

Almanac

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TRAINING Ph. D.'S FOR DENTISTRY

The School of Dental Medicine will launch a new program November 1 to prepare those with Ph.D.'s in biological, physical and engineering sciences for careers as dentists.

According to Dr. D. Walter Cohen, Dean of the School, this is the first such program in the country to be financed by federal funds.

It means both alleviation of the shortage of practicing dentists, and new careers for Ph.D.'s who have suffered from industry cutbacks, he said.

The Penn program is financed by a grant from the Bureau of Health Manpower at the National Institutes of Health. It parallels a successful trial program in the training of Ph.D.'s as physicians, conducted at the University of Miami.

It is a special tutorial course, 24 months long, culminating in the D.M.D. (doctor of dental medicine) degree.

During the first nine months, half of the time will be spent in basic science studies related to oral morphology and pathology. The other half of the time will involve clinical sciences, in which behavioral sciences and physical diagnosis will be integrated into the dental clinical areas—restorative, prosthetics, endodontics, periodontics, pediatric dentistry, oral medicine, radiology, oral surgery, anesthesia and hospital dentistry.

The remaining 15 months will consist of clinical training and experience, with assignments in hospital dentistry, community dentistry orthodontics, handicapped patients, cleft palate and radiology. Students will have the opportunity for special training in areas of individual interest.

Tuition is \$7400 for the two years, and some modest stipends will be available based on need. October 1 is the deadline for applications.

FACULTY OF ARTS & SCIENCES

On October 10, at 11 a.m., Provost and Vice President Curtis R. Reitz will convene the inaugural meeting of the Faculty of Arts and Sciences. The meeting will be held in the Fine Arts School auditorium.

Invited to this initial meeting are faculty members holding appointments in the College of Arts and Sciences, in the departments within the Graduate School of Arts and Sciences, in the departments of Economics, Political Science, Regional Science, and Sociology in the Wharton School, and faculty members serving as chairmen of graduate groups in other Schools.

The Faculty of Arts and Sciences will take its first steps to organize itself and to initiate the process of selection of a Dean for the Faculty.



*The Faculty:
A new section
on Page 4*

NEWS IN BRIEF

DR. GIRIFALCO NAMED DIRECTOR

Dr. Louis A. Girifalco, Professor of Metallurgy and Materials Science, was appointed Director of the School of Metallurgy and Materials Science effective July 1.

Dr. Girifalco succeeds Dr. Robert Maddin, who has been Director since 1957. Dr. Maddin will continue as Professor of Metallurgy and Materials Science at the University.

The new Director joined the faculty in 1961 as Associate Professor after six years of industrial and Government research, including three years as head of the National Aeronautics and Space Administration's Solid State Physics Section.

He became full professor in 1965, and from 1967 to 1969 he was Director of the University's Laboratory for Research on the Structure of Matter.

HARRISBURG PROGRESS REPORT

The Pennsylvania House of Representatives last Tuesday approved and sent to the Senate bills appropriating \$13,826,000 to the University for 1972-73, a 5.3 percent increase over the 1971-72 allocation. The Senate begins consideration of the bills today.

OPEN HEARINGS ON TRANSPORTATION

The Transportation Studies Center of the University will hold a Consumer's Public Hearing for the U. S. Department of Transportation at 3 p.m. Wednesday (September 20) in Houston Hall Auditorium.

Expert opinion, individual consumer statements and statements by groups are welcome, according to Dr. Anthony R. Tomazinis, Director of TSC. The central theme is "The Quality of Transportation Services in the Philadelphia Region and the Nation as a Whole." Miss Antonina Uccello, Director of Consumer Affairs in DOT Secretary John Volpe's office in Washington, will attend to convey the testimony to DOT's policy-making group. For information: Ext. 8481.

(Continued on page 16)

Report of the Senate Committee on the Economic Status of the Faculty

The Committee on the Economic Status of the Faculty was established by the Senate in October, 1971 and charged with the gathering of information on faculty salaries and benefits from comparable institutions, with a view to representing faculty interests in the course of the budget-making process.

In a period when inflationary pressures are pushing up many University costs more rapidly than University revenues can rise, the Senate became concerned that the economic welfare of the faculty might be seriously undercut; and it was this concern which led to the creation of the Committee. The faculty's relationship with the University is one of shared authority in governance and shared responsibility for the University's welfare, rather than an impersonal market relationship in which the seller and the buyer each attempts to maximize his own strictly economic benefit. Because of this, faculty salaries are likely to become a residual claimant upon University revenues after other more market-oriented suppliers of goods and services have been satisfied. In the current economic situation, there are strong forces tending to erode the residual available for the faculty.

The Senate's proper concern for the economic welfare of the faculty has long been recognized by the University. Thus the University Manual of Policies and Procedures (1957) contains the following statements:

Salaries of Faculty Members may be decreased only in accordance with an express agreement with the University or because of financial exigency. . . . No decrease for financial exigency shall be made except after consultation, initiated by the President, with the Advisory Committee of the Senate (in the University) or with representatives selected by the class of Faculty Members subject to a proposed decrease.

In a simpler time, not characterized by substantial and persistent trends in prices, a decline in economic welfare was brought about by decline in dollar compensation. However, after 25 years in which prices have risen almost without interruption, even the economically unsophisticated are aware that economic welfare is diminished whenever dollar compensation rises less rapidly than the prices of goods consumed. In the present day, the Senate must view with concern the failure of faculty compensation to rise as rapidly as the cost of living.

This report of the Committee's efforts during the first year of its existence is a disappointing one as regards its effectiveness in protecting the economic interests of the faculty. We had available the extensive findings on faculty salaries of Committee Z of the AAUP, chaired by Professor Lawrence Klein. We met jointly with Committee Z, and an identical program was formulated by the two committees. Your Committee undertook to seek meetings with President Meyerson, Provost Reitz and Associate Provost Hobstetter, and to support the recommendations for increases in faculty salary and benefits agreed upon jointly with Committee Z. Two such meetings with the Administration were held, the first on January 3, and the second on March 30, 1972. Although not empowered to act as a bargaining agent for the faculty, we requested information on the financial status of the University and pressed for recognition of the faculty's priority in fiscal decisions and specifically in the allocation of the budget for 1972-73. We asked that before final decisions were made, the Administration meet again with the Senate Committee and discuss them.

The recommendations agreed upon jointly with Committee Z included 1) improvements of fringe benefits; and 2) increases in salary of 5.5% in line with the national guidelines, plus an additional 2.5% to make up for past shortfalls. Because members of different ages, income groups and family status have different preferences in fringe benefits, it was suggested that these be offered as options 1) paid-up life insurance, hospitalization and medical benefits to be covered fully by the University; or b) an increase in the University's contribution to TIAA-CREF payments amounting to 3.5% of salary. The full report of Committee Z was published in the *ALMANAC* April 18, 1972.

In both meetings with the Administration, your Senate Committee urged that Z's recommendations for faculty remuneration be met for 1972-73. The position of the Administration at both meetings was that about a 5.5% increase would be offered this year. What amount should be across the board in either salary or fringes was not determined at that time. The meetings ended with the impression on the part of the Senate participants that other meetings would be held to exchange views and that no decisions would be made by the Administration without advance full disclosure to the Senate Committee and consultation with that Committee.

The Senate Committee was requested to meet on May 15, 1972, with Provost Reitz, Associate Provost Hobstetter and the subcommittee for Academic Affairs of the University Budget Committee. The Provost was not present at the meeting. We learned that a balanced budget had already been submitted to and accepted by the Trustees, proposing a 5.2% cash increase for faculty, with a probable further adjustment of 1.8% in fringe benefits contingent on the availability of resources when further hard financial information was forthcoming. The cost estimates and expenditure decisions on which the 5.2% figure was based were not at any time discussed with us except in the most general terms.

Given this figure, the members of the Senate Committee agreed, after extensive discussion, that an acceptable division of the total would involve a 5% across-the-board adjustment, with the remaining 0.2% to be used for adjustment of inequities. The position that virtually all of the approved increase should be across the board was based on the Committee's reluctance to see the economic welfare of some faculty members diminished through salary adjustments falling significantly short of the rise in cost of living.

Your Committee was never again contacted by the Administration. We learned indirectly that a letter subsequently went out to the Deans and Directors specifying that 5.2% of last year's wage scale was available for adjustments, and that minimum across-the-board adjustments for Professors, Associate Professors and Assistant Professors were to be \$600, \$500 and \$400, respectively, amounting to about 2½% of average salaries within these ranks. The remainder of the 5.2% was to be available to the Deans and Directors for distribution in accordance with their judgment.

Your Committee has been informed that the Budget Committee at its meeting on May 16, 1972 approved the package discussed at the May 15 meeting and recommended it to the Administration. That recommendation was rejected by the Administration without further consultation with the Budget Committee and indeed without any notice to the Budget Committee. Nor was the Budget Committee advised of, or asked to comment upon, the Administration's own plan until some weeks after its implementation.

As we view the entire picture of the faculty's participation in the

budgetary process this year, as it affects the economic status of the faculty, we cannot escape the conclusion that this participation has been ineffectual. The Senate Committee does not feel that it has succeeded in achieving any significant impact. The action of the Administration in rejecting our proposals without advance notice stands in marked contrast to the very careful protocol which the Administration observed in its relation with library workers and other members of the University community who have chosen the path of adversary collective bargaining.

The primary question which the Senate must consider is not whether the Administration's package is superior or inferior to the recommendation of the Senate Committee and the Budget Committee. The primary question is whether the Administration respects the faculty's participation in a system of university governance and whether, without some effective mechanism for sharing in budgetary information and in the process of budgetary decision-making, the faculty can adequately protect its economic interests. It is significant in this connection that the faculty members of the Budget Committee, in discussions with members of the Senate Committee, unanimously subscribed to the view that the operation of the Budget Committee during the current year was most unsatisfactory despite the repeated efforts of the faculty members to improve its functioning.

It is our recommendation that the Senate call upon the Administration to develop jointly with the Senate Committee a set of arrangements which will achieve the substance, and not merely the form, of faculty participation in the budgetary process as it affects the economic welfare of the faculty. Exchange of information would be at the heart of any such mechanism. So would a viable timetable for decision-making. Thus, a contingent budget or set of alternative budgets, prepared by December 1 to serve as the basis for discussion, would be highly desirable, if not essential. This recommendation calls for an intensive effort to arrive at improved procedures for faculty participation, to be undertaken at the earliest possible moment with a view to implementation of such procedures during the current fiscal year.

James M. Sprague, Chairman 1971-72

<i>June Axinn</i>	<i>William Gombert</i>
<i>Paul W. Bruton</i>	<i>Maureen T. Sullivan</i>
<i>S. D. Erulkar</i>	<i>Michael L. Wachter</i>

1972-73 FACULTY SENATE COMMITTEES

SENATE OFFICE: EXT. 6943

Senate Advisory Committee

Maria Z. Brooks (Slavic)	Michael H. Jameson (Cl. Studies)
Bernard F. Cataldo (Bus. Law)	Alan C. Kors (History)
Jean Crockett (Fin.), <i>Chairman</i>	Phoebe S. Leboy (Biochem.)
Edward G. Effros (Math.)	A. Leo Levin (Law)
Harold S. Ginsberg (Micro Med.)	Stephen A. Ross (Economics), <i>Secretary-Elect</i>
Louis A. Girifalco (Met. & Mat. Sci.), <i>Chairman-Elect</i>	David T. Rowlands (Pathology)
William G. Grigsby (City Planning)	Paul Rozin (Psychology)
Benjamin F. Hammond (Microbiology)	E. J. Lawson Soulsby (Parasit.), <i>Secretary</i>
	Hace Tishler (Social Work)

Senate Committee on Academic Freedom and Responsibility

June Axinn (Social Work)	Louis A. Girifalco (Met. & Mat. Sci.)
Stuart W. Churchill (Chem. Engr.), <i>Chairman</i>	Lawrence R. Klein (Econ.)
James O. Freedman (Law)	Donald N. Langenberg (Phys.)
	Donald H. Silberberg (Med.)

