

Almanac

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Joining the 'Libraries' Library'

On July 1, 1973, the University of Pennsylvania became a member of the Center for Research Libraries, a non-profit corporation located in Chicago and supported by its more than one hundred member institutions to provide materials for research.

Penn Libraries Director Richard De Gennaro called the Center "a libraries' library" of books, periodicals, archives and other library materials consulted infrequently enough that their use can be shared by many libraries without undue handicap. By sharing cooperatively in the cost of collecting and maintaining materials, he said, the member institutions can have access to a far larger collection for research than any of them could individually afford.

Present collections amount to more than three million volumes and are growing at the rate of several hundred thousand volumes a year.

"These do not consist, as is sometimes thought, only of older materials deposited in the Center by its member libraries. Many titles did come that way, but the policy of the Center has been to acquire directly by purchase, exchange, or gift, those materials needed for research but not readily available in the member's own collections and whose use can be shared without handicap. As the Center's membership has increased so has its budget for acquisitions, both because of the additional members, and also because of the increased federal grants and gifts this has made possible. Such directly acquired material includes both newly published titles and older printed works and archives, both of the latter usually in microform," Mr. De Gennaro said.

"Materials available from the Center are not limited to those it happens already to have," he continued. "One of the Center's significant benefits is that for several major categories of materials it will acquire and lend any accessible title needed for present research that it does not already have. These categories are scientific journals, foreign doctoral dissertations, microfilms of U.S. or foreign newspaper files, and microfilms of U.S. or foreign archives, public or private."

Detailed information about the collections can be found in a book catalog of holdings, which is available in Van Pelt Library. A descriptive *Handbook* and brochures will also be available in all of the departmental libraries.

Any material owned by the Center can be borrowed by a member library for research use by its readers on the same basis as if it were the library's own material. Materials may be kept for as long as needed though they are subject to recall if needed by another reader. Materials will be requested by telephone or teletype and delivery will be made by United Parcel Service or Air Parcel Post usually within three to four days after the request is made.

"Penn's annual dues are \$9,700," Mr. De Gennaro said, "but we expect to save considerably more than that sum every year by being able to forego the purchasing and processing

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OPEN HOUSE OCTOBER 3

Tomorrow at 5 p.m. Penn's new Women's Center opens its doors to all women of the campus—women faculty, staff and students, and the wives of male faculty, staff and students. From 5 to 8 p.m. there will be wine and cheese and a chance to meet three campus newcomers concerned with women's welfare here: the Center's Coordinator Sharon Grossman; Women's Studies Coordinator Dr. Elsa Greene; and Security Specialist Yvonne Haskins. The Center is at 110 Logan Hall.

EQUAL PAY STUDY

A representative of the U.S. Department of Labor is on campus for an indefinite period to look into University compliance with equal-pay-for-equal-work regulations. Individuals may offer cases via the Equal Opportunity Office, Sergeant Hall, 34th and Chestnut, Ext. 6993.

A TORCH STUCK ON DEAD CENTER

President Martin Meyerson, in a letter to University faculty and staff this fall, echoed the sentiments of a major daily newspaper in Philadelphia when he said that the United Fund's Torch Drive has got stuck on dead center recently.

Expressing concern for the administrative plight of health and welfare agencies trying to maintain services for people in need without any increase in operating income, the President pledged the University's effort to increase its support by 5%.

That means raising \$4000 more than last year's \$80,000. The funds go toward support of some 250 agencies.

To cut the University's costs in campaigning *there will be only one mailing to each member of the University family.* That mailing will include a pledge card with options to give also to Heart and Cancer drives. All three gifts are payroll deductible as one-time or longer-term items. The "quick campaign" is meant to save Penn staff time as well as materials cost, according to Dr. Raymond Saalbach, who is heading the campus drive. "We know from experience that Penn people will come through," he said. "The object is to come through without spending the extensive follow-up time we have had to spend in the past."

OF RECORD



ACADEMIC INTEGRITY

Following is the text of the Code of Academic Integrity adopted by the Council on April 12, 1972.

Inasmuch as the standing of an educational institution and the value of a degree from that institution are dependent upon the integrity of study and research carried on at that institution, the following statement is drawn to make clear the policy of the University of Pennsylvania concerning academic honesty.

A. It is the responsibility of each student to see that his study and participation in the academic process is so conducted that there can be no question concerning his integrity.

B. The instructor has the responsibility of conducting his course so as to foster academic integrity.

C. With the exception of such circumstances as the instructor may define, all quizzes, examinations, written problems, papers and term papers, exercises, and daily recitations are expected to be the work of the student himself. Any use of ideas, data or wording of another person must include explicit acknowledgement of the source. Failure to give such credit is plagiarism. Intentionally supplying such information is also a violation of the code.

D. Concerning examinations and quizzes:

1. Proctoring is recommended.

2. Each instructor should specify, as appropriate, what materials students may use during an examination. Unauthorized communication and/or use of unauthorized materials during an examination constitute dishonest conduct.

3. "Open Book" or "take home" examinations or problems may be given but rules for such work should be clearly defined by the instructor.

4. Separate examinations should be prepared if all students do not take the examinations at the same time.

5. The unauthorized giving or receiving of information of any other act of collusion during an examination or quiz is a violation of the Code.

