

# Almanac

Volume 19, Number 31

April 10, 1973

Published Weekly by the University of Pennsylvania

## IN THIS ISSUE

- Map of Emergency Phones and Bus Routes
- President's Statement on Safety • Escort Service
- TENURE: Summary of the Keast Report
- OF RECORD: Indirect Costs; HUP Courtesy Plan
- SENATE: Proposed changes in Bylaws
- GRANTS • THINGS TO DO • BULLETINS
- SUPPLEMENT: Projected Faculty Profile 1973-1993

## JONES: VICE DEAN AT LAW

Frank N. Jones, a black lawyer born in Clarksdale, Mississippi, has been appointed Vice Dean of the Law School, Dean Bernard Wolfman announced Wednesday. Mr. Jones will assume this senior administrative post on August 1.

James Strazella, present Vice Dean, has resigned effective June 30 to devote his full time and energy to teaching and scholarship in criminal justice. On July 1, he will become assistant professor of law at Temple University.

Since September, 1971, Mr. Jones has served as executive director of the National Legal Aid and Defender Association. Prior to that, he was deputy associate director of the Office of Legal Services of the Office of Economic Opportunity. He has been involved with legal aid projects since 1964, when he served as cooperating attorney for the N.A.A.C.P. Educational and Legal Defense Fund. For two years, he was administrative lawyer for appeals and special projects of the Legal Aid Bureau of Chicago. Mr. Jones took his LL.B at De Paul University College of Law and LL.M. at New York University School of Law, where he was an Arthur Garfield Hays Fellow.

## TASK FORCE ON UNIVERSITY ATHLETIC POLICY

In its report of January 1973, the University Development Commission recommended "that the President and the Provost appoint a University-wide task force on intercollegiate athletics to recommend to them by September 30, 1973, the optimum size and cost of this program."

The Implementation Report (*Almanac* February 20) which followed acknowledged this recommendation and added the following: "The chairman of such a study, with whatever assistance appropriate, should work closely with the Budget Committee as well as with Council and University committees on Recreation and Intercollegiate Athletics. Such a study should be charged with recommending policies for support of athletics and recreation. The Task Force will have to consider Pennsylvania's possibilities in the light of Ivy practices and policies. The Council and others will be asked to comment on its findings and recommendations."

On March 16, the President appointed the undersigned as a Task Force on University Athletic Policy in accord with these recommendations. Our purpose is to recommend policy for establishing proper levels of University support for athletics and recreation. To accomplish this purpose, the Task Force seeks information and opinion from all sectors of the University community. We invite any interested individual or group to contact the Task Force by June 1 through its chairman: Dr. Philip Mechanick, 919 Gates Pavilion, HUP.

Because the end of the academic year is approaching, we urge interested individuals and groups to contact the Task Force as soon as possible.

Philip Mechanick, *Chairman*  
Chat Blakeman

Henry Teune  
Ralph Preston, *ex officio*



## Stop Rape: Steps Toward Solution

New outdoor lighting, additional emergency telephones and other improvements in campus safety are being expedited immediately, the University announced at midweek during a sit-in of women students, faculty and staff. (See map of phone and bus routes, page 2; details on escort service and lighting plans, page 3.)

The "Stop Rape" sit-in began Tuesday and seemed close to conclusion as *Almanac* went to press Friday. An ad hoc group of women, whose numbers ranged from 200 by day to 20 overnight in College Hall, presented ten demands for security improvements, education to prevent rape, and medical, legal and psychological support for victims.

The administration and the sit-in's negotiators agreed to formation of a Committee to Implement and Monitor Measures to Improve Security for Women. They also agreed on many lighting improvements, experimental extension of bus service, and other physical safety details.