Senate Committee on the Economic Status of the Faculty

June Axinn (Social Work)	S. D. Erulkar (Pharmacology)
Paul W. Bruton (Law)	James M. Sprague (Anatomy)
William Gombert (Industry), <i>Chairman</i>	Maureen T. Sullivan (English)
	Michael L. Wachter (Econ.)

Senate Nominating Committee

Richard R. Beeman (History)	Felice Perlmutter (Social Work)
Irwin Friend (Finance)	E. J. Lawson Soulsby (Parasit.)
Richard V. Kadison (Math.), <i>Chairman</i>	Jay N. Zemel (Elec. Engr.)
Paul J. Mishkin (Law)	

Ad hoc Senate Committee on Academic Priorities

Jamshed K. Ghandhi (Finance)	Robert E. A. Palmer (Cl. Studies), <i>Chairman</i>
Peter C. Nowell (Pathology)	Lewis I. Pizer (Microbiology)
	David White (Chemistry)

Ad hoc Senate Committee to Re-examine the Structure of the Senate

Ralph Ginsberg (Sociology)
Noyes E. Leech (Law)
Ned B. Williams (Microbiology)

Note: In accordance with Section 4 of the Senate rules the Senate Chairman "shall be ex officio a member of all Senate committees, including the Advisory Committee but excepting the Nominating Committee and the Committee on Academic Freedom and Responsibility."

LETTERS

CHARTER FLIGHTS TO NOWHERE

This has been the year of the phantom charter flight. Thousands of would-be travelers have purchased tickets in advance from travel organizations that promise them smooth trips to Europe. All too often, at the last minute, many flights have been mysteriously cancelled, stranding passengers at airports here and abroad. Some, the lucky ones, have their fares refunded. Others get a partial refund. But a great many get nothing. Besides financial loss, many miss a vacation trip that they looked forward to all year. Others—stranded at foreign airports and sometimes penniless—suffer the anguish of waiting for planes that never come.

My own wife's experience was typical. She saw an advertisement in the *Daily Pennsylvanian* placed by the Student International Travel Association, at 2245 Wallace Street, Philadelphia. Charter flights between Philadelphia and London, payment in advance, \$210. This appeared to be a legitimate offer based on current C. A. B. tariffs. So she paid. Then, a few days before her flight was to leave, it was abruptly cancelled. S. I. T. A. told us that the airline they used was bankrupt, and there was nothing they could do about it. My wife, however, was among the fortunate few: she got a partial refund. Other passengers, I understand, were not so lucky, and got none of their fare back. Maybe the Student International Travel Association means well; maybe it is a reputable firm. I don't know. All I do know is that I've been trying to call them, to ask when the rest of my wife's money will be returned, but without success. Now I can't even reach them that way—their telephone has been disconnected. I asked the Better Business Bureau to assist me; they got nowhere. Now I am told the Philadelphia District Attorney's office is investigating them. I can't predict what help this will be to those who have lost money to S. I. T. A. But it certainly isn't going to salvage my wife's lost vacation.

In your July 11th issue you mentioned the success of the University's Charter Flights series. That is fine, but there continues to be plenty of dishonesty in the charter flight industry. So long as fly-by-night travel bureaus continue to collect fares from innocent people for flights which never get off the ground, members of the University community should be warned against the possibility of charter flight fraud. It is especially important, I believe, that University-sponsored publications, like the *Daily Pennsylvanian*, and University bulletin boards be completely closed to all charter flight advertising except that of the Houston Hall series. It is indeed miserable to lose your vacation when your charter flight evaporates—I hope others may be spared the experience.

Paul J. Korshin, Associate Professor of English



The Phoenicians in Their Homeland

Two years ago Dr. James Pritchard made major news by discovering Sarepta, the first Phoenician city to be found in the Phoenicians' own land. The find was expected to produce significant new knowledge of the seafaring alphabet-makers who had been known mostly by the colonies they kept on the Mediterranean coastline.

This summer, digging at Sarepta below the modern Lebanese fishing village of Sarafand, the Pritchard expedition began to reap the harvest of information they expected: clues to the work and worship of the Phoenicians at home between 1600 and 100 B.C.

A temple structure 12 by 24 feet was unearthed, and with it an altar, some stone benches for offerings to the gods, and a cache of religious objects. Fragments of at least 13 terracotta figures of Astarte show her place in the Phoenicians' religion.

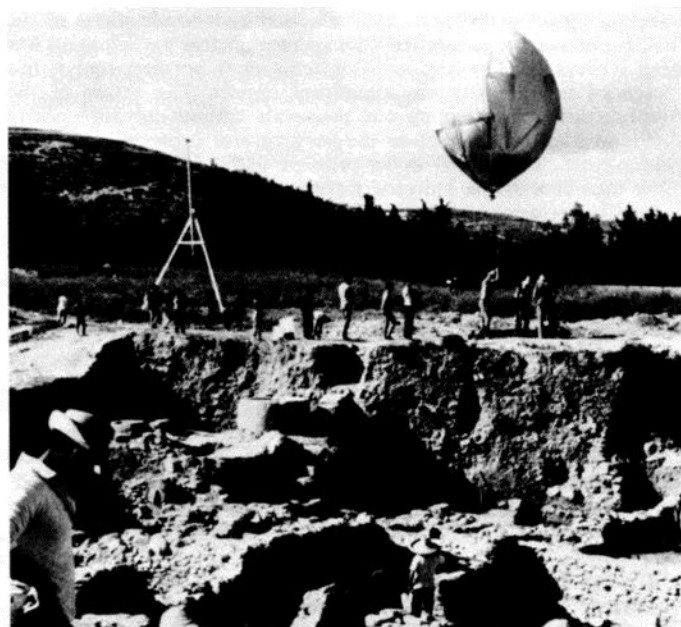
One example (above) shows Astarte seated on a throne supported by two sphinxes—a sculpture quite similar to one found in a Phoenician colony in Spain.

Other fragments give clues to the rites of the temple. Dr. Pritchard, who is Professor of Religious Thought as well as Associate Director of the University Museum and Curator of Biblical Archaeology there, thinks one terracotta mask with holes in its edges for thongs may have masked the face of a worshiper, for example. He has also identified an incense stand and the side of a cultic house, a small box that might have contained an icon.

Other finds were beads and amulets, and pendants in faience portraying Egyptian deities including six plaques of the eye of the sun god Horus. Dr. Pritchard believes Phoenician sailors brought them home from trading expeditions.

Several pieces are notable for their artistic quality, among them the faience Horus on Page 1, showing the sun god as a child with a side lock of hair. An ivory statue of a smiling woman wearing a heavy wig and crown of the Egyptian sacred cobra parallels very closely a figure found at Nimrud, an ancient Assyrian site in present-day Iraq.

The temple represents only a small section of the 65- by 98-foot excavation. Most of the site is an industrial area of the city that was at least 15 to 20 acres. (In the photo above,



archaeologists photograph the site by sending up an electronically-operated camera by balloon.)

A heap of crushed murex snail shells provides the first material evidence of the dye-making industry known to have been a Phoenician specialty.

Evidence of metalworking was also unearthed. A crucible coated with green slag and bits of oxidized copper, and a soapstone mold for casting gold jewelry showed where craftsmen had their workshops in the city.

Dr. Pritchard's ongoing study of Sarepta's pottery industry was helped by the discovery of 14 kilns, one of them the first to be found with a roof. And more than 250,000 pottery fragments found this summer have been counted and classified, and will be recorded on computer punch cards along with half a million potsherds found during the two previous seasons. Dr. Pritchard will get a printout of all the ceramic styles found in each level of occupation, which will provide a chronological scale for dating subsequent discoveries in the Phoenician homeland and in their colonies.

The summer's work was financed by the University Museum, the National Geographic Society and the Ford Foundation. All of the artifacts found have been taken to Lebanon's National Museum in Beirut, to be repaired, studied and displayed. Ultimately they will be divided between the University Museum and the National Museum in Beirut.

A Tiger by the Teeth

A Siberian tiger at the Philadelphia Zoo—one member of a rare and endangered species—may now live a long and healthy life as the result of root canal treatment to his two lower canine teeth.

Kundur, a two-year-old male Siberian tiger who lives in the Carnivora House, received the unusual treatment in two stages from two dentists, Dr. William Kemp, a Teaching Fellow in Endodontics at the School of Dental Medicine, and Dr. Robert J. Burrison of King of Prussia, the Zoo's consulting dentist. It is believed this was the first such treatment on a tiger.

Kundur was brought to Philadelphia last September from the Leipzig Zoo in East Germany with a female Siberian tiger named Anga. The Leipzig Zoo specializes in breeding Siber-

ian tigers, and the pair was obtained to improve the Philadelphia Zoo's breeding program.

Last December, Zoo officials noticed a sore on the underside of Kundur's chin. Dr. Robert L. Snyder, Director of the Zoo's Penrose Research Laboratory and Associate Professor of Comparative Pathology here, called in two consulting veterinarians from the School of Veterinary Medicine.

Dr. Alan M. Klide, Assistant Professor of Anesthesia and a specialist in anesthesia of wild animals and exotic pets, and Dr. Wilbur B. Amand, Instructor in Veterinary Medicine, treated Kundur's abscess, and the animal made a good recovery.

The abscess recurred, however, and in April the veterinary team removed an infected third molar from Kundur's lower right jaw. Kundur required additional surgical treatment late in June for the abscess, and it was then discovered that there were holes in his two lower canines, teeth that are essential for killing and tearing food.

According to Dr. Snyder, Kundur's permanent teeth had not developed properly, possibly because of a high fever when the teeth were being formed, or because of mineral deficiency.

Early in July, Dr. Burrison was called to examine Kundur's mouth. X-rays revealed abscesses in the two lower canines. Dr. Kemp was called, and with the animal still under anesthesia, he and Dr. Burrison irrigated the tooth canals and packed them with a special antibiotic preparation.

The final treatment was carried out on July 26 when the two dentists again irrigated the tooth canals and put in the permanent root canal preparation and silver amalgam fillings. Dr. Amand, who recently left Philadelphia for an appointment as a postdoctoral fellow at Cornell, returned to assist in the surgery.

Thin Therapy

To be at least 20 percent overweight is the first requirement.

To be motivated to do something about it is the second.

These are the prerequisites for a 20-week program at the Hospital of the University of Pennsylvania in which several Penn medical faculty members are applying behavior therapy to problems of obesity.

Research done by Dr. Albert Stunkard, Chairman and Appel Professor of Psychiatry, and by others has shown that individual eating habits are learned, and can be taught, in the same way other behavior patterns are learned. It is common knowledge that a diet of cottage cheese and rye crackers will work very well—until a holiday or a cheesesteak for lunch after a rough morning. The HUP program aims at establishing permanent changes in eating behavior.

