

Almanac

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SUPPLEMENT: *The State of the University (Meyerson)*

On-Line Literature Search Services

This month, the University Libraries are pleased to offer extended literature searching services based on on-line information retrieval systems.

In the past, libraries have provided tools for locating citations and some help in their use, but due to the large amount of time involved and other costs libraries generally have not been able to provide actual literature searches for individuals.

Now, fortunately, the picture has changed. A combination of computer technology, availability of large machine-readable bibliographic data bases and strong interest among information groups has produced systems which can perform intensive literature searches quickly, efficiently and inexpensively.

The University Libraries are now subscribing to these systems and are anxious to have the academic community begin using them. These services provide to the user an extensive search through the literature of recent years on a specific topic of his or her choice. The user then receives a neatly printed list of the retrieved citations. To use the service, one need have no experience or expertise with computers and will need to acquire none. The user provides knowledge of his or her question and the rest is done by the library staff and the computer.

When a library user requests a search, he or she discusses the topic with one of the searchers from the library staff in order to arrive at a list of appropriate terms to use in the search. Through use of thesauri, sample indexes and the suggestions of the requestor, a list of synonyms, broader terms, narrower terms, and related terms is created which will help control the exhaustiveness and specificity of the search. This step takes 10-20 minutes of the requestor's time. The searcher then formulates an appropriate search strategy and accesses one of the systems by means of a CRT terminal over the TYMSHARE network. The actual search usually takes 10-25 minutes. When an appropriate set of relevant citations is arrived at, a command to print the set is given. The set is printed off-line in California (where the systems are headquartered) and mailed that day.

At present, 10 data bases can be accessed. Each of these data bases generally corresponds to one or more hardcopy indexes such as Chemical Abstracts, Psychological Abstracts, etc. The data bases each go back from 3-10 years.

These services are in addition to the off-line searches which were offered as of last September. The off-line searches will continue to be offered as they cover a number of data bases which are not yet available on-line.

Searches are available in most of the science areas and engineering, the social sciences, education and business. The user of the services will be charged \$10 per search. This low rate is possible because the library is subsidizing all of the overhead and part of the direct costs. This rate contrasts sharply with the \$50-\$200 one would previously have had to pay for either a manual or an off-line search. In addition to the retrospective searches, "current awareness" searches are offered, with monthly or quarterly updates to a topic. Anyone interested in having a search done, or in further details, should contact *Ran Hock, Data Services Office, Van Pelt Library, Ext. 7555*.

Avalon Chair: David DeLaura

Dr. David DeLaura, an eminent Victorian scholar from the University of Texas, has been named Professor of English and Avalon Foundation Professor in the Humanities.

He succeeds Dr. Robert Lumiansky, who has held the Avalon Chair for eight years. Dr. Lumiansky, who will become Adjunct Professor of English, has been named President of the American Council of Learned Societies. Dr. DeLaura's appointment is effective July 1, 1974.

Dr. DeLaura has published books on John Henry Newman, Matthew Arnold, and Walter Pater and was general editor of *Victorian Prose: A Guide to Research*. He has also published numerous monographs and articles on these men and other Victorians including Robert Browning, William Morris, and Thomas Carlyle.

Dr. DeLaura received his A.B. from Boston College in 1955, his A.M. from the same institution in 1958 and his Ph.D. from the University of Wisconsin in 1960. He has taught at Texas since 1960 and lectured at the University of Iowa, the University of Pittsburgh, the University of Chicago and Ohio State, among others. He was named a Guggenheim Foundation Fellow in 1967-68 and is currently a member of the Advisory Board of *Victorian Studies* and *Texas Studies in Literature and Language*.

Dr. DeLaura will teach both graduate and undergraduate courses at the University.

