

Almanac

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Chair for Dr. Shen

Dr. Benjamin S. P. Shen has been named Reese W. Flower Professor of Astronomy and Astrophysics at the University.

An internationally known astrophysicist and authority on cosmic radiation, Dr. Shen joined the faculty as an associate professor in 1966 and was promoted to full professor in 1968. He had taught at New York University and the State University of New York at Albany. At Pennsylvania, his teaching schedule every year has included a course for beginning undergraduates.

Born in Hangchow, China, Dr. Shen was graduated from Assumption College (Massachusetts). He received his master's degree from Clark University, and the National D. Sc. from the University of Paris under the tutelage of Pierre Auger. He also holds two honorary degrees.

Dr. Shen was a pioneer in the use of high energy accelerators for astrophysical research, and has done extensive work on variable galaxies, quasars, and high energy shielding and dosimetry. He is best known for his contribution to the understanding of the nuclear cascade in thick media—the complex chain of reactions triggered by nuclear particles such as cosmic rays when they collide with the atmosphere or, as in the case of radiation therapy patients, with biological tissue.

Dr. Shen is a consultant on scientific manpower to the American Institute of Physics and chairman of a nation-wide Commission on the Public Understanding of Science.

He is currently leading an effort to put first-rate college courses, including TV courses from England's highly regarded Open University, on educational television stations regularly in selected cities.

The Flower Chair is named after a Pennsylvania philanthropist who died in 1875 leaving the bulk of his property to the University, part of which helped establish the Flower and Cook Observatory in Paoli.

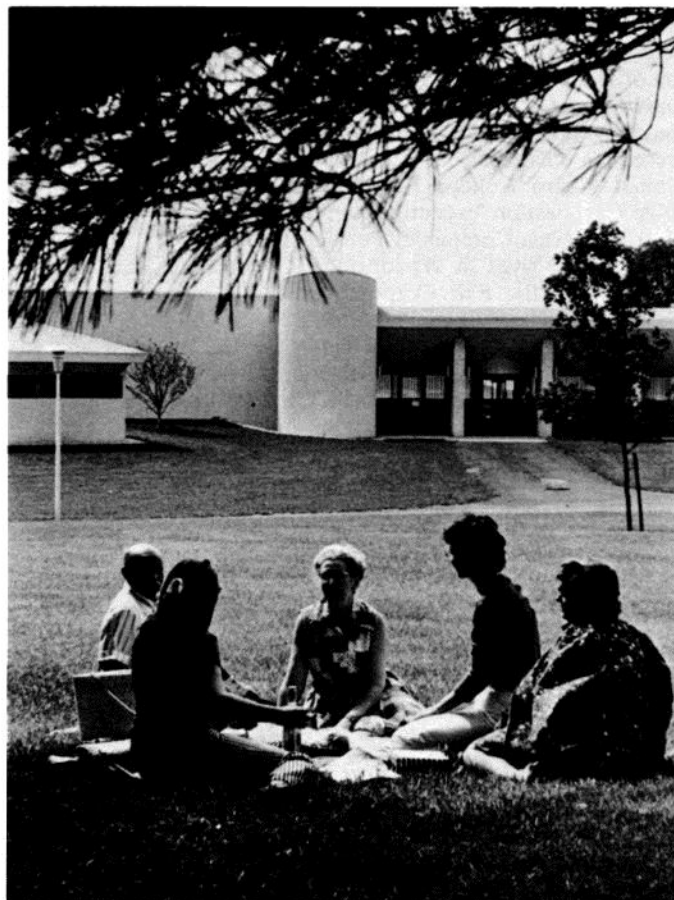
NEWS IN BRIEF

H.E.W. GUIDELINES FOR THE UNIVERSITY

A new document called *Higher Education Guidelines, Executive Order 11246*, has been prepared by the Department of Health, Education and Welfare for distribution to colleges and universities that come under federal affirmative action requirements.

The booklet is 86 pages long, including appendices that give full texts of relevant laws and directives, and a set of suggested procedures for gathering and analyzing data. Although it is a public document, copies are not yet available in the regional office of HEW.

A single copy was brought from an A.C.E. conference by Provost Curtis Reitz, and Deans Jean Brownlee and Alice F. Emerson. The University's Equal Opportunity Office is in the



Unexpected Pleasures . . . See Page 4

process of securing copies that will be available to campus groups interested in affirmative action here.

In the meantime, the 17-page introduction started in installments in the *Daily Pennsylvanian* on October 11.