6. An instructor may establish additional rules, such as asking students to sit in alternate seats, requesting that books and notebooks be left at a specified place, etc.

E. If dishonesty is alleged:

1. Any student may bring it to the attention of the instructor of the course.

2. The instructor or any student may report the case to the Office of the Judicial System for disposition by the Honor Board.

3. The instructor may:

a) Put the student on disciplinary probation in the course if the act occurs during the semester; or

b) Give a permanent mark of X (no credit because of violation of the Code of Academic Integrity) and dismiss the student from the course.*

4. If the instructor takes disciplinary action he must inform the student and the Office of the Judicial System in writing within 10 days of his action.

F. The student has the right to appeal the decision of the instructor to the Honor Court of the University Judicial System. He must make that appeal in writing within 10 days of receipt of the instructor's action.

G. In cases brought before it, the Honor Court shall hear the student and the instructor. The Honor Court may dismiss the case, affirm the action of the instructor where such action has been taken, or recommend disciplinary probation, a mark of X, or suspension for the student to the Executive Committee of the appropriate school.* The student has the right to appeal these sanctions to that Executive Committee. Such appeals must be made in writing within 10 days of the hearing by the Honor Court.

SENATE AGENDA FOR OCTOBER 31

At the Faculty Senate Meeting Wednesday, October 31, 3-6 p.m. in Room 102 of the new Chemistry Building on the northeast corner of 34th and Spruce, the agenda tentatively will include:

Discussion and action on the Report on Faculty Grievance procedure and proposed Bylaws change (below).

Discussion of the Report on Tenure (forthcoming).

Discussion of the Academic Planning Committee's report dealing with ranking of departments by excellence (to be distributed initially in *Almanac*).

Discussion of the Report on Voluntary Retirement (forthcoming).

SENATE

Proposed Faculty Grievance Procedures

Following is the revised report of the Subcommittee on Grievance Procedures as adopted by the Committee on the Faculty.

I. Applicability

a. This grievance procedure shall be available to any member of the University faculty.

b. A grievance is a claim that action has been taken which affects the faculty member's personnel status or the terms or conditions of his/her employment and which is: (1) arbitrary and capricious; (2) discriminatory with regard to race, sex, creed or national origin; or (3) not in compliance with University procedures or regulations (other than those relating to academic freedom).

II. Grievance Commission: Inquiry Panels

a. There shall be selected by the Senate Advisory Committee sixteen persons from the full-time University faculty to constitute a Grievance Commission. The Commission shall be broadly representative (including women and members of minority groups), but shall not include department chairmen; deans and directors; associate, assistant or vice deans; or members of the central administration. In accepting appointment to the Commission each member shall be asked to bind himself/herself to maintain confidentiality with respect to oral and documentary evidence presented during the investigation of individual cases. Members shall serve three-year terms expiring June 30 which shall be so arranged that the terms of no more than six members shall expire simultaneously. Replacements shall be selected by the Senate Advisory Committee at least once a year as needed. Each year members of the Grievance Commission shall select from among themselves one person to chair the Commission.

b. The Grievance Commission shall have power to receive and to process grievances in accordance with the procedure set forth below. In so doing, the Grievance Commission shall act in each individual case through a three-member Inquiry Panel, the composition of which shall be determined by alphabetical rotation. The Panel shall not include persons belonging to the grievant's department nor, in a case involving termination at the end of the probationary period, an untenured person from the grievant's School. The grievant shall be permitted a peremptory challenge of one Panel member. Either the grievant or the parties who made the decision which is the subject of the grievance may challenge panel members for cause, such challenges to be ruled upon by the remaining members of the Grievance Commission.

*Use of the mark X not adopted in all schools.

III. Preliminary Procedures

a. Before filing a grievance with the Grievance Commission, the affected faculty member shall first (1) request from his/her Dean a written statement of the reasons for the decision which is the subject of the faculty member's grievance, and (2) make an effort to confer in person with the Dean to attempt to reach an equitable settlement of the grievance. The Dean shall promptly cooperate with the grievant in this preliminary procedure. The Dean's written statement should either be approved by the department chairman and the chairmen of any departmental or school personnel panels which have reviewed the case or be accompanied by separate statements from those persons.

b. Failing a settlement within four weeks after the request to the Dean for a written statement, the grievant may submit to the Grievance Commission through its Chairperson a written notice of grievance and request for a hearing. In such a case, the grievant shall at the same time notify the Provost in writing that such notice and request have been filed. In the event it should appear to the Chairperson of the Grievance Commission that the grievance implicates questions of academic freedom, he/she shall refer the notice of grievance to the Senate Committee on Academic Freedom, Faculty Rights and Faculty Responsibility (Senate Committee)*, which shall promptly determine whether the grievance is in fact within the jurisdiction of the appropriate School Committee on Academic Freedom and Responsibility.

c. Upon receipt of notice of the grievance, the Grievance Commission shall appoint an Inquiry Panel to process the grievance. The Panel shall undertake a full examination of relevant evidence, to commence between two and four weeks from the date of filing of the grievance, unless the Senate Committee earlier determines that the grievance is in fact within the jurisdiction of the appropriate School Committee under Section IIIb. The Panel is encouraged, as its inquiry progresses, to effect an equitable settlement of the grievance through mediation.