MEMORIAL FOR DR. CHARLESWORTH: FEBRUARY 7

Services for Dr. James C. Charlesworth, Emeritus Professor of Political Science who died January 21, will be held Thursday at 4 p.m. in the Franklin Room, Houston Hall. In lieu of flowers, the family has asked contributions to the University, which may be sent to the Memorial Programs office, 417 Franklin Bldg.

HONORS

Dr. James M. Sprague is one of 31 medical professors in the country to receive Faculty Awards of the Josiah Macy Jr. Foundation. The fellowships provide for study or research at other laboratories or schools. Dr. Sprague will travel to the University of Pisa in July to continue a research project on neuromechanisms of vision with Dr. Giovanni Berlucchi.

Dr. Samuel G. Armistead shares the first prize of the 1973 Chicago Folklore Competition; he was cited for *The Judeo-Spanish Ballad Chapbooks of Yacub Abraham Yona*.

Dorothea Hurvich received the Wellesley Alumnae Achievement Award this year for studies in color vision and for "sophisticated and rigorous experiments [that] have set new standards of excellence in scientific investigation."

Dr. Jonathan Rhoads has been elected Honorary Fellow of Canada's Royal College of Physicians and Surgeons. In addition, he is one of ten physicians cited for distinguished achievement in the January 21 issue of *Modern Medicine*. (Dr. Harold Scheie is another, as reported here last week.)

SENATE

Faculty Salary Policy: Vaguely Right or Precisely Wrong

During the past couple of years University policy with respect to faculty salary increases has been dominated by a "cost of living adjustment" philosophy. For example, last year the minimum increase was three and a half percent for all faculty appointments. The overall faculty salary increase was five and a half percent. That is, sixty-four percent of the increase was allocated to a cost of living adjustment proportionately across all faculty members.

The characteristics of such a policy are that:

1. It probably minimizes the number of disgruntled faculty members (assuming that being disgruntled is a function of relative deprivation within the university community rather than any comparison of incomes relative to persons outside of the university).
2. It's easily understood.
3. It's easy to apply consistently over schools, departments and individual faculty members.

Nonetheless though precise, it is the "wrong" policy for this university to pursue. In my opinion, a consistently better policy would be to have 100% of faculty salary increases determined on the basis of merit irrespective of whatever is happening to the cost of living.

I do not believe that "tenure" implies a requirement or a moral obligation to maintain any faculty member's real income. I would prefer a process of salary determination that is based strictly on merit. I am more interested in serving on a faculty of an institution that cares not at all about its past laurels and is striving to use every bit of resources under its command to become a truly great educational institution even if the price is a higher level of frustration or grumbling on the part of the faculty (including myself).

Salary increases based on merit are certainly harder to administer equitably. It is reasonable to expect that such an allocation procedure would have less internal logical consistency than one based on cost of living. Nevertheless, I would prefer that we pursue a policy that though vague and probably less internally logically consistent is based on the right "set of objectives" as opposed to one that though precise is based on the "wrong set."

—Ronald E. Frank, Professor of Marketing

On Hiring and Promotion

In the past, certain individuals by virtue, directly or indirectly, of their membership in certain racial, sexual, religious, or ethnic groups, have suffered prejudice in higher education. Places for students, and faculty slots, particularly at the major private universities, were reserved for many years largely for the affluent, or think-alikes. Decisions in too many cases were justified on the basis of non-intellectual criteria and only rarely did the truly exceptional person from a more modest background have a chance to make it to the top. It is to the great credit of individuals associated with institutions of higher learning that they have taken the lead in fighting for equal opportunity. Great progress has been made over the past decade and we can never allow ourselves to return to a bankrupt morality that allows individuals belonging to certain groups to benefit at the expense of others.

Today, affluence seems no longer to be the universally accepted mode, but one cannot help but wonder whether we

have replaced it with another, equally dangerous, form of discrimination. In our headlong rush to right past wrongs, to ensure equitable representation of certain (not all) groups, we may in the long run do a far greater wrong. To provide disproportionate opportunities for some in hiring and advancement, especially in view of the extremely tight job market in higher education, is necessarily unfair to others.