NOBEL PRIZE TO AN ALUMNUS

Dr. Gerald M. Edelman, 1954 graduate of the School of Medicine, has been chosen to receive the Nobel Prize in medicine. His work in deciphering the structure of gamma globulin has been at Rockefeller University.

FACULTY OF ARTS AND SCIENCES

At its first meeting on October 10, the Faculty of Arts and Sciences voted to establish a steering committee to advise the Provost on organization of the new body. Dr. Robert Giegengack was elected secretary.

(Continued on Page 8)

THE TRUSTEES

NEW TRUSTEES: DR. HAAS, TWO ALUMNI

Dr. Otto F. Haas, Chairman of the Rohm and Haas Company and Vice Chairman of the Haas Community Fund, has been elected to a five-year term by the University Trustees, Chairman William L. Day has announced.

Mr. Day also announced that the alumni have elected two new Trustees who will also serve five-year terms: Robert P. Adler, W '55, trustee from Region III, and Dr. Edgar L. Dessen, C '36, M '39, trustee from Region IV.

Dr. Haas, who also recently accepted leadership of the Advisory Board of the University's Morris Arboretum, is a member of the American Philosophical Society and a director of the Philadelphia Society for the Preservation of Landmarks; the Old Philadelphia Development Corporation; and the University City Science Center. Since 1971, Dr. Haas has served as chairman of the Foundation Committee of the United Negro College Fund. He is also a member of the INA Corporation executive committee and a trustee of the North America Companies Pension Fund.

Mr. Adler lives in Woodbridge, Connecticut, and is president of the Bic Pen Corporation. He is a member of the board of directors of the Wharton School Alumni Society and at present serves as state chairman for the Business and Industry Committee for the Re-election of the President.

Dr. Dessen is a member of the University's Commonwealth Relations Council and chairman of the Hazelton (Pa.)—University of Pennsylvania Comprehensive Health Care Planning Committee. He was founding chairman of CAN DO, Inc., Hazelton's pioneering industrial development group, and served on the Governor's Council of Science and Technology. He received the General Alumni Society's Award of Merit in 1972.

O'MALLEY STEPS UP TO THE PLATE

Walter F. O'Malley, C'26, Chairman of the Los Angeles Dodgers and a University Trustee, has "accepted a challenge to lead the 1972-73 Annual Giving campaign to a record \$3 million goal," Trustee John W. Eckman said.

The setting of the goal and Mr. O'Malley's acceptance of the general chairmanship were announced Thursday by the Trustees' Development Committee. Achievement of the goal would provide the University with a quarter-million dollars more in operating funds than the all-time high of \$2.75 million received through Annual Giving last year.

"Given the University's current financial state and the response of its alumni and friends to its demonstrated needs in the past, I firmly believe \$3 million is attainable," Mr. O'Malley said. "There is no more valuable contribution the alumni can make to Pennsylvania at this time than a higher level of spendable income."

Annual Giving provides funds that are not pre-committed to buildings, research or any other specific use. Gifts received from alumni of the undergraduate schools and certain of the graduate schools are added to the University's unrestricted current income; those from professional schools alumni are generally for unrestricted use within their respective schools.

Walter O'Malley is no newcomer to this volunteer-led program, in which alumni, parents and other friends of the University from coast-to-coast (including several hundred businesses) are canvassed by some 2,000 class agents, regional telephone solicitors and other workers. For the past two years, Mr. O'Malley has been Chairman of the Benjamin Franklin Associates, each of whom gives \$1,000 or \$5,000 or more. Under his leadership, the Associates cleared the million-a-year hurdle for the first time in 1971 and achieved a new high of \$1,147,539 in 1972.

HONORARY DEGREES

TO: The University Community

FROM: D. B. McNair Scott

Chairwoman of the Committee on Honorary Degrees

DATE: October 11, 1972

The Committee on Honorary Degrees will be pleased to receive recommendation of distinguished scholars to be given Honorary Degrees by the University of Pennsylvania.

Please submit names with all the supporting data you can obtain and ask others to send letters supporting the recommendation to Professor D. B. McNair Scott, Room 148, School of Veterinary Medicine (Ext. 8866).

We would appreciate having all the data as soon as possible and before November 30th because the Committee must make its recommendations to the Trustees before Christmas.

QUOTED IN PASSING

Several faculty members have called attention to the remarks on tenure made by Yale University President Kingman Brewster Jr. in his 1971-72 Annual Report and published in the October 9, 1972, WALL STREET JOURNAL. Some excerpts:

Should Colleges Retain Tenure?

The defense of tenure usually falls into two categories: the need for job security, in order to draw good people into underpaid academic life; and the need to protect the academic freedom of the faculty. . . .