Dr. Robert J. Westlake, Assistant Professor of Clinical Psychiatry, and Dr. Leonard Levitz, Instructor of Psychology in Psychiatry, direct a 20-week course which meets once a week. At each meeting aspiring weight losers submit a record of the week's food intake which the doctors evaluate and comment on. Since both Dr. Westlake and the patients decided that public weigh-ins are embarrassing, they discuss each other's food records instead of weight gains or losses. Two or three new techniques for altering eating habits are introduced at each meeting; a nutritionist or a mental health worker sometimes attends to give advice. Last year, the nutrition expert guided shopping and cooking sessions. Patients started by considering what could be pared from family grocery lists: for most cooks, ordinary leftovers are a big source of temptation. Everyone practiced behavioral techniques during the meal; eating more slowly and putting the fork down between bites. The hardest

habit to acquire, Dr. Westlake says, is to leave a bit of food on the plate. He points out, as have other experts, that there is actually no relation between an American's clean plate and the legendary starving foreign orphan.

Family members are invited to sessions every other week. Many guests have found that they, too, could cut out some TV snacking.

Dr. Westlake reports that most of the people who took last year's course have sustained their weight losses, and about half have continued to lose.

Groups of ten meet at 10 a.m., 1:30 p.m., or 7 p.m. in the Gates Building at HUP for 20 weeks. This fall's course begins late in September; a winter one will start in February.

Registration is now in progress. For a preliminary interview and information about therapy fees, faculty and staff may phone Ext. 3-3503 or 3-2815.

The Economy Turning Upward

Wharton School forecasters foresee a "strong expansion" for the next 12 months with unemployment reaching a low point of 4.5 percent by the end of 1973. At the same time, they say the U.S. foreign trade balance will turn around and wipe out its current deficit "by late 1973 or early 1974."

Professors Lawrence R. Klein, George R. Green, and F. Gerard Adams have released their regular forecast for the next two years, made on the basis of figures from their computerized model of the U.S. economy.

The U.S. foreign trade balance should improve, they predict because:

U.S. investments abroad now produce "strong returns in current income,"

total volume of world trade should grow in 1973 as Western Europe, Japan and other areas continue their economic recoveries, and

exports from Germany and Japan are not expanding as rapidly as they have in the past.

While the trade balance is improving 12 to 18 months from now, the full U.S. economy may be experiencing growth rates smaller than those for this year, the Wharton economists predict.

Pressure on wage levels and prices, a stiffer monetary policy, and some tax increases will hold growth rates for real Gross National Product to around 3.5 percent in the latter half of 1973. "While the economy is performing nicely at present and in the near term," they add, "we look for noticeable slowing down, though not in recession dimensions, in the summer and fall of 1973."

In early 1974, the rate of growth in GNP should pick up again, the Wharton forecasters indicate, with total GNP reaching a quarterly rate of \$1,355 billion by mid-1974.

At present, inflation has dropped substantially to "annual rates under 3.5 percent," but this could change in 1973. Wage increases should stay within the Pay Board's standards this year but could mark up increases as high as 6.5 percent in 1973 with tighter labor markets, higher production rates, and more negotiations for expiring labor contracts. If wage increases reach this level in 1973, the Wharton economists foresee the rate of inflation returning to 4 percent a year.

Forecast Annual Rates

	1971	1972	1973
Gross National Product (current dollars-billions)	\$1,050	\$1,154	\$1,267
% Change in Price Deflator	4.7	3.2	3.3
Corporate Profits (billions)	\$ 83.3	\$ 97.1	\$ 115.6

GRANTS

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

ARMY: *H. Ginsberg* (Microbiology) "Purification, Characterization and Synthesis of Components of Adenovirus" \$41,541.

NAVY: *R. Showers* (Moore School) "Systems Electromagnetic Compatibility Effectiveness Evaluation" \$44,427. . . . *B. Steinberg* (Moore School) "Research in Distributed, Conformal, Adaptive Antenna Arrays" \$10,000.

PUBLIC HEALTH SERVICE: *M. Allam* (Vet. Med. School) "Health Professions Capitation Grant Program" \$541,318. . . . *T. Asakura* (Johnson Fdn/Biophysics) "Studies in Sickle Cell Disease" \$127,000. . . . *C. Brighton* (Orthopedic Surgery) "Graduate Training in Bone and Cartilage Research" \$47,708. . . . *F. Brooks* (Medicine) "Gastroenterology Research Training Program" \$103,129. . . . *R. Cagan* (Monell Chemical Senses) "Evaluation of the Sweet Tasting Protein Monellin" \$51,534. . . . *D. W. Cohen* (Dental Med. School) "Health Professions Capitation Grant Program" \$1,154,738. . . . *R. Cooper* (Medicine) "Hematology" \$87,704. . . . *H. Drott* (Biochemistry/Med) "Optical and Magnetic Studies of Oxidoreductases" \$15,000. . . . *A. Gellhorn* (School of Medicine) "Health Professions Capitation Grant Program" \$1,167,576. . . . *R. Kallen* (Biochemistry/Med) "Characterization of Catalysis and Cancer" \$21,500. . . . *J. Kastor* (Medicine) "Effects of Intramuscular Atropine on Arrhythmias Associated with Myocardial Infarction" \$7,694. . . . *F. Kayne* (Johnson Fdn/Biophysics) "Study of Fast Reaction Biomedically Relevant Chemical Systems" \$15,000. . . . *R. Marshak* (Clinic Studies) "Experimental and Natural Transmission of Bovine Leukemia" \$450,000. . . . *D. Mereness* (Nursing School) "Nursing Capitation Grant Program" \$27,177. . . . *D. Mereness* (Nursing School) "Nursing Capitation Grant Program" \$78,782. . . . *D. Mereness* (Nursing School) "Education Program to Prepare the Nurse to Accept Responsibility of the Family Nurse Practitioner" \$28,480. . . . *L. Peachey* (Biology) "Development Biology" \$46,399. . . . *J. Rhoads* (Harrison Surgery Research) "Surgery" \$131,545. . . . *H. Scheie* (Ophthalmology) "Research and Academic Careers in Ophthalmology" \$81,432. . . . *H. Schwann* (Moore School) "Biochemical Engineering" \$83,159. . . . *R. Utiger* (Medicine) "Endocrinology and Metabolism" \$47,363. . . . *M. Yanoff* (Ophthalmology) "Ophthalmic Pathology Training" \$43,632. . . . *H. Lief* (Psychiatry) "Psychiatry—Continuing Education" \$21,422. . . . *I. McHarg* (Landscape Architecture) "Ecological Training for Metropolitan Development" \$89,049. . . . *J. Morgan* (Social Work School) "Social Work—Corrections" \$29,421. . . . *R. Thurman* (Johnson Fdn/Biophysics) "Mixed Function Oxidation and Intermediary Metabolism" \$19,210.

OFFICE OF EDUCATION/DHEW: *J. Shada* (Student Aid Office) "Educational Opportunity Grants" \$177,693.

DEPARTMENT OF TRANSPORTATION: *D. Boyce* (Regional Science) "Metropolitan Plan Evaluation Methodology—Part III" \$11,491.

DEPARTMENT OF THE INTERIOR: *M. Kare* (Monell Chemical Senses) "Sensory Physiology of Blackbirds and Other Species" \$14,275.

HOUSING AND URBAN DEVELOPMENT: *D. J. O'Kane* (Grad. School of Arts & Sci.) "Urban Studies Fellowship Program" \$28,420.

NATIONAL SCIENCE FOUNDATION: *M. Gerstenhaber* (Math) "Modern Geometric Methods in Algebra" \$23,000. . . . *J. Hedrick* (Anthropology) "Archaeological Research in the New Hebrides" \$7,900. . . . *E. Muetterties* (Monell Chemical Senses) "Study of Components in Mammalian Secretion" \$34,600. . . . *A. Myers* (Chemical Engineering School) "Absorption at the Liquid-Solid Interface" \$7,734. . . . *D. Perlmutter* (Chemical Engineering School) "Stability of Tubular Recycle Reactors with Significant Axial or Transverse Transport Affect" \$6,000.

CITY OF PHILADELPHIA: *M. Lustig* (Fels Institute) "Evaluation of Urban Renewal" \$20,000.

PRIVATE FOUNDATIONS, RESEARCH ORGANIZATIONS AND ASSOCIATIONS, AND INDUSTRY: FEDERAL RESERVE BANK OF PENNSYLVANIA: *S. Hess* (Mgmt. Sci. Center) "Transportation Network for Regional Check Processing Center" \$50,000. FOUNDATION FUND FOR RESEARCH IN PSYCHIATRY: *F. Dorus* (Psychiatry) "The In-

cidence of Novelty in Dreams" \$16,500. FORD FOUNDATION: *N. Gross* (Education School) "Fellowship for Black Administrative Officers" \$5,850. HARTFORD FOUNDATION: *T. Langfitt* (Surgery/Neurosurgery) "Effects of Cerebral Compression and Increased Intracranial Pressure on the Cerebral Circulation" \$94,112. NATIONAL BUREAU OF ECONOMIC RESEARCH: *P. Taubman* (Economics) "Determinates of the Distribution of Income and Earnings" \$5,050. NCAA: *R. McCollum* (Recreation Dept.) "1972 Summer Youth Sports Program" \$37,000. PENNSYLVANIA TUBERCULOSIS SOCIETY: *J. Reif* (Vet. Med. School) "Development of an Animal Model for Bronchiolitis" \$3,904. PHILADELPHIA ANTI-POVERTY COMMISSION: *H. Davies* (Microbiology) "High School Education Program" \$15,217. PHILADELPHIA ELECTRIC COMPANY: *L. Eisenberg* (Moore School) "Thermal Energy Storage Project" \$16,542. RICHARDS MANUFACTURING COMPANY: *J. Black* (Orthopedic Surgery) "Evaluation of the Suitability of Sintered Surface Coating for Total Hip Prosthesis" \$7,500. SEEING EYE: *D. Johnston* (Vet. Med. School) "Effects of Clinical Trauma in Dogs, With Special Reference to Biomedical Parameters" \$17,789. . . . *H. Lewis* (Vet. Med. School) "To Investigate Possible Relationship Between Thrombocytopenic Purpura in Young Dogs . . ." \$1,450. . . . *R. Schwartzman* (Clinic Studies) "Studies of Seboreic Complex in German Shepherd Dogs" \$16,337. . . . *L. Soma* (Clinic Studies) "Methoxyflurane Renal Toxicity Study" \$10,172. UNIVERSITY OF COLORADO: *J. Deren* (Medicine) "National Cooperative Crohn's Disease Study" \$58,851. UNIVERSITY CITY SCIENCE CENTER: *N. Farhat* (Moore School) "Real-Time Microwave Holography—A Feasibility Study" \$36,108. WEST PHILADELPHIA CORPORATION: *A. Stunkard* (Psychiatry) "Community Mental Health" \$187,240.

Summary: Contract and Grant Awards July 1972: 62, totalling \$5,574,955.

LIBRARY'S NEW SYSTEM 7: HIGH-SPEED BORROWING

A new IBM computer system, the first of its kind for library use, has been installed at the University.

Richard De Gennaro, Director of Libraries, said the new System 7 will provide broader and faster services than the IBM 1030 it replaces. In addition to the old system's ability to record borrowing transactions, the new one can immediately identify a card reported stolen or lost, and automatically prepares notices to users when books they have reserved are available.

To borrow a book, a user presents his ID card at the desk and a staff member inserts it into a terminal. If the ID hasn't been reported lost or stolen, the book card is then inserted, and in a few seconds the transaction is completed—including a complete record of user's number, books borrowed, library branch, and due date.

Each day, when the library closes, this and other information which has been temporarily stored on a magnetic disk is electronically transferred to the University's main computer where late notices and circulation lists are prepared. These notices and lists are again transmitted to high-speed printers in the Franklin Building across the street from the main library, and when the library opens in the morning the new lists are ready.