Moreover, such compensatory action poses a serious dilemma for all open minded liberal thinkers. It is difficult, for example, to argue that taxes should be based on ability to pay and, at the same time, argue that special provisions should be made in salary adjustments for members of certain groups when such a policy would actually penalize those families who can least afford the current progressive loss of purchasing power. Consider, for example, the fact that this year's 24% rise in food prices hits a family of four, four times as hard as is the case with a single worker. One can rightly argue that such considerations are irrelevant, and if one adopts a socially blind position, that is true. But can one have it both ways?

Universities can acquire and maintain excellence only if their hiring and promotion decisions are based on intellectual competence and achievement. The history of many fine institutions of higher learning, including this one, shows all too clearly the effects of basing such decisions, even partly, on irrelevant factors. Unfortunately, academia has had its share of decisions searching for a reason. Not only prejudice, subtle as it may be, but favoritism, intrigue, facade, and even connivance have too often substituted for equity, explicit criteria, competence and achievement as bases for academic achievement. Should this be hard to swallow, consider, for comparison, athletics; an area that has often been criticized by intellectuals. How many important races have been won by subterfuge? Chance may play some role, but the rules are known to all and, with rare exceptions, they are fairly administered.

What we need today, it seems to me, is a system which while sensitive to the shortcomings of the past, does not in the process "throw out the baby with the bath water." Civil rights advocates of all persuasions are quite right in demanding that all people be judged by the *same* standards. Explicit criteria, equity, competence, and achievement; these are the qualities that will make a great university—not favoritism, intrigue, connivance, or facade.

Those who would argue for preferential treatment for those who happen to have been born into certain groups are just as wrong as were the "affluent" of an earlier day. Indeed, is there a fair-minded person who can think otherwise? What greater end could the University of Pennsylvania dedicate itself to than to take the lead in reestablishing creative-intellectual ability and achievement as the foundations upon which hiring and promotion decisions are made.

—Joseph M. Scandura, Associate Professor of Education

A.C.E. WORKSHOP FOR WOMEN

The American Council on Education's Office of Women in Higher Education and its Office of Leadership Development are conducting a pilot three-day workshop this spring in Reston, Virginia, for women faculty who may be interested in administrative careers. Dates are April 29-May 1.

Workshops will be led by ACE staff (President Roger Heyns, others) and by college administrators mostly from Eastern schools (Georgetown's Estelle Ramey, Wesleyan's Sheila Tobias, Brown's Lilli Hornig among them).

Participation is limited to 50. Deadline for application is March 1; details are available from the Equal Opportunity Office (Ext. 6993) and the Women's Center (8611).

OPENINGS

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

ADMINISTRATIVE/PROFESSIONAL (A-1)

ACCOUNTANT I (1/15/74).

ASSISTANT DIRECTOR, Wharton Admissions. Responsible for data processing, information retrieval and acts as liaison with UMIS. Coordinates Women's Industrial Internship Program, alumni activities, recruits and visits campuses. Qualifications: MBA or other graduate degree, familiarity with computers and excellent speaking and writing ability. \$10,250-\$12,750 (midpoint).

ASSISTANT TO DIRECTOR, Alumni Annual Giving. Responsible for class agent program which requires organizing and supporting a volunteer network that raises unrestricted money from undergraduate alumni. Qualifications: Graduation from recognized university, preferably Penn, at least three years' experience in public relations, journalism, or appropriate sales work involving organization and administration. Ability to write and speak effectively. \$8,900-\$11,975.

ASSOCIATE DEVELOPMENT OFFICER II (1/8/74).

BUSINESS ADMINISTRATOR II (1/15/74).

DEPARTMENT HEAD I, medical reference librarian (1/22/74).