The rationale of academic tenure, however, is somewhat different from job security in the industrial world, especially in an institution which wants its teachers to be engaged in pushing forward the frontiers of learning. This lies in the fact that contributions to human knowledge and understanding which add something significant to what has gone before involve a very high risk and a very long-term intellectual investment. This is true especially of those whose life is more devoted to thought, experimentation and writing than it is to practice.

Teachers As Scholars

If teaching is to be more than the retailing of the known, and if research is to seek real breakthroughs in the explanation of man and the cosmos, then teachers must be scholars, and scholarship must be more than the refinement of the inherited stock of knowledge. If scholarship is to question assumptions and to take the risk of testing new hypotheses, then it cannot be held to a timetable which demands proof of pay-out to satisfy some review committee.

I think that even with their privileges and immunities our academic communities are often too timid in their explorations. The fear of failure in the eyes of the peerage inhibits some of our colleagues, even when they do have tenure. Too many seek the safe road of detailed elaboration of accepted truth rather than the riskier paths of true exploration, which might defy conventional assumptions. Boldness would suffer if the research and scholarship of a mature faculty were to be subject to periodic score-keeping, on pain of dismissal if they did not score well. Then what should be a venture in creative discovery would for almost everyone degenerate into a safe-sided devotion to riskless footnote gathering. Authentication would replace discovery as the goal. The results might not startle the world, but they would be impressive in quantitative terms and invulnerable to devastating attack. . . .

The second, and most highly touted, rationale for tenure is aca-

democratic freedom. This concern traditionally has focused on the privilege of immunity from "outside" interference. Within the memory of those still active, "McCarthyism" is the most telling nightmare.

Of course there are corrupting influences, financial, institutional and professional. By and large, however, of all the types of institutions which gather people together in a common effort, the university remains the least inhibiting to variety in ideas, convictions, styles and tastes. It encourages its members to pursue doggedly any idea in which they have confidence. Progress in the world of thought depends on people having enough freedom and serenity to take the risk of being wrong. . . .

The dramatic image of the university under siege from taxpayers, politicians, or even occasional alumni is a vivid but not the most difficult aspect of the pressures which tend to erode academic freedom. The more subtle condition of academic freedom is that faculty members, once they have proved their potential during a period of junior probation, should not feel beholden to *anyone*, especially Department Chairmen, Deans, Provosts, or Presidents, for favor, let alone for survival. In David Riesman's phrase teachers and scholars should, insofar as possible, be truly "inner directed"—guided by their own intellectual curiosity, insight and conscience. In the development of their ideas they should not be looking over their shoulders either in hope of favor or in fear of disfavor from anyone other than the judgment of an informed and critical posterity.

In strong universities assuring freedom from intellectual conformity coerced *within* the institution is even more of a concern than is the protection of freedom from external interference.

This spirit of academic freedom within the university has a value which goes beyond protecting the individual's broad scope of thought and inquiry. It bears crucially upon the distinctive quality of the university as a community. If a university is alive and productive, it is a place where colleagues are in constant dispute; defending their latest intellectual enthusiasm, attacking the contrary views of others. From this trial by intellectual combat emerges a sharper insight, later to be blunted by other, sharper minds. It is vital that this contest be uninhibited by fear of reprisal. Sides must be taken only on the basis of the merits of a proposition. Jockeying for favor by trimming the argument because some colleague or some group will have the power of academic life or death in some later process of review would falsify and subvert the whole exercise.

I have not been able to devise, nor have I heard of, any regime of periodic review with the sanction of dismissal which would not have disastrous effect. It would both dampen the willingness to take long-term intellectual risks and inhibit, if not corrupt, the free and spirited exchanges upon which the vitality of a community of scholars depends. This, not the aberrational external interference, is the threat to the freedom of the academic community which tenure seeks to mitigate.

Also, I do not think the costs of tenure are very high for a first-rate university. Those who gain tenure at Yale do not rest in happy security on their professional laurels. Indeed, in my relatively brief experience, almost without exception it is the elders who are productive up to and well beyond retirement. They are the ones affected with the migraine headaches and other forms of psychosomatic trauma, lest their life should ebb away without the completion of their great work.

A Lifetime Commitment

As a practical matter of personnel policy, the very fact that the professorial promotion is a lifetime commitment of university resources makes the departmental and committee process of promotion to tenure much more rigorous and hard-headed than it otherwise would be. If there were a confident feeling that mistakes in judgment could be rectified by some later review process we would all go soft and give colleagues of whom we are personally fond an excessive benefit of all doubt. Realization that the commitment is for keeps helps to hold the standards high. So, I would venture that whatever gains might be made by reserving the right to a second guess would be more than offset by the laxity which would come to soften the first guess. In short, we would not have as good a senior faculty as we do now, if tenure were not the consequence of promotion to senior rank.

