

Almanac

Volume 20, Number 30

Published Weekly by the University of Pennsylvania

April 16, 1974

- SENATE: *Publication of Rackin Papers (SAC)*
Dissent (Minyard); WEOUP Response
- *Pick-Up for Pomp* • *Administrative Assembly*
- COUNCIL • BUDGET: *A Delicate Balance*
- *Maternity Benefits* • OPENINGS • THINGS TO DO

INSERT: *Funding Notes*

A 34" high
Queen Anne chest
is part of the
loan exhibit of
miniatures in
the Hospital
Antiques Show,
below.



Antiques: April 22-27

It's time again for the annual return to elegance known as the University Hospital Antiques Show, which previews next Monday and opens to the public the day after. For 13 years, the HUP benefit produced by the Board of Women Visitors has been a special event in the antiques world and has brought the hospital funds for equipment and building renovation. Last year, proceeds went to the Ob/Gyn department and are earmarked this year for the installation of Laminar airflow equipment in operating rooms.

Fifty-some dealers will display their treasures at the Engineers Armory at 33rd and Market streets until April 27. For those whose houses are decorated strictly with Lucite and chrome—or who can afford only to look—there will be a loan exhibit at which Tom Thumb would be at home and swathed in luxury. Assembled from museums and private collections, the exhibit is of miniature furniture, paintings and porcelain. A doll's house from the Chester County Historical Society is the star of the collection: made in Philadelphia around 1836, it stands eight feet high and has its original furnishings except for the silverware, which was stolen.

Tours of a larger house are part of the Show too; this year's is to the Greek Revival mansion "Andalusia" on the Delaware River. The house was owned by Nicholas Biddle, who commissioned Thomas U. Walter, architect of the Capitol in Washington, to make additions to the original stone farmhouse. "Andalusia" has on its 19th Century Romantic grounds the only "ruin" now standing in America, a small fieldstone structure resembling a chapel. A visit to "The Dell", the summer residence of a later Biddle, is part of the tour. An example of early Victorian style, it was designed by Philadelphia architect Adolph Borie.

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Search Committee: GSE Dean

Dr. Marvin Wolfgang, Professor of Sociology, is chairman of a consultative committee to recommend candidates for the dean of the Graduate School of Education. Committee members are: Dr. Morton Botel, Dr. Mary E. Coleman, Dr. Charles Dwyer, Dr. Lila Gleitman, and Dr. Ralph C. Preston, all professors of education; Dr. Paul Taubman, chairman of the Faculty Senate; Donald Stewart, coordinator for continuing education; Judith Messina, graduate student; and Peter Grunwald, C'77.

Budget: 1974-75 Projections

At Council last Wednesday, Dr. John N. Hobstetter reviewed the administration's projections for a balanced budget in 1974-75. Figures and notes from his talk appear on page 6 of this issue.

Admissions: 1825 Freshmen

The University has offered admission to 3394 of the 7590 applicants to the Class of 1978.

An additional 464 students had already been offered admission through the Early Decision Plan which enables prospective freshmen whose first choice is the University of Pennsylvania to apply for admission before November 1 and receive notification on December 15.

This fall's freshman class is expected to be 1825, about the same size as last year's. The proportion of men and women will be approximately the same as last year—about two-thirds men and the remainder women.

There was a slight rise in the number of applicants this year—7590 compared to 7509 last year, which in turn reflected an 8 percent increase from 1972. A total of 3081 students was offered admission last year under the regular decision process and 512 through the Early Decision program.

"In spite of a variety of forces adversely affecting higher education in general, and private institutions specifically, the University of Pennsylvania has had a very successful year in undergraduate admissions," Dean Peter Seely said. "The very fact that application rates held steady and College Board scores have not only held steady but shown an increase of 40 points contrary to the national decline leads me to be very optimistic about Pennsylvania's future."

"Much of the strength of Pennsylvania's position results from the continuing growth and development in our undergraduate curriculum—the substance, vitality, relevance, and the practicality of our programs. Much credit for the success of the year must go to the alumni, faculty, and students who have worked with the Office of Admissions in its program of carrying the Penn message to students across the country," he continued.