DESIGNER II to develop graphics, art work and creative design for a wide variety of University publications for Publications Office projects. Ability to interpret, conceptualize and execute appropriate designs to meet client needs; to specify type, ink, paper as required and prepare finished mechanical art ready for printers. Qualifications: Minimum of two years' (A.A.S.) college degree or equivalent professional experience, with extensive classroom experience in arts, graphics and design preferred. Must be familiar with design and printing techniques, terminology and procedures. Submission of portfolio of class projects and/or other work required for interview. Minimum of 3-5 years' experience in design, experience in advertising agency, free-lance or educational work. \$10,250-\$12,750-\$15,225.

DESIGNER IV (Art Director), to develop graphics, art work and creative design for a wide variety of University publications for Publications Office projects. Ability to interpret, conceptualize and execute appropriate designs to meet client needs; to specify type, ink, paper as required; and prepare finished mechanical art ready for printers. Supervises design staff. Qualifications: Minimum 2 years (A.A.S.) college degree or equivalent professional experience, with extensive classroom experience in arts, graphics and design preferred. Must be familiar with design and printing techniques, terminology and procedures. Submission of portfolio of work. Minimum 10 years' design experience in advertising agency, free-lance or educational work with administrative responsibilities. \$13,550-\$16,875.

DIRECTOR OF COMMUNICATIONS (1/22/74).

FISCAL COORDINATOR for school (1/22/74).

JUNIOR RESEARCH SPECIALIST. Physicist in element or particle physics group (high energy physics). Substantial periods at out-of-town research labs, computer work. Qualifications: Graduation from college with physics training or equivalent experience. Background in experimental techniques in electronics, optics and/or fluids, knowledge of Fortran and PL/I. \$7,750-\$9,625-\$11,500.

NURSE, R.N. (staff). Ran 1/15/74 as A-3 position; reclassified. PUBLICATIONS EDITOR/WRITER I to write and/or edit varied publications materials to support University programs. Involves extensive client contact and project coordination with other Publications Office staff. Qualifications: Graduation from recognized college or university preferably with an English or journalism major or equivalent experience demonstrating writing skill. \$7,750-\$9,625-\$11,500.

PUBLICATIONS EDITOR/WRITER II to write and/or edit

varied publications materials to support programs throughout the University. Involves extensive client contact in developing and preparing projects and coordination with other Publications Office staff. Supervisory responsibilities. Qualifications: Graduation from recognized college or university with English or journalism major, or equivalent experience demonstrating writing skill. At least three years' experience in editing, newspaper, magazine or promotional writing. Knowledge of typographic techniques, layout, photography and other details of publication work. \$10,250-\$12,750-\$15,225.

SENIOR SYSTEMS ANALYST responsible for data analysis and design of complex broad-based systems, including cost/benefit analysis, and assisting in development of UMIS concepts. Qualifications: Degree plus five years' direct systems analysis and design experience or high school, some college and eight-ten years' experience. Ability to advise all levels of management and data processing on complex systems, recognize and define interrelationships of systems. \$13,550-\$16,875.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I (1/22/74).

ADMINISTRATIVE ASSISTANT II, admissions office. Responsible for heading word process section, training new staff and supervising personnel. Coordinates all activities of the section and controls inventory, logs of work, Xerox machines and servicing of equipment. Qualifications: Excellent grammatical skills, knowledge of MTST. At least three years' office experience with some experience in a supervisory capacity. \$6,725-\$7,950-\$9,150.

CONTRACT ACCOUNTANT, Comptroller's Office (1/8/74).

ELECTRONIC TECHNICIAN/ENGINEER (11/6/73).

ELECTRON MICROSCOPE TECHNICIAN II to do special fixation and embedding procedures for electron microscope, operate siemens electron microscope, darkroom work, projection printing. Qualifications: Previous experience in electron microscopy. Graduate with major in biology or related field. \$7,525-\$10,100.

MACHINIST I, research area on campus (1/8/74).

MECHANICAL ESTIMATOR (1/15/74).