**The change in title and broadening of the functions of the Senate Committee on Academic Freedom and Responsibility which is implicit in this proposal would require a change in the Senate Bylaws. (See box.)*

PROPOSED MOTION FOR AMENDMENT OF THE SENATE RULES

Implementation of the accompanying proposal for Faculty Grievance Procedures will require some broadening of the stated functions of the Senate Committee on Academic Freedom and Responsibility to include a role in the protection of the civil rights of the faculty. The Senate Committee on the Faculty therefore moves the following amendments of the Senate Rules:

1. That the title of the Committee on Academic Freedom and Responsibility be changed to the *Committee on Academic Freedom, Faculty Rights and Faculty Responsibilities*, in order to reflect the broadening of its charge, and that all references to this Committee in the Senate Rules be modified conformingly.

2. That Section 8 (b) be amended by the addition of the following paragraph:

(iii) The Committee shall advise and consult with faculty bodies charged with investigation of faculty grievances in respect to procedural questions. After informal procedures have been exhausted in a grievance involving questions of reappointment, promotion or tenure, the Committee shall, in accordance with grievance procedures that may be in force in the University from time to time, at the request either of the grievant or of the administrative officer(s) whose actions are the basis of the grievance, conduct a formal hearing of the case and shall report its findings to the President. The Committee shall formally establish standing procedures for such hearings.

IV. Inquiry Procedures

a. Both the grievant and the parties who made the decision which is the subject of the grievance shall be permitted to provide to the Panel oral and documentary evidence in support of their respective positions.

b. In cases involving reappointment, promotion, or tenure, the Panel shall have access to all documentary evidence concerning the grievant that was available to the parties who made the decision. Such "parties who made the decision" might include any or all of the following: department chairmen, department personnel committees, department members who decide on departmental recommendations for personnel action, the deans of the schools, the school personnel committees, the Provost, the Provost's Staff Conference. The Panel shall also be authorized to solicit additional documentary evidence on its own initiative.

c. The grievant may be accompanied by a University colleague when appearing at Panel meetings. (This colleague may not address the Panel unless invited to do so by the Panel.)

V. Findings

a. Except in extraordinary circumstances findings shall be reported within ten weeks of the filing of the complaint.

b. If after examining the evidence the Panel determines that there are no substantial grounds for complaint, it may dismiss the grievance. This decision shall be final within the University.

c. In cases in which the tenure status of the grievant is at issue between the grievant and his school, the grievance panel may at any time refer the case to the Senate Committee on Academic Freedom, Faculty Rights and Faculty Responsibilities.

d. In cases not disposed of pursuant to (b) and (c), the Panel shall promptly prepare a written report and recommendations, setting forth, in detail appropriate to the case, the factual findings of the Panel, its conclusions regarding the merit of the grievance and its recommended disposition of the case. In cases involving reappointment, promotion, or tenure, where the Panel has found persuasive evidence of arbitrariness, discrimination, or non-compliance with University procedures, it shall recommend re-evaluation of the decision on proper grounds. Neither the Inquiry Panel nor the Grievance Commission shall have the responsibility or authority to make such a re-evaluation of professional competence on its own.

e. The Grievance Commission shall communicate the report and recommendations both to the grievant and to the Provost.

f. While these recommendations are to be accorded great weight, they are advisory to the Provost and not binding upon him. In the event the Provost declines to implement the recommendations, he/she shall communicate that decision to the Commission in writing, accompanied by compelling reasons stated in detail. The Provost's decision shall be rendered within six weeks.

VI. Hearing by Senate Committee on Academic Freedom, Faculty Rights and Faculty Responsibility

a. In cases not dismissed by the Inquiry Panel, which involve reappointment, promotion, or tenure, the grievant, if not satisfied with the disposition of his/her case, is entitled to a formal hearing before the Senate Committee on Academic Freedom, Faculty Rights and Faculty Responsibility (Senate Committee) on the grounds asserted in the grievance. Such a hearing may also be requested by the grievant's department or school. The report and recommendations of the Grievance Commission shall then be made available to the Committee.

b. The Senate Committee shall adopt procedures for the conduct of the hearing. Such procedures shall be similar to those stipulated in cases involving suspension or removal of a tenured faculty member for just cause, except that in the present case, the burden of proof shall be upon the grievant. In particular, the grievant shall have the right to question adverse witnesses and to call witnesses on his/her own behalf, and shall have the assistance of the administration in securing the attendance of witnesses on his/her behalf; both the grievant and the administrative officers whose decision is the subject of the complaint may have the assistance of counsel; and a verbatim record of the hearing shall be taken.

c. The Senate Committee shall report its findings and recommendations to the President.

FOR COMMENT



PROPOSALS ON A COPYRIGHT POLICY

The following study and proposals of an ad hoc Subcommittee on copyright policy, Council Committee on Research, are submitted to the University community for comment and criticism. Responses should be sent to the chairman, Marvin E. Wolfgang, at 276 McNeil Building.

In the fall of 1972, the Committee on Research was asked by the administration to assist in developing for the University a more codified statement of copyright policy than it now has, to match the patent policy which was adopted in January 1966 and revised in October 1968.

The Committee examined a working draft from the Office of Research Administration which followed literally the format of the patent policy and which closely resembled the policy now in effect at the University of Minnesota.