COMING EVENTS

VANCE HALL: OCTOBER 28

President Meyerson, Dean Carroll, and Vice-Dean Sapienza of the Wharton School will preside at the dedication of Vance Hall on Saturday, October 28, at 10 a.m. Members of the family of Henry T. Vance will also take part in the ceremonies, which are open to the University community.

Following the dedication, Trustee Donald S. Regan, chairman of Merrill Lynch, Pierce, Fenner, and Smith, will address a special convocation in Irvine Auditorium. There the University will award four honorary degrees: to Mr. Regan; to Mrs. Wharton Sinkler, widow of a prominent Wharton alumnus; to Dr. Willis J. Winn, former Wharton dean; and to Leonard Davis, for whom the University's Institute of Health Economics is named.

POST GRADUATE '72: OCTOBER 20

Seven faculty members will take part in Post Graduate 1972, a one-day seminar program sponsored Friday by the College for Women Alumnae Society for CW alumnae and interested members of the University community.

Seminars will begin at 9:15 a.m. in Houston Hall, offering two sessions. In the first session's three concurrent seminars, Dr. Richard Gibboney (Education) asks "What Did John Dewey Really Say?" while Dr. Robert Zernsky (American Civilization) outlines the rudiments of cultural analysis "Towards an Understanding of our Present Predicament" and Dr. Froelich Rainey (Anthropology) discusses "Time and Man".

During the second session, Dr. Rochel Gelman (Psychology) and Dr. W. John Smith (Biology) hold a dialogue on "Communications in Young Children" while Dr. W. Allyn Rickett (Oriental Studies) traces "China—From Empire to Revolution." Dr. Gibboney's presentation on Dewey is repeated at that session.

Dr. Marvin E. Wolfgang (Criminology) is the luncheon speaker on "A Radical's View of Crime and Punishment," at the University Museum. For information or reservations: Alumni Affairs, Ext. 7811.

CRITICS' CIRCLE: OCTOBER 20, 23, 27

Stephen Porter, director of Moliere's *Don Juan*, and actor Paul Hecht will lead the first of three discussions about the New Phoenix Repertory Theater productions following the *Don Juan* performance on October 20 at 10 p.m. in Zellerbach Theater. Harold Prince, artistic director of the New Phoenix and director of O'Neill's *The Great God Brown*, will speak in the Annenberg School's Colloquium Room on Monday, October 23, at 4 p.m. Four actors from *The Great God Brown* will participate in the closing discussion, which will be after the October 27 performance of the O'Neill play. All three events are open to the public free.

DECHERT COLLECTION: NOVEMBER 3

Robert Dechert, alumnus and Emeritus Trustee of the University, is loaning his outstanding collection of Americana for exhibition in the Rare Book Collection of Van Pelt Library November 3 through December 8.

Rare and first editions of the *Jesuit Relations* and of books on New France, on explorers and travelers to the New World, on American Indians, and on the Far West are among the works that will be on display during library hours.

There will be a private preview for the Friends of the Library Thursday, November 2.



Unexpected Pleasures of

Out in the mushroom and apple cider country of Chester County, the Veterinary School has a farm: over 750 acres and 55 buildings for teaching, research and animal care . . . LARGE animal care, for New Bolton Center is famous for its facilities where veterinarians can perform major surgery on a cow, or keep a horse from hurting himself while he recovers. It has even been called upon to x-ray an elephant.

The farm's reason-for-being is most serious. But pleasure is somehow unavoidable at New Bolton. Nor do its resident faculty and students try to keep the beauty and peace to themselves. They share it with community groups as lively as a 4-H Club and as stately as the Chester County Historical Society . . . with their own alumni coming home to work or play . . . and, more to the point, with the citybound branches of the University family.

Anyone can go to New Bolton for a picnic or a stroll, unannounced and with no obligation but a basic one: don't be a litterbug.

A group that plans ahead can ride on a haywagon or in a surrey with the fringe on top; tour the labs and clinics; have lunch at Alumni House.

The tour is especially worth the time the staff devotes to it. It is a look at the past in Allam House (a restored farmhouse dating from 1710) and through the present into the future at the new Myrin Memorial Building and in the Kline Clinic being built in memory of Dr. Jacques Jenny.