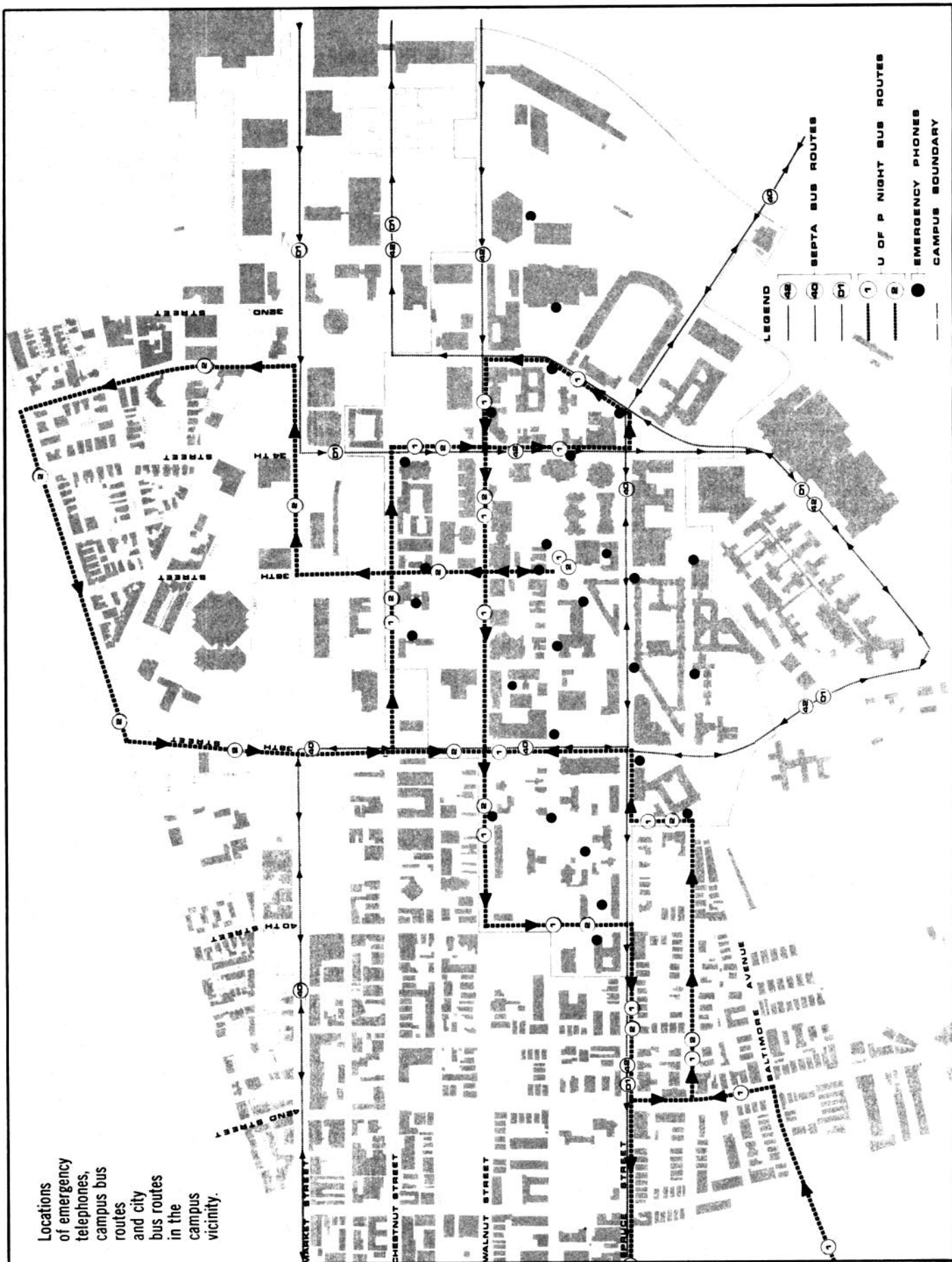
A key point of agreement was the decision to seek a Security Specialist who will be concerned with women's safety issues.

The negotiators and members of the administration were still working on details of the delivery system for the medical, legal and psychological counseling that will be made available; the design of a Women's Center proposal; and the administrative location of self-defense classes for women. Once basic outlines of these are established, the Committee to Implement and Monitor will be charged with follow-up. It will have liaison with Council committees that relate to security.

On the Committee will be Provost Eliot Stellar, Vice President Paul Gaddis, Vice President Robert Dripps and Dean Alice F. Emerson. A majority of the membership will be composed of women representing various groups in the University community including students, faculty and clerical and night-time personnel.

At the height of the sit-in, the members of the Senate Advisory Committee voted to express "both their support of the general aims of the women's sit-in in College Hall and their pleasure that it has been conducted in accordance with the Guidelines on Open Expression", Senate Chairman Jean Crockett announced.

Locations  
of emergency  
telephones,  
campus bus  
routes and city  
bus routes  
in the  
campus  
vicinity.



## ESCORT SERVICE

Ext. 7297/7298

(Outside telephones: 594-7297/7298)

The University's security personnel and a number of student aides maintain an escort service which will assist faculty, staff and students to reach their campus destinations or connect safely with public transportation.

The service can be reached at the campus extensions above. In addition, there are emergency telephones, many shown opposite, which connect directly with the security office. They are identified by their mounting, on an illuminated yellow box. Personnel are asked to familiarize themselves with the boxes located near the buildings they frequent and along the routes they travel.

At present the University has only two security vehicles and a limited security force with which to meet the many emergencies that arise. In order that we may give the needed priority to personal protection, we ask the cooperation of the entire campus community in giving consideration to the needs of each other. At the end of a night meeting, can those with vehicles offer a lift to the station to those without? Can those walking in the same direction take a moment to band together and take the same path to parked cars or transportation lines? The recent attacks on women have greatly emphasized the need for safety precautions by all of us. By taking the time to see to each other's safety, we can all greatly increase our own.

—John C. Hetherston

Vice President for Facilities Management

## STATEMENT BY PRESIDENT MEYERSON

The concern of all of us at the University of Pennsylvania for the security and safety of the members of the University community has been heightened by the recent assaults on women in the vicinity of the campus. I have appointed Alice Emerson, Dean of Students, to coordinate University efforts to help prevent and deal with such outrages and to develop effective measures for the aftercare of victims. Mr. Paul Gaddis, Dr. Eliot Stellar and Dr. Robert Dripps from the central administration will work closely with her and others will be asked to join in this effort.

Much can be done in the prevention of assaults and provision of appropriate resources to assist victims. For example, effective help should be available immediately to the victim to assure that her medical, legal and psychological needs are being met. From the standpoint of the physical security of individuals on the campus, our escort service which was established should be more fully utilized. Additional attention will be given to it and the full cooperation of all members of the University community in providing their assistance will be enlisted. The service is manned variously by students and by University security personnel. During the past ten days, some 50 persons have received escort service from the University security office.

For the longer term, we need to create and maintain on a continuing basis a program of increased security consciousness. Such a program must envision the greatest dispersal of information relating to security measures, self-defense and other protective devices, as well as procedures to be followed in the event of assault.

Suggestions have been made that additional cooperation between the security forces of Drexel University as well as the Philadelphia Police would improve security in the campus area. Considerable cooperation does exist and continuing efforts are necessary. As recently as late last week, conversations took place between the Mayor, a high University official, and the police to review current cooperative efforts with respect to security. Every assurance was given that the needs of the University community have had high priority and will continue to be given the greatest attention.