Several members raised serious objections to the provisions of that draft, and these objections are reported in detail in the May 1973 Subcommittee report on file in the Office of the Secretary. They are mainly concerned the vagueness of safeguards for the faculty in relation to the University and to sponsors of research.

The thrust of the report is that the University remain in a "protective posture", ready to assist the faculty and staff when they seek copyright protection; that the University should not impose a copyright policy on the faculty; and that the University have a limited domain of ownership governed by whether the University contracts for research or provides clear and unusually significant resources for production of copyrightable materials.

As a result of the registered objections to the draft on copyright policy, Chairman John Miller appointed a Subcommittee on Copyright Policy, composed of Marvin E. Wolfgang (Chairman), Maria Brooks and Henry Sloviter. Members of the Subcommittee met with various members of the University family, and through the vigorous efforts of Maria Brooks, the Subcommittee has received many communications from universities across the country regarding their own copyright policies.

The sections of the Subcommittee report below reflect the character of conversations on campus as well as communications from other campuses.

POLICIES AT OTHER UNIVERSITIES

We have received a copy of the printed brochure of the National Association of College and University Business Officers Committee on Governmental Relations. This report is entitled "Copyrights at Colleges and Universities: Guidelines for the Development of Policies and Procedures" (1972). It appears fitting to include in this report pertinent policy statements recommended for use by universities in their copyright policies. These quotations

are selective and represent the sentiments of the Subcommittee. But they also represent the character of the suggestions by this National Association.

Colleges and universities recognize and encourage the publication of scholarly works as an inherent part of the educational mission. They also acknowledge the privilege of university personnel (faculty, staff, and students) to prepare, through individual initiative, articles, pamphlets, and books that may be copyrighted by and generate royalty income for the author. The variety and number of copyrightable materials that may be created in a university community have increased significantly in recent years as have the author-university-sponsor relationships under which such materials are produced.

Most universities will find that copyrightable materials pose different policy and procedural problems than inventions, so that separate policies and procedures should normally be adopted for copyrights and for patents.

Rights to copyrightable material generated as a result of individual initiative, not as a specific university assignment and only incidental use of university facilities or resources, should normally reside with the author.

Ownership of copyrightable material developed as a result of assigned university duty may reside with the university, although some sharing of royalty income with the author may be appropriate in certain instances.

Income derived from materials resulting from the individual initiative of college or university personnel should normally accrue to the author alone.

In those instances where copyrighted materials are generated as a result of *assigned* (emphasis added) university duty, institutional policy may specify that the university is the sole recipient of the derived income. Some institutions have a royalty-sharing policy on patents. An institution may in a similar manner adopt a policy that provides for the crediting of part or all of the royalty from copyrightable materials to the authors and/or their academic departments. *In some instances the institution may elect to leave copyrights with the author, even though the university has supported the work that generated the copyrighted materials. (Emphasis added.)*

It is imperative that royalty income aspects of a university-supported or sponsor-supported project leading to copyrightable materials be examined thoroughly at the outset of the project . . .

A recent statement about copyrights in medical schools was published in the *Journal of Medical Education*.* So pertinent is the article that we are including it as an appendix, without comment.

A variety of universities were asked to submit to the Subcommittee copies of copyright policies. More than a few of the universities responded that they had no formal policies, but the selection that follows is indicative of those which did respond. Quotations are selected from several statements of university copyright policies received by the Subcommittee.

*Vol. 48, No. 2 (Feb. 1973). Available for examination at the Office of the Secretary, 112 College Hall.

(The University of Michigan): Copyrights secured in connection with the publication of the results of research financed by funds administered by the University and the royalties derived therefrom shall be owned as agreed in advance in each instance between the research investigator and the Vice-President for Research. Patents from inventions and copyrights resulting from authorship, by a member of the University staff independent of use of the University funds or University property or other University connection through contract, sponsorship or financing, shall belong solely to the inventor or author without any limitation which may otherwise arise merely by virtue of employment by the University.

(The University of California): It shall be University policy that a copyright is the property of the individual author. Unless the work has been produced under specific contractual obligations, the author is free to do with his writings as he wishes.

(University of North Carolina, approved by Board of Trustees, May 24, 1971): As a general rule, all rights to copyrightable materials shall be reserved by the author. The distribution of royalties, if any, is a matter of arrangement between the author and his publishers or licensees. Exception to this rule may be made in case of specific contracts providing for an exception in cases where the University may employ personnel for the purpose of producing a specific work.

(University of New Hampshire): The University agrees that it is the privilege of members of the faculty and staff to write scholarly articles, pamphlets, and books; to contract with publishers for their publication; to copyright their work; and to receive royalties resulting from sales, providing that the initiative came from the individual, and that the scholarly work is the result of his independent labors, and where the University is not held responsible for any opinions expressed.

(University of Rochester, adopted January 1970): Ownership of any copyrights issued to faculty and staff for material they have published shall ordinarily vest in the faculty or staff member(s). The University has no interest in securing the benefits of a copyright.

(Rice University, October 1, 1971): The University encourages the publication of scholarly works and the dissemination of knowledge which may be in the public interest. The University, however, will not ordinarily assume a vested interest in either a patent or copyright and the initiative in seeking such protection is left to the individual inventor or author.

(Massachusetts Institute of Technology, January 5, 1968): The Institute recognizes the traditional academic freedom of its staff and students in matters of publication and copyright.