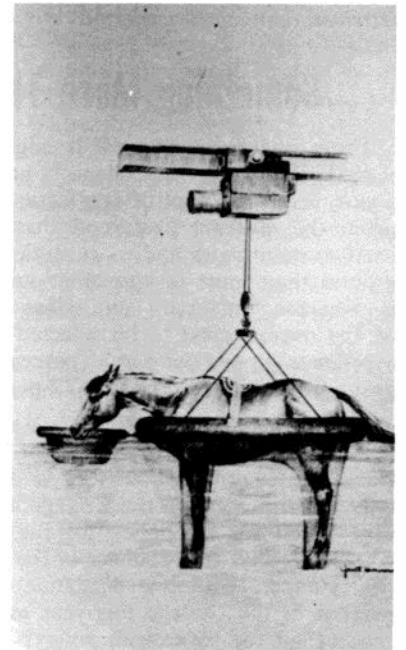
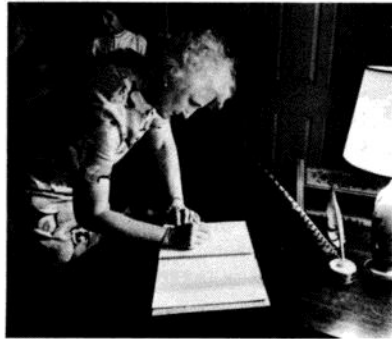
New Bolton is for people of all ages. But for children it is a special delight: a place to conquer a rail fence, to*



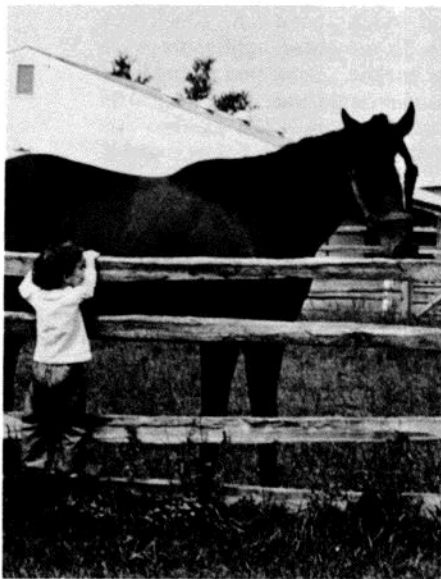
* These four are Dr. Charles Hollister, the man to call if you want to make arrangements for a group visit to New Bolton; Marion Pond, the president of Grammateis; and President Emeritus and Mrs. Gaylord P. Harnwell, who were among Grammateis' guests at a fall picnic where Frank Ross took these pictures.



Penn: II. New Bolton Center



make friends with a horse, and to wonder at a bird in a tree or at the grownups on the ground.



ADMISSIONS

At a special meeting of the College Faculty on September 26, Dr. Robert F. Evans analyzed this year's College admissions and Dr. Thomas Wood expanded on some of the material in his Council Committee Report published September 19 in ALMANAC. A transcription of Dr. Evans' notes appears below, followed by excerpts from Dean Peter Seely's remarks to the College Faculty.

At the meeting, statistics on the exact size of this year's larger entering class were also debated. Following the meeting, Registrar Richard Paumen said the exact number of freshman entrants was 1964. The widely reported figure 2011 was the number of new matriculants INCLUDING 347 transfer students.

Readers are also referred to Pages 2 and 3 of last week's ALMANAC for the texts of new Ivy Group proposals and of a letter on admissions written by President Meyerson in June.

Something More Than a Vacuum

From one point of view it might be said that the admissions situation in the College is nothing greatly to complain about, given the pool of applicants from which we draw, and given the inherent likelihood that the College will draw to itself more athletes and more students of disadvantaged background than most of the other undergraduate schools. That is, whereas University admissions policy calls for a quarter of the overall class to be selected on the basis of academic excellence alone, the actual percentage of this top academic group in the College is about 27 percent.*

Since we have a relatively generous share of the top students, why should we worry that the middle section of the class, chosen on the basis of a diversity of factors, comes only to 56 percent in the College as compared to the 60 percent called for by policy for the undergraduate body as a whole? Or that the students in the special admissions categories, students with low academic qualifications, come to 17 percent in the College this year as compared to the 10 percent called for by overall policy? This sanguine view of the matter would be, I think, short-sighted, for reasons that I want now briefly to summarize.