With respect to SEPTA, the University asked for an increase

in the hours of service of the D-1 route which connects the University with 30th Street Station and negotiations are underway to provide additional security within the subway and trolley stations in the immediate environs of the campus. This will be accomplished through the use of SEPTA Security personnel, University Security personnel, and Philadelphia Police who have been very cooperative in monitoring the stations in the University's area.

From the standpoint of the physical security of individuals on the campus a number of related services and efforts are underway to improve our own campus bus system, emergency telephones, campus lighting, and lighting of the areas immediately adjacent to the campus, as well as the joint University and City security measures.

- Recognition of inadequacies in some of these areas have already led to the installation both by the University and by the City of some additional street and campus lighting.

- The University itself will install an additional 100 high intensity lighting fixtures.

- The City is jointly working with the University in installing new higher intensity lighting.

- The University has begun a new practice of leaving lights on all night on the ground level floors of all buildings except residences. Light from the buildings will supplement exterior lighting.

With respect to emergency telephones, there presently are approximately 90 available. Each of these is directly connected with the University Security Headquarters which responds immediately to emergencies reported on these devices and which has arranged with the Philadelphia Police to supplement such efforts where this is indicated. Each instrument is checked three times a day to be sure that it is operable. An additional 40 telephones will be installed as rapidly as possible. In response to complaints that the location and identification of emergency telephones should be improved, it should be noted that each phone is mounted on an illuminated yellow box. An investigation is being undertaken immediately as to the desirability of further identification by such a device as a flashing, well-protected light. Many of the phones already are identified by an intense blue light.

The map showing the location of each emergency telephone also indicates the routes of the University's campus loop bus, as well as the SEPTA bus routes which serve the University and connect to other points of public transportation. By the end of this week the University will use a 32-passenger bus to accommodate increased usage rather than the current 24-passenger bus on the campus loop.

We are aware that concerned women have a number of additional ideas for improving campus security and dealing with the special needs of women. Dean Emerson, Paul Gaddis, and others will meet with these individuals and groups to make the fullest use of their insights.

## Tenure

### The National View

*The following summary of recommendations of the Commission on Academic Tenure in Higher Education headed by William R. Keast is taken from The Chronicle of Higher Education [March 26, 1973, v. 8, no. 25]. Commission findings are presented in Faculty Tenure by Jossey-Bass Publishers (San Francisco).*

1. Academic tenure, because of its value in maintaining academic freedom and faculty quality, should be recognized as fundamental and strengthened by all institutions.

2. The faculty should play a major role in developing an institution's tenure policies by recommending them for administrative review and adoption by the board.

3. Nontenured faculty members should be consulted in connection with decisions on reappointment and tenure.

4. Students should participate—but not have a controlling role—in making recommendations on faculty appointment, reappointment, and tenure.

5. Administrators should emphasize their role in insuring that a formal and appropriate personnel policy is developed and kept



under review, and should give special attention to faculty responsibility for maintaining high professional standards.

6. Governing boards should insist on strong personnel policies and should require regular reports on the institution's staffing plan.

7. System-wide personnel policies should be stated in general terms, giving individual institutions maximum latitude.

8. In statewide or multicampus operations, tenure should be explicitly granted in a particular institution, not in the whole system.

9. The system's administration and individual institutions should develop procedures to protect the tenure and freedom of faculty members in transferring from one institution to another, and to permit responsible evaluation by the faculty to which transfer is contemplated.

10. Colleges and universities should develop their own policies and procedures on personnel problems, so as to minimize reliance on the courts.

11. The higher-education community should vigorously call attention of the importance of preserving institutional and faculty authority on tenure policy.

12. Each institution should develop methods of evaluating teaching effectiveness, and professional associations should expand their efforts to improve teaching.

13. Students should have an explicit and formal role in assessing teaching effectiveness.

14. Faculties should develop more sophisticated and reliable methods of judging scholarly competence and promise.

15. The positive attributes of academic citizenship should be given significant weight in tenure decisions.

16. Each institution's faculty should assume responsibility for developing a code of conduct.

17. Each institution should develop a staffing plan to be reviewed annually, that is based on careful and realistic estimates of enrollments, budgets, and other variables over 5 to 10 years.

18. Staffing plans should provide explicitly for a substantial increase, in virtually all institutions, in the tenure component of women and members of minority groups.

19. An appropriate number of tenure positions, when they become vacant, should be available for allocation to any unit that needs them—or for suspension or elimination.

20. Most institutions should not permit their tenured faculty to constitute more than one-half of two-thirds of their total full-time faculty in the decade ahead. Policies should be flexible enough to allow for necessary variation among units. Institutions will need to proceed gradually in order to avoid injustice to probationary teachers.

21. Plans to improve teaching and scholarly skills might include new policies for leaves of absence, released time to develop new courses, in-service seminars, and programs in association with other institutions.

22. Institutions need more continuous and affirmative means to assist faculty members, especially those on probation, to improve their teaching, scholarship, and professional performance.

23. Every institution should develop a formal statement of its faculty personnel policy, with variations to meet the special needs of individual departments and other units.

24. Institutions should systematically communicate their personnel policies to their faculties, giving special attention to new appointees. The terms and conditions of service should be clearly spelled out, and the specific criteria to be used for evaluations during probation should be explained in writing.

25. The award of tenure should always be based on an explicit judgment of qualifications. Tenure should never be acquired by default, through the mere passage of time.

26. Prospective faculty members should be carefully screened before their initial appointments.

27. Departmental personnel recommendations should be reviewed above the department level and should involve faculty members outside the department concerned.

28. The probationary period should be no less than five years and no more than seven years.

29. Institutions should have explicit policies on the nature and amount of prior service elsewhere that they may credit toward fulfillment of the probationary rule.