(New York University, Faculty Handbook, 1972): With certain exceptions, faculty members are free to copyright their lecture notes, manuscripts, and other writings developed from their scholarly activities, even though performed as part of their regular duties in the University. Copyright may be secured in the name of the individual faculty member or, by special arrangement, in the name of the University. Royalties normally accrue to the author . . .

(Penn State University): It has long been an acknowledged privilege of members of the University faculty to write and publish articles, pamphlets and books, both in this country and abroad, and to copyright their product and to receive royalties, where the publication is the result of individual initiative, and was not done as an officially assigned University duty. It is generally accepted that authorship is an instrument to inspire better teaching and research, and that for this reason the fruit of his labors, when carried out on his time and initiative, belongs to the author.

(University of Utah, June 1, 1970): Notwithstanding any other University policy provision, unless other arrangements are made in writing, all rights to copyrightable material (except material which is placed on video tape using University facilities, supplies and/or equipment) and all financial or other proceeds accruing by reason of said copyrightable material shall be reserved to the author, even though employed by the university, and all expenses relating to the production, use, protection and licensing or sales of such copyrightable material shall be borne exclusively by the author . . .

of these materials, and it is the Subcommittee's recommendation that this policy be retained.

The other part of the dichotomy refers to films, film strips, charts, transparencies, other visual aids, video and audio tapes and cassettes, live video or audio broadcasts, programmed instruction materials, and computer programs. Copyright law does not specifically mention computer programs, but the United States Copyright Office has recognized since 1964 that computer programs are copyrightable. Discussions with personnel from the University of Pennsylvania Medical Library and the University of Pennsylvania Dental School suggest that there is an increasing and critical problem connected with copyrightable material associated with the production of video tapes. Conversations between these personnel and the Chairman of the Subcommittee indicated that there are issues connected with the production, distribution and sale of video tapes and similar types of nonprinted materials. The use of University facilities for production is more clearly evident and needed for video tapes. Some preparation occurs off campus, however, such as the editing of films and the writing of scripts. Staff members of the Medical and Dental Schools function as producers, the faculty as presenters, students as consumers. The volume of video tapes for instructional purposes is rapidly increasing, and commercial organizations may take over most of the production, and in time all the distribution. In one instance the University has contracted with a commercial publisher for the production and marketing of audio-visual material entitled *Seminars in Medicine: An Audio-Visual Journal*. In this case the publisher, Williams and Wilkins, was assigned the copyright and the contract provided for the sharing of profits. The publishers paid each of the faculty authors a fixed fee and agreed to pay royalties to the authors. This contract has been terminated by the publisher, as of June, 1973. The faculties and administrations of these two Schools—and perhaps others we have not contacted—are anxious to have clarity and codification of a copyright policy for these materials. There are differences of opinion, apparently, about the division of profits or royalties between the University and the members of the faculty and staff. The issues need further discussion within the Schools before this Subcommittee can submit a recommendation.

SUMMARY

1) We believe that relative to books, monographs, reports, articles and the like, the present arrangements, which permit the faculty freedom to publish and to negotiate with publishers about copyrights and royalties, should be maintained. Ordinarily, income derived from materials resulting from individual initiative and from outside sponsor-supported research should accrue to the author(s) alone.

2) This freedom, stated in (1) above, should remain applicable to faculty-initiated works and to sponsor-supported research, except where contracts with sponsors specify some other arrangement with respect to the disposition of rights in these materials.

3) University-supported efforts present a different case. Ownership of copyrightable material developed as a result of a specifically assigned University duty may reside with the University, although some sharing of royalty income with the author may be appropriate in many instances.

4) The general perspective of this Subcommittee is that should a University copyright policy be established, it should be for the benefit and with consent of the faculty and other University personnel. But the University should stand ready to aid in the protection of copyrightable materials upon request for protection from any member of the University faculty or other personnel.

5) The Subcommittee recognizes that there are special problems associated with the copyrighting, distribution and sale of video and audio tapes and cassettes, live video and audio broadcasts, programmed instruction materials, films, film strips and other visual aids. University facilities are sometimes heavily utilized in the production of these materials. Fuller exploration of the many ramifications associated with these visual aid productions is required in order to produce an equitable and unambiguous copyright policy for the protection of the individuals and the University.

DISCOURSE ON RECOMMENDATIONS

The Subcommittee recognizes that there is a dichotomy of copyright policy concern. For authors of books, journal articles, texts, glossaries, bibliographies, study guides, laboratory manuals, syllabi, tests, and proposals, lectures, musical or dramatic compositions, and unpublished scripts, it is recommended that the authors retain sole responsibility for copyrights. The relatively informal policy of the University at present should be retained, which gives full responsibility to the authors for obtaining copyrights through publishers and the United States government for the above-mentioned materials. The University should not intervene unless the faculty members or other University personnel request protection through the University. Present policy appears to be one in which the University stands in a protective posture for any of the authors



Unexpected Pleasures of Penn: IV. The Observatories

Beginning this week, the campus station of the University's Flower and Cook Observatory will set aside one night each week during the academic year for star viewing by members of the University community and their guests.

The campus station will be open to visitors from 8 to 9:30 p.m. every Wednesday in October if most of the sky is cloudless. The schedule for November and thereafter will be announced by Dr. Benjamin Shen, Reese Flower Professor of Astronomy and Astrophysics and Chairman of the Department.