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"There was a considerable increase in applications by women to the Wharton School while female applications to the College of Engineering and Applied Science doubled. Overall there was an increase in applications to the Wharton School and to the College of Engineering and Applied Science accompanied by a slight decline in the arts and sciences area, reflecting greater student interest in professional education," Dean Seely added.

A total of 1962 of the applicants come from the Commonwealth of Pennsylvania and of these 1114 have been offered admission. Ninety students have been offered admission through the University's Small Communities Program. In this program, the Office of Admissions works with high schools in rural areas and small towns in Pennsylvania to encourage promising students to seek admission to the University who otherwise might not have included Penn in their plans for college. In addition, members of the admissions staff worked intensively to contact students from medium-size towns and cities throughout the Commonwealth.

This year the University attracted its largest and most academically talented group of economically-disadvantaged applicants, a total exceeding 1100. The group of accepted applicants, totaling again more than 500, is comprised of students from Spanish-speaking, American Indian, Asian-American, black and economically disadvantaged white communities. A total of 343 black students has been admitted to date this year with an increase expected in that total from the waiting list over the coming weeks. Although the number of black students applying showed a very slight decrease, there was an increase in the percentage of black applicants offered admission this year compared to last year.

Some 150 of the entering freshmen will have been designated Benjamin Franklin Scholars in recognition of their outstanding academic ability.

About 40 percent of the freshman class will receive financial aid (scholarships, loans and part-time jobs on campus) from University and external sources totaling \$2.6 million.

ADD TO TENURE RULES

The following sentence completes the report of the Subcommittee on Tenure of the Senate Committee on the Faculty. (ALMANAC, April 9). It is the eighth item of the second section of the report, "Proposed New Tenure Rules." The entire report will be discussed at the Senate meeting April 17.

Proposed new tenure rule 8:

8. Persons appointed or reappointed after June 30, 1974, to any rank with an antecedent modifier of "research", "adjunct", "clinical" or "visiting" shall not accrue time towards tenure or be granted tenure in that rank.

Members of the Subcommittee: Maria Brooks, Chairperson; Frank Brooks; Jean Crockett; Frank Goodman; Florence Lief; and, ex officio, Paul Taubman and Phillip DeLacy.

CLARIFICATION ON MEDICAL TENURE

Dr. Edward J. Stemmler, Acting Dean of the School of Medicine, wishes to clarify an item in the "Implementation" section of "Details of the Ten-Year Tenure-Accrual Plan for Clinical Faculty" (Almanac, April 2). Under "present faculty," paragraph 2, concerning the definition of very substantial clinical duties, the first sentence should read: "At least one-third of the total working time (or 15 hours per week) that a faculty member devotes to his professional activities is directly or indirectly related to the care of patients."

SENATE

The following statement by the Senate Advisory Committee indicates its decision on publication of the Rackin Papers and discusses the reasons that underlie it. Two points that are not discussed in the following statement but which may clarify the situation are that the administration asked SAC to consider the problem, and that although the ALMANAC charter gives SAC a certain role to play, ALMANAC is not an organ of the faculty.

—Paul Taubman, Chairman

Publication of the Rackin Papers

The original request to publish in the *Almanac* certain documents relating to the case of *Rackin v. University of Pennsylvania* was made by Women for Equal Opportunity at the University of Pennsylvania (WEOP) and was supported by the Executive Committee of the Women's Faculty Club and the Committee W of the AAUP. Their arguments for publishing these documents in the *Almanac* were set forth in a series of letters published in the March 26, 1974 issue of the *Almanac*. After discussion of the situation with members of SAC and others, WEOP agreed instead that the documents, printed under its auspices and at its own expense, would be distributed as a matter of convenience with an issue of the *Almanac*.

SAC thinks that there is an important distinction between publication in the *Almanac*, for which the University has a publisher's responsibility, and making available the University's distribution system to faculty members who wish to communicate with other members of the University community. The amendment of WEOP's original request made it easier for SAC to acquiesce in it by a vote of 8 for, 3 against and 1 abstaining.