30. Faculty members not recommended for reappointment or tenure should always be given an informal explanation by the department chairman and, if he requests it, a written statement of reasons.

31. Permissible reasons for non-renewal of term appointments or for denial of tenure should meet these tests: They should not violate the faculty member's academic freedom or punish him for exercising academic freedom, either in performance of his duties or outside the institution; they must not violate his constitutional rights or punish him for exercising them; they must not be arbitrary or capricious; they must represent the deliberate exercise of professional judgment in the particular institutional circumstances.

32. Probationary teachers should be able to present evidence on their behalf well before the final decision on reappointment or tenure.

33. Those denied reappointment or tenure should be able to secure an impartial review if they believe the decision resulted from improper procedures. In such appeals, the burden of proof should be on the teacher.

34. In dismissal proceedings, "adequate cause" should be restricted to demonstrated incompetence or dishonesty in teaching or research, substantial and manifest neglect of duty, and personal conduct which substantially impairs the individual's fulfillment of his institutional responsibilities. The burden of proof here rests upon the institution.

35. Each institution should adopt sanctions short of dismissal for possible application in cases of demonstrated irresponsibility or professional misconduct. These sanctions and related due-process procedures should be developed initially by joint faculty-administrative action.

36. All institutions should adopt these standards for notice of nonreappointment: at least three months before the end of an initial one-year contract; at least six months before the end of an initial two-year contract or a second one-year contract; at least 12 months before the end of a contract after two or more years of service at the institution.

37. If nonteaching professional personnel are to be made eligible for tenure, they should meet standards as rigorous as those for the teaching faculty.

38. Institutions should consider modifying their tenure arrangements to permit part-time faculty service, where appropriate, to be credited toward tenure.

39. Tenure should not be granted in administrative posts of department chairman and above. Faculty members serving full-time in administrative positions should retain tenure up to a stated maximum period (say 10 years).

40. Institutions should develop attractive options for early retirement or reduced service so those who wish may leave tenured positions before the mandatory age.

41. If financial exigency or academic program changes make it necessary to reduce the size of the faculty, this should be based on guidelines developed in consultation with faculty and student representatives.

42. Institutions should develop standards and procedures to protect themselves and faculty members for whom disability is claimed as a ground for dismissal, change of assignment or salary, or early retirement.

43. Funds available to the institution on a short-term basis should not be used to support new tenure positions unless continuing support can be identified in the regular budget.

44. Collective bargaining should not extend to academic freedom and tenure and related faculty personnel matters. Grievances on freedom and tenure should be handled outside the bargaining process.

45. The American Council on Education and other associations should provide a clearinghouse on faculty personnel practice.

46. Institutions trying alternatives to traditional tenure arrangements should invite evaluations by appropriate national professional groups.

47. Professional associations and research centers should expand their development of more sophisticated conceptions of teaching effectiveness and more reliable methods to evaluate teaching.

## OF RECORD



# INDIRECT COST RATE FOR FISCAL YEAR 1974

*Following is the text of a memorandum sent April 2, 1973, to all Deans, Directors, Department Chairmen and Principal Investigators concerning new indirect cost (overhead) rates that will take effect July 1, 1973.*

As you undoubtedly have come to realize from either articles in *Almanac* or by rumor, a substantial increase in the University's indirect cost rate will become effective July 1, 1973. A telephone survey confirms that the increased indirect cost rate will not place the University at a competitive disadvantage. While the new rate will place the University in the "same ball park" with most other comparable universities, we continue to have a lower rate than many of them.

### IMPLEMENTATION

Upon receipt of this memorandum, all research applications and proposals shall provide for an indirect cost rate of 44.5 percent of Net Total Direct Cost (NTDC), on campus and 25.6 percent of Net Total Direct Cost, off campus. As you will note, the base for calculating the indirect cost amount has been changed from Salaries and Wages to Net Total Direct Cost which includes all direct costs except permanent equipment, space rental charges and the amount of subcontracts in excess of \$50,000.

### APPLICATION TO ONGOING PROJECTS

Effective July 1, 1973, or later, depending on the terms of the specific contracts or grants:

1. Contracts and those grants which are on a fixed rate for the duration of the funded period, e.g., NSF grants, will be unaffected until they are renewed.
2. Contracts for which we may seek additional indirect costs will be renegotiated in an effort to gain the additional indirect cost. In those cases where we are successful, the contract will still have the same amount of direct cost money to spend and will be unaffected by the change. If we are unsuccessful, the contract will be performed at the original rate in the contract award for the duration of the funded period.
3. Those grants or contracts which are funded for an additional period and for which we do not receive an increase in funding to cover the indirect cost increase will be provided relief by the special fund described below.

### SPECIAL FUND

We propose to establish a special fund to assist those Principal Investigators whose direct cost funds are reduced as a result of the indirect cost rate increase. A committee will be established, probably under the aegis of the Committee on Research, to administer this fund. It will be incumbent upon the Principal Investigator to demonstrate that any reduction in funds available for direct costs of his project is directly attributable to the increase in indirect cost rates. New proposals which have no history for comparison will not qualify for assistance from this fund.

### BACKGROUND

Based on rate negotiations held in 1970, the University was placed on a predetermined rate of 36.2 percent of Salaries and Wages (S&W) for the year ending June 30, 1971, and on a fixed rate of 37 percent S&W with a roll forward provision for the fiscal years 1972 and 1973. The roll forward provision is a method for making corrective

adjustments as either an addition or subtraction during either one or two subsequent years following the year in which the indirect cost rate is "fixed".