Lois M. Kershner, Head of the Circulation Department who has directed the use of computers at the library since the first system was installed four years ago, was instrumental in the design of the new system. There are now terminals in four branch libraries as well as the main library, and eventually the system will be expanded to include the smaller branch libraries around the campus. Not only will the Circulation Department's operations be centralized, but many manually prepared statistics and reports from these smaller branches will be eliminated.

Since this is the first use of a System 7 for library applications, it is expected that programs developed and tested at Pennsylvania will be adopted by other libraries in the future.

Year-End Reports of the 1971-72 Committees

Community Relations

Initially, the Committee recognized that its predecessor committees had served mainly as an advisory group on current problems concerning community relations to the Office of External Affairs. Francis M. Betts III, representing that office, stressed the continuing need for ongoing consultation with the faculty and expressed hope that this Committee would remain the appropriate and, indeed, the primary vehicle available to him to bring issues to the attention of the faculty via the University Council. After considerable discussion, the Committee felt that this function, while important, was too limited a one for the entire Committee, and that it could be served adequately with ongoing informal communication with Committee members.

In order to familiarize itself with the workings of the Office of External Affairs, the members read a number of reports either in draft or final form, pertaining to the role of the University vis-a-vis the community. These reports suggested a workable structure for the current implementation of University concerns in the area of community service. Further deliberation was delayed until the Committee could determine a clearer role for itself in representing the faculty in the area of community service. A number of options were examined and discussed throughout the year.

In December, Donald M. Stewart presented his work as University representative of the planning activities of the West Philadelphia Corporation. He stated that the Corporation was attempting to change its mode of operation to become more deeply involved in a variety of concerns in the West Philadelphia area. At a subsequent meeting, he presented the work of the task forces of the West Philadelphia Corporation in the fields of community development. There was considerable discussion about the appropriateness of the University supporting the West Philadelphia Corporation in its efforts to be a major coordinator of community services. It was recognized that the University's concern in the area of community relations can be divided into those requests from the community which are primarily related to the academic mission of the University, and those which are more purely requests for service. The Committee considered the notion that, while the academic components clearly must remain under University control, the service components might be coordinated by the West Philadelphia Corporation. Two meetings were devoted to this discussion, and at the final meeting of the year, it was agreed that the West Philadelphia Corporation was *not* the appropriate agency to conduct the nonacademic service functions of the University.

It was further agreed that the Committee recommend to Council that the Office of External Affairs is the appropriate site for a coming together of the various aspects of community service. It was felt appropriate that the Office of External Affairs, with increased funding and manpower, and possibly with the help of an outside community group as consultants, provide the mechanism through which University community relations be pursued.

The Committee recommended that inasmuch as it had spent a full academic year attempting to pick its way through a complicated and perplexing set of relationships, the coming year's deliberation be focused on the needs of the Office of External Affairs. It further recommends that it would be helpful if essentially the same Committee could continue with these deliberations.

—Robert L. Leopold, Chairman

Educational Policy

In its first year of existence the Committee tried to find its role. We spent some time trying to survey the way educational resources are used at the University, particularly as regards class size, teaching assignments and the like. We found much material on this but no clear way to gather it or make suggestions for change that did not run into a morass of interlocking jurisdiction and responsibilities.

We studied the President's Report on Directions for the Univer-

sity and sent a short statement on selective excellence to the Development Commission.

We were asked by Council to study the Honor Board Report and prepared a new proposal that was adopted by Council. I understand the report is now being studied by the Undergraduate Schools. There seems little point in a committee such as ours making such a report and Council spending time to consider it if each undergraduate school is now free to change it. If such work is in the jurisdiction of the undergraduate schools, they should jointly draw up the report for Council.

The difficulty with the Educational Policy Committee is that it has neither a well-defined mission nor a well-defined line of authority. The relation of the Committee to the Academic Planning Committee, the Development Commission, the Provost and Vice Provost's Offices, and the many educational policy committees of the various schools remains muddled. There are no doubt pressing problems related to the University's educational policies and directions, and there is no lack of committees studying these questions, but there is a lack of focussed activity and implementation.

—Ralph D. Amado, Chairman

Faculty Affairs

The Committee reviewed and endorsed the recommendations of the Subcommittee on Honorary Degrees, chaired by Dr. Henry J. Wells, regarding candidates for the conferral of honorary degrees.

A former subcommittee, the Personnel Benefits Subcommittee, was made a standing committee.

The Committee considered the report of the Subcommittee on Conflict of Interest (a joint subcommittee with the Committee on Research) titled "Policy on Extramural Consultative and Business Activities of Fully Affiliated Faculty Members." It advised the Steering Committee and University Council that the policy does not fully apply to those areas of the University where professional practice may be an essential part of teaching and that appropriate guidelines should be developed for those areas. The Committee recommends that its successors ask the Subcommittee on Conflict of Interest to take up the matter of guidelines for the medical area.

Following a review of the Report on Partially Affiliated Women Faculty at the University (prepared by an ad hoc subcommittee of this Committee), an ad hoc subcommittee, chaired by Dr. Dwight McNair Scott, was appointed to study and make recommendations regarding partial and full affiliation and eligibility for benefits and tenure. A preliminary report was submitted, and a full report is expected in the fall of 1972.

The Committee studied and discussed the report of the Ad Hoc Committee on Faculty Appointment and Promotion Policies and Procedures (a former subgroup of this Committee). We generally endorsed the report, but a majority of the members differed with the recommendations regarding the treatment of women. We recommended to the Steering Committee that special consideration should be given to women when otherwise there is no clear choice between a man and a woman on the basis of qualifications.

An ad hoc subcommittee chaired by Dr. Covey T. Oliver was appointed to analyze the implications for the faculty of the University's financial situation. The subcommittee felt that, since the situation was still evolving and was under active consideration by other bodies such as the Committee on Academic Planning and University Development Commission, it should establish communications with these groups and explore some specific ancillary possibilities but should not yet attempt an independent study.

Having been requested by Provost Reitz to review an early draft of proposals on equal opportunity employment, the Committee followed the work of the formulation of an affirmative action plan. A member, Dr. Dwight McNair Scott, joined the drafting committee, whose work was still in progress when the

Committee on Faculty Affairs held its last meeting in May.

The Committee studied the matter of the classification of faculty members by race and ethnic origin in compliance with HEW directives and concluded that such classification should be divorced from the identification of individuals to the extent possible under the law. Regarding a request by HEW for personnel data, including race and minority group membership to be provided by employee name, we expressed support, to the committee drafting the affirmative action plan, of President Meyerson's memorandum to HEW that race and ethnic information should be collected and stored by man number only.

—Morton J. Schussheim, Chairman

Subcommittee on Honorary Degrees

During the fall semester the subcommittee held seven meetings, several of which President Meyerson attended. We examined the qualifications of some fifty persons whose names had been submitted to us by members of the University community, including students, alumni, faculty and administrators. The subcommittee itself also generated some names for consideration. We narrowed the list down to twelve persons, all of whom had distinguished themselves in academic life, especially as scholars and administrators. We submitted our recommendations to the Committee on Honorary Degrees to the Trustees on January 10th.

The parent Faculty Affairs Committee did not get organized until late in the fall semester, by which time the Subcommittee had almost completed its work. Moreover, the Faculty Affairs Committee adopted a resolution authorizing the Subcommittee to submit its nominees directly to the Trustees Committee, rather than submit them first to the Faculty Affairs Committee, as had been done in the past. Next year the Faculty Affairs Committee may wish to decide whether to continue the old practice or to follow last year's precedent.

I have a complete file of all the papers assembled by the committee during its consideration of candidates to be recommended for honorary degrees. I should be pleased to turn it over to the chairman of next year's subcommittee, or deposit it in the Secretary's office for safekeeping and future reference.

—Henry Wells, Chairman

Research

The Committee on Research met five times during 1971-1972. Among its major actions were: 1) review of the Gomberg Report on Team Research and transmittal of it with approval to the President; 2) discussion of overhead policies and practices with Dr. Hobstetter who summed it up in a concise statement, now part of the *Research Investigator's Handbook*; 3) discussion of policies governing use of faculty time in the University City Science Center and recommendations to the University Council for proper ways in which faculty could work in the Science Center beyond the one-day-in-seven limit for outside consulting; and 4) helping to edit the new edition of the *Research Investigator's Handbook*.

Three Subcommittees have filed brief reports for 1971-1972: 1) The Subcommittee on Conflict of Interest reported that the University Council adopted its policy statement on consulting and business affiliations of faculty; 2) The Subcommittee on Faculty Grants and Awards reported that it made 61 awards out of 115 applications for a total of \$105,682, and for obvious reasons, had the Chairman write to the President, requesting additional funds for Faculty Grants and Awards; 3) The Subcommittee on Implementation of Research Policy was able to settle several issues which came before it and did so to everyone's satisfaction.

Thus the Committee on Research continues to be an avenue of communication of both information and policy, and as such not only acts as a safety valve for the academic community, but also contributes to the growth and health of the research enterprise.

—Eliot Stellar, Chairman

Subcommittee on Conflict of Interest

At its April 12th meeting, the University Council adopted the Policy on Extramural Consultative and Business Activities of Fully-Affiliated Faculty Members (*Full text starts on page 11.*)

The policy statement was presented to Council and discussed by the Subcommittee chairman. This policy statement was prepared by the Subcommittee during the Spring Term, 1971, and was approved by the Research and Faculty Affairs Committees at a special meeting in May 1971.

Inasmuch as no business has been given to the Subcommittee during the current academic year, no meetings have been held.

—David E. Boyce, Chairman

Subcommittee on Faculty Grants and Awards

1. We have received 115 viable applications for summer fellowships and/or grants-in-aid. As shown on the attached Financial Summary, the available funds totaled \$110,981.97, and the applications requested a total of \$317,650.30. We have recommended awards to 61 persons, the awards amounting to a total of \$105,682.04, leaving an uncommitted balance of \$5,299.93. The amount of this balance is somewhat greater than the Subcommittee expected, but, as indicated above, we have enough unfunded applications to use up this balance.

2. A strong request for more funds has been sent, through the Committee on Research, to President Meyerson. It is hoped that this request will bring such funds by the next school year.

3. We have made some changes in the letters of award sent to applicants who have been given awards. By these changes we have informed those persons that if support from other sources became available for their projects, they are expected to notify us so that those funds received from our awards can be reallocated to other deserving but unfunded applicants. We have also set up the rule that they are to give us a summary report of their work.

4. We have made plans to change the notice of the availability of awards as sent out each fall to department chairmen and as published in the Almanac. Here the changes are planned to state more clearly the eligibility rules for applicants and to make clear the ineligibility of those affiliated principally with the Medical School.

In making this report we wish to express our gratitude to Mr. Reagan A. Scurlock and the staff of his Office of Research Administration, especially Mrs. Charlotte Birch, for their advice and assistance.