Although SAC discussed the reasons for and against the distribution of the WEOP documents, SAC was particularly influenced by the fact that WEOP's request was made before SAC had established guidelines to determine the appropriate circumstances under which material offered by members of the faculty would not be published in or distributed by the *Almanac*. It would be particularly unfortunate if SAC's present efforts to develop guidelines were construed as an attempt to cover up facts in a now public controversy.

The publication of these papers demonstrates some of the undesirable consequences of using the *Almanac* or the University distribution system as the forum for litigating an on-going controversy involving a personal grievance. The adjudication of individual grievances can best be accomplished in specially designed forums. That is the purpose of creating a formal grievance procedure within the University. Dr. Rackin's grievances are presently being adjudicated in an action she brought against the University and 13 individual defendants in U.S. District Court for the Eastern District of Pennsylvania. The grievance procedure, or in this case the court, can best develop all the relevant facts. For example, the papers selected by WEOP for distribution are only part of the roughly 160 documents in the case and do not include any of the extensive oral testimony developed for the purposes of the trial. Neither SAC nor the *Almanac* is in any position to determine whether the documents distributed present a fair or complete picture.

Moreover, since a number of the persons mentioned in the documents now being published are individual defendants in the litigation commenced by Dr. Rackin, they may feel inhibited about carrying the controversy outside the court by supplying the *Almanac* with additional materials or by offering explanations and other facts which would aid in a fair judgment of "whether Dr. Rackin received fair and honorable treatment as a member of our faculty."

SAC is also concerned that the WEOP documents include communications by individuals, both inside and outside the University, who had no warning that their communications would be made part of a broad public distribution. As far as SAC is aware, none of these persons (with the exception of Dr. Rackin) has consented to this distribution. As recognized by the grievance

procedure presently being proposed to the Senate, it is important to the integrity of the appointments and promotion process that confidentiality of communications be protected.

Although SAC keenly feels the dangers of litigating individual grievances in the pages of the *Almanac* or by the distribution of selected documents, it recognizes that descriptions or analyses of specific events may be a forceful way of developing issues of general concern to the community. Thus, Committee W argued that the WEOUP documents illustrate the infirmities of certain University procedures.

SAC hopes to encourage use of the *Almanac* for such general discussions. The guidelines toward which SAC is working will reflect an accommodation between the desirability of open communication on general issues and the desirability of limiting the litigation of individual grievances to forums specifically designed for adjudicatory purposes. SAC hopes that the controversy surrounding the publication of the WEOUP documents will stimulate thoughtful responses which can help illuminate the issues with which SAC must wrestle.

ED. NOTE: The following members of SAC commented that in their view the above summary represents only a partial statement of the individual considerations which went into the decision on the Rackin Papers:

Maria Z. Brooks Benjamin F. Hammond
Jamshed K. S. Ghandhi Fred R. Karush
Phoebe S. Leboy

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SAC member Douglas Minyard offers his individual dissent from the Committee statement, noting that he speaks for himself and not for other dissenting members:

The decision of SAC at its meeting of 3 April 1974 to allow use of the *Almanac* distribution system as a mechanism for publishing some of the documents relating to the Rackin case undermines the function of the *Almanac* as the only vehicle for the open exchange of views on University matters available to members of the faculty. It also violates the principle of collegiality, which is the heart of the faculty's existence as a faculty.

The members of WEOUP, and their supporters on Committee W, have not asked the *Almanac* to print their views on the Rackin case or on grievance procedures in general. They have asked that material of which they are not the authors, material which has been composed by some of their colleagues on this faculty, be published without regard to the wishes of those colleagues. If X requests the publication of something written by Y, which Y does not want published, it is not censorship for an editor to refuse to publish. X's material and opinions are not in question. Indeed, X does not have standing to make such a request, when the journal to which the material has been submitted is one like the *Almanac* and run for the convenience of the members of a group, not as a newspaper.

