biophysics) "Mitochondrial Electron Transport and Energy Conservation" \$20,000. . . . J. Brady (Psychiatry) "Drug-Aided Deconditioning Treatment of Inhibition" \$31,185. . . . H. Davies (Microbiology) "Chemistry and Immunology of M Proteins of Streptococci" \$37,500. . . . H. Lief (Psychiatry) "Training of Family Planning Workers in Sex Education" \$37,894. . . . H. Persky (Psychiatry) "Endocrine Function in Psychological Stress/Disease" \$31,185. . . . ATOMIC ENERGY COMMISSION: D. White (Chemistry) "Rotational Ordering in the Solid Molecular Hydrogens" \$26,683.

NATIONAL SCIENCE FOUNDATION: P. Braun (Biochemistry/Med) "Biochemical Mechanisms of Nerve Conduction" \$50,000. . . . J. Donohue (Chemistry) "Structural Studies of Compounds of Biological Interest" \$29,600. . . . I. Friedman (Geology) "Stable Isotopes in Raindrops: Geo-chemistry and Meteorology" \$25,300. . . . R. Kadison (Math) "Functional Analysis and Mathematical Physics" \$52,600. . . . H. Li (Biology) "Flora of Taiwan" \$41,000. . . . R. Middleton (Physics) "Nuclear Research with Tandem Accelerator" \$283,200. . . . H. Primakoff (Physics) "Various Topics on Theoretical Physics" \$35,000. . . . M. Rubinoff (Moore School)

"Interactive Graphics for Solid Objects" \$65,000. . . . S. Sakai (Math) "Operator Algebra" \$8,900. . . . E. Thornton (Chemistry) "Origin and Interpretation of Isotope Effects" \$73,400. . . . C. Yang (Math) "Differential Transformation Groups" \$8,500.

SMITHSONIAN INSTITUTION: R. Giegengack (Geology) "Field and Laboratory Studies of Libyan Desert Silica Glass" \$68,354.

COMMONWEALTH OF PENNSYLVANIA: H. Mitchell (Inst. for Environmental Studies) "Urban Leadership Seminar" \$49,073.

PRIVATE FOUNDATIONS, RESEARCH ORGANIZATIONS AND ASSOCIATIONS, AND INDUSTRY: AMERICAN HEART ASSN: P. Beisswenger (Medicine) "Composition of the Glomerular Basement Membrane" \$15,510. . . . J. Rosenbloom (Biochemistry/Dent) "Biosynthesis of Elastin" \$14,300. . . . S. Winegrad (Physiology) "Excitation-Contraction Coupling in Heart Muscle" \$12,982. AMERICAN IRON AND STEEL INSTITUTE: G. Belton (Met. & Mat. Sci.) "Kinetics of Solute Absorption by Liquid Iron" \$12,100. . . . G. Belton (Met. & Mat. Sci.) "Suspended Electrolyte Studies of Liquid Iron" \$12,400. . . . D. Gaskell (Met. & Mat. Sci.) "The Diffusion of Sulfur in Silicate Slags Containing Al₂O₃ and CaF₂" \$10,200. FIDELITY BANK: I. Harrison (Mgt. Sci. Center) "Marketing of Personal Banking Services" \$63,000. FORD FOUNDATION: D. Stewart (President's Office) "Organizational Structure and Decision-Making Processes of the American Council on Education" \$28,829. GENERAL MOTORS: B. Harris (Inst. for Environmental Studies) "Land Use and Transportation Research" \$6,000. GENERAL TIRE AND RUBBER: C. Price (College) "General Tire and Rubber Grant" \$13,000. HEART ASSOC. OF S. E. PENNSYLVANIA: S. Snyder (Medicine) "Role of Glycoproteins in Atherogenesis" \$5,000. HAAS COMMUNITY FUND: D. W. Cohen (Dental School) "Establishment of a Preventative and Interceptive Orthodontic Facility" \$116,000. METROPOLITAN COUNCIL: M. Lustig (Fels Institute) "Developing Criteria for Capital Investment" \$30,000. MUSCULAR DYSTROPHY ASSOCIATION: G. De La Haba (Anatomy) "Biochemical Requirements for Myogenesis of Striated Muscle in Vitro" \$9,735. . . . H. Holtzer (Anatomy) "Aspects of Myogenesis" \$10,000. . . . A. Kelly (Pathobiology) "Investigation of the Potential of Satellite Cells" \$8,000. . . . L. Rowland (Neurology) "Biochemistry of Inherited Human Muscle Diseases" \$12,833. NATIONAL CYSTIC FIBROSIS FOUNDATION: M. Litt (Chemical Engineering School) "Assay of Cystic Fibrosis Secretion Factors" \$14,234. NEW HAVEN REDEVELOPMENT AGENCY: J. Pack (Fels Institute) "The Housing Experience of Relocated Households" \$12,000. PENNSYLVANIA SCI. & ENGINEERING FOUNDATION: B. Steinberg (Moore School) "Acquisition of Azimuthal Antenna Mount" \$14,000. PHILADELPHIA FOUNDATION: H. Mitchell (Inst. for Environmental Studies) "Preparing Demographic Facts to Promote Community Development in Philadelphia" \$15,000. ROCKEFELLER FOUNDATION: H. Lief (Psychiatry) "Training Program for Family Planning Workers" \$7,900. SEARS ROEBUCK COMPANY: F. Betz (Mgt. Sci. Center) "Design of a Consumer-Safety Information System" \$4,782. WEIGHT WATCHERS FOUNDATION: A. Stunkard (Psychiatry) "Natural History of Obesity and its Psychological Characteristics in Women" \$16,000.

Summary: Contract and Grant Awards July 1, 1971 through May 1972: 638, totaling \$35,045,151.00.

OF RECORD



INSURANCE WAIVERS

Following is the text of a memorandum to all faculty and staff, from the Benefits Office of the University.

Effective July 1 the Group Life Insurance Plan has been modified to permit single employees without dependents to waive participation. Employees interested in applying for waiver status should visit the Personnel Office, Room 16, Franklin Building, to obtain the application form and to make arrangements to meet with a subcommittee of the Personnel Benefits Committee for a review of the insurance coverage prior to approval of the waiver request.

—J. B. Kramer

HONORS

QUEEN'S HONOURS

Dean Peter Shephard of the Graduate School of Fine Arts was named a Commander of the British Empire (CBE) in the New Year Honours conferred by Her Majesty, Queen Elizabeth II.

COMMENCEMENT HONORS

Dr. Loren Eiseley, Benjamin Franklin Professor of Anthropology and History of Science, received honorary doctorates from two nearby institutions at commencement exercises this year: St. Joseph's College and Monmouth College.

Dr. Paul Gyorgy, Emeritus Professor of Pediatrics and an active consultant to Philadelphia General Hospital, received the Faculty Award of Merit from the University of Wisconsin-Green Bay at its summer commencement. Now 79, he was cited for "contributions to humanity through a distinguished career. . ." which included the discovery of Vitamin B₁₂, riboflavin and biotin and more recent studies in malnutrition and ecology in Southeast Asia.

UNDERWATER AND AEROSPACE MEDICINE

Dr. Christian J. Lambertson, Director of the Institute for Environmental Medicine, received the Defense Department's Medal for Distinguished Public Service in ceremonies at the University this summer.

The medal, which is the highest honor the Department of Defense can award to anyone not actually in its employ, was presented by Dr. Robert A. Frosch, Assistant Secretary of the Navy for Research and Development "for his continuous and highly significant contributions in underwater and aerospace medicine," according to the citation signed by Secretary of Defense Melvin R. Laird.

HONORS IN BRIEF

Dr. Alan Laties, Associate Professor of Ophthalmology, has been awarded the Jonas Friedenwald Award for his contributions to Visual Sciences.