The actual (unaudited) rate for the fiscal year ended June 30, 1971, has been established at 52.2 percent S&W. The difference between 36.2 percent S&W and 52.2 percent S&W represents a loss of unreimbursed overhead of approximately 3.17 million dollars. This loss is not recoverable by the University since the indirect cost rate was *pre-determined* for that year.

The indirect cost rate for the fiscal year ended June 30, 1972, has now been determined by the University to be 58.3 percent of Salaries and Wages. Since the University was on a fixed rate of 37 percent for fiscal year 1972, it experienced an underrecovery of \$4,206,712. In order to recover this amount over a two-year period, i.e., FY 1974 and 1975, it is necessary to add approximately 10 percent per year to the increased rate which will place the total indirect cost rate at about 69 percent on a S&W base.

The University has used S&W consistently in calculating the organized research overhead rates. Recently, the Office of Management and Budget Circular A-21 was revised to permit the use of a base other than S&W for distribution of indirect costs on federally sponsored agreements. We have reviewed the feasibility of using Net Total Direct Costs (NTDC) as a base for indirect cost calculation, and we believe a change in the distribution base will be beneficial for the following reasons:

1. Non-salary costs, such as employee benefits, travel, communications, etc., also generate indirect costs which are currently ignored by the S&W method of cost distribution. Also, many relatively simple projects that are heavy in labor costs frequently bear more than their share of indirect costs when S&W are used. Conversely, those projects which use relatively small amounts of labor but incur other costs do not really bear their fair share of indirect cost.

2. The NTDC rate will minimize year-to-year fluctuations in the indirect cost rate thus giving more stability to the overall research program.

3. The NTDC rate will minimize any attempt to keep direct S&W charges down or off the project in order to reduce the indirect cost charges to the project.

4. An indirect cost rate which is a relatively constant percentage of total direct costs would be of benefit from the investigator's standpoint in the cases of rebudgeting funds and proposal preparation. He would have one disadvantage, however, since indirect cost dollars would not be released when salary dollars were moved to another budget category, except in the case of equipment as mentioned above.

We requested approval of the DHEW, our cognizant audit agency, to change our base to NTDC and our request has been approved. Therefore, we propose to change the rate from 69 percent S&W to 44.5 percent of NTDC effective July 1, 1973, i.e., we have proposed this rate to HEW and expect to negotiate the actual rate about May 1, 1973.

—Reagan Scurlock  
Director, Research Administration  
and Associate Comptroller

# SENATE

## Two Sets of Bylaws Changes

In addition to the election of officers for 1973-74, the Senate's regular spring meeting Wednesday, April 25, from 3 to 6 p.m. in B-6 Stiteler Hall will have the following on its agenda:

Bylaws changes proposed by the Senate Advisory Committee, below.

Bylaws changes proposed by the ad hoc Committee on Structure in its report, also below.

Report of the Committee on Academic Freedom and Responsibility.

Report of the Committee on Economic Status of the Faculty.

Report of the ad hoc Committee on the Faculty.

Report of the ad hoc Committee on Students.

### SAC BYLAWS RESOLUTION

The Senate Advisory Committee moves the following amendments of the Senate Bylaws:

Sec. 8 (b) (1) There shall be a Senate Committee on Academic Freedom and Responsibility of seven members, including the Chairman-elect, and six members of the Senate, two to be elected each year. *There shall also be a pool of three alternates, one to be elected each year, from which replacements are to be drawn when vacancies occur.* No one shall serve on the Senate Committee if he is a member of any other faculty committee on academic freedom and responsibility. In the event the Chairman-elect is disqualified for this reason, the Advisory Committee shall [elect a substitute] *select a substitute from the pool of three alternates.*

8 (c) The Nominating Committee. There shall be a Nominating Committee composed of seven members. The Advisory Committee shall select and secure acceptance of nomination of seven candidates for the Nominating Committee. The slate of candidates shall be circulated in the fall to the Senate membership at least forty-two days prior to the final constitution of the Nominating Committee. The letter advising the Senate membership of the selections of the Advisory Committee shall also contain an invitation for additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Advisory Committee. Nominations will automatically be closed fourteen days after the circulation of the slate of the Advisory Committee. If no additional nominations are received, the slate nominated by the Advisory Committee would be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the Advisory Committee. The ballot shall be circulated no later than fourteen days subsequent to the close of nominations. Voting shall be noncumulative, each member being entitled to vote for up to seven candidates. The polls shall be closed fourteen days subsequent to the circulation of the ballots. The Nominating Committee shall be composed of the seven nominees receiving the highest number of votes. In case of ties, decisions shall be by lot. *The chairman shall be designated by the Senate Advisory Committee.*

Sec. 12 (c) Senate Committee on Academic Freedom and Responsibility. Members of the Senate Committee on Academic Freedom and Responsibility shall hold office for a term of three years, beginning the first of May following their election. *Alternates shall continue as members of the replacement pool for a period of three years or until they become mem-*

*bers of the Committee. If appointed to the Committee from the pool, a member shall continue to serve until the expiration of the term of the individual replaced.*

Sec. 12 (d) Nominating Committee. *Members of the Nominating Committee shall serve for a term of one year.*

12 (e) Committee on the Economic Status of the Faculty. *Members of the Committee on the Economic Status of the Faculty shall serve for a term of one year.*

Sec. 13 (e) Senate Committee on Academic Freedom and Responsibility. Whenever a vacancy shall occur among the elected members of the Senate Committee on Academic Freedom and Responsibility, the Advisory Committee shall [elect] *select a successor from the pool of alternates, who shall serve for the balance of the unexpired term. The pool shall be replenished at the annual Senate elections.*