In the entire matter, there is of course no question of censorship, since the papers are available to the public (including the press) either through the court or WEOUP and can be distributed in a variety of ways. Given such easy accessibility, the question of preserving confidentiality does not arise in any important way. Indeed, if a Philadelphia newspaper were to print all the papers now in the public domain tomorrow morning, the basic issue would not be touched. Since the documents are so easy of access, the utilitarian argument for publication (that we shall be better informed on the issues relating to the proposed grievance mechanism) is hollow.

The central question is one of faculty ethics and whether or not the *Almanac* will continue to be available freely and equally to all members of the faculty for the open and uncoerced expression of their own ideas. Yielding to the WEOUP request allows the *Almanac*, or its distribution system, to be used in a coercive manner to force comment from those who do not wish to express their views in this manner and at this time. If this precedent is followed, the role of the *Almanac* as the instrument for faculty exchange of ideas can only be corrupted and ultimately destroyed. If the Rackin case has lessons for us, one of them should be that we should stop trying to treat each other in a highhanded manner.

The proper response of SAC would have been to inform the members of WEOUP, and their supporters on Committee W, that

they are welcome to communicate their own opinions to the *Almanac* whenever they wish but that they have no right or standing to coerce comment from their colleagues in the pages of a faculty journal, whether that comment has been publicly or privately expressed in letters or articles in any other journal at any other time.

—John Douglas Minyard

WEOUP: TO WAIT UNTIL FALL

The following letter was sent to Dr. Paul Taubman on April 8:

The Senate Advisory Committee's proposal—that the Rackin Papers not be published in the *Almanac* but be distributed as a separate insert paid for entirely by WEOUP—is disappointing to us for two reasons:

One, we still feel that the Rackin case is appropriate subject matter for the faculty journal and that the letters we submitted are legitimate background material for the faculty's understanding of the safeguards needed in a grievance procedure.

Two, SAC's proposal requires that we publish at least 12 pages, in order to be self-contained. This not only raises our cost dramatically, but raises it in a wasteful way, since the documents would otherwise take only ten pages of space.

We nevertheless accept the proposal, and will publish under the conditions given.

We will not, however, publish on April 16th as planned.

I am sure you will understand our need to postpone publication in view of the change in editorial responsibility. As long as we expected to publish in the *Almanac* itself, we felt constrained to limit ourselves to the full texts of letters published partially in the *Daily Pennsylvanian* plus a few items referred to in those letters. We had confined ourselves, then, to material furnished by Dean Stephens in answer to his Interrogatory, and had added only such obvious items as the original Rackin Complaint to the Academic Freedom Committee (Dean Stephens had furnished the AFC response but not the material responded to).

Now that the full responsibility is ours, however, we will want to make use of our expanded space by supplying additional documents to fill in remaining lacunae in the Dean's account. We will concentrate on those items which shed more light on departmental procedures for which some remedy seems needed. Dean Stephens' file does not touch on a number of questions that we are sure will interest any faculty member who expects ever to come in conflict with a chairman or dean, and who wishes to know what information and services can be denied a dissident without due process.

Our documentation must be very careful, and our selection equally so, for we realize that our own credibility is at stake here, too. We do not have in mind to publish less of the Stephens file than we originally submitted, nor to create a one-sided presentation of the additional issues. Fortunately for us, this case is so rife with clear-cut examples of abuse that we do not need to descend into one-sidedness in order to illustrate the principles involved.

We understand that the Senate Advisory Committee is concerned about Dr. Rackin's own view on publication. We will naturally give her views great consideration. However, we are not prepared to ask Dr. Rackin to make the final decision on publication or suppression of these papers. Dr. Rackin must think first of her own case, and neither you nor we should insist that she take responsibility for the actions of this organization when it publishes public records.

Since we cannot meet the production schedule for the April 16th issue, and we understand the April 23rd issue has been reserved for a University-sponsored insert, we see no point in publishing later in the spring when most of the faculty will have left. Instead we will prepare our insert—self-contained, at our expense, to be labeled WEOUP and not *Almanac*—for the fall term when the faculty has reassembled. We shall expect to have it distributed either with the last issue in September or the first issue in October.