Consider first the matter of financial aid, as it relates especially, though not exclusively, to the middle 60 percent of the class. The amount of money available for financial aid has not over the past three years increased commensurately with the increases in tuition. It has risen from \$1,517,250 three years ago to \$1,563,600 last year. In this period the average scholarship awarded to the individual student has had to increase from \$1,764 to \$2,115. This has meant a decrease in the number of students aided from 860 three years ago to 739 last year (by last year I mean last spring, when aid was ap-

*Dr. Evans notes that his remarks were "based on statistics for the present freshman class made available at various times during last summer and fall by the Admissions Office." He goes on to say: "Some of these statistics are not final. I am confident, though, that the available statistics are reliable in indicating present trends and are a sufficient basis for my comments. It should be said also that the capacity of the Admissions Office to produce statistics on the actual matriculation class has improved immensely in the past year. Peter Seely was able by last December to produce the figures on the distribution of the various categories of students among the individual undergraduate schools, and he assures me that these figures will be available this year at an earlier date than December."

portioned out to this year's freshman class). The number of aided students is declining, tuition is going up, and the number of dollars spent on financial aid is relatively stable.

These factors of course are combined with our practice of giving certain categories of applicants a special claim upon financial aid. Among these categories the numerically important ones are socially and economically deprived applicants, the larger number of whom are blacks; athletes; and residents of the Commonwealth of Pennsylvania. Now, to confine our attention to the middle 60 percent of the class, once these protected categories of students in numbers satisfactory to the University administration are given their share of financial aid, there is no financial aid left for scholarship applicants with a predicted grade index of below 2.9. All of the money is taken for the protected categories. This means, for example, that athletes in the diversity category are given a much larger claim upon admission than has ever been declared in any policy statement, not to speak of the fact that the category of "Commonwealth resident" is a category appearing in no official policy statement of which I am aware.

But there is a further aspect of this picture to be considered. If financial aid funds are not substantially increased and if tuition goes up again this year, and if the pattern of protected categories remains the same, we will have to cut into the share of financial aid given to the top, academic, quarter of the class. This cannot help but mean fewer students of superior academic quality.

Next, consider the matter of roll-back procedures. I am sure you can understand that any admissions process will probably include as one of its late phases a period of roll-back, in which provisional decisions to admit students are reviewed in the light of overall policy and of institutional considerations, a period in which some provisional 'admits' are finally rejected or put on a 'wait list' (which is usually the equivalent of being rejected), and some provisional 'rejects' are admitted.

Last spring the restraints imposed by the administration on the selection committee resulted in the following actions, among others. Three hundred and seventy applicants to the College and College for Women, with P.I.'s between 2.4 and 3.0, were changed from 'admit' status to 'wait-list' status. This figure is to be compared with 343 applicants to the other undergraduate school who were admitted with predicted indices ranging from 2.4 down to 1.5 and below. Among those 370 applicants to the College and College for Women just mentioned, 219 had a predicted index above 2.6, which was the mean P.I. of all applicants. While these applicants were 'wait-listed', 591 applicants in certain 'protected categories' received letters of acceptance. Among these 591 were 188 Commonwealth residents, 173 athletes, and 230 blacks. The predicted indices for these 591 ranged from 2.4 down to 1.5 and below.

I would like to list briefly four results of this total situation, all of which are of importance to me as a person concerned with admissions over a number of years. First there is the general consideration of the University of Pennsylvania as a cultural community. Many applicants falling in the academic middle of the class have quite a bit to be said for them because of the contribution they can make to Penn as trombone players, poets, actors, journalists, and the like. These attributes of applicants, though we pay tribute to them in theory, have often in fact to be ignored. Athletic prowess and Commonwealth residence are now much more powerful criteria contributing to the 'diversity' of the class.

Second, the constraints imposed at the last minute by the administration last spring made much of the careful labor of

the selection committee seem in vain. If we had known from the outset that certain requirements would be imposed relative to protected categories of applicants, we could have saved ourselves an immense amount of labor. I believe Peter Seely's idea of having such a selection committee with heavy input from the faculty to be an excellent one, but the faculty cannot be expected to contribute large chunks of their time to this business only to see their work undone toward the end of April.

Third, the efforts of the admissions staff to recruit the most interesting and varied pool of applicants tend also to fade in significance when at the end of their year's work some previously unannounced restraints are imposed. The present situation tends to create loss of morale among the admissions staff, and I do not like to see that. Peter Seely has a fine and competent staff, worthy of the respect of this faculty. They need to have clear guidelines at the beginning of their year's work, not at the end.

Finally, present practice tends to have a bad effect on our relations with high schools that have in the past supplied us with good students. We cannot be surprised if high schools become uninterested in directing their better students toward Penn when they see seniors with predicted indices of 2.7 and 2.8 being rejected in favor of a senior with a P.I. of 2.0 who happens to be an athlete.