RESEARCH LABORATORY TECHNICIAN II, undergraduate students' lab (12/18/73).

RESEARCH LABORATORY TECHNICIAN III assists with research techniques including animal surgery, injections, etc. Keeps records, researches in medical library. Aids in writing papers for publication in biochemistry and biology. Qualifications: College degree with science major. \$7,525-\$8,825-\$10,100.

RESEARCH LABORATORY TECHNICIAN III (1/22/74).

RESEARCH LABORATORY TECHNICIAN III to do tissue and cell culture, autoradiography, preparation of media, microscopic examination of cultured cells and biochemical analysis. Qualifications: Cell culture, biochemical analysis of proteins or glycoproteins and microdissection. B.S. in biology or chemistry. \$7,525-\$8,825-\$10,100.

RESEARCH LABORATORY TECHNICIAN III to do hematological, bacteriological and microbiological tests or laboratory microscopy, assist in advanced research lab procedures. Prepares and/or maintains related reports and records. Qualifications: Experience in immunology or cell culture preferable, college science major. \$7,525-\$8,825-\$10,100.

SECRETARY I, II, III (1/8/74).

TECHNICAL TYPIST, medical office on campus (1/22/74).

LIFELINE PLANNING: FEBRUARY 7

The Administrative Assembly's Committee on Administrative and Professional Women will hold an open meeting Thursday at noon, Franklin Room of Houston Hall. Immediate project: to design lifeline planning workshops this spring. Long-term goal is training for campus career mobility.

SUPPLEMENT TO FACULTY-STAFF DIRECTORY

The names here represent additions or changes in the 1973-74 Faculty and Staff Directory. You may want to clip and paste them in your copy of the book. Changes in telephone numbers or addresses should be sent to Mrs. Ruth Iskoe at the Telephone Service, Ext. 8664.

Belcastro Vincent J, Dr	3-4000	Postdoc Fel Harr Surg, HUP-G1, 7902 Buist Av
Caplan Howard S, Dr	3-4000	Asst Instr Surg, HUP-G1, 3721 Lankenau Rd
Cox Reavis, Dr	7291	Emer Prof Mktg, W-206 DH-CC, 503 Walnut La, Swarthmore
Feld Jeffrey N, Dr	8692	Res Assoc Pharm, Inst Env Med, 14 Med-G2, 413 S 43rd
Garfinkel David, Dr	8122	Assoc Prof Comp Info & Sci, 134 Pender Lab, Moore-D2, 334 Calvert Rd, Merion Sta
Hirschfeld Leonard J	8958	Res Fel EE, 283 TB-D3, 71-12 Drexelbrook Dr, Drexel Hill
Jones Sheila C, Mrs	5847	Adm Asst MPA Prog, 107 Vance-CS, 4632 Larchwood Av
Kinley Joel E	8645	Asst Treas Treas Off, 428 FB-I6, 6304 Wissahickon Av
Kondo Takahiko, Dr	5956	Res Assoc Physics, 3N2C DRL-E1, 36-17 Revere Rd, Drexel Hill
Kremer Howard U, Dr	26-696	Asst Prof Med, 419 S 19th, 1901 Kennedy Blvd
Kroger Larry A, Dr	5956	Res Assoc Physics, 3N2C DRL-E1, 1106 Middleton Pl, Norristown
Mangione Jerre	8200	Prof English, 115 BeH-D1, 1901 Walnut
Moore E Neil, Dr	8897	Prof Physiol Vet, B5E Vet-H1, 14 Tanglewood Cir, Rose Valley
	3-2876	Dept Med, HUP-G1
Naji Ali, Dr	3-4000	Postdoc Fel Harr Surg, HUP-G1, 60-8 Drexelbrook Dr, Drexel Hill
Nowicki Edward R, Dr	3-4000	Instr Surg, HUP-G1, 1202 Penllyn Pike, Blue Bell
Paskin David L, Dr	829-5010	Asst Prof Surg, Penna Hosp, 239 S 3rd
Rout W Robert, Dr	3-4000	Asst Instr Surg, HUP-G1, 1001 Blackrock Rd, Gladwyne
Singer Irwin, Dr	EV2-2400/456	Assoc Prof Med, 9th Fl, VA Hosp, 541 Dale Rd, Wynnewood
Smith Nancy K	8218	Lib Fels, Fels Ctr-B1, 415 W Chelten Av
Spear Joseph F, Dr	8850	Asst Prof Physiol CCSU Vet, Est Invest Am Heart Assn, B6E Vet-H1, 4215 Regent Sq
Taubman Paul, Dr	6943	Chr Fac Senate, 303-A CH-CO, 1532 Brookhaven Rd, Wynnewood
	7708	Prof Econ, 432 McNeil-CR
Trowbridge Henry O, Dr	5566	Assoc Dean Acad Affs, Dent-A1, 609 Revere Rd, Merion Sta