In the meantime, since the papers will not appear in time for the Senate's meeting of April 17th, we invite all those interested to examine them in the Women's Center, 110 Logan Hall, at their convenience.

Thank you for your consideration. (And need I add that this letter is requested for publication in the *Almanac* on April 16th, since the papers will not be there?)

—Carol E. Tracy, President, WEOUP



Pomp (left, by an unknown photographer, courtesy University Archives) inspired the Albert Monroe Wilson Memorial Pick-Up Friday. Allen White (above, by Anthony Calabretta) was elected by B&G staff to receive the first Wilson Award (page 5).

Pick Up for Pomp

The Albert Monroe Wilson Memorial Pick-Up coming Friday is named for one of the most vivid personalities in all of Penn's history: Pomp, a black man who from the age of 16 until his death at 63 was messenger, watchman, friend and storyteller of the University.

If that makes him sound like a combination of the Uncles Tom and Remus, consider instead the description by Jesse Y. Burk ('62C, '03 STD): ". . . of a high but not vindictive temper, and rather preferring the clash of arms to the monotony of peace, his early years were spent in incessant turmoils in which he rarely came out worst." Undergraduates from 1854 to 1904 might have begun with pranks at Pomp's expense, but they ended by electing him an honorary member of the Class of 1858, awarding him plaques and cups, asking him to stand in their senior group portraits year after year, and in one case signing him up as after-dinner speaker when they came back as alumni. Just before his death, prominent old grads were preparing for an Albert Wilson Jubilee in which they would award him a fund to cushion his later years.

But Pomp came down with pneumonia that year, and instead of a Jubilee it was his funeral that called students, faculty and alumni together. The College Hall bell tolled fifty times for him while his casket lay in the Hall, and with University men as pallbearers a cortege of a dozen carriages took him to Cynwyd for burial. Later, the Albert Monroe Wilson Memorial Scholarship was set up and is still given today. A plaque for him still hangs on the first floor of College Hall, and his portrait was there until someone stole it during a sit-in.

A spate of memorial resolutions and sentimental reminiscences followed Pomp's death. If some of these seem patronizing now, with their phrases about his devotion, his punctuality, his respectfulness (and certainly the account of his last days sounds cruel now that we have wonder drugs for pneumonia), there is something also between the lines that says Pomp never

shuffled his feet for anybody. Pomp the efficient, the witty and more than a little wise, had both personal dignity and a pride in his University which he made it his business to impress upon not only new students but new faculty—with the result that some of them at first complained of his impudence. He gave fuming monologues about wastefulness, and in one case he alone preserved something nobody else thought to take care of: the cornerstone of the old College at Ninth Street. After the University moved to West Philadelphia and sold its downtown property, Pomp stood by when the old building was razed, "seized" the cornerstone and kept it quietly until a generation grew up that cared about such things.

Pomp kept the oral history of the University, too, and passed it on to one generation of students after another. His own name figured inadvertently in one of the great scandals of that history: Provost Stillé's suspension of Eli K. Price, Jr., which brought on a monumental clash with the Trustees (the latter claiming the right to hear young Price's appeal on the grounds that "the authority of the Board was absolute over all acts of the Faculty in matters both of instruction and discipline," according to Cheyney). What prompted Price's suspension was the singing of "doggerel verses disrespectful to the Provost," to wit:

*Pomp and Stillé had a fight.
They fit all day and they fit all night,
And in the morning they was seen
A-rollin' down the bowlin' green.*

Though Pomp was described as "crusty" (Burk) and Stillé as "contentious, tactless and irascible" (Cheyney), there is no record that the two men ever actually came to blows. (Poor Price had his class standing reduced from First, but went on to graduate both from the College and the Law School; he helped raise funds for the present Law School building, and became a Trustee himself in 1921.)