What we need from the administration is a clear statement of institutional aims and priorities relative to admissions and clear indications relative to financial aid, so that all of us concerned with admissions can at least have something to go on and so that the various faculties and committees concerned with admissions can conduct their deliberations in something more than a vacuum. We have not yet had such a statement, and recent events in admissions are clear proof that policy statements approved by the University Council are not enough.

Attention to the Talented

Admissions Dean Peter Seely told the College Faculty at its special meeting that the University needs to rethink its priorities in undergraduate admissions and to link financial aid more closely to academic talent.

His address to the Faculty read in part:

In an ideal world the Admissions Office is a key instrument for implementing the educational goals of a university. To do this effectively there must be a clear and concise statement of university objectives and sufficient funds to make those objectives reasonable and practical. . . . At the University of Pennsylvania we are currently in a state of flux concerning our priorities. While the President is charting new directions for the University, we need to rethink admissions policy. . . .

We are witnessing a change in enrollment patterns in higher education, particularly among private universities. Our ability to project ourselves as an institution of excellence will have a direct influence on our standing as a major university. The major objective we have in recruitment is to improve the quality of our applicant pool. The higher the level of sheer intellectual power within the applicant group, the greater the weight that can be given to the non-intellectual characteristics that add flavor to a class.

To meet the challenge of attracting the most able students to the University of Pennsylvania, we must mobilize more effectively our resources in recruitment. Last year we laid the groundwork. For the first time, faculty played a major role in the admissions process. Members of the faculty read applications and participated directly in the selection committee. Faculty interviewed prospective students on campus and participated in late winter travel. But this extended effort in recruitment is only a beginning.

We must now build upon this effort. Let me review for you some of the major changes and innovations for the coming year in the Office of Admissions:

1. My staff now includes a team fully devoted to recruitment. Among the new positions are: Vice-Dean for Recruitment, Associate for Publications, Director of Minority Recruitment and Associate for Data Systems.

2. New programs established to better utilize the human resources of the Penn community include:

a) the expansion of the faculty role in recruitment of prospective students as well as in the final selection process.

b) the strengthening and expansion of alumni activity and programs across the country.

c) the involvement of far greater numbers of students in all phases of the Admissions process.

In terms of the coming year, our specific objectives are to have 75 to 125 faculty members directly involved in interviewing and in reading of applications. We expect 150 to 200 faculty to make off-campus contacts with prospective students both in the Philadelphia area and throughout the country. We are working to achieve a 10% increase among active alumni recruiters, and are starting a new club in New York City. To support alumni efforts, there will be a fall convocation on campus of all secondary school chairmen in the eastern area. The staff will be calling on alumni clubs across the country. We will be communicating with each of our active alumni recruiters every month with news about the University and specific information on admissions. To assist both the alumni and faculty as well as my staff, we are making a comprehensive effort to use students in all areas of our recruitment program.

In order to provide a testing ground for these new ideas and programs, we have set up a pilot program in 20 selected high schools in the Philadelphia area. A committee made up of Penn faculty, alumni, and students will serve as a liaison to work with teachers, counselors and students in these high schools.

To supplement these efforts, we are publishing a series of pamphlets, brochures, and booklets which will include "Freshman Profiles and Programs", "Women at Penn", etc. We are also exploring the use of other media—slides, videotapes—to aid our recruitment.

The purpose of all this is to communicate the excellence of the University to attract the most academically talented students. President Meyerson made this point very clearly in an address to the faculty on March 31, 1971:

"The most important task of the new head of our admissions program will be the development and execution of a program to attract to Penn even abler students . . . We must seek to convey to superior perspective undergraduates the emerging character of our university and the desirability of their coming to Penn."

In keeping with this objective, we are directing our attention toward the most academically talented of all high school students. We propose, for example, to link financial aid to academic quality and academic credentials in such a way that no student who has demonstrated financial need and whose scores are in top few percentiles, and who has the support of both faculty and staff readers, would be denied admission in a conflict over financial aid resources. Scores would be adjusted in the case of minority students. To avoid lowering the quality of future classes, we must substantially increase our financial aid budget.

As the academic quality of the applicant pool increases, a greater share of our financial aid will be directed to these highly qualified students. This criterion for granting financial aid attempts to assure a higher degree of academic excellence among undergraduates through selective strengthening. The challenge of building upon the University of Pennsylvania's superior reputation lies before us. We must improve the quality of undergraduate education by bringing to Penn those students of exceptional talent. I know we can count on you—the faculty—to give full support to our recruitment effort.