13 (f) Nominating Committee. *Whenever a vacancy shall occur among the members of the Senate Nominating Committee, the Advisory Committee shall select a successor, who shall serve for the balance of the unexpired term.*

13 (g) Senate Committee on the Economic Status of the Faculty. *Whenever a vacancy shall occur among the members of the Senate Committee on the Economic Status of the Faculty, the Advisory Committee shall select a successor, who shall serve for the balance of the unexpired term.*

### REPORT OF THE AD HOC COMMITTEE ON STRUCTURE

At the meeting of the Senate on October 4, 1972, the ad hoc Committee to Reexamine the Structure of the Senate delivered the [attached] report to the Senate (*Almanac* October 3). As stated in the report, the ad hoc Committee recommended to the Advisory Committee that it set up four ad hoc committees for the present academic year and indicated that it would propose the establishment of standing committees if the ad hoc committees worked well. The four committees in question are Committees on the Faculty, Students, Administration and Education.

The Committee now recommends to the Senate the adoption of amendments to the Bylaws to create four standing committees with the names and purposes described in our prior report. Our proposals for amendments to the Bylaws are [below].

Following this Committee's recommendation in October, the Advisory Committee appointed a Committee on the Faculty, a Committee on Students and, very recently, a Committee on Administration. A Committee on Education has not been appointed since an existing ad hoc Committee on Academic Priorities has been performing the functions of such a committee. We believe that the committees that have been appointed work well, allow for flexibility in the study of problems as they arise from time to time and that the system should be made permanent.

Ralph Ginsberg  
Noyes Leech  
Ned Williams

#### PROPOSED BYLAW AMENDMENTS

Sec. 8 Standing Committees

(e) Other Committees Appointed by the Advisory Committee.

(i) There shall be the following committees:

- (a) The Committee on the Faculty;
- (b) The Committee on Students;
- (c) The Committee on Administration; and
- (d) The Committee on Education.

The Committees shall each consist of at least five members, in addition to the Chairman and Chairman-elect of the Senate. The members and the Chairman of each Committee shall be appointed by the Advisory Committee. The terms of office of the members and Chairman shall be one year, with no limit on the number of reappointments.

(ii) The Committees named in subsection (e)(i) shall deal with such matters as may be referred to them from



time to time by either the Senate or the Advisory Committee. They shall report to whichever body has referred a matter to them or as otherwise directed by the body referring a matter. The titles of the Committees shall be generally suggestive, but not restrictive, of the matters that may be referred to the Committees.

#### Sec. 12 Terms of Office

- (f) Other Committees Appointed by the Advisory Committee. Members of the Committees on the Faculty, Students, Administration and Education shall serve for a term of one year.

#### Sec. 13 Vacancies

- (h) Other Committees Appointed by the Advising Committee. Whenever a vacancy shall occur among the numbers of the Senate Committees on the Faculty, Students, Administration or Education, the Advisory Committee shall select a successor, who shall serve for the balance of the unexpired term.

## GRANTS

### SPONSORED RESEARCH

#### A Summary of Contracts and Grants for Research and Related Activities Received by Faculty Members During February 1973

ARMY: *M. Yanoff* (Ophthalmology) "Histopathology of Laser-Induced Ocular Lesions" \$8,000.

NAVY: *J. Emery* (Moore School) "Management of Computer Systems in the Navy" \$60,000 . . . *C. Lambertsen* (Institute For Environmental Medicine) "Operational Support of Decompression Data Bank" \$45,500 . . . *H. Schwan* (Moore School) "Effects of Microwaves: Local Hot Spot Heating by Microwaves" \$7,854.

PUBLIC HEALTH SERVICE: *M. Allam* (Veterinary Medical School) "Laboratory Animal Care Program" \$148,160 . . . *T. Asakura* (Johnson Foundation/Biophysics) "Mechanism of Oxygen Supply to Tissue" \$19,060 . . . *C. Brighton* (Orthopedic Surgery) "Articular Cartilage Preservation and Transplantation" \$18,379 . . . *A. Brown* (Dental Pathology) "Analysis of the Glycoproteins of Transformed Salivary Glands" \$8,700 . . . *S. Cohen* (Medicine) "Physiologic Characteristic of the Pyloric Sphincter" \$85,226 . . . *S. Cohen* (Medicine) "Neurohumoral Control of Gastrointestinal Motility" \$25,000 . . . *S. Harris* (Dental Medical School) "General Research Support Grant" \$64,590 . . . *R. Hochstrasser* (Chemistry) "Photoprocesses in the Organic Solid State" \$41,765 . . . *J. Kastor* (Medicine) "Effects of Intramuscular Atropine on Arrhythmias Associated With Myocardial Infarction" \$2,607 . . . *L. Mastroianni* (OB/GYN) "Primate Resource Studies in Reproductive Biology" \$137,170 . . . *L. Mastroianni* (OB GYN) "Co-ordinated Program in Reproductive Biology" \$383,050 . . . *P. Moorhead* (Medical Genetics) "Clinical and Chromosomal Variation in 11,000 Children" \$21,555 . . . *S. Mulholland* (Surgery/Neurosurgery) "Urinary Bladder AntiBacterial Defense Mechanism" \$25,334 . . . *U. Nilsson* (Medicine) "Structure and Function of Human C5" \$52,991 . . . *L. Peterson* (Bockus Research Institute) "Cardiovascular Control by Neural and Chemical Systems" \$490,991 . . . *A. Relman* (Medicine) "Metabolic Correlates of Renal Function" \$51,244 . . . *R. Utiger* (Medicine) "Thyroid Stimulating Hormones in Plasma" \$43,194 . . . *L. Flexner* (Anatomy) "Studies on the Molecular Basis of Memory" \$34,949 . . . *R. Thurman* (Johnson Foundation/Biophysics) "Interaction of Drug and Ethanol Metabolism" \$22,846.