—John G. Miller, Chairman

FINANCIAL SUMMARY

Available Funds:	
National Science Foundation	\$ 80,000.00
University	30,981.97
Total Available Funds	\$110,981.97
Viable Applications (115):	
University (40):	
Grant-in-aid (20)	\$ 28,192.99
Fellowships (30)	45,000.00
Total University	\$ 73,192.99
National Science Foundation (75):	
Grant-in-aid	\$119,757.31
Fellowships	124,700.00
Total NSF	\$244,457.31
Total of All Applications:	\$317,650.30
Awards (61):	
University (19):	
Grant-in-aid (4)	\$ 2,000.00
Fellowships (16)	24,000.00
Total University	\$ 26,000.00
National Science Foundation (42):	
Grant-in-aid (24)	\$ 20,282.04
Fellowships (27)	59,400.00
Total NSF	\$ 79,682.04
Total Awards	\$105,682.04
Uncommitted Balance:	
University	\$ 4,981.97
National Science Foundation	317.96
Total Uncommitted Balance	\$ 5,299.93

Subcommittee on Implementation of Research Policy

The Subcommittee on Implementation of Research Policy met four times during the year. Two issues of some substance were brought to the committee. The first had to do with a potential breach of academic freedom in connection with a research proposal. The second issue was the result of a contract written in contradiction with University research policy. Both were settled "out of court". The improper phrases in the research contract were re-written to comply with University policy.

In each case I, as chairman, was able to meet with the people involved and avoid any serious difficulty. The Subcommittee, by its very existence, plays an important role. By and large, *because* it exists, it probably will have to act only on rare occasions.

—A. J. Heeger, Chairman

Personnel Benefits

The items below represent generalizations of specific proposals and anyone interested in more detailed information should obtain copies of the specific proposals. The Committee:

1. Recommended that the University make available to TIAA-CREF participants the option of applying 100 percent of the funds contributed on their behalf to CREF. (This was previously limited to 75 percent.)

2. Proposed that the University make available to TIAA-CREF participants a new benefit recently offered by TIAA-CREF wherein an individual may receive a one-sum payment not to exceed 10 percent of the accumulation under the contract at the date of retirement.

3. Made a series of recommendations concerning A-3/A-4 benefits. These major recommendations, subsequently enacted, dealt with vacation allowances, sick leave, personal leave days, vesting of pension benefits and bridging gaps in service.

4. Recommended to the Student Financial Aid Committee that faculty and staff scholarships for dependent children be extended to degree candidates in one of the Evening Schools of the University.

5. Recommended to the Student Financial Aid Committee that all full-time A-3 and A-4 University employees receive full tuition remission for no more than *one day-time* course per semester, *or* two Evening School courses per semester, *or* one day-time and one Evening School course. (This represents a modification of the present practice of granting a stipend equal to one-half of the established tuition for a maximum of two course units.)

6. Recommended to the Administration that the University pay 100 percent of the medical insurance premium cost for its fully affiliated, fully salaried personnel (as it presently does for several categories of A-4 personnel).

7. Recommended a program of permitting the waiving of participation in the University group life program for certain individuals. The Committee also created an administrative procedure for monitoring and passing on the application for waiver.

8. Made various administrative changes which did not require administration action (e.g., waiting period requirements for participation in the TIAA-CREF plan for those employees previously in the A-3 or A-4 category).

9. Reviewed and resolved several problems which arose in connection with the transition from the previous health insurance package to the present Blue Cross program.

10. During the course of the year we invited to our meetings representatives of both the Ombudsman's Office and University Insurance Counseling Service. These people informed us of their operation and presented us with several recommendations throughout the year.

—Robert A. Zelten, Chairman

Recreation and Intercollegiate Athletics

The major business transacted by the University Committee on Athletics during the academic year of 1971/72 centered on the following:

The preparation of a detailed analysis of Ivy League intercollegiate athletics in connection with the Brady Report.

A discussion of the possibility of rewriting the Ivy agreement and an investigation of the feasibility of obtaining information on admission, financial aid and academic performance of athletes.

As these discussions were held, such problems as freshmen participation, elimination of sports, scheduling, control of the number of coaches, training table, traveling, recruiting and financial aid to athletes were considered.

Less extended discussions occurred on the following subjects: The participation of women in Ivy League intercollegiate contests.

The possibility of having nude swimming in the University pools.

The possibility of playing such schools as Delaware, Navy, Villanova and Temple in football.

The committee was continually kept up to date on business transacted or propositions discussed by the N.C.A.A., E.C.A.C., and the Ivy League. Particular attention was paid to the N.C.A.A. 1.6 rule and the big time atmosphere that is beginning to surround Ivy League basketball.

Detailed analyses of the discussions on these various topics are available in the minutes on file in the Secretary's office.

As chairman of this committee, I would like to make the following statement:

Generally, the committee is too large, comprised of too many people who are either poorly informed on athletics or indifferent to athletics, and is not clear as to its purpose. Originally, the committee was designed to advise the President directly through its chairman on problems associated with athletics. It has developed into little more than a forum by means of which Mr. Shabel and his staff can get various problems discussed. There is little feeling on the part of the committee that its recommendations carry any weight in College Hall. Perhaps this is the way things should be, but I do feel that the charge of the committee has shifted in the last three or four years, and that as next year's committee is formulated, this change should be diagrammed.

—Tristram P. Coffin, Chairman

Undergraduate Admissions and Financial Aid

Nineteen meetings of the Committee were held during the academic year 1971-1972; the various subcommittees (Policy: Prof. Evans, Chairman; Research: Prof. Baggaley, Chairman; Class Size: Prof. Berkowitz, Chairman; Financial Aid: Mr. Shada, Chairman) also met many times. It is a pleasure to report that excellent working relationships were established between the Committee and the incoming Dean of Admissions and Financial Aid, Peter Seely. Admission procedures for the Class of 1976 were developed which involved a high degree of cooperation between the admissions office staff and faculty.

Two major tasks were considered during the year: (1) the size and composition of the Class of 1976 and numbers and distribution of transfer students to be admitted in September 1972; and (2) the drafting of a supplementary Policy on Undergraduate Admissions that is intended to replace the procedural portions of the document on undergraduate admissions approved by the University Council in 1967 (the McGill Report).

Class Size and Academic Quality: The Committee made specific recommendations to the Council on March 8 on this matter (see Appendix A, "The Size of the Freshman Class and the Numbers of Transfer Students to be Admitted in September 1972"). These recommendations call for a total enrollment of new students (freshmen and transfer students) no larger than 2100. Of these, approximately 1850 would be freshmen, but this number should be enrolled only if the academic credentials of the Class of 1976 are at least as high as those of the Class of 1975. The distribution of students among the various undergraduate colleges and schools is to follow the recommendations of the undergraduate academic deans. The Committee was not optimistic that these limiting con-

ditions could be met because of a reduced applicant pool, a constant amount of financial aid, and quite restrictive "institutional considerations" (the enrollment of specific groups of students which are desirable for institutional reasons). The Committee believes that academic standards and the quality of the undergraduate experience should not be allowed to slip further, for long range costs in terms of our attractiveness may be far higher than the immediate costs of enrolling fewer students. The table below gives the maximum numbers of freshmen and transfer students which the undergraduate deans believe the several undergraduate colleges and schools can properly accommodate, even if their academic credentials are quite high. This limitation is due to increases in the numbers of undergraduates admitted in the past few years, a period in which the size of the faculty teaching undergraduates decreased significantly. Also listed in the table are the average SAT verbal and mathematical aptitude scores for the Class of 1975; these levels should be retained in the Class of 1976.

**Maximum Class Sizes and Desired Academic Quality
For Students Admitted in September 1972**

	Numbers of Students		SAT Scores (Freshmen)			
	Maximum Freshmen	Actual* Transfer	Verbal 1975	Verbal 1976	Math 1975	Math 1976
Coll. CW }	1230	200	622	644		
Wh.	350	50	628	617		
Engin.	190	all qual.	577	656		
SAMP	50	25-35	566	672		
Nurs.	50	25-30	569	605		
			594	593		

*As of June 15, 1972, final numbers were not available for the Class of 1976.

Admissions Policy: The Committee has spent much time discussing necessary and desirable modifications to present admissions policy. A document has been approved by the Committee which retains the philosophical directions of the McGill Policy, but replaces the almost mechanical procedure demanded for the selection of a class with procedures which utilize faculty and admissions staff personnel in the examination of the credentials of most applicants in both objective and subjective ways. The procedures to be proposed were used to a considerable extent in the recommendations made to the Administration regarding the composition of the Class of 1976. An important feature of the policy that will be presented to the Council early in the fall term of 1972 is a request that the Administration furnish the Committee by November of each year with both budgetary information (tuition income desired and available financial aid) and institutional considerations (numbers of Commonwealth residents, athletes, minority groups, etc., deemed necessary and desirable); the Committee would, in turn, make recommendations to the Council at the February meeting concerning class size, the academic quality of the class, the composition and sizes of special admissions groups, and the numbers of regular and special admissions students to be enrolled in the several undergraduate colleges and schools.

Problems: The selection of students for admission is a difficult problem even when institutional goals are clear, when applicant pools are strong, when adequate financial aid is available and when the Administration, the admissions office and the faculty are working in harmony; if these conditions are not satisfied, admissions can become a nightmare. Some of the problems discussed by the Committee that are unresolved are:

(1) What are the undergraduate educational objectives of the University of Pennsylvania? What should our image be to prospective students? Until these questions are answered, a logical admissions program will be difficult to define.

(2) What is the proper relationship between the size of the freshman class and the size and quality of the applicant pool, the number of faculty members actually involved in undergraduate teaching, and the amount of available financial aid?

(3) What is the minimum percentage of the freshman class that must be from the Commonwealth? To enroll this fraction, what diminution in academic quality is permissible? Will substantial additional funds be available for recruitment and financial aid for this group?

(4) Should the standards for admission differ significantly in the various undergraduate colleges and schools? Should financial aid and packaging differ significantly?

(5) Should the numbers of women admitted be directly related to the size and quality of the applicant pool of women?

(6) What preference should be given to children of alumni?

(7) Should preference be given to athletes in the admission process? Should all varsity sports share proportionally those athletes admitted under special admissions, or should special admissions be used only for a selected number of sports? If the latter, which sports should these be? Should athletes be given special packaging of financial aid?

(8) Should the numbers of socially and economically disadvantaged students (the SE group) be related to the size and quality of that applicant pool? Within the SE group, should special preference be given to Blacks over Mexican-Americans? To Mexican-Americans over Appalachians? Etc. Will additional University financial support be made available to provide extra academic services for these students? If not, should the numbers of these students be decreased and the financial aid thus recovered used to provide additional academic support for the remaining group?

(9) Should students admitted under special conditions (some athletes, the SE group, some children of faculty and staff, some Commonwealth residents, etc.) be distributed relatively uniformly among the various undergraduate colleges and schools? (Almost twenty percent of the College Class of 1975 was admitted under special considerations; these specially admitted students displaced students who had considerably better academic credentials.)

Most of the questions above, excluding the first, were discussed and to some degree answered in the policy statement of 1967 and the present committee supports the general philosophy and policy of the McGill document. These questions are introduced again because the events of the past few months suggest that there is not a consensus as to the answers; the primary stumbling block appears to be the relative importance of institutional considerations in the admission process. The Committee is sympathetic to the importance of these factors; the present problem is a quantitative one—what are the magnitudes of the trade-offs between institutional considerations and academic quality? When large numbers of positions in a freshman class are reserved for special groups whose academic credentials are depressed, and when these special groups require relatively large amounts of financial aid, few positions are left in the class for students in the old "diversity" category that need financial aid. It should not be forgotten that with a fixed amount of financial aid, "selection for" specific groups is equivalent to "selection against" other groups.

The Committee is not convinced that its point of view has been adequately considered by the Administration. The Committee appreciates that its role is not operational but advisory to both the Council and the Administration. If the Administration chooses both to define and interpret policy and to implement it, then the ultimate role of the Committee and the Council will be to evaluate the results of admission decisions and to hold the Administration accountable. In the admission period of 1972, a complete breakdown in communications between the Committee and the Administration was barely averted; pertinent resolutions approved by the Committee are attached as Appendix B.