For all that was written about Pomp, too little is known of what he actually said and did that made the young men of the

last century care so deeply. All accounts agree that he was devoted to College Hall and the buildings around it, and that he took care of Penn almost fiercely, as if it would all fall apart without him. We know Pomp was a zealous lab assistant to Professor John Frazer during a stretch of his career here. We know he wrote a graceful hand and was topical in his wit: "You can fool all the people part of the time and you can fool part of the people all the time, *but you can't fool Pomp*," he would say; or "*Sic semper tyrannis*—down with dead beats!" We know "Pomp" was short for his early nickname "Pompey," but who decided to call a 13-year-old errand boy after a Roman emperor and general is unrecorded.

Maybe Pomp was a kind of presence not to be pinned down with words. Certainly people in all walks of life found him a man to be reckoned with, and remembered.—K.C.G.

Following is the text of the presentation President Meyerson will make to open the Pick-Up Friday, April 19, at 12:45 p.m. on College Hall Green. (Any member of the University is welcome to help pick up litter on Friday or any other day.)

THE ALBERT MONROE WILSON MEMORIAL AWARD

Recognizing a member of the University who exemplifies the devotion, loyalty, and diligence of Albert Monroe "Pomp" Wilson, is presented to

ALLEN WHITE

whose 47 years of service to his University rival those of Mr. Wilson in duration and in quality of contributions to the environment of learning at Pennsylvania.

*Cushing Phillips, Jr.
Director
Buildings and Grounds*

*Martin Meyerson
President*

ABOUT MR. WHITE

Allen White was chosen by his fellow workers in the Department of Buildings and Grounds to receive the Albert Monroe Wilson award.

Mr. White, born December 23, 1904, was one of five brothers employed by the University in Buildings and Grounds and is the only one still with the University.

He started working here June 17, 1927. Since that time he has attended every Penn home game at Franklin Field and all of the Philadelphia Eagles games.

All five of the White brothers were rugged individuals, well known for their loyalty to Penn. A standing joke with the groundsmen, when the Penn team had a rather weak day, was that they would put the five White brothers in the front line next week.

Mr. White has been at the finish line of the Penn relays for the past 48 years and has worked in the Palestra in conjunction with basketball and other gymnasium sports the same length of time.

Roy Ford, the former Superintendent of Grounds, recalls Allen White as a quiet, hard-working man. Shortly after Mr. Ford's arrival on campus (May of '29) he saw a man at lunchtime standing against a wall. Mr. Ford asked his then foreman, Jack Evelyn, what that fellow was doing over there all alone. Mr. Evelyn went over and found Allen White quietly composing music during lunch.

—Don McAleer
Assistant Director, Repairs & Utilities

ADMINISTRATIVE ASSEMBLY: APRIL 19

Election of officers for 1974-75 will highlight the spring meeting of the Administrative Assembly Friday, April 19, at 1:30 p.m. in the Library Conference Room between Van Pelt and Dietrich Libraries.

The Assembly will also hear Dr. H. J. Zoffer, Dean of the Graduate School of Business at the University of Pittsburgh, on "Who Speaks for Administrators?" Dr. Zoffer is chairman of the American Association of University Administrators, a nationwide organization the Administrative Assembly has been invited to join.

Reports on Assembly activities in management training, women's affairs and personnel matters will also be given. Candidates for office in 1974-75 are:

Chairman-Elect: Douglas Dickson, Edwin Ledwell, Jr.; Secretary Elect: Barbara D'Ulisse, Robert Lorndale; Council Representative: John Kershner, Arthur Letcher; Executive Committee: Mia Argentieri, C.A. (Bill) Brest, Joseph Burke, George Peters, James Shada, Elizabeth Stegner.

COUNCIL

BY-LAWS CHANGES

At its April 10 meeting, Council passed a series of by-laws changes, among them actions which:

provide for any member of the University to suggest questions or proposals for consideration of Council by submitting them in writing to the Steering Committee, c/o the Office of the Secretary; and provide that any member of the University may be asked to serve on Committees of Council;

alter the procedure for choosing the four Assistant Professors to serve on Council; where associates, lecturers and instructors are members of constituencies they too can submit names for the slate, and the Steering Committee will select four from the ten receiving the most nominations;

hold elections of constituency representatives and faculty-at-large representatives earlier in spring to coincide with the date of election of Senate officers; and

move the Budget Committee and Committee on Open Expression out of the Council Committee category in the by-laws to reflect that they, along with the Academic Planning Committee, are committees created with the help of Council but not reporting to it.