ATOMIC ENERGY COMMISSION: *D. Kuhl* (Radiology) "New Approaches in Image Formation in Radioisotope Scanning" \$80,000 . . . *C. Ramberg* (Clinic Studies) "Calcium Kinetics in Cows" \$29,000.

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION: *A. Brown* (Biology) "Plant Morphogenesis" \$71,977.

NATIONAL SCIENCE FOUNDATION: *M. Altman* (Towne School) "Conservation and Better Utilization of Electric Power" \$464,400 . . . *M. Cohn* (Johnson Foundation/Biophysics) "Mechanisms of Phosphate Transfer Reactions" \$26,000 . . . *J. Donohue* (Chemistry) "Structural Studies of Compounds of Biological Interest"

\$30,334 . . . *R. Kadison* (Mathematics) "Functional Analysis and Mathematical Physics" \$54,600 . . . *L. Klein* (Economics) "Building of the Flow-of-Funds of the U. S. Economy" \$52,800 . . . *H. Primakoff* (Physics) "Theoretical Physics" \$90,000 . . . *D. Rim* (Mathematics) "Homological Algebra" \$10,500 . . . *L. Tilney* (Biology) "Pattern Generation and Motility of Microtubules and Microfilaments" \$60,000 . . . *M. Wolf* (Towne School) "Solar Energy Research Conference" \$11,000.

ACTION: *A. Sullivan* (External Affairs) "University Year for Action" \$27,443.

SMITHSONIAN INSTITUTION: *D. O'Connor* (University Museum) "Excavation Within the Town and Harbor Site of Malkata, Western Thebes" \$52,298.

COMMONWEALTH OF PENNSYLVANIA: *B. MacDougall* (Landscape Architecture) "Guidelines for Ecological Planning" \$25,000.

PHILADELPHIA SCHOOL DISTRICT: *R. Preston* (Education School) "A Project to Prepare Reading Specialists for Work With Disadvantaged Children in Philadelphia Public Schools" \$27,000 . . . *L. Shoemaker* (Social Work School) "Get-Set Program" \$38,308.

COMMONWEALTH OF KENTUCKY: *H. Ozbekhan* (Management Science Center) "Commonwealth of Kentucky Research Needs" \$22,756.

#### PRIVATE FOUNDATIONS, RESEARCH ORGANIZATIONS AND ASSOCIATIONS, AND INDUSTRY:

FORD FOUNDATION: *W. Malenbaum* (Economics) "Health, Population and Economic Growth in Poor Lands" \$11,850. PHILADELPHIA URBAN COALITION: *R. Minter* (Education School) "Language Arts Curriculum on African and Afro-American Culture" \$3,750. PENNSYLVANIA MUTUAL LIFE INSURANCE: *C. Schwegman* (Surgery/Neurosurgery) "Tumor Clinic and Registry-HUP" \$15,000.

SUMMARY: Contract and Grant Awards July 1972 through February 1973: 431, totaling \$26,604,888.

## THINGS TO DO

ICA IS FOR KIDS. "Look What We Made," art by and for children from 5 to 10. Institute of Contemporary Art, April 14, 11 a.m. Children must be accompanied by an adult.

THE WOMAN POET. Open reading, Catacombs, April 16, 8:30 p.m. For more information, call Ruth Duck, EV 6-1610.

CINESPHERE WITH OPTICAL SYNTHESIZER. Mysterious instrument for visual arts, corresponding to sound synthesizer for electronic music. Roger Patterson, developer, will present a film and demonstration; the audience will be invited to operate the machine. Prince Theatre, April 23-29, 1, 2:30, 7, 8:30 p.m. daily. Free, advance tickets required, Annenberg Center box office.

PENN CONTEMPORARY PLAYERS. Richard Wernick, director; Jan DeGaetani, mezzo-soprano. Program to include Stravinsky's Octet for Wind Instruments; Elliott Carter's Sonata for flute, oboe, cello and harpsichord. George Rochberg's "Elektrikaleidoscope." Richard Wernick's "Kaddish-Requiem." St. Mary's Church, 3916 Locust Walk, April 25, 8:30 p.m. Free.

PHILADELPHIA MADRIGAL CHOIR, Temple Painter, harpsichord, and Joel Robinson, recorder. Houston Hall, April 26, 8:30 p.m. Tickets: \$1 with University ID.

BACH CONCERT. Annual tribute to Johann Sebastian, the last concert of the University Museum series. Museum String Orchestra; Mme. Agi Jambor, piano, guest performer; William Smith, conductor. Museum, April 29, 2:30 p.m. Free.

THE WOMAN POET. Diana Eyer and Pat Gallner read; last of a series. Catacombs, April 30, 8:30 p.m. Free.

ARIADNE AUF NAXOS, by Richard Strauss. Curtiss Institute of Music production conducted by Max Rudolph and David Effron, directed by Dino Yannopoulos. Annenberg Auditorium, May 3, 5, 7, 8 p.m. Free.

FILMS BY WOMEN. Second series produced by Sandra Grilikhes. Annenberg Auditorium, Thursday evenings, May 17-June 28, 7:30 p.m. Tickets: \$1.

ALICE IN WONDERLAND. Musical directed by Betty Chomentowski. Zellerbach Theatre, June 15, 16, 22, 23, 8 p.m. Ticket information: Annenberg Center box office, Ext. 6791.