The Future: The University of Pennsylvania is dependent on income from undergraduate tuition; the maintenance of this income is dependent on our attractiveness to selected students and on our ability to deliver on our educational objectives, whatever they may be. Perhaps we should soon decide what we now are and what we wish to become; when these questions are answered, admission procedures may be designed that will allow us to pursue our objectives with the cooperation of the Administration, the Office of Admissions, and the faculty.

—Thomas H. Wood, Chairman

APPENDIX A

Recommendations of the Committee on Undergraduate Admissions and Financial Aid to the Council:

THE SIZE OF THE FRESHMAN CLASS AND THE NUMBERS OF TRANSFER STUDENTS TO BE ADMITTED IN SEPTEMBER 1972

We are disturbed about the continuing diminution of the size of the freshman applicant pool with the subsequent erosion of the quality of the enrolled classes; we are concerned about the quality of the undergraduate educational experience at this university and the morale of our undergraduates and faculty; we are aware of the increased costs of education at Pennsylvania and the competition we experience from tax-supported institutions; and we are dismayed at the possible consequences of all these forces now and in the future on the size and quality of the applicant pool, and subsequently, on the quality of the undergraduate student body. We are unsure that transfer students of high academic quality can be enrolled now and in the near future in large enough numbers to alleviate significantly the economic difficulties of the University; we believe that the enrollment of students with inferior credentials into underpopulated schools and departments may have long range negative effects; and we believe that academic planning must allow some expansion in those areas and departments that are most attractive to our undergraduates.

The Committee

1. Endorses the recommendations of the Committee of Undergraduate Deans on the maximum numbers of students to be admitted in the freshman classes of each of the undergraduate colleges and schools;
2. Recommends that these maximum numbers should be enrolled only if the credentials (including SAT scores) of the students who will matriculate are at least as high in each college or school as those of the class enrolled in September 1971;
3. Endorses the recommendations of the Committee of Undergraduate Deans on the maximum numbers of transfer students to be admitted in each of the undergraduate schools or departments of the College and College for Women;
4. Recommends that each transfer student who is enrolled should have credentials at least equivalent to those of the average student in his college or school;
5. Recommends that the total number of freshmen and transfer students enrolled during the academic year 1972-1973 be no more than 2100 unless (1) the size of the faculty teaching undergraduates is increased, or (2) faculty teaching loads are increased, or (3) there is a reallocation of faculty teaching time from graduate to undergraduate courses; and
6. Recommends that the total undergraduate enrollment for the academic year 1972-1973 not be increased over that for the academic year 1971-1972.

Approved by the Council March 8, 1972

APPENDIX B

At a special meeting of the Committee on Undergraduate Admissions and Financial Aid held on April 6, 1972, the following resolutions were adopted:

WHEREAS, an early step in any admissions procedure is the identification of students who are provisionally acceptable for admissions and their classification into one of the categories provided for in the admissions policy, and whereas in the final steps of the admissions procedure it is usually necessary to "rollback" some of the students tentatively approved in the various policy categories in order to produce the best "mix" of students for the freshman class,

THEREFORE, BE IT RESOLVED THAT

I. The Committee sees no justification in existing University policy on admissions for treating applicants provisionally approved for admission and who are classified as athletes, blacks, children of faculty, staff and alumni, special interest cases, and Commonwealth residents any differently than other applicants who have also been provisionally approved; all groups should be subject to equal review for rollbacks and no category, however desirable for institutional considerations, should be retroactively defined to be immune from rollback. These procedures should in no way be construed as affecting the final numbers of students admitted under the special admissions categories as defined in the University policy statement of 1967. (Vote: unanimous)

II. The Committee insists that the Provost shall not give directions to the Dean of Admissions for the selection of the class to be admitted in September 1972 which are inconsistent with the admission policies approved by the University Council. (Vote: 9 for, 2 against, 1 abstention)

III. The Committee expresses deep concern for the failure of communications between the University Administration and Provost, and the Committee on Undergraduate Admissions and Financial Aid; and further resolves to express this concern to the faculties of the various colleges and schools. (Vote: 10 for, 2 abstentions)

IV. The Committee expresses its confidence in the Dean of Admissions and Financial Aid and in the staffs of the Offices of Admissions and Financial Aid. (Vote: unanimous)

POLICY ON EXTRAMURAL CONSULTATIVE AND BUSINESS ACTIVITIES OF FULLY-AFFILIATED FACULTY MEMBERS

Policy on Extramural Consultative Activities

Adopted by Council April 12, 1972

The University recognizes that its faculty members are not employees in the usual sense, with a salary paid as a mere *quid pro quo* for services rendered. A faculty member's pursuit of knowledge in his area of competence is presumed to be a lifelong commitment. A limited and appropriate association of faculty members with government, professional agencies, and public or private organizations and individuals may be conducive to an increase in their academic competence as teachers and scholars.

Summary of Policy on Extramural Activities for Fee

One form of extramural activity is part-time engagement for a fee as a technical or professional consultant or practitioner. In principle, such associations are approved under the following conditions:

1. A fully-affiliated faculty member should enter such an engagement only if he expects that the undertaking will contribute substantially to his competence as a teacher or scholar, or if it will contribute significantly to the rapid transfer to useful social and economic ends of the special knowledge and competence which such individuals command. (A fully-affiliated faculty member is an individual who makes the University the principal center of his educational and professional effort, and University affairs primarily determine the employment of his time and talents.)

2. Except in unusual circumstances and except with the specific approval of the President or Provost, the appropriate department chairman, and the appropriate academic dean or director, a fully-affiliated and fully-salaried member of the faculty should not engage in such extramural associations to an extent aggregating more than the equivalent of one normal day per seven-day week over an academic term.

3. A faculty member shall make known to his department chairman and academic dean or director the prospect of each continuing engagement. (Such engagements are defined to include, at least, all engagements extending over more than one academic term, and may include shorter engagements as well.) The form of disclosure shall be a written report which shall include the information specified in the form entitled, "Faculty Member's Report of Continuing Extramural Engagement." The faculty member should decide to enter the relationship only if, after consideration with the department chairman and academic dean or director, there is concurrence that the proposed engagement will not conflict with the faculty member's professional obligation to the University, or with the University's outstanding or prospective commitments for research.

4. At the end of each academic year, each fully-affiliated faculty member shall submit to his department chairman and dean a report of his extramural activities during the previous nine-month academic period, containing the following information:

- a. number of days (or hours, if preferred) of extramural activities for fee (include consulting, professional practice, lectures for honoraria, etc.);
- b. names of organizations (governmental agencies, private firms, partnerships, etc.) for which the extramural activities conducted have extended over more than one academic term;
- c. for each organization named in (b), either attach the "Faculty Member's Report on Continuing Extramural Engagement," or update the previously submitted report;
- d. names of business organizations in which the faculty member is a significant owner, partner, officer, director, staff member, etc.

Policy on Faculty Member Associations with Business Organizations

In some cases fully-affiliated faculty members have chosen to implement the privileges of extramural activities described above

through formation or association with business enterprises such as corporations and partnerships, and not-for-profit organizations. Such associations or connections may lead to three types of problems as follows:

1. such an organization, by reason of the participation of faculty members, might be considered to have some formal or informal relationship to the University;
2. a faculty member by reason of his position in such an organization might have duties and responsibilities to that organization that would be inconsistent with his primary duty to the University;
3. the engagements undertaken by the fully-affiliated faculty member's extramural business organization might be suitable and appropriate activities for execution within the University.

Disclaiming University Relationships

A business enterprise with which a fully-affiliated faculty member has a connection may release to the public from time to time publications concerning the enterprise and its activities. The publications referred to herein include, but are not limited to, prospectuses, proposals for grants and contracts, proxy statements, reports to shareholders, annual reports, offering statements, and information brochures. In all such publications it is probably desirable and, in many cases, required by law that a faculty member's affiliation with the University be disclosed.

The impact of such disclosure will vary depending on the circumstances in each case. At one extreme is the situation where a faculty member might serve as a member of the board of directors of an established business or non-profit organization and where there is not even a remote implication that such organization is in any way connected with the University of Pennsylvania. At the other extreme is the situation where all or a large number of the principals of an organization (officers, directors, promoters and substantial shareholders) are faculty members. In such cases, there is a strong implication that the organization may, in some way, be connected with the University of Pennsylvania and even, perhaps, that the University bears some responsibility for its activities and success. In such cases, an express statement to the effect that such organization is not directly or indirectly connected with the University of Pennsylvania, preferably in prominent type, would be a desirable inclusion in all publications released by such organization. It is therefore suggested that such a statement be required to be included in such publications in all cases where the appropriate University authority deems it to be desirable. It is suggested that, in all cases except, perhaps, where there is only a single faculty member serving as a director of an established outside organization, the Provost or his delegate be given the power to require the following statement to be included in all organizational publications:

"THE _____ HAS NO CONNECTION, DIRECTLY OR INDIRECTLY, WITH THE UNIVERSITY OF PENNSYLVANIA."

It is anticipated that such a statement will be required in very few cases, but the decision as to whether it is required should be made by a University official based on his judgment that such a statement is necessary to dispel an implication of University affiliation.

Disclosure of Obligations to the University

A fully-affiliated faculty member may have a position of responsibility (continuing or temporary) with an extramural business organization. (Not-for-profit professional, civic, or service organizations are excluded.) In such cases it should be made clear in any publications of the organizations, such as those referred to in the above section, that the obligations, in terms of both time and responsibility, of the faculty member to the extramural organization are limited by and subject to the policy of the University of Pennsylvania with respect to fully-affiliated faculty members engaging in extramural activities for compensation. The purpose of such a statement would be two-fold: To disclose to both the public and the faculty member's business associates that his duties to the extramural organization are thus limited; and secondly, to bring home to the faculty member himself that his primary responsibility is to the University.

As with the first problem discussed, there may be situations where such a disclosure would be neither desirable nor appropriate. The presumption here, however, should run in favor of disclosure, especially in the case of corporate officers who are normally regarded as owing a comprehensive fiduciary duty to the corporation and its shareholders. Also, as with the previous section, the determination of whether such a disclosure might be omitted should be made by the University acting through the Provost or his delegate.

A suggested format for such a disclosure follows:

John Smith, a Vice President of this corporation, is a fully-affiliated member of the faculty of the University of Pennsylvania. As such, he is subject to limitations imposed by the University on the time he may devote to the affairs of this corporation. In any instance where the interest of this corporation may conflict with the interest of the University of Pennsylvania, Mr. Smith may be expected to resolve such conflict in favor of the University of Pennsylvania.

Disclosure of Intention to Undertake an Engagement through an Extramural Business Organization

A fully-affiliated faculty member, with a position or connection in an extramural organization, may wish to undertake an engagement through that organization rather than the University. In order to disclose possible conflicts arising from such situations, a fully-affiliated faculty member is obliged to offer first to the University each engagement (grant, contract, client, etc.) he proposes to undertake through an extramural business enterprise in which he would assume one or both of the following relationships to the engagement:

1. owner, executive or other principal decision-making position responsible for the conduct of that business enterprise;
2. principal investigator or other substantial responsibilities for the satisfaction of the engagement.

Upon the offer of each such engagement, the University may determine that the engagement is not an appropriate University activity; the University, as the primary contractual entity for fully-affiliated faculty members, may then waive its rights in this engagement. Otherwise, the University shall determine that the engagement should be executed through its own contracting procedures.