NEWS IN BRIEF Continued

THE COLLEGE HALL TWELVE

After a day-long hearing Friday, October 6, the University Court voted 7-0 to dismiss for lack of evidence the administration's case against twelve students and others charged with violation of Section III.D.3 of the Guidelines on Open Expression:

The refusal of persons participating in a demonstration to follow the instructions of the Vice Provost for Student Affairs or his delegate to modify or terminate the demonstration is a violation of these Guidelines. The Committee on Open Expression plays a vital role in such situations, either in an advisory capacity or in immediately reviewing the instructions.

Central to the dismissal was the lack of evidence that the specific twelve persons named were among those gathered in College Hall when then-Vice Provost John A. Russell, Jr. gave his instructions to "modify" the demonstration and bring it within the Guidelines.

Mr. Russell's instructions were given at about 12:30 p.m. Thursday, April 27. The twelve names listed both in the April 28 injunction from the Court of Common Pleas and in the later University Court proceedings were names given by a negotiating team that met with the Provost and members of the Council Steering Committee at about 10 a.m. April 27.

THE HARRISBURG THIRTEEN

As reported in *Almanac* for October 3, the Pennsylvania General Assembly has appropriated to the University \$13,726,000, the amount recommended by Governor Milton Shapp for the 1972-73 fiscal year. This is an increase of \$695,400, or 5.2 percent, over the previous year's allocation of \$13,030,600. Here are more facts on the Legislature's action:

The figure does not include the separate sum of \$100,000 allocated to the University Museum. The Museum has received that amount annually since 1965 in support of an educational program it provides to schools and libraries throughout the State.

The School of Medicine's portion of the award, \$2,684,000, is based, as it was last year, on a \$4,400 allotment for each M.D. candidate. The increase of \$70,400, or 2.7 percent, over the previous year's figure, reflects only a rise in the School's enrollment.

The School of Veterinary Medicine's allocation is \$1,764,000, up 6 percent from 1971-72. For the remaining schools of the University, the appropriation is \$9,278,000, also a 6 percent increase.

Governor Shapp made his proposal to the Legislature last February. Since that time, University officers have traveled to Harrisburg and appeared before committees of both the House and the Senate in support of the appropriation.

After the Legislature's summer recess, the appropriation was brought to a vote without undue delay on September 30. The measure passed the House by a vote of 156 to 35, with 11 members not voting. There was only one negative vote in the Senate.

STAFF ORIENTATION

The Office of Training and Staff Development will resume its orientation programs for new employees on October 20. People hired between July 3 and September 29 have been invited to attend one of the sessions, which will be offered Fridays through November 17. Orientation for those hired

after October 2 will begin on October 23 and continue each Monday through November 27.

Administrators from various departments give information on the structure and operations of the University at these sessions, and officers of the personnel department detail salary and benefit procedures. Anyone hired before July 3 who is interested in attending may phone Terry Natale, Ext. 6015.

A-3 ASSEMBLY

The October general meeting of the A-3 Assembly will be Thursday, October 26; details in *Almanac* next week.

THE COUNCIL

OCTOBER 11 ACTION

The membership of the Steering Committee was completed with the election of GSFA (Architecture) student Linda Neshamkin as the Graduate Student Representative.

Council amended its by-laws to establish a University Facilities Committee to replace the former Physical Planning and Development Committee, and to have cognizance also of the transportation, parking and security functions. It will have a subcommittee on transportation and parking.

ADMISSIONS PROPOSAL

Council adjourned without action on a proposal by Dr. Thomas H. Wood to amend the existing policy on admissions and financial aid. The proposal supports the philosophy of the 1967 McGill policy but amends its procedures in the direction of flexibility, Dr. Wood said. It "in no way conflicts with the President's views (as expressed in a June letter published last week), but nicely supplements them," Dr. Wood said also. It would eliminate fixed percentages set in the McGill document, except to maintain the "socioeconomic" category at *not less than 3%* of the total, with the option to increase that percentage. Dr. Wood's full text is available from the Office of the Secretary.

ADMINISTRATIVE ASSEMBLY

STUDIES IN PROGRESS

The Administrative Assembly has formed a Committee on the Economic Status of Administrative Personnel to gather comparative information on salaries, benefits and degree of involvement in budgeting processes for administrators here and at comparable institutions.

Assembly Chairman William G. Owen said the Committee will be headed by Edwin M. Ledwell, Jr.

A longer range study, on the rights and responsibilities of administrators here, will be carried out under Arthur Brennan, chairman of the Research Committee of the Assembly. It will take up the codification of policies on leave, termination, affiliation after retirement, and other issues affecting administrative staff.

A third study, to design and test a job and performance evaluation system, will continue under Dr. John Free.

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