THINGS TO DO

The Grand Union. Dance company "composed entirely of choreographers . . . A theater of the sensual/sinister, the funny/bittersweet, the commonplace/surreal." Zellerbach Theatre, February 9, 8 p.m.; February 10, 2:30 p.m. Tickets: \$4, \$2, student, Ext. 6791.

Family Day at Mask and Wig. Matinee for alumni, children and friends followed by reception with cast. Clubhouse, February 9, 1 p.m. Reservations at \$1 per person: Ext. 7811.

Inside Pennsylvania's next session for Administrative Assembly members old and new is February 15. Briefings are on educational and management concerns; personnel benefits and University development plans. Details: Mia Argentieri, Ext. 6693.

Wharton Meets Jacques Brel February 20, with hosts Vice Dean and Mrs. Samuel Sapienza performing the introductions. Tickets to the opening night show and cast party are \$5, to be reserved by February 9; reservation forms, BA 2-9558.

EXHIBITS

Edward S. Curtis. A photographic record of North American Indians is at the Philomathean Gallery, 4th floor, College Hall. Weekdays 12-5 p.m. through February 22.

Sam Maitin's paintings, graphics and structures are on view until March 8 at the Hoover Lounge, 1st floor, Vance Hall. To meet the artist (formerly head of the Visual Graphics Communications Lab of the Annenberg School): Sherry Hour, February 5 at 4:30 p.m. Also in Vance Hall until March 7: *Children's Art* from Fleisher Art Foundation.

RALLY

Child Care Coalition and others supporting expansion of day care: 12:30-1:30 p.m. February 14, College Hall Green.

LETUCE & GRAPES; HARVARD & M.I.T.

The Faculty Club is no longer serving non-union lettuce. (Apparently, some lettuce can be neither union nor non-union; hence the double negative.) Also, until further notice, we will not serve table grapes. Since they have been served only at Thanksgiving in the past, I'm sure they won't be missed.

We now have exchange agreements with the Faculty Clubs at Harvard and M.I.T. If you plan to visit either of these campuses, stop at our faculty club and pick up a new membership card. You can then charge your purchases at the Harvard and M.I.T. clubs to your Penn account and be billed through our club. We are planning to make similar arrangements with other faculty clubs at major schools throughout the country. —John deCani, President

SPORTS

Badminton (women) vs. Chestnut Hill. Weightman Hall, February 6, 4 p.m.

Fencing vs. Army. Weightman Hall, February 8, 7 p.m.

Swimming vs. Yale. Sheerr Pool, Gimbel Gym, February 9, 2 p.m.

Fencing vs. Yale. Weightman Hall, February 9, 2 p.m.

Hockey vs. New Hampshire. Class of '23 Rink, February 9, 8:30 p.m.

ALMANAC: 515 Franklin Building (I6) Ext. 5274

Editor Karen C. Gaines

Assistant Editor Margaret M. McIlroy

Distribution Joan R. Berkowitz