Several examples may be helpful in illustrating situations in which the above policy may apply, as well as situations that are exceptions to the policy. In no event are these examples intended to exhaust the possible circumstances that may arise; each case must be examined and judged on its own merits.

1. A fully-affiliated faculty member may be the owner, president, vice-president, or other executive officer of an incorporated business organization. The stock of the corporation may be privately held by its officers and other owners, or it may be publicly held; alternately, the corporation may be not-for-profit. Under the first type of relationship above, each prospective engagement of such a corporation shall be first offered to the University. By requiring that each engagement be offered to the University, the following ends are served:

- a) the disclosure of the type, scope and extent of extramural activities is achieved, in accord with University policy;
- b) the decision as to whether an engagement is appropriately undertaken as a University or extramural activity is shared with the University administration, thereby avoiding possible conflicts of interest, and the appearance of such conflicts.

2. A fully-affiliated faculty member may be a member of the board of directors of a public, private, or not-for-profit corporation, and in this capacity may be called upon to develop general corporate policies and supervise the delegation of executive responsibilities for the management of the corporation. In such cases, the responsibility of the individual director may be sufficiently limited that the first type of relationship above may not apply. Cases of this type can only be decided through an examination of the specific consideration involved.

3. A fully-affiliated faculty member may associate himself with an incorporated or unincorporated business enterprise as a

staff member. In this capacity, he may undertake an engagement as principal investigator or otherwise assume substantial responsibility for the satisfaction of the engagement. Under the second type of relationship above, each such prospective engagement shall be first offered to the University. By first offering such engagements to the University, the faculty member fulfills his obligation to report such continuing extramural engagements, and avoids possible conflicts of interest over the placement of such engagements with or outside the University.

4. A fully-affiliated faculty member may be a member of a partnership, and thereby exercise joint responsibility and authority with other partners for the engagements held by the partnership. Under the first relationship above, all prospective engagements of the partnership, whether or not directly involving the fully-affiliated faculty partner, shall be first offered to the University. The reasoning for this procedure is the same as in the first example.

In general, a faculty member intending to conduct an engagement in a business enterprise with which he is associated shall disclose in writing to his department chairman and dean or director:

1. the nature and terms of the proposed enterprise;
2. the reasons why it should be conducted as an extramural activity.

If the chairman and dean agree that the engagement is not appropriate as a University activity, and if they conclude that the other conditions of the extramural consulting policy of the University will be met, then they should advise the faculty member to proceed. Otherwise, it may be appropriate to conduct the engagement within the University.

This report was prepared by the Subcommittee on Conflict of Interest for the Committee on Faculty Affairs and Committee on Research of the University Council. Subcommittee members:

Martin J. Aronstein, Associate Professor of Law
Richard R. Beeman, Assistant Professor of History
David E. Boyce (Chairman), Associate Professor of Regional Science
Jerry Donohue, Professor of Chemistry
William J. Erdman II, Professor of Physical Medicine and Rehabilitation
John F. Lubin, Professor of Industry
Bryan W. Roberts, Associate Professor of Chemistry
Charles R. Scott, Associate Director of Athletics
Walter H. Tsou, College '74
J. Mills Williams, Law Student
Harold A. Wurzel, Associate Professor of Pathology

STUDY

Choices of the Class of '72

A survey of the seniors who graduated from the University of Pennsylvania this spring shows that the proportion planning on graduate or professional study continued at the high level of 1971. In 1970, many had been undecided on their post-graduate plans, and fewer planned on graduate studies.

Plans for employment after graduation in 1972 were about the same as in 1971 except for a slight decline among graduates of the Engineering schools.

These findings appear in the annual survey of the senior class, "Post-Graduate Plans of the Class of 1972" prepared by the University's Office of Fellowship Information and Study Programs Abroad, directed by James B. Yarnall. The

survey covers some 1101 seniors in the University's four largest undergraduate divisions: the College of Arts and Sciences (492 students); the College of Liberal Arts for Women (301 students); the Schools of Engineering (79 students); and the Wharton School (229 students).

Percentages of students planning full-time graduate study are compared from the past three years and 1972:

	1972	1971	1970	1969
College of Arts and Sciences	59	58	48	56
College of Liberal Arts for Women	46	46	38	38
Schools of Engineering	42	33	38	25
Wharton School	46	36	39	47

"Although the percentage of graduates of the College of Arts and Sciences who indicated they would attend graduate or professional schools in the fall of 1972 remains about the same as last year, the number who plan to study in the arts and sciences area has decreased from 111 in 1971 to 68 this year, no doubt because of the uncertain college teacher job market," Mr. Yarnall said. There is a corresponding increase in the percentage of students indicating a preference for graduate study who are uncertain of the field of study. Of those engineering seniors who planned to continue their studies in 1971, a large majority (76 per cent) planned to continue in the engineering area. By contrast, only 33 per cent of the 1972 engineering class is planning graduate study in engineering, while 15 per cent indicated plans to study medicine and other smaller groups plan on arts and sciences, education, business, law and theology.

Many of the students entering graduate and professional schools won fellowships or scholarships. Among these awards are eight Thouron-University of Pennsylvania British-American Exchange Scholarships; six National Science Foundation Fellowships; five scholarship grants and two travel grants from the U. S. Department of State under the Fulbright Awards program.

Comparative percentage data from each division on plans for employment after graduation are:

	1972	1971	1970	1969
College of Arts and Sciences	15	14	10.5	13
College of Liberal Arts for Women	37	37	25	40
Schools of Engineering	28	38	34	63
Wharton School	33	28	23	24

Declines are evident in plans for entering military service. Comparative percentage data are:

	1972	1971	1970	1969
College of Arts and Sciences	3	4	5	10.5
Schools of Engineering	6	16	9	7
Wharton School	5	13	15	17

The comparative percentages of students from each division who had plans other than employment, military service or graduate study (including those who were undecided) are shown below.

	1972	1971	1970	1969
College of Arts and Sciences	23	22	36	20
College of Liberal Arts for Women	17	17	36.8	22
Schools of Engineering	24	13	19	5
Wharton School	15	23	23	12

In the 1972 data in the chart above, among the 111 men in the College of Arts and Sciences who indicated other plans 99 were undecided. In the College for Women, 37 students were undecided among 51 indicating other plans. All 19 students in the Schools of Engineering who indicated other plans were undecided. In the Wharton School, 26 students were undecided among 35 indicating other plans.

JOB OPENINGS

BULLETIN #481 UPDATED 9/13/72

ACCOUNTING SUPERVISOR (10 mos.) to be responsible for ticket sales, ordering of tickets, accounting and training of student box office assistants.

Qualifications: Good typing ability. Some theatrical box office and accounting experience helpful. *Salary Range:* Open

ADMINISTRATIVE ASSISTANT I for science area.

Qualifications: Typing, dictation, business knowledge and etiquette. Ability to do research and prepare reports. Three years secretarial experience and some college. *Salary Range:* \$6100-\$7900

ELECTRON MICROSCOPE TECHNICIAN III (2)

Qualifications: Graduation from an approved college or university with a science major or medical technology degree. Must have experience in electron microscope work. *Salary Range:* \$7500-\$10,000

JUNIOR ACCOUNTANT, Comptroller's Office.

Qualifications: Accurate typing, some statistical knowledge of 10-key. *Salary Range:* \$5800-\$7300

RESEARCH LABORATORY TECHNICIAN III (2) to participate in varied research programs in medical areas of the University.

Qualifications: Graduation from an approved college or university with a science major—preferably in biology, zoology, microbiology, bacteriology or other related fields with one to two years of chemistry. *Salary Range:* \$7000-\$9100

RESEARCH LABORATORY TECHNICIAN IV (1) for medical research programs.

Qualifications: Graduation from an approved college or university with a science major, including 3 years of college chemistry. Experience in biochemistry research techniques. *Salary Range:* \$7300-\$9050

RESEARCH LABORATORY TECHNICIAN V for medical research program.

Qualifications: Graduation from an approved college or university with a major in chemistry or microbiology. MS preferred. Experience in supervision in a research lab. *Salary Range:* \$7700-\$10,000

RESEARCH SPECIALIST II—tissue culture technician.

Qualifications: BS degree, with emphasis on microbiology, or past experience in tissue culture. Must furnish references. *Salary Range:* \$9000-\$11,500

RESEARCH SPECIALIST IV to be responsible to a department chairman for provision and maintenance of an electron microscopy service facility for research investigators.

Qualifications: Graduation from a recognized college or university with an appropriate scientific degree; MS or PhD preferred. Skill in preparation of mammalian tissues as well as bacteria and viruses for electron microscopy. Ability to train and supervise students and technicians. At least ten years' direct professional-level experience in this specialty. *Salary Range:* \$13,700-\$17,200

SECRETARY I for business and academic areas.

Qualifications: Accurate typing, proficiency in spelling. Some shorthand or dictaphone may be required. *Salary Range:* \$4400-\$5400

SECRETARY II (8) for business and academic offices.

Qualifications: Good accurate typing; shorthand and/or dictaphone. Ability to perform varied duties pertinent to the area; some experience required. *Salary Range:* \$5000-\$6500

SECRETARY III (8) for business and academic and medical areas.

Qualifications: Interest in working with figures. Excellent typing; shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied responsibilities. *Salary Range:* \$5500-\$7000

SENIOR PROGRAMMER for campus computing operation.

Qualifications: At least 2 years OS/360; PL 1 and/or COBOL; OS JCL & OS utilities; ISAM & Direct Access familiarity. Applications programming experience. College degree. *Salary Range:* \$15,100-\$19,500

TECHNICAL ASSISTANT for advanced medical research and extensive laboratory technological work.

Qualifications: Master's in science plus 3 to 5 years of experience and supervisory ability. *Salary Range:* \$8500-\$10,900

TYPIST RECEPTIONIST II for academic office on campus.

Qualifications: Good typing. Excellent clerical aptitude; ability to communicate with graduate students. Ability to deal effectively with people in person and by phone. *Salary Range:* \$4200-\$5200

WRITER, Office of the President.

Qualifications: Individual with extensive academic and/or senior administrative experience in higher education; experience in writing essential. *Salary Range:* Open

Those interested should contact the Employment Section of the Personnel Services Department (extension 7285) for an interview appointment.

PENN TEMPORARIES

The Personnel Office is in the process of developing its own temporary services. This will involve part-time work (15-20 hours per week) as well as full-time work for up to several weeks in offices on campus which require extra help. Jobs are open to all retired University personnel, children of employees, friends, students, etc.

Salaries vary with assignments.

For information, call Clare Trout, Personnel Office, 130 Franklin Building, Ext. 7287, Monday through Friday after 2 p.m.

SPECIALIZED JOB COUNSELING

Personnel's new job counselors, Mrs. Karen Freedman, Clare Trout and Joie Anderson, handle questions about recruiting, hiring, and promotion in the areas listed below. Staff and applicants may reach them at the numbers shown, or call receptionist Valerie Sandillo at Ext. 7285.

Mrs. Freedman (Ext. 7284):

Administrative Assistants I, II	Library Assistants
Secretaries II, III, IV	Printing Office
Librarians	Buildings & Grounds

Miss Trout (Ext. 7287):

Receptionists	Data Processing (Programmers, Computer Operators, Key-punch & Tab)
Clerks, Clerk Typists	Editorial Assistants
Secretary I	Accountants
Temporary Help	Bibliographic Assistants
Part-time Employees	Statistical Assistants
Museum	Project Budget Assistants
Engineers	Electronics Technicians
Machinists	Photography
Technical Positions (non-medical)	Writing and Editing
	Administrative Positions (A-1)

Miss Anderson (Ext. 7286):

Nurses (Aide & Research)	EKG & REG
Psychology Technicians	Electron Microscope Technicians
Dietary Aides	Scientific Glass Washers
Dietitians	All Technical Assistants
Dental Technicians	Technical Positions (Med, Vet, Dent)
Medical Technicians	Research Laboratory Technicians
Animal Caretakers	Laboratory Assistants
Laboratory Supervisors	

OF RECORD



BLANKET ORDERS

The following memorandum was sent by the Director of the University Bookstore to all departments on August 11, 1972.