## OF RECORD



### HUP COURTESY ALLOWANCE

*Following is the text of the HUP Courtesy Allowance Plan which will appear in forthcoming editions of handbooks for faculty, administration and staff.*

#### HOSPITAL OF THE UNIVERSITY OF PENNSYLVANIA COURTESY ALLOWANCE PLAN

This special allowance plan applies to all fully-affiliated, fully salaried personnel including University employees working at HUP:

1. Personnel will receive full coverage in semi-private accommodations with the exception of convenience items and blood, (unless they are members of the HUP Blood Donor Club or a recognized similar program), if he/she has Blue Cross Co-pay Comprehensive or equivalent basic insurance.

2. There is no charge after basic coverage if the employee has Major Medical Insurance and satisfies the appropriate deductible. Otherwise, the employee will be required to pay an amount equal to Major Medical coverage.

3. In cases of no insurance or partial coverage, the employee will be required to pay an amount equal to Blue Cross and the Major Medical payment after the satisfaction of the appropriate deduction.

4. There is a 50% allowance of full cost for clinics, and for private and clinic ancillary services billed by the hospital.

5. The charge to the employee for drugs amounts to the cost plus \$1.00.

6. Dependents of employees receive benefits as listed above.

In order that University personnel receive these courtesy allowances, it is absolutely necessary that they identify themselves upon registration and/or admission and at the time they make payments to the cashier.

It is urged that the University identification card be available for this purpose at all times.

—Ralph L. Perkins, Executive Director  
Hospital of the University of Pennsylvania

## BULLETINS

### COURSES FOR STAFF

University employees who wish to resume their education are invited to consult the Continuing Education Program staff in 116A College Hall. Employees interested in taking courses in summer or fall terms this year should contact this office in the very near future, in order to avoid the summer rush. Call Ext. 8927 for information about application procedures.

### SPRING IN LONDON: \$399

A limited number of seats on the General Alumni Society's charter flight to London is available to University faculty, staff and students. The tour leaves Philadelphia on May 28 and returns June 5; round-trip flight only costs \$161. The package price of \$399 includes air fare, hotel, ground transportation and luggage transfers, sightseeing tours and some meals. Further information: Miss Marge Sahagian, 638 FB, Ext. 7911.

### SUMMER CHARTER FLIGHTS

The University's charter flight service is taking reservations now for two flights to Europe:

El Al, New York-London, June 15-July 13, round trip \$148.

Finnair, New York-Amsterdam, July 3-August 15, round trip \$194. (Prices do not include \$3 departure tax).

Hotel accommodations for both tours are available. University I.D. and \$50 deposit are required at sign-up. For information, telephone Group and Charter Flights, director's office, Houston Hall, Ext. 7268.

### ENFORCEMENT BY BEEPER

A Tele-Toll Minder for monitoring telephone calls is the latest feature of the WATS lines. Although additional WATS bands were recently installed, the heavy volume of calls and a long waiting list for lines necessitates a five-minute limit on WATS conversations. The Tele-Toll Minder, a meter at the main switchboard in College Hall, records the time spent on each call. A beep signals when five minutes have passed. To save face, only the caller at the University end will hear it.

The Telephone Service recommends that if calls are expected to be longer than five minutes, they be placed through the regular operator and not dialed directly through the WATS lines. But since WATS lines are cheaper to use, it might be more convenient to make several long-distance calls than to wait for information while others wait for the line you're tying up.

### OPEN HOUSE IN PURCHASING

On the first and third Wednesday each month, the University's Purchasing Office will be open to individuals or groups from 2 to 3:30 p.m. Informal group-orientation sessions will be available, along with advice to individuals on purchasing policies, requisition procedures, and other matters. Director Robert Ferrell and his staff are also following price changes and other effects of the changing economy. A purchasing newsletter is issued periodically, listing such information as how to figure the useful life of equipment, where to dispose of surplus metalworking tools, the availability of new items (film, calculators this month) at the Bookstore, and other details that affect the institutional shopper. Call Mr. Ferrell or Mrs. Vaccaro at Ext. 7216 to arrange orientation or to join the newsletter's mailing list.

### HEALTH AFFAIRS: NEW PHONE NUMBER

Ext. 4811 will now connect callers with the personnel in the Office of the Vice President for Health Affairs, 110 CH: Vice President Dr. Robert Dripps and his secretary, Mrs. Paulette Wall; Assistants to the Vice President Dr. John Brobeck, Mrs. Frances S. Hardy and Duncan Van Deusen and Administrative Assistant for the Pennsylvania Plan, Mrs. Catherine S. Pacello.

## CONFERENCES

### CONFERENCES AND LECTURES

**MOORE SCHOOL RESEARCH SYMPOSIUM.** In honor of the fiftieth anniversary, Moore School faculty and alumni will present papers on current research at a two-day conference. Topics have been divided into six sessions on system and control; solid-state electronics; biomedical engineering; electro-optics and electromagnetic fields; communication and computer and information science. Alumni Hall, Towne Building, April 12 and 13. Registration free for Penn faculty and staff. Phone Ext. 5169 for reservation and program information. Reservations at \$10 are required for reception and dinner, Faculty Club, April 12, 6:30 p.m.

**THE RIVER AND THE WATERSHED.** Eleventh annual Laura L. Barnes lecture will be presented by Dr. Ruth Patrick, chairman and curator of the limnology department of the Philadelphia Academy of Natural Sciences and Adjunct Professor of Biology here. The Barnes Lecture Fund is sponsored by students of the Arboretum of the Barnes Foundation and is administered by the Director of the Morris Arboretum. Goodhart Hall, Bryn Mawr College, April 12, 8:30 p.m. Free.

ALMANAC: 515 Franklin Building, Ext. 5274

Editor .....Karen C. Gaines

Assistant Editor .....Margaret M. McIlmoyl