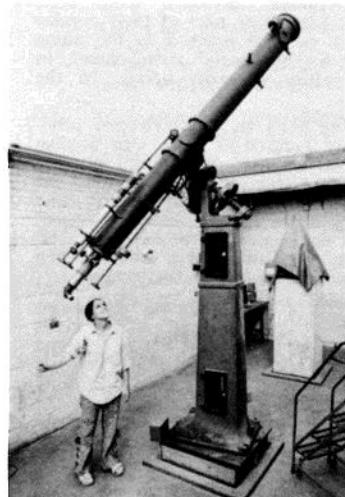
One of the sights that will attract attention this year is the new comet Kohoutek. Last March, the Czech astronomer L. Kohoutek discovered a giant comet that promises to become the most spectacular sight in the sky since Halley's comet of 1910. In the next few months, comet Kohoutek will gradually brighten as it slowly approaches and swings around the sun about New Year's Day 1974.

In November and December the new comet will be visible only before dawn. However, in late January and all of February it will be visible in the evening and may be viewed from the campus observatory.

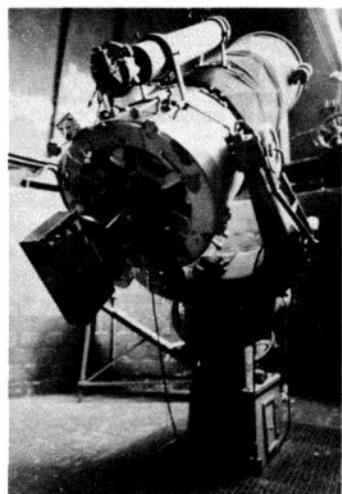
The Flower and Cook Observatory, founded in 1897 and directed now by Dr. Shen, is one of America's oldest astronomical institutions. Its main site near Malvern, Pennsylvania, was developed in the late 1950's and houses three modern telescopes: a 72-cm reflector, a unique 38-cm horizontal refractor, and the 68-cm Ruland reflector under construction, together with associated research instruments. A new 60-cm reflector and an unmounted 46-cm refractor are located at the Observatory's southern-hemisphere station on the South Island of New Zealand.

Plans are being made, Dr. Shen said, to allow a small number of experienced amateur astronomers among students, faculty, and staff to use the campus telescopes. Those interested should apply in writing to the Astronomy Department, 4NIDRL (E1).

From the New Zealand station Penn shares with others, Gopal Kilambi captured NGC 6530, a "young" cluster of 3 or 4 million years. On campus, the 20-cm telescope at David Rittenhouse Lab is one of the finest for direct observation of celestial bodies. Below is the Malvern station's 72-cm reflector, fitted with an instrument that photoelectrically measures the polarization of starlight.



A. B. Hull



OPENINGS

ADMINISTRATIVE/PROFESSIONAL (A-1)

APPLICATIONS PROGRAMMER, responsible for programming and implementation of Applications Data Processing System. *Qualifications:* Degree preferred: COBOL Language. Direct experience must include knowledge and use of large operating systems such as 360 or 370 OS. \$10,250-\$12,750 (midpoint).

ASSISTANT FINANCIAL AID OFFICER, responsible to the Graduate Financial Aid Officer for assistance in graduate and professional financial aid programs. *Qualifications:* College degree or equivalent experience. Experience in job with student contact preferred; demonstrated quantitative skills necessary. Salary Range: \$7,750-\$9,675 (midpoint).

ASSOCIATE ADMINISTRATOR, Equal Opportunity Office (9/4/73).

ASSOCIATE DEVELOPMENT OFFICER responsible for co-ordinating fund-raising activities with the Corporate sector. Specifically responsible for supervising Matching Gifts Program, Corporate Annual Giving, and special non-recurring projects in Development. *Qualifications:* College graduate, preferably from Penn. Two or three years' experience in public relations, sales or fund-raising activities. Ability to write and speak effectively. \$10,250-\$12,750 (midpoint).

ASSOCIATE DIRECTOR, Personnel Administrative Services (9/25/73).

ELECTRICAL ENGINEER II (9/18/73).

LIBRARIAN II (9/25/73).

LIBRARY CIRCULATION ADMINISTRATOR to supervise, train and direct circulation reserve clerical, stack and part-time staff. Arrange schedules and duties, participate in interviewing and hiring. Maintain contact and implement assigned reading program with faculty; Other related duties. *Qualifications:* College degree plus extensive experience within library system—Penn preferred. Management experience desirable. \$8,900-\$11,975 (midpoint).

MANAGER, CONTRACT ACCOUNTING (9/25/73).

DIRECTOR OF STUDENT FINANCIAL AID (9/25/73).

RESEARCH ADMINISTRATOR, INSTITUTE OF ENVIRONMENTAL MEDICINE, responsible for the full range of laboratory support services, procurement, personnel, budgeting, equipment maintenance, engineering. *Qualifications:* Graduation from recognized college. Advanced degree in engineering or biology preferred. Experience and interest in scientific research; knowledgeable in scientific research, terminology methods, grant administration. \$14,000-\$16,000.

SUPPORT STAFF (A-3)

ABSTRACTOR for business office. (9/25/73).