Details of these and other minor changes in the by-laws are available at the Office of the Secretary.

ATHLETIC POLICY

After the Committee on Recreation and Intercollegiate Athletics reported that it concurred in the Task Force Report (*Almanac* November 13, 1973) but would study certain of its provisions further, Council voted to receive the report with thanks, and took no other action.

GRADUATE EDUCATION

On a motion of the Steering Committee, Council passed the recommendation of Martin Stamm and the Graduate Student Association to create a Task Force on Graduate Education, as follows:

... it is moved that University Council recommend that the Office of the Provost establish by 15 May 1974 a University Task Force on Graduate Education at Pennsylvania, whose objectives and responsibilities are enumerated in the above paragraphs. The Provost shall report to Council at each ensuing Council meeting of the progress being made by the Task Force, and shall issue all Task Force statements under the aegis of his office.

Be it further resolved, that when the new Vice-Provost for Graduate Studies and Research is appointed, a sub-group of the Graduate Council will become the continuing body to take cognizance of implementation of task force recommendations; and that when the new Vice-Provost is appointed, it would be most desirable for that person to be named chairman of the Task Force.

A Delicate Balance

At Council last week, Dr. John Hobstetter distributed the figures at right, annotated them in detail and gave the economic background which made the Budget Committee's planning "extraordinarily difficult" this year.

"As you know," he said, "the economy has been an inflationary one for some years, but with certain healthy characteristics. Per capita income and family income until recently increased faster than cost of living, giving us a rising standard of living. This fact gave us some latitude in that tuition increases could be held to less than the rise in parental income, and compensation increases could provide for merit as well as cost of living."

"As we approached the budget this fall, we had economic advice from our Wharton School colleagues; the econometric forecast began to exhibit great instability. It indicated a rapid rise in cost of living and slower rise in parental income and per capita income.

"By November we learned that the cost of living and family income increases might *both* be 7.5 percent, which meant that a further rise in the standard of living was improbable. Our initial budget guidelines for tuition and salary adjustments reflected the 7.5 percent figure.

"The deans made their preliminary budgets according to these guidelines, but it later became clear that the guidelines would not work. The cost of living went through the roof. Already it has reached 10 percent in Philadelphia and is expected to hit 12 percent by summer.

"Thus at 7.5 percent, the real wages of Penn employees will drop—a tragedy that is affecting many parts of the economy this year." (In the table opposite, the overall payroll change is closer to 5 percent, reflecting turnover patterns in which older and higher-paid personnel retire and newer, less highly paid personnel enter. The 7.5 percent increase is an *average* increase for ongoing personnel.)

The undergraduate tuition increase was finally set last week at 8.8 percent. It helps to cover a 7.5 percent increase in salaries and wages and provides for an expected \$200,000 increase in unrestricted funds for financial aid based on need. But the 8.8 percent shaves dangerously close to the 9 percent rise now projected for parental income.

The University's budget cycle is mostly completed, and most deans have held sessions with the Provost to complete their plans. Where budgets are not complete, Dr. Hobstetter made estimates in order to compile the table at right. Some responsibility centers have in effect set a partial freeze on hiring to make ends meet, he added.

Dr. Hobstetter singled out at least two danger points in the 1974-75 figures. First, we have a "dangerously narrow" contingency fund of only \$700,000 (the usual figure at this stage is more like \$1.2 million). Second, if Philadelphia Electric and other utilities are allowed to raise their rates as requested, the University has not provided enough of a cushion in its indirect cost budget.

(Other annotations are given as footnotes to the table.)

1974-75 Projections without Hospitals from 1973-74 Budgets without Space Allocations (in thousands of dollars)

	1973-74 Budgets	Projected Change	1974-75 Projections
REVENUE			
Tuition	44,603	4,120 ^a	48,723
Special Fees	673	22	695
Scholarship—Endowed	851	34 ^b	885
Gifts	1,080	—	1,080
U.S. Govt.	1,