Dr. Alfred Gellhorn, Dean of the School of Medicine and Director of the Medical Center, gave the Annual Janeway Lecture at the 1972 meeting of the American Radium Society in Boca Raton, Florida.

Dr. Mark J. Dresden, Professor of Iranian Studies, was elected Vice President of the American Oriental Society at its annual meeting at the University of North Carolina.

Dr. Henry Primakoff, who occupies the Donner Chair here, has received the Killam Senior Fellowship of the University of British Columbia.

Dr. Melvin C. Molstad, Professor of Chemical Engineering, has been elected a Fellow of the American Institute of Chemical Engineering.

Dr. Harry M. Woske, Associate Dean of the School of Medicine, was elected a Governor of the American College of Cardiology. The A.C.C. also elected as Fellows Dr. Alfred P. Fishman, Dr. M. Jay Goodkind, Dr. M. August Lindauer, Dr. Homayoon Pashar, Dr. James C. Shelburne, and Dr. Gurdarshan S. Thind of the School of Medicine.

Dr. Samuel B. Hadden, Emeritus Associate Professor of Psychiatry, was the recipient of the 1972 Strittmatter Award of the Philadelphia County Medical Society.

Dr. Eleanor Jane Carlin, Chairman of Physical Therapy at SAMP, was awarded the Lucy Blair Service Award by the Board of Directors of the American Physical Therapy Association at the Association's 49th annual conference in June.



*A cascade of lichen,
a benchful of African violets,
and splendid, showy
orchids, pineapples and
orange trees grow in the
greenhouses, LEFT.
OPPOSITE, the pond in the Garden
and some of its creatures.*



Unexpected Pleasures of Penn:I.

In the early 1880's, long before ecology became a catchword, Dr. Joseph Rothrock planted a small "Botanic Garden" around a lily pond at Penn. Conservationist that he was (after heading the botany department here he went on to become the Commonwealth's first Commissioner of Forests and Conservation), he may have foreseen what his thimbleful of Walden Pond would some day mean to a citybound University.

His garden is still there to visit. South of the Biology building off Hamilton Walk, it lies half-hidden and beautifully tended by the same staff who keep the greenhouses and plant rooms off Leidy Lab nearby.

In the Botanical Garden's small dark pond are just enough lilies, just enough fish, frogs, turtles and ducks to take a city mind back to nature over a lunch hour. On the shaded paths around the pool, squirrels are so tame they will steady themselves with a forepaw against the hand that feeds them. Except for the reflection of the Richards building floating on the surface of the water, the academic world is very far away.

Uphill from the pond, past flowerbeds and sunbathers, academia reemerges in the form of greenhouses and laboratories housed in a compact little wing of Leidy that is one of Louis Kahn's least known and best liked local buildings.

Dr. David R. Goddard, the University Professor of Biology who was department chairman there before he served as Provost, is an excellent guide to the greenhouses and their history. He presided over the merger of botany and biology and, with his faculty, planned the wing that houses the Kaplan Labs, the "head house" from which the greenhouses extend, and the basement full of plant chambers, electronic equipment and other paraphernalia for medical, biological and botanical research that calls for growing things. (The building also houses small animals: shrewdly the department put together the plants and animals that need seven-day care, to cut staff duplication on week-ends.)

The greenhouses there now are not Rothrock's originals. The first was a modest lean-to style built against the old Macfarlane Building, Dr. Goddard recalls. Greenhouses proliferated during the early part of this century, until Penn had a complex of half a dozen including a central Palm House that developed into a considerable expense. When it came time to tear down Macfarlane and put up the Richards building, the greenhouses had to go.

In their place are two houses of three chambers each, supplemented by the head house's underground growing rooms. Visitors are welcome to the greenhouses, where supervisor Bill Brientnall and aides Frank Harrell and Len Castiello

The Botanical Garden

care for a changing array of plants for teaching, plants for research and plants for growing. ("You can't have a decent greenhouse—and any botany department in the country will tell you this—without dedicated gardening staff. And you *cannot* keep good staff unless they have room to grow some things for their own sake," explains Dr. Goddard. Penn's turnover record: Mr. Brientnall is the third head gardener this century, though he's been here only 9 years; Mr. Harrell has been here 20 years and Mr. Castiello over 25.)

The difference between a plant grown for research and one grown for beauty may well escape the casual visitor: a cold-room filled with white lilies is a dazzling sight, even if they are there for Dr. Ralph Erickson's study of DNA and RNA synthesis. (They toil not, neither do they spin, but they did enable him to establish that DNA synthesizes before, not at, cell division.) Next door Dr. Allan Brown's stockpile of *arabodopsis* looks more businesslike growing in test tubes. Because of their 21-day cycle from seed to seed, these tiny flowering plants have become the "guinea pigs" of the field; in Dr. Brown's case the seeds are sent into orbit via satellite and their life cycle studied through time-lapse photography.

Because such projects have grant support, and with normal departmental support for their use in teaching, the greenhouses are fairly secure in their upkeep. The Garden, however, must look to a Botanical Garden Fund set up in 1916 by Mrs. Anna Yarnall, and to the more recent annual contributions of the Flower Show Fund. (Gratefully, Bill Brientnall notes that the latter not only provided new plant material and labor-saving equipment this year, but helped with Dutch Elm disease control so that "... until now we have not lost one tree.")

The save-that-tree spirit is a fighting spirit on the south side of the campus, where not only botanists and biologists, but medical faculty and alumni rush to defend the Garden. In times of stringency administrations have proposed selling some of the land or building something on it. In one such budget crunch (long before the present one), an administrator went so far as to doubt the official justification of the Garden as "teaching and research." He called in a newcomer in botany for his opinion.

"We keep it because it's beautiful," replied the professor; "—and because it's endowed," he added for good measure. Years later he was still indignant: "If we want to become CCNY, of course we can do without the Garden. But if we want good students and good faculty to come here and be happy here, there are at least two things we keep: the Museum and the Botanical Garden. Some very distinguished Trustees and alumni have been thrown in that pond."



The A-3 Service Award Program

On June 1 the Personnel Department announced that A-3 salary scales would be extended by one step, allowing a "general increase" of one step for each incumbent—except where a whole step would bring the salary over maximum, in which case fractional raises were provided for. In addition, the June 1 Bulletin provided that

A-3 Employees will receive merit increases as of established individual review dates in varying amounts up to the maxima of their respective scales. Employees already at their scale maxima will in many instances be eligible for a new Service Award based on years of service and payable on the individual review dates . . .

A June 17 Bulletin spelled out the Service Award system as a one-time payment not added to salary but paid separately on basis of length of service:

<u>Years' Service</u>	<u>% of Normal Increment</u>
0-4	None
5-9	50%
10-14	75%
15 and over	100%

Complaint

WEOUP strongly protests the implementation of the "general increase" policy and institution of a Service Awards Program for A-3 employees in the form that has been adopted. These new Policies actually reward short-term A-3 employees at the University and punish the long-term employees. For instance, a person who has been employed by the University for two years and is not yet at her or his ceiling will be eligible for a regular merit increase, generally about \$250, and the general increase averaging about the same amount—or a total of approximately \$500. The person who has been at her or his ceiling for 5 to 9 years (and likely an employee of the University for 7 to 11 years) will receive 50% of that general increase, or approximately \$150.00. The University will magnanimously give this latter amount in one payment, causing higher taxes and contributing nothing to employee benefits, such as retirement credits. (Incidentally, these increments all fall within and below the Phase II guidelines.)

In the past, when the University awarded a cost-of-living increase, it applied to all A-3's regardless of their classification. However, the University's conception of a cost-of-living increase has always been erroneous since it was awarded in varying percentages and only upon the recommendation of the supervisor. The purpose of the cost-of-living raise is to keep pace with the national increase in the cost of living. It should have nothing to do with merit or longevity of employment. In other words, a cost-of-living increase should provide the same buying power that existed the previous year. Does the University think it has solved this erroneous reasoning by changing the name from "cost-of-living increase" to a "general increase"?

An Awards Program most certainly should be instituted to reward long-term employees for outstanding work. First of all, though, the ceilings for jobs should be higher. What is the sense of having a bottom salary range if it is so low that people must usually be hired at the middle range and reach their ceilings in two or three years or less? However, once a person reaches her or his ceiling and continues to have the same basic responsibilities, and does not choose to seek a promotion elsewhere in the university, she or he should receive an Incentive Award from time to time for outstanding performance (a common practice in government and industry). However, this should be *in addition to* cost-of-living increases.

It is appalling and outrageous that the University can treat its A-3 employees (76% of whom are women) in such a way—particularly those long-term employees who are generally regarded as the backbone of the University and who have such an unmerited loyalty to it.

The University goes on its way accepting a one-third turnover of A-3 personnel a year as a normal way to do business. One third of the A-3 personnel were at or above scale this year. They too are now being encouraged to leave. Instead of asking how personnel can be encouraged to stay at the University, new salary stringencies are announced that will cause more resignations. Every well-run business knows how expensive an excessive turnover of clerical personnel is. The University's priorities certainly seem confused regarding its long-term employees.

And it is discouraging, to say the least, that this is the outcome of the dynamic new leadership in personnel, the promised changes in personnel policies and the numerous and much-flouted committees charged with recommending change.

—Carol E. Tracy, President, WEOUP

Response

The concerns expressed about the current A-3 salary increase policy seem to center on two issues, the step addition to salary scales and the Service Award program

Addition of a step to existing scales provides for more growth potential for approximately eighty-five per cent of the A-3 employees and brings the scale upward to cover some twenty per cent of them who were either at their maximum or over the scale maximum. The Service Award provides for the ten to fifteen per cent of the A-3 employees at, or over, the new maximum who ordinarily would not receive salary increases

There was no "cost-of-living" increase provided this year at any level for employees, staff or faculty. The reason was essentially economic: the percentage of payroll increases available University-wide had to cover salary and wage increases, merit increases (where such a practice exists), reclassifications, past inequities to the extent possible, and an extremely small amount for Service Awards. The clear fact is that many members of the University family did not receive increases which they individually would consider "cost-of-living" amounts. Unfortunately, the Pay Board regulations have little to do with the dollars available to the University through tuition, gifts, state appropriation and contracts.

The Service Award was recommended to us by the A-3 Classification Review Committee. The membership of that committee is made up of an equal number of business administrators and A-3 employees from various sections of the campus. The formula for determining the amount of the award was also recommended to us. (In fairness, it should be said that there were a number of other recommendations from the Committee which we could not implement this year.)

We hope that further improvement can be made next year, and specifically that we can move our scales upward enough to make "growing room" again for those who were halted at maximum this year. More realistic scales will solve many of the problems you raise, at least for most individuals now affected.

For the longer term, we have to face the fact that to have a maximum at all means that some of your staff will reach it. Many will want to move up and out when that happens, and for them we strongly encourage discussion with the staff of the Personnel Office about transfers within the University.

Not everyone wants to move, however, and the University has many valuable employees who are so uniquely well matched to their work that neither they nor we would be happy if they changed duties. Assuming that our current classification studies and scale changes *do* ensure that every position is fairly evaluated, the University will still need a mechanism for rewarding the valued employee who wants to stay in a job that does not itself command higher pay. The Service Award can become such a mechanism. For now it is very much an invitation to those at maximum to stay with us while we continue to work toward the other changes the University needs.

—Gerald L. Robinson, Exec. Dir. of Personnel Relations

BULLETINS

GRAMMATEIS: TO GREEN LANE JULY 29

The Grammateis Organization will visit the University Camp for Boys and Girls at Green Lane on Saturday, July 29, to see for themselves the work they have supported over the years. Transportation can be arranged for members; call Marion Pond, Ext. 6811-12 for details.

For all U. of P. office staff members and their families, Grammateis will sponsor an outing to New Bolton Center Saturday, September 9 (rain date the 16th).

RELOCATION: FELLOWSHIP INFORMATION

The Office of Fellowship Information and Study Programs Abroad has been moved from Room 18 College Hall to the second floor of 3537 Locust Walk (the former Delta Upsilon House, where the Ombudsman's Office occupies the first floor). OFISP Director James Yarnall and his secretary, Mrs. Phyllis Fields, retain University extension 8348.

DEATH OF FRANK DE COSTA

Morgan State College's Dean Frank A. De Costa, Chairman of the Morgan-Penn Cooperative Project there since the beginning of the institutional exchange in 1965, died of a heart attack on June 18. He was an alumnus of the University of Pennsylvania, having been awarded the Ph.D. here in 1954.

ART TO TOUCH AND SEE

The University Museum's new Nevil Gallery for the Blind and Sighted encourages visitors to handle its works on display. "Wonders of the Human Head" is its opening exhibit: wooden ceremonial masks from Ceylon, Japan, Korea, Bali and Africa show how craftsmen from five areas of the world conceive of the human head . . . male heads from Rome and India show the contrast between Eastern and Western concepts of man . . . and a modern skull from Peru serves as a reference point.

A permanent part of the gallery offers archaeology (bones, charcoal, bits of pottery are wedged in layers of soil to touch); cultural anthropology (drums, bells and other musical instruments for the visitor to play); physical anthropology (casts of skulls in four phases of man's evolution) and linguistics (via tapes showing man's language and its changes.)

The Gallery is a gift of the Nevil Trust and is located in the main building open Tuesdays through Saturdays, 10 a.m. to 5 p.m.; Sunday 1 to 5.

REMINDER: BOOKSTORE CHANGES ITS CHARGE

The University Bookstore switches completely to Master Charge for all credit buying as of August 31. The change does not affect the discounts available to faculty and staff. Those who wish to open accounts with Master Charge will find applications at the Bookstore or at any branch of the Provident Bank.

HOUSTON HALL: A TAKE-OFF POINT FOR 4500

By the end of this summer's Charter Flights Series, over 4500 members of the University and their families will have participated in the program since its inception in 1965, according to Houston Hall Director Tony Coddling. (Charters this summer were three JAL flights to London via New York; others have been to California, the Bahamas and Europe during Christmas and summer vacations.)

Group and Charter Flights are open to all fully and partially affiliated faculty, and to all full-time administrators and staff as well as students at the University. Members of their immediate families (spouses, dependent children and parents if they live with the member) are also eligible for the reduced-cost travel plans. In addition, Houston Hall offers such services as Eurail and Britrail passes, student ID cards and Student Overseas Flights for Americans. For information: Ext. 7268.

ALMANAC July 11, 1972

RETIREMENTS

UP TO 51 YEARS

Forty-six faculty members, administrators and other staff members retired July 1, twenty of them having served 25 to 51 years here. Serving longest was Mrs. Delphine O. Richardson, a librarian in the Charles Patterson Van Pelt Library, who had worked at the University for 51 years.

The faculty members with the longest records of service are Dr. T. E. M. Boll, Associate Professor of English (50 years) and Dr. John R. Abersold, Professor of Industry (49 years).

The full list:

Name	Title	Years of Service
John R. Abersold	Prof. Industry	49
Dorothy E. Baethke	Chairman and Prof. of Physical Therapy	25
W. Austin Bishop	Asst. Director of Personnel	13
Irma Y. Bleyer	Sec'y to Director, Eve. School	48
T.E.M. Boll	Assoc. Prof. of English	50
Jeanne V. Boorse	Research Lab. Tech., Microbio/Med.	13
Morris A. Bowie	Asst. Prof. Clinical Med. (PA)	40
Thomas Butterworth	Assoc. Prof. Dermatology (PA)	37
Lawrence Castagna	Senior Supervisor, Dining Service	33
Teoler C. Childs	Scientific Glasswasher, Biochem/Med.	17
Norman Christie	Food Service Worker	22
Thomas C. Cochran	Benj. Franklin Prof. of History	22
Harold L. Davis	Instructor in Pediatrics (PA)	6
Edna Drucis	Food Service Worker	25
Kendall A. Elsom	Prof. of Clinical Med. (PA)	44
Harold E. Farmer	Assoc. in Clinical Med. (PA)	20
Joseph B. Flexner	Research Assoc. in Anatomy	19
Sol A. Goldberg	Assoc. in Otolaryngology (PA)	31
James D. Gordon	Assoc. Prof. English	13
Nina Grihin	Scientific Glasswashing Supervisor, Med.	15
Vorrou H. Haines	Shipping & Receiving Clerk, Museum	25
John P. Horlacher	Prof. Political Science	43
William D. Horrocks	Drafting Supervisor, EE	19
James C. House, Jr.	Assoc. Prof. Fine Arts	45
Martha A. Hunscher	Assoc. Prof. Nursing	16
Frederick L. Jones	Prof. English	25
John Keyes	Business Manager	45
George J. Klinger	Mechanic, Engineering Services	22
Paul R. Leberman	Prof. Clinical Urology	38
Dorothy McCanney	Telephone Operator	29
Hugh Montgomery	Prof. Medicine	40
Taras Murawec	Technical Assistant, Ob/Gyn	14
A. Eric Parkinson	Chemist, Museum	26
Delphine O. Richardson	Librarian, Interlibrary Loans	51
William H. Robinson	Security Sergeant	26
Esther L. Schultz	Typist-Clerk, Admissions	14
Albert P. Seltzer	Asst. Prof. Otolaryngology (PA)	26
Augusta Sherman	Office Supervisor, Graduate Hospital	25
William A. Shaw	Assoc. Prof. of Psychology	32
Ella C. Slingluff	Secretary, Dermatology, Med.	47
Leroy Vanderhall	Groundsman	25
Harry M. Vars	Prof. Biochem. in Surgery	38
Stella Victor	Admin. Asst., Med. Genetics	17
Edna Mae West	Food Service Worker	18
Margaret A. Widenor	Personnel Assistant	16
Hester B. Wild	Head Salesclerk, Bookstore	23
Mary Wildermuth	Personnel Assistant	21

APPOINTMENTS AND PROMOTIONS

The following faculty personnel changes are based on Trustees' actions completed after June, 1971, and before June 9, 1972. Except where noted, they are effective July 1, 1972. Trustees' actions are still pending on personnel actions taken by the Provost's Staff Conference since May 7, 1972; these will be published following action by the Trustees in September. LEAVES will appear in the September 5 issue.

APPOINTMENTS

COLLEGE OF ARTS AND SCIENCES

Robert E. Engs, Assistant Professor of History; graduate of Princeton University, Ph.D. expected from Yale in 1972.

Dr. Vartan Gregorian, Tarzian Professor in Armenian History and Culture; B.A., M.A., Ph.D. at Stanford; Professor of History at University of Texas since 1970.

Dr. William T. Ford, Research Assistant Professor of Physics, graduate of Carleton College, with Ph.D. from Princeton; Research Fellow there since 1967.

Dr. Dorothea J. Hurvich, Professor of Psychology; Research Associate to Research Professor here in Department of Psychology and Institute of Neurological Sciences, since 1962.

Dr. Alice Kelley, Assistant Professor of English; graduate of Smith College with Ph.D. from City College, N. Y.; Research Assistant there 1968-70; lecturer here 1971-72.

Dr. Victoria E. Kirkham, Assistant Professor of Romance Languages; Wellesley graduate, M.A. University of Illinois, Ph.D. Johns Hopkins; Assistant Professor of Italian at State University of New York at Buffalo last year.

Dr. John A. McCarthy, Assistant Professor of German; graduate of Oakland College, study at Universitat Munchen, M.A. and Ph.D. from SUNYAB.

Dr. Martin E. P. Seligman, Associate Professor in Psychology; Visiting Associate Professor here last year.

Dr. Robert J. Sharer, Assistant Professor of Anthropology (also Assistant Curator of Archaeology in the Museum via GSAS); B.A., M.A. and Ph.D. from Michigan State; Assistant Professor at Pitzer College, Claremont, Cal., since 1967.

1971-72 APPOINTMENTS, NOT PREVIOUSLY PUBLISHED: *Dr. Enoch Brater* as Assistant Professor of English; *Dr. Lay Nam Chang* as Assistant Professor of Physics; *Dr. Don B. Graham* as Assistant Professor of English; *Dr. Jack B. Reece* as Assistant Professor of History; *Laurence Silberstein* as Assistant Professor of Religious Thought.

Dr. Gretchen Wood as Assistant Professor of English; *Dr. Nancy K. Zumwalt* as Assistant Professor of Classical Studies.

GRADUATE SCHOOL OF ARTS AND SCIENCES

Dr. Adele Rickett, Assistant Professor of Chinese Studies; B.A. and B.S., University of North Carolina; M.A. and Ph.D., Pennsylvania; Lecturer here since 1967.

Dr. Ernst Steinkellner, Associate Professor of Indian Philosophy; Visiting Professor here last year.

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED: *Dr. William Davenport* as Professor of Anthropology; *Dr. Rosane Rocher* as Assistant Professor of Indo-Aryan Languages; *Jeffrey Tigay* as Abraham M. Ellis Assistant Professor of Hebrew and Semitic Languages and Literature.

GRADUATE SCHOOL OF EDUCATION

Dr. Gerald A. Goldin, Assistant Professor of Education; a 1964 graduate of Harvard University, with M.A. and Ph.D. from Princeton; instructor in quantum mechanics in the Physics Department here in 1969-70.

Dr. Michael Lewis, Adjunct Professor of Education; B.A. in Sociology and M.A. and Ph.D. in psychology here; formerly a Research Associate at Fels Institute; Associate Professor of Psychology at Antioch; Research Psychologist at ETS Center for Psychological Studies; and Lecturer at GSE in 1970.

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED *Dr. Jack I. Bardon* as Adjunct Professor of Education; and *Dr. William W. Reynolds, Jr.*, *Dr. Steven Selden*, *Dr. Norman L. Thompson*, and *Miss Gail Zivin* as Assistant Professors of Education.

GRADUATE SCHOOL OF FINE ARTS

Seymour Subitzky, Research Adjunct Professor of Landscape Architecture and Regional Planning; A.B. Washington University (St. Louis), ASTP Engineering certificate; B.S. in mining geology and M.S. in mining geology at University of Missouri following study in physical and organic chemistry at Biarritz American University, France; geologist with U.S. Geological Survey's Water Resources Division since 1950.

LAW SCHOOL

Pierre Bonassies, Visiting Professor of Law (fall term); member of the Faculty de Droit, Universite Aix-Marseille who has done graduate work in this country and taught at Cornell.

Fairfax Leary Jr., Visiting William A. Schnader Professor of Commercial Law; J.D. from Harvard, Assistant Professor here 1946-49; since 1949 has been with Schnader, Harrison, Segal and Lewis, and Saul, Ewing, Remick and Saul.

Stephen Schulhofer, Assistant Professor of Law; graduate of Princeton with LL.D. from Harvard Law; law clerk to Mr. Justice Hugo Black, then law practice with Coudert Freres in Paris; serves as the alternate U.S. member of the Court of Arbitration, International Chamber of Commerce.

W. David Slawson, Visiting Professor of Law; Professor of Law at University of Southern California who was Assistant Counsel to the President's Commission on the Assassination of President Kennedy, 1964; attorney-advisor in the Department of Justice, 1965-67.

Ralph S. Spritzer, Professor of Law; Visiting Professor here 1971-72.

Franklin E. Zimring, Visiting Professor of Law (fall term); honor graduate of University of Chicago Law School (J.D. 1967) who will also serve on the staff of the Center of Criminology and Criminal Law.

SCHOOL OF ALLIED MEDICAL PROFESSIONS

Mrs. Johanna Barbati, Assistant Professor of Occupational Therapy; B.A. in English from Ursinus, Certificate of Occupational Therapy from Penn, M.A. in Guidance and Student Personnel Administration from Columbia; former head occupational therapist at Flower & Fifth, New York, and assistant professor at University of Florida, 1967-70, and Emory University since then.

Dr. Harry R. Kissileff, Assistant Professor of Physical Therapy; retroactively from January 1971; B.A. in Biology and Ph.D. in zoology from Penn; a guest investigator, 1966-69, and assistant professor 1969-70 at Rockefeller University; Visiting Assistant Professor at NYU since 1970.

1971-72 APPOINTMENT NOT PREVIOUSLY ANNOUNCED: *Dr. Alvin L. Winters* as Assistant Professor of Medical Technology.

SCHOOL OF MEDICINE

Dr. Morton W. Altshuler, Assistant Professor of Clinical Otolaryngology in Audiology (retroactive to 1971); B.S. and M.S. from Penn State with Ed.D. from Boston University; former acting chief of audiology and speech pathology at VA, and visiting instructor at Penn State; consultant to Devereaux Schools (Devon) since 1965-69 and to HUP since 1969.

Dr. Joseph P. Atkins, Professor of Broncho-Esophagology in Surgery (retroactive to January 1); in addition to earlier appointment as Professor of Bronchology in Otolaryngology.

Dr. Alexander L. Beckman, Assistant Professor of Physiology (retroactive to 1971); B.A. from U.C.L.A., Ph.D. from Santa Barbara; fellowship to the Institute of Neurological Sciences, here, 1968-70; Pennsylvania Plan Scholar in Physiology here, 1970-71.

Dr. David M. Capuzzi, Assistant Professor of Clinical Medicine (retroactive to 1971); graduate of St. Joseph's with M.D. from Jefferson; Ph.D. from Johns Hopkins School of Medicine, Assistant Resident and then Postdoctoral Fellow in Endocrinology and Metabolism there; Assistant in Medicine at Presbyterian-UP Medical Center since 1971.

Dr. Gerald M. Carlson, Assistant Professor of Physiology (retroactive to 1971); B.S. in Pharmacy 1963 University of Pittsburgh; Ph.D. Michigan; Fellow in Physiology at Mayo Foundation, 1969-71.

Dr. Joseph N. Corriere, Assistant Professor of Urology, Department of Surgery; Penn graduate with M.D. from Seton Hall; Internship at Pennsylvania Hospital, Assistant Instructor in Surgery and Postdoctoral Fellow here; Assistant Instructor, then instructor in Urology; Associate in Urology at HUP 1969-71.

Dr. Harold Dillon, Associate Professor of Clinical Neurology; addition to earlier appointment as Associate Professor of Clinical Psychiatry.

Dr. John A. Tucker, Associate Professor of Broncho-Esophagology in Surgery, (retroactive to January 1) in addition to present appointment as Associate Professor of Broncho-Esophagology in Otolaryngology.

Dr. Kunihiro Suzuki, Professor of Pediatrics (in addition to his promotion to Professor of Neurology); retroactive to 1971.

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED: *Dr. Festus O. Adebajo* as Assistant Professor of Clinical Pediatrics; *Dr. Desiree A. J. Armstrong* as Associate Professor of Research Dermatology; *Dr. Ivan Boszormenyi-Nagy* as Associate Professor of Psychiatry; *Dr. Darrell Q. Brown* as Assistant Professor of Radiological Sciences, Radiology; *Dr. Samuel Bullock* as Associate Professor of Clinical Psychiatry; *Dr. Henry R. Drott* as Assistant Professor of Biophysics, Johnson Foundation; *Dr. Frank F. Furstenberg* as Assistant Professor of Sociology in Psychiatry; *Dr. Robert A. Gatter* as Assistant Professor of Clinical Medicine; *Dr. William F. Hamilton* as Assistant Professor of Community Medicine (in addition to present appointment as Assistant Professor of Industry); *Dr. John S. Leigh* as Assistant Professor of Biophysics, Johnson Foundation; *Dr. Rob Roy MacGregor* as Assistant Professor of Medicine; *Dr. Loren Richard Morgan* as Assistant Professor of Surgery; *Dr. Anthony D. Morrison* as Assistant Professor of Medicine; *Dr. Leonard Policoff* as Professor of Clinical Physical Medicine and Rehabilitation; *Dr. John B. Reddy* as Professor of Clinical Otolaryngology; *Dr. Norman S. Sarchek* as Assistant Professor of Medicine; *Dr. Louise Schnauffer* as Assistant Professor of Pediatric Surgery; *Dr. Herbert*

Silverstein as Assistant Professor of Otorhinolaryngology; *Dr. Peter J. Snyder* as Assistant Professor of Medicine; *Dr. Lawrence Strenger* as Assistant Professor of Clinical Neurosurgery; and *Dr. J. Richard Wittaker* as Associate Professor of Anatomy.

SCHOOL OF SOCIAL WORK

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED: Miss Eleanor L. Ryder as Associate Professor of Social Work.

SCHOOL OF VETERINARY MEDICINE

Dr. Priscilla J. Ortiz as Assistant Professor of Biochemistry; B.S. from the University of Delaware; M.S. and Ph.D. from Rockefeller University; American Cancer Society Postdoctoral Fellowship at Rockefeller 1962-65 and Assistant Professor there 1965-69, then Research Associate, 1969 and Assistant Professor, 1970, in School of Medicine here.

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED: *Dr. Venkateshu K. Ganjam*, Assistant Professor of Animal Reproduction; *Dr. Elaine P. Hammel* as Assistant Professor of Medicine; *Dr. Hugh B. Lewis* as Assistant Professor of Medicine; and *Dr. John A. Tucker* as Associate Professor of Comparative Bronchology, Esophagology and Laryngeal Surgery.

SCHOOLS OF ENGINEERING

Martin Wolf as Research Associate Professor in the Moore School of Electrical Engineering, with secondary appointment as Research Associate Professor in Mechanical Engineering; B.S. and M.S. from Georg August University, Goettingen; course work completed for Ph.D. in Physics, Illinois Institute of Technology; Senior Research Investigator at Institute of Direct Energy Conversion here since 1970, following work in industry at Hoffman Electronics, Heliotek Division of Textron Electronics and RCA Astro-Electronics Division.

1971-72 APPOINTMENT NOT PREVIOUSLY PUBLISHED: *Dr. Stanley A. Briller* as Associate Professor in Electrical Engineering (in addition to existing appointment in Medicine).

WHARTON SCHOOL

Dr. Michael G. Allingham, Associate Professor of Economics; M.A. and Ph.D. from Edinburgh, Lecturer in Economics there 1967-69; consultant to the Office of Scientific and Technical Information in London, 1968-69; Lecturer at University of Sussex 1969-71 and Visiting Assistant Professor at Northwestern University, 1971-72.

Dr. Nancy L. Geller, Assistant Professor of Statistics and Operations Research; graduate of City College, N.Y., with M.S. from Case Institute and Ph.D. from Case Western Reserve; Assistant Professor at University of Rochester, 1971-72.

Dr. John M. Mason, Assistant Professor of Finance; B.A. M.B.A. and Ph.D. from Michigan State University; Senior Economist at Federal Reserve Bank of Cleveland, 1969-71; staff assistant to the Secretary of the Department of Housing and Urban Development since 1971.

Dr. Howard Lee Morgan, Associate Professor of Industry; graduate of City College with Ph.D. from Cornell; Assistant Professor of Operations Research and Computer Science there since 1968.

Dr. Anthony M. Santomero, Assistant Professor of Finance; graduate of Fordham with Ph.D. from Brown; was Assistant Professor of Economics at Baruch College, C.U.N.Y.

Dr. Christopher Sprague, Associate Professor of Industry (retroactive to January 1, 1971); S.B. in Electrical Engineering, S.B. in Economics, Politics and Engineering; S.M. in Industrial Management and Ph.D. in Management, all from M.I.T.; Assistant Professor there 1967-71. On leave to Stanford this year.

(Continued on Page 14)

WHARTON (Continued)

1971-72 APPOINTMENTS NOT PREVIOUSLY PUBLISHED: *Dr. John S. Bidersee* as Assistant Professor of Finance; *Dr. Kevin Clancy* as Assistant Professor of Sociology; *Dr. Robert P. Inman* as Assistant Professor of Economics; *Dr. Edward Lusk* as Assistant Professor of Accounting; *Dr. Ann R. Miller* as Research Associate Professor of Sociology (Demography); *Dr. John T. Moffett* as Assistant Professor of Sociology; *Dr. Robert J. Oberg* as Assistant Professor of Statistics and Operations Research; *Dr. Thomas S. Robertson* as Associate Professor of Marketing and International Business; *Arnold J. Rosoff* as Assistant Professor of Business Law; *Dr. Alan Shapiro* as Assistant Professor of Marketing and International Business; *Dr. Jan Smith* as Assistant Professor of Sociology; *Dr. Steven Spitzer* as Assistant Professor of Sociology; and *Dr. Robert A. Zelten* as Assistant Professor of Insurance.

ADMINISTRATIVE APPOINTMENTS

OMBUDSMAN: *Kim Melnikoff*, a Penn doctoral candidate who has been active in campus governance, is the new Assistant to the Ombudsman succeeding Mrs. Linda Koons, who will return as a consultant after maternity leave. Miss Melnikoff, a graduate of Smith College *cum laude*, was a member of the Committee on Committees in 1970, president of the Graduate Students' Association in 1971-72 and member of the Advisory Committee of the University Judiciary last year. . . . *Susan Langa*, a former counselor for the state Bureau of Vocational Rehabilitation, replaces Mrs. Dee Schwab as Secretary. Miss Langa is a graduate of Temple.

PROVOST'S OFFICE: *Mrs. Patricia Meyers*, who has been Assistant to the Provost, has been named Director of Academic Programs for the Vice Provost for Undergraduate Affairs. . . . *Mrs. Margo Marshall*, who has been Associate to the Dean of Residential Life, has been named Director of Residential Programs for the Vice Provost for Undergraduate Affairs.

STUDENT AFFAIRS: *Mrs. Alice F. Emerson*, Dean of Students, has taken on leadership of the Student Affairs Division and many of the responsibilities formerly carried by the Vice Provost for Student Affairs. Her title remains Dean of Students, and she reports directly to the Provost.

Edwin M. Ledwell Jr., formerly Director of Residence, has the new title Director of Residential Life. He now reports to the Dean of Students.

In the Vocational Advising Center of the Dean of Students' Office *Peter H. Jacobus*, a former career counselor at Temple, has succeeded Guilford Dudley III as Director. . . . *Richard Ferry*, who has been with the Columbia School in Philadelphia, becomes Minority Vocational Advisor in the Center; he replaces Thomasina Reed, who has returned to full-time graduate study. . . . *Beryl Dean*, who holds a J.D. from Penn Law School and has been an instructor at the Para-Legal Institute, replaces Edward Brennan as the part-time Pre-Law Advisor. . . . and *Dr. Jane Rasmussen*, who took her M.D. at Tufts and has been a teaching fellow at Harvard, replaces Tom Lovejoy as Health Professions Advisor, also part time.

Sylvia Brown, who has held a variety of A-3 posts in the Dean of Students' Office in the past six years, has been promoted to Assistant Director of the Advising Program for Black Freshmen. . . . and *Carol Brown*, a graduate of the Jobs '70 Program and former member of the Religious Thought office staff, becomes Secretary in the Advising Program for Black Freshmen.

In Student Activities, *Lynn Thomas*, a recent M.F.A. graduate of Temple, replaces William Dearth as Associate in Dramatic Activities, working primarily with the Penn Players

. . . *Margaret Memon*, who took her Master's in Japanese Studies at Michigan and has been in Japan the past year and a half, is the new Travel Coordinator at Houston Hall.

In the Residence system, *Mrs. Nathalie Coleman*, who has been Director of Hill House for several years, has been named Director of Harnwell House; she is replaced at Hill by *Janet Bly*, who has been at Michigan and Bryn Mawr. . . . *Gilbert L. Bourke*, former Resident Manager at Harnwell House, has now become Director of Graduate Towers; *John Schoetzel*, an instructor in Foreign Policy here, will serve as Assistant to the Manager there.

Nicholas Constan is the new Director of Harrison House; he has been a research associate in the Foreign Policy Research Institute since 1970, and was an Assistant Dean of Admissions from 1965 to 1969. . . . MBA Candidate *Eugene Behl* has been appointed Manager of Meyer Hall. . . . *Leslie Pochos* becomes Residence Assignment Officer effective August 15; she has been assistant to the University Conference Coordinator.

Mrs. Donna Boyko and *Penny Gibson*, who were the Administrative Assistants at Graduate Towers and Harnwell House, have exchanged positions: Mrs. Boyko is now at Harnwell House and Miss Gibson at Graduate Towers.

New receptionists have been appointed at several of the residence units: *Mrs. Corrine Mucha* and *John Van Dusen*, Harnwell House; *Mrs. Margaret Seib* and *Timothy McInerney*, Harrison House; *Mrs. Jenny Cooper*, Nichols House at Graduate Towers; and *Thomas Kuhn*, Class of 1925 House, Superblock's continuing education residence.

PROMOTIONS

COLLEGE OF ARTS AND SCIENCES

Dr. James R. Bensinger to Assistant Professor of Physics. . . . *Dr. Barry S. Cooperman* to Associate Professor of Chemistry. . . . *Dr. Neville R. Kallenbach* to Professor of Biology. . . . *Dr. Margarita Lazić* to Assistant Professor of Slavic Languages. . . . *Dr. Alexander Riasanovsky* to Professor of History. . . . *Dr. Walter D. Wales* to Professor of Physics.

1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: *Dr. Lucienne Frappier-Mazur* to Associate Professor of Romance Languages. . . . *Dr. Michael Pearson* to Assistant Professor of History. . . . *Dr. Stuart Samuels* to Assistant Professor of History. . . . *Dr. John L. Shover* to Professor of History.

GRADUATE SCHOOL OF ARTS AND SCIENCES

Dr. W. Allyn Rickett to Professor of Chinese Studies.

1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: *Dr. Kenneth Goldstein* to Professor of Folklore and Folklife. . . . *Dr. Erle Leichty* to Professor of Assyriology. . . . *Dr. Dan Ben-Amos* to Associate Professor of Folklore and Folklife.

GRADUATE SCHOOL OF FINE ARTS

Dr. E. Bruce McDougall to Associate Professor of Landscape and Regional Planning.

LAW SCHOOL

Dr. Bruce A. Ackerman to Associate Professor of Law. . . . *Dr. Martin J. Aronstein* to Professor of Law.

SCHOOL OF DENTAL MEDICINE

Dr. Manuel M. Album to Associate Professor of Operative Dentistry. . . . *Dr. Godon E. Levenson* to Associate Professor of Histology and Embryology. . . . *Dr. Irving M. Shapiro* to Associate Professor of Biochemistry.

1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: *Dr. Arnold S. Feldman* to Assistant Professor of Oral Medicine. . . . *Dr. Irvin Paul* to Assistant Professor of Prosthetics; *Dr. Fred O. Kohler* to Assistant Professor of Prosthetic Dentistry. . . . *Dr. David R.*

Musich to Assistant Professor of Orthodontics . . . Dr. Gerald S. Weintraub to Assistant Professor of Prosthetic Dentistry.

SCHOOL OF MEDICINE

Dr. Peter Arger to Assistant Professor of Radiology . . . Dr. Carl E. Aronson to Assistant Professor of Pharmacology (in addition to existing appointment at that rank in Vet School) . . . Dr. Dean A. Arvan to Associate Professor of Pathology . . . Dr. William B. Beach Jr., to Associate Professor of Clinical Psychiatry . . . Dr. Martin L. Beller to Associate Professor of Orthopedic Surgery . . . Dr. John E. Bevilacqua to Associate Professor of Clinical Neurology . . . Dr. Ronald J. Bolognese to Assistant Professor of Clinical Obstetrics/Gynecology (retroactive to 1971) . . . Dr. Frank Bora to Assistant Professor of Orthopedic Surgery . . . Dr. Stella Y. Botelho to Professor of Physiology in Physical Medicine and Rehabilitation (retroactive to 1969 to agree with primary appointment in Physiology) . . . Dr. Bernard J. Carroll to Assistant Professor of Psychiatry . . . Dr. Kenneth D. Cohen to Assistant Professor of Clinical Psychiatry . . . Dr. Sidney L. Corson to Assistant Professor of Clinical Obstetrics/Gynecology (retroactive to 1971) . . . Dr. Loren H. Crabtree Jr. to Assistant Professor of Clinical Psychiatry . . . Dr. Robert W. Crichtlow to Associate Professor of Surgery . . . Dr. Frederick J. Evans to Associate Professor of Psychology in Psychiatry . . . Dr. Newell Fischer to Assistant Professor of Clinical Psychiatry . . . Dr. Julia Fraknoi to Assistant Professor of Psychology in Psychiatry . . . Dr. Martin Goldberg to Associate Professor of Clinical Psychiatry . . . Dr. Dick D. Harrell to Assistant Professor of Clinical Medicine . . . Dr. David H. Hausman to Assistant Professor of Pathology . . . Dr. Anibal F. Herrera to Assistant Professor of Clinical Medicine . . . Dr. Edward J. Huth to Associate Professor of Clinical Medicine . . . Dr. Herbert Lipshutz to Professor of Clinical Plastic Surgery . . . Dr. Lawrence A. Loeb to Associate Professor of Pathology . . . Dr. Terrence R. Malloy to Assistant Professor of Clinical Urology in Surgery (retroactive to 1971) . . . Dr. Bryan E. Marshall to Professor of Anesthesia . . . Dr. Hugh M. Mathews to Assistant Professor of Clinical Psychiatry . . . Dr. Donna K. McCurdy to Associate Professor of Medicine . . . (retroactive to 1971) . . . Dr. William J. Mellman to Professor of Pediatrics and Medical Genetics . . . Dr. Elizabeth Miller to Assistant Professor of Surgical Research . . . Dr. Mark M. Mishkin to Professor of Radiology . . . Dr. Gordon R. Neufeld to Assistant Professor of Anesthesia . . . Dr. Frank A. Oski to Professor of Pediatrics . . . Dr. Lawrence C. Parish to Assistant Professor of Dermatology . . . Dr. Stanley Plotkin to Associate Professor of Pediatrics . . . Dr. Samuel Raymond to Associate Professor of Pathology . . . Dr. Martin Reivich to Professor of Neurology . . . Dr. Arnold Sadwin to Assistant Professor of Clinical Psychiatry and Clinical Neurology . . . Dr. Howard E. Sullivan to Assistant Professor of Clinical Medicine . . . Dr. Kuniniko Suzuki to Professor of Neurology . . . Dr. Michael K. Weibel to Assistant Professor of Biochemistry . . . Dr. Sylvia S. Yedinsky to Assistant Professor of Clinical Psychiatry.

1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: Dr. Benjamin Brackett to Associate Research Professor of Obstetrics/Gynecology . . . Dr. John W. Bryfogle to Assistant Professor of Clinical Medicine . . . Dr. Sidney Cohen to Assistant Professor of Medicine . . . Dr. Roger B. Daniels to Assistant Professor of Clinical Medicine . . . Dr. Pacifico V. DeJesus Jr. to Assistant Professor of Neurology . . . Dr. Julius J. Deren to Associate Professor of Physiology . . . Dr. Louis Dinon to Assistant Professor of Clinical Medicine . . . Dr. Theodore G. Duncan to Assistant Professor of Clinical Medicine . . . Dr. William L. Elkins to Associate Professor of Pathology . . . Dr. Herbert Goldberg to Associate Professor of Radiology . . . Dr. Ralph W. Hamilton to Associate Professor of Surgery . . . Dr. Dwight J. Hartzell to Assistant Professor of Medicine . . . Dr. Roland Kallen to Associate Professor of Biochemistry . . . Dr. William T. London to Assistant Professor of Medicine . . . Dr. Horace MacVaugh to Associate Professor of Clinical Surgery . . . Dr. Norman Makous to Assistant Professor of Clinical Medicine . . . Dr. Brian H. Mayall to Associate Professor of Radiological Sciences . . . Dr. John L. Neigh to Associate Professor of Anesthesia . . . Dr. George H. Niedermayer to Assistant Professor of Clinical Medicine . . .

Dr. Donald J. Ostrow to Associate Professor of Medicine . . . Dr. Giuseppe Pietra to Associate Professor of Pathology and Associate Professor of Pathology in Medicine . . . Dr. Robert Rascoe to Associate Professor of Clinical Obstetrics/Gynecology . . . Dr. Miriam Rosenberg to Assistant Professor of Medical Genetics . . . Dr. George H. Rothblat to Associate Professor of Microbiology . . . Dr. Morton W. Shrager to Assistant Professor of Clinical Medicine . . . Dr. Daniel Silverman to Professor of Neurology . . . Dr. Richard L. Stambaugh to Associate Research Professor in Obstetrics/Gynecology . . . Dr. Joseph Strawitz to Associate Professor of Surgery . . . Dr. Alton I. Sutnick to Associate Professor of Medicine . . . Dr. Kinuko Suzuki to Associate Professor of Pathology . . . Dr. John M. Tiffany to Assistant Professor of Ophthalmology . . . Dr. Joseph B. Vander Veer to Professor of Clinical Medicine . . . Dr. Alexander Yanovski to Assistant Professor of Clinical Psychiatry . . . Dr. Summer I. Zacks to Professor of Pathology . . . Dr. Sidney N. Zubrow to Assistant Professor of Clinical Medicine.

SCHOOL OF SOCIAL WORK

Dr. Louise Shoemaker to Professor of Social Work.

SCHOOL OF VETERINARY MEDICINE

Dr. Alan M. Kelly to Associate Professor of Pathology . . . Dr. William C. Lawrence to Associate Professor of Microbiology. 1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: Dr. Patricia C. Cross to Assistant Professor of Physiology . . . Dr. Loren H. Evans to Associate Professor of Surgery . . . Dr. Colin E. Harvey to Assistant Professor of Surgery . . . Dr. Gene B. Solomon to Assistant Professor of Parasitology . . . Dr. Donald W. Webert to Assistant Professor of Epidemiology and Public Health.

SCHOOLS OF ENGINEERING

Dr. Alan L. Myers to Professor of Chemical Engineering. 1971 PROMOTION NOT PREVIOUSLY PUBLISHED: Dr. John L. Wilson to Assistant Professor of Civil Engineering.

WHARTON SCHOOL

Dr. Edwin Burmeister to Professor of Economics . . . Dr. John M. Cozzolino to Associate Professor of Statistics and Operations Research . . . Dr. John S. deCani to Professor of Statistics and Operations Research . . . Dr. Ralph Ginsberg to Associate Professor of Sociology . . . Dr. John Parr to Associate Professor of Regional Science . . . Dr. Stephen A. Ross to Associate Professor of Economics . . . Dr. Paul J. Taubman to Professor of Economics . . . Dr. Henry Teune to Professor of Political Science. 1971 PROMOTIONS NOT PREVIOUSLY PUBLISHED: Dr. Edward W. Brennan to Associate Professor of Accounting . . . Dr. R. Jean Brownlee to Associate Professor of Political Science . . . Dr. Robert C. Jones to Associate Professor of Statistics and Operations Research . . . Dr. Samuel Klausner to Professor of Sociology . . . Dr. John P. Lutz to Associate Professor of Finance . . . John H. McMichael to Associate Professor of Accounting . . . Dr. Hans R. Stoll to Associate Professor of Finance.

RADIO-TV

Some broadcasts of interest to the University community:

July 13	12:30 p.m. Ralph Collier interviews Dr. Walter Cuskey on <i>Drug Trip Abroad</i> .	WFLN-FM 95.7 Phila.
Week of July 17	Periodic "spot" on Thouron program with James Yarnall, Dir. OFISP.	WKBS-TV, Ch. 48 Phila.
July 17	11:00 a.m. Frank Ford interviews Dr. Mildred Cohn, Prof. Biophysics, Phys. Biochem.	WFLN-AM, 900 Phila.
July 21	11:00 a.m. Frank Ford interviews Dr. Ross Webber, Assoc. Prof. Management, Wharton, on his book <i>Time and Management</i>	WFLN-AM, 900 Phila.

MEDICAL APPOINTMENTS (Continued from Page 1)

mology and Otolaryngology. At Penn he succeeds Dr. Philip Marden, who retired from the chairmanship but continues as Professor. Dr. Herbert Silverstein has been acting chairman.

Dr. Wollman, as Chairman of Anesthesia, succeeds Dr. Robert D. Dripps, now Vice President for Health Affairs. Dr. Wollman joined the University in 1965 and has been Professor of Anesthesiology since 1970 and Professor of Pharmacology since 1971. He is president of the Pennsylvania Society of Anesthesiologists and has served on the National Academy of Sciences' committees on anesthesia and adverse reactions to anesthetic drugs. He is also chairman of the Committee for Standards in Clinical Research here.

Dr. Cornfeld, who will be acting physician-in-chief at Children's Hospital at well as Acting Chairman of Pediatrics, succeeds Dr. Alfred M. Bongiovanni, who will devote full time to teaching and research. Dr. Cornfeld has been director of outpatient service at Children's Hospital for the past ten years. A graduate of Swarthmore College and Penn School of Medicine, he joined the faculty in 1951 and became full professor this year. He is on the medical advisory committee of Community Nursing Services of Philadelphia, and on the city's committee for lead poison paint control.

Basic Science Departments

In Biochemistry Dr. Ferguson succeeds Dr. Howard Rasmussen, who returned to full-time teaching and research. Dr. Ferguson came here in 1959 as Scholar of the Pennsylvania Plan to Develop Scientists for Medical Research. He joined the faculty in 1960 and took a joint appointment in 1971 as Professor of Biochemistry and Professor of Medicine. He is now Director of the Medical Scientist Training Program here, and a member of the NIH Medical Scientists' Training Committee.

Dr. Mellman becomes Professor and Chairman of Medical Genetics, where Dr. Willys Silvers has been acting chairman since Dr. Rupert Billingham resigned in 1971. Dr. Mellman, an alumnus of the College and the Medical School, joined the faculty in pediatrics in 1959 and became Associate Professor of Pediatrics and Medical Genetics in 1966. He has been Director of the Genetics Clinic at Children's Hospital since 1963. He has also been an American Cancer Society Scholar in biochemical genetics at the University of London (1962-3) and was Varsity Professor in Stanford's Department of Pharmacology in 1970-71.

Graduate Hospital

Dr. Freedman succeeds Edwin L. Taylor, who has become the director of Thomas Jefferson University Hospital. A 1942 graduate of Cornell, Dr. Freedman took his M.D. at Albany Medical College in 1945 and his Ph.D. in Biochemistry at Columbia, 1958. He served an internship and residencies in metabolism, pathology and medicine at Mt. Sinai Hospital, then joined the biochemistry faculty at Columbia. He later became a clinical professor of medicine at the University of Kansas, chief of medicine of the Menorah Medical Center and president of the medical board of Jackson County Hospital there. He came to the University of Pennsylvania in 1969 as Associate Dean for Continuing Education, and has been a member of Graduate Hospital's board of managers since that time.

Dr. Storey, who will also head Penn-Urb, the new model health services unit, is a 1943 graduate of Fordham who took his M.D. at Georgetown in 1947. He served at the District of Columbia General Hospital and in the U.S. Army Medical Corps. In Baltimore he was with Veterans Administration in various capacities from 1955-1960, and was associate professor of medicine and associate dean for curriculum at the

University of Maryland. He also spent two years in Chicago as director of postgraduate programs for the American Medical Association, and as clinical associate professor of medicine at Illinois.

He organized Hahnemann's Community Medicine Department and has directed it since 1966, also establishing and directing the Spring Garden Community Services Center there. A consultant to the Office of the Secretary of HEW, he is chairman of the Philadelphia County Medical Society's committee on community medicine; chairman of the committee on continuing medical education for the Greater Delaware Valley Regional Medical Program; and director of the Philadelphia and Montgomery County Tuberculosis and Respiratory Disease Association and the United Health Services of Philadelphia. He has also served as consultant to the national Regional Medical Program and as chairman of its grants review committee.

Dr. Mishkin, who has been at Pennsylvania since his beginning residency here in 1957, is a graduate *magna cum laude* of Indiana University, with M.D. from SUNY Medical College. A former Navy medical officer, he is consultant in radiology to a number of local hospitals and a Trustee of the American Registry of Radiologic Technologists. He won both the AMA's Hektoen Bronze Medal and the Certificate of Merit of the American Roentgen Ray Society in 1968.

NEWS IN BRIEF CONTINUED FROM PAGE 1

Announcement of the gift was made by the Show's honorary chairman, Mrs. Moreau D. Brown, and its two co-chairmen, Mrs. Benjamin H. Barnett and Mrs. Stuart B. Andrews.

Mrs. Andrews said the emergency department headed by Dr. C. William Hanson took care of more than 43,000 patient visits last year, and the number is increasing every year. While many patients are brought to the emergency service in serious or critical condition resulting from accidents or other medical emergencies, the emergency department also serves large numbers of people from the West Philadelphia area who have no regular doctor or source of primary medical care. (There has been a 75% decline in the number of practicing doctors in West Philadelphia in recent years, forcing people to seek medical care at local hospitals, she said.)

In the 11 years since its founding, the Antiques Show has given the Hospital a total of \$726,700. The money has been used for construction, renovations and improvements, such as the heart station, the rehabilitation center, the intensive care unit, and a chapel.

LOCAL YOUNGSTERS WORK AND PLAY

More than 550 youths from West Philadelphia are spending part of their summer at the University of Pennsylvania in jobs and recreation programs coordinated through the Office of External Affairs.

One group of 154 high-school age students from the area began summer jobs at the University June 27 in the federally-funded Neighborhood Youth Corps program administered by the City of Philadelphia Schools. The University and HUP employ the students through August 18 in salaried positions.

Some 400 boys and girls aged 10 to 16 are in the summer sports program which runs to August 4, funded by the U. S. Department of Health, Education and Welfare through the National Collegiate Athletic Association.

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