ADMINISTRATIVE ASSISTANT I (9/25/73).

ADMINISTRATIVE ASSISTANT II (9/18/73).

ADMINISTRATIVE ASSISTANT II institute in medical center. (9/4/73).

ADMISSIONS ASSISTANT for undergraduate admissions office. *Qualifications:* Excellent clerical skills. Ability to work effectively with people. Accurate typing. Ability to work with minimum of supervision. \$5,825-\$6,825-\$7,825.

BOOKKEEPER for campus business office. *Qualifications:* Strong bookkeeping background. Good typing. Ability to deal effectively with people. Some experience preferred. \$5,425-\$6,325-\$7,225.

CLERK II for college office. *Qualifications:* Good typing. Excellent clerical aptitude. Some office experience preferred. \$5,050-\$5,875-\$6,675.

ELECTRON MICROSCOPE TECHNICIAN II (9/18/73).

MEDICAL SECRETARY (1) Patient contact, budget work, manuscript. *Qualifications:* Medical terminology, excellent typing. Two years' experience as a medical secretary preferred. \$6,250-\$7,350-\$8,450.

RESEARCH LABORATORY TECHNICIAN I, II, III & IV (9/4/73).

SECRETARY II (3) *Qualifications:* Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. \$5,425-\$6,325-\$7,225.

SECRETARY III (3) *Qualifications:* Interest in working with figures. Excellent typing, shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied duties. \$5,825-\$6,825-\$7,825.

Dates in parentheses refer to publication of full job description in ALMANAC. Those interested should contact the Employment Section of the Personnel Services Department (Ext. 7285) for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

THINGS TO DO

THE PHOENIX: PLAYS AND DISCUSSIONS

During the run of this fall's two New Phoenix Repertory Company plays at Zellerbach Theatre, an afternoon colloquium and two after-show open discussions will be held.

Director-producer *Harold Prince*, the Penn alumnus who is responsible for bringing the Phoenix and is directing its production of "The Visit", will conduct a special colloquium October 16 in the Annenberg School at 4 p.m.

On October 11 after "Chemin de Fer," the Feydeau farce about contagious infidelity, director *Stephen Porter* and actress *Rachel Roberts* will stay onstage to talk with the audience and anyone who drops into theatres at that hour.

Actor *John Glover* and others will do the same for the October 18 audience of "The Visit," Friedrich Duerrenmatt's black comedy about a woman come home wealthy to her needy village with a bizarre proposition for those who once cast her out.

For tickets and information on the two productions, which play between October 7 and 21, call Annenberg's Box Office at 6791. The Annenberg Pass applies.

EXHIBITIONS: 1700S TO TODAY

From the University Archives comes a *Prelude to the Bicentennial* showing the University of Pennsylvania's part in three centuries of American Life. Starting October 9, the Phillip Klein Corridor that links Van Pelt and Dietrich Libraries will be filled with historic documents and letters, paintings, models and busts, the personal belongings and scientific equipment of venerated statesmen and scientists who had some part to play in Penn's history—or Penn some part in theirs. Elsewhere in the Library, the Reference and Rare Books Departments will emphasize the collections of early donors (Louis XVI, Ben Franklin et al) who brought the library into being.

Six Visions (October 10-November 25 at the Institute of Contemporary Art) introduces half a dozen young American artists to the Philadelphia public. Ronald Cohen, Ann McCoy, Richard Nonas, Katherine Porter, Douglas Sanderson and Pat Steir "are not tied to a single movement but are linked by an inventive and personal use of current aesthetic forms" according to ICA Director Suzanne Delehanty. Two of the six are sculptors who will create works inside the gallery and out. Members' preview reception is October 9, 6 to 8 p.m. Public hours are 9-5 weekdays (to 9 p.m. Wednesdays), and noon to 5 Saturdays and Sundays. ICA's gallery is in the Fine Arts Building, 34th & Walnut.

Houston Hall's Bowl Room now has an art gallery, showing water colors and oils by Martin Kaelin through October 12 and later presenting a photo exhibit on Philadelphia, a children's art show from St. Peter's School and, eventually, involving the Fine Arts Department here and the Urban Outreach program of the Philadelphia Museum of Art. Gallery hours are 9 to 5. The Bowl Room remains also a location for gatherings: the Morgan-Penn Project's Morganite is there October 9 from 5 to 6:30 p.m.

(Continued on page 8)

THINGS TO DO continued

The Faculty Tea Club's *Towne & Country Homes* tour starts from Independence Hall at 10 a.m. October 9. After the Society Hill leg of the tour, the group reassembles at 2 p.m. in front of the Philadelphia Museum of Art to visit three Fairmount Park houses. Members may choose either or both tours.

FILM: DOCUMENTARIES AND OTHERS

Annenberg School's Documentary Film Series presents seven documentary films in two showings (5 p.m. and 8 p.m.) in the Studio Theatre of Annenberg Center Wednesday, October 10. The seven: Rene Clair's 1925 *Entr'acte*; Robert Fairthorne's *X + X = Syn NT*; Fernand Leger's *Ballet Mechanique* (1924); *Le Chien Andalou*, by Salvador Dali and Luis Bunuel (1929); Jean Renoir's *La Petite Marchand d'Allumettes* (1927); Denys de Daunant's *Dream of Wild Horses* (1959) and a 1967 Documentary Film Lab offering, *Puny Petunia, A Canine Venus*.