Effective September 1, 1972, the Bookstore will discontinue the use of Blanket Order Numbers.

Unfortunately, we have many people who are unauthorized, gaining access to numbers and making purchases in the store. This past year we reached a new mark in over-spent budgets.

Department personnel should present a requisition in duplicate, properly coded and signed by an authorized person. We hope this will not cause too much inconvenience.

If any problems or questions arise, please feel free to call me at Ext. 7827.

—Joel W. Allison

BULLETINS

SEMINAR ON ACUPUNCTURE

The city's first major seminar on acupuncture is at Zellerbach Theatre in the Annenberg Center tomorrow at 7 p.m. Drs. Frank Z. Warren of NYU and Calvin Chen of Northville State Hospital in Michigan give the presentation, sponsored by the Department of Psychiatry and the Institute of Pennsylvania Hospital. Admission is by ticket only; for information: Dr. Peter B. Bloom, 829-2254.

RECORD-KEEPING

Three faculty members reported in the September 5 ALMANAC as being on leave this semester have in fact recently completed leaves and are on campus: Dr. Joel Cohen, Dr. John Cunningham and Dr. Albert Stunkard. A fourth, Dr. Robin Hochstrasser, is on leave this semester, not next spring and fall as reported.

In the July 11 issue, Dr. Irene Simon of Belgium's Universite de l'Etat a Liege was listed as Visiting Professor of English for the coming year; she advised after the appointment was processed that she was unable to accept it.

In the retirement list in that same issue, Mollie Utloff's name was listed in error; she continues as Lecturer at the School of Social Work. Two faculty members whose retirements were not listed are Dorothy E. Baethke, Chairman and Professor of Physical Therapy at SAMP, and Dr. William A. Shaw, Associate Professor of Psychology. Her years of service were 25, and his 32.

CO-OP: SHAREHOLDERS ONLY AFTER OCTOBER 1

The Community Co-op of West Philadelphia will be open only to shareholders after October 1. Shares, which are available to anyone in the University and the community, are being sold at \$3. All goods at the co-op are priced at cost; a mark-up, regularly 15%, is added to the total bill. Coupons entitling customers to a reduced mark-up of 10% may be purchased for \$10.

A meeting to nominate a new 11-member governing board will be held on September 25. On October 1, shareholders will elect 7 members; others will be chosen by the paid employees.

A-3 ASSEMBLY

The A-3 Assembly will hold a general meeting in Houston Hall auditorium September 21 at 1 p.m.

NAME CHANGE FOR INDUSTRY

The name of the Industry Department at Wharton School has been changed to *Department of Management* by action of the Trustees.

THINGS TO DO

Nancy Graves: Sculpture and Drawing, 1970-1972. Sculpted camels, moonscapes, and dorsal aspects of the Orb Weave spider. ICA Gallery, Fine Arts Building, September 22 through November 1, Monday-Friday, 9-5, Wednesday evenings until 9 p.m., weekends, noon-5.

Elizabeth Hardwick: "Domestic Situations in Literary History." Novelist and editor of the *New York Review of Books* will speak in the auditorium of the Fine Arts Building, September 27, 8:15 p.m. (Alfred and Felicia Leon Lecture Series.)

Penn Contemporary Players. Jan De Gaetani, mezzo-soprano, and Gilbert Kalish, piano, in a recital of works by Haydn, Davidovsky, Ives, Stephen Foster, Messiaen, University Lutheran Chapel, September 27, 8:30 p.m.

New Phoenix Repertory Company presents *The Great God Brown*, by Eugene O'Neill, directed by Harold Prince, and *Don Juan*, by Moliere, directed by Stephen Porter. A rare opportunity to witness a phoenix rise from the ashes; from October 14 through October 29. Staff and faculty may order tickets and reserved seating now. Telephone Annenberg Center Box Office, Ext. 6791.

Scandinavian Art Sale. The International House's exhibition and sale of prints and paintings by Scandinavian artists runs through October 11, on the second floor of the building at 37th and Chestnut.

Ancient American Gold. The Museum's hoard of Central and South American jewelry and figurines is more fun than window-gazing at Cooper's and is now on permanent display in a new gallery. Open at Museum hours: Tuesdays through Saturdays 10 a.m.-5 p.m.; Sundays 1 to 5 p.m.

APPOINTMENTS

ADMISSIONS

Gay Stebbins, a doctoral candidate at Teacher's College of Columbia University, has joined the Admissions staff as Associate for Publications. She is a former editorial assistant to Dr. David Abrahamsen in New York, and served in teaching and admissions at the Dalton School there. She is a graduate of Stanford University with an M.A. from Washington University at St. Louis.

Mrs. Sherrill Lee Rosoff and George W. Vroom Jr. have been made Assistant Directors for Region III and Region I respectively. Mrs. Rosoff is a 1971 graduate of Denison University who studied also at the University of Aberdeen, and was on the admissions staff at the Institute for Paralegal Training last year. Mr. Vroom took his B.A. at Cornell and his Master of Divinity degree at Union Theological Seminary after studying also at Cambridge. He is now a doctoral candidate at Columbia. He has taught at Mercersburg Academy, and Pingry School and worked with Outward Bound in the U. S. and the Kenya Volunteer Service in Africa.

Also in the Admissions Office, Robert Nash is the new Administrative Assistant, and Cathy Barlow and Susan Tobian are Admissions Assistants. On the support staff, additional new members are June Goodheart, Mrs. Jennifer McKinney, Nancy Marano, Manuel Hackman, Michael Huth and Mrs. Karen Masaki.

PRESIDENT'S OFFICE

With the departure of Mrs. Frances Hardy to begin graduate work in education here, Maritza Shamlian becomes secretary to President Martin Meyerson this month. Mrs. Hardy will remain a special assistant in the President's Office. Mrs. Charlotte Settini has been assigned general office management.

NEWS IN BRIEF Continued

RECORD-BREAKING GIFTS TO PENN

Two records were broken by Pennsylvania alumni this year. They contributed an all-time high of \$2,754,234 to the University's 1971-1972 Annual Giving Campaign.

And that total, according to Annual Giving Chairman Richard H. Gabel (ME '32), included a record gift of \$234,649 by the Class of 1922 on its fiftieth anniversary.

Pace-setters for this year's campaign included the School of Medicine, the Hospital of the University of Pennsylvania, the School of Veterinary Medicine, the Wharton Graduate School, and the Class of 1947. Benjamin Franklin Associates, whose gifts total \$1,000 or more, contributed \$1,147,539, to top last year's effort by more than \$100,000.

The record figure, which is an increase of nine per cent over last year's total, should enable Pennsylvania to maintain its position among the top ten institutions in the nation in terms of alumni support, Mr. Gabel said. The record was achieved through the efforts of 2,000 workers from coast-to-coast, and 25,680 persons who contributed during the year-long campaign.

Annual giving funds, which are unrestricted as to application, play a key role in helping the University meet deficits in its operating budget, and are applied to such expenses as libraries, classrooms, scholarships, and faculty salaries.

BRIEFINGS FOR ADMINISTRATORS

A series of "Inside Pennsylvania" programs for administrators already inside the University has been set up by the Administrative Assembly.

Every administrative and professional staff member will eventually receive an invitation to one of the three-hour programs to be presented by faculty and administrative leaders during the coming year, according to Assembly Chairman William G. Owen.

Each program will focus on three topics: Educational Concerns and Developments; Today's Student (His Interests and Goals); and Trends in Management.

For the first program, October 5 from 2 to 5 p.m. at Wistar Auditorium, speakers will include Senate Chairman Jean Crockett; Vice Provost Humphrey Tonkin; Vice Presidents Paul Gaddis and Harold Manley; Intercollegiate Athletics Director Fred Shabel; and Gerald Robinson, Executive Director of Personnel Relations.

Audiences will be kept to about 75, Mr. Owen said, to allow for questions and answers. The format is based on the Development Office's highly successful "Inside Pennsylvania" programs which have helped inform alumni, parents and friends about the University.

SILVERMAN MEMORIAL AT GRADUATE

The Daniel Silverman Memorial Laboratory of Electroencephalography was dedicated Friday at Graduate Hospital in ceremonies led by Dr. S. Richard Kaplan, Chairman of the Daniel Silverman Memorial Committee and Dr. Richard N. Harner, Chief of Neurology.

Dr. Silverman, who was the retiring president of the American Association of Electroencephalography and a noted scholar in brain-death research, established the department of electroencephalography at Graduate Hospital in 1946 and was its director for 25 years.

Since his death the Silverman Fund has helped obtain such equipment as the digital computer for brain wave analysis which was on display at the dedication.

THE MORRIS ARBORETUM

COURSES IN BOTANY AND HORTICULTURE, FALL 1972

Registration: to September 21

The Morris Arboretum of the University of Pennsylvania offers nontechnical courses on basic botany and horticulture to the University community and the general public as well as to Arboretum Associates. Each course consists of six sessions that combine lectures, demonstrations, and practical experience. Registrants may select those that interest them or may follow a plan of organized study that will earn the Botanical School Certificate. For complete information on the Certificate program, the Tutorial Botany program and additional course offerings, please contact the Arboretum.

REGISTRATION FORM

To: Dr. Patricia Allison, The Morris Arboretum,
9414 Meadowbrook Avenue, Philadelphia 19118

Please enroll me in the courses checked below:

— 01. ORGANIZATION AND FUNCTION OF PLANTS.

Dr. A. O. Dahl

An introduction to the structure of flowering plants; how roots, stems, and leaves, flowers, fruits and seeds function; and how the plants live in their environment. This course, or equivalent knowledge, is needed for most others. Mondays, 8-9:30 p.m., September 25, October 2, 9, 16, 23 and 30.

— 15. MOSSES AND FERNS. *Dr. A. E. Schuyler*,
Phila. Academy of Natural Sciences.

An introduction to the structure and ecology of mosses and ferns with special emphasis on those that grow nearby or may be used in gardens.

Tuesdays, 10-11:30 a.m., September 26, October 3, 10, 17, 24, 31.

— 07. GARDENING PRACTICES. *Gordon Brandes*.

The planning, construction and maintenance of the home garden.

Tuesdays, 8-9:30 p.m., September 26, October 3, 10, 17, 24, 31, or

Wednesday, 10-11:30 a.m., September 27, October 4, 11, 18, 25, November 1.

— 04. PLANT PROPAGATION. *Gerald Abrams*.

Basic procedures of propagation by seed, vegetative parts and grafting. Special emphasis will be given to plants that can be propagated in the autumn.

Wednesday, 8-9:30 p.m., September 27, October 4, 11, 18, 25, November 1.

— 08. FIELD STUDY OF THE FUNGI. *Dr. Patricia Allison*.

Recognition of important mushrooms and other fungi; also analysis of their habitats. There will be an introductory session followed by five weekly field trips.

Saturdays, first meeting at 10 a.m., September 23 through October 28.

— *Please send me information about becoming an Arboretum Associate. (Membership tax-deductible).*

My check for \$ is enclosed.

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