The University Museum offers *To Kill a Mockingbird* Sunday, October 7 at 2:30 p.m. in its adult program. In its children's series, the first film of the fall is *The Railway Children*, in color, November 3 at 10:30 a.m. For full listings of both series, send for the Museum's bright brochures, University Museum, 33rd & Spruce.

LECTURES: SELF-DEFENSE, OPINION POLLS, DESIGN

In the Women's Self-Defense Series at the Christian Association, the discussion October 3 is on *Women's Attitudes Toward Their Bodies*. It starts with a film at 8 p.m. (Next: *Women and Sports*, October 17.)

Cornell sociologist Rose K. Goldsen discusses *The Paradigm of Public Opinion Polling: A Challenge to its Ideological Underpinnings*, in the Annenberg Communications Colloquium October 8 at 4 p.m. at Annenberg School, 3620 Walnut.

Pennsylvania's Louis I. Kahn is the second Tiffany lecturer, October 10 at 4:30 p.m. in the Auditorium of the Fine Arts Building. Wharton School co-sponsors the series on *Corporate Design Management* with Tiffany & Co.

SPORTS: IVY BEGINS AT HOME

Penn's Ivy season in two sports starts at home this weekend, against *Brown University* on Franklin Field. Friday night, the game is soccer, in which the Quakers went unbeaten in straight season play for 20 games. Game time 8:15, tickets \$1 except that faculty/staff have two free tickets and can purchase others at 50 cents.

Saturday at 1:30 p.m., the sport is football and Brown is again the opponent. Last year the Bruins beat Penn in a 28-20 upset (their only win for the year) but the overall record since 1895 is still in Penn's favor, 33-7-1. This Saturday a thousand musicians from Pennsylvania, New Jersey, and Delaware will also be on hand, for the Sixth Annual Band Day. Football tickets are half price for faculty/staff. Ext. 6151 for information.

FAREWELL TO TWO

Friends of former Personnel Director Fred Ford and former Benefits Officer Kathryn Clark are invited to a reception honoring their retirement, Thursday, October 4 from 4 to 6 p.m. in the Faculty Club.

WELCOME TO MANY

New members of the administrative/professional (A1) staff will be welcomed at the Administrative Assembly's picnic Sunday, October 7, at New Bolton Center. Members and their families gather at 1 p.m. The Assembly provides barbecued chicken à Doxer at \$1 per person (but with a maximum \$5 charged any family); members bring their own side dishes and drinks. No charge for games organized by the Recreation Department, nor for what New Bolton furnishes to this as other campus groups: green rolling landscape, fresh air, and a tour from historic farmhouse to up-to-date veterinary clinics. For details of October 7, contact Ray Saalbach, Ext. 7929.

PENN PERSPECTIVES IN THE PRESS

This fall the faculty of the University began to comment directly on public issues in their fields through a new outlet, the Penn Perspectives series of the University News Bureau. Original columns, as well as excerpts and rewrites of speeches and short papers already prepared, have been offered successfully to some 20 Delaware Valley newspapers looking for thoughtful analysis of current topics. (The first four published were by Michael Wachter on the minimum wage bill, William Mellman on genetic disease, Iraj Zandi on recycling and Gary Koller on fall gardening. On the docket are Samuel Klausner on social aspects of energy rationing, Alex Capron on a statutory definition of death, Ann Beuf on the Indian movement and Harold Lorsch on solar energy.) Faculty who have something to say should contact Chat Blakeman at the News Bureau, Ext. 8271.

LIBRARIES continued from page one

of many lesser used research materials such as journals and serials, newspapers, government documents, foreign dissertations, and archives in various subject areas."

The University will have two representatives on the Governing Council of the Center, Dr. Robert M. Lumiansky, Chairman of the Library Committee and Mr. De Gennaro, Director of Libraries.

Joining the Center for Research Libraries is only one of several initiatives that the Library has taken or will take in the future in entering into cooperative arrangements to share resources and services on a regional or national basis, Mr. De Gennaro added. "In the face of steadily rising personnel costs and runaway inflation in the prices of books and journals in the U.S. and successive devaluation of the dollar abroad, the Library's budget, which has been increasing at only five percent a year, is simply no longer adequate to enable us to continue to buy and process the number and variety of materials that are required to support the research of our graduate students and faculty. Self-sufficiency never was a realistic goal for libraries and the time has come when even the dream must be abandoned. To illustrate this point, I need only cite the fact that in recent years the cost of U.S. periodical subscriptions has been rising at the rate of 12 to 13 percent a year, but in 1973 it jumped to 22.4 percent and the outlook for 1974 is even worse. Joining the Center for Research Libraries and sharing its journals and other resources is an inevitable step in the Library's efforts to get the maximum return from the diminishing value of the dollars available."

\$5000 FOR BLACK STUDIES COLLECTION

The library has received a federal grant of \$5,000 to strengthen its collection in black studies. The money is provided under the College Resources Program of the Higher Education Act of 1965.

Richard De Gennaro, Director of Libraries, said it was the first such grant the University had received since 1970, a dearth reflecting the drastic cutback in federal support to libraries. During the peak years of the program, 1968 through 1970, nearly \$100,000 had been made available to Penn libraries for purchases in a variety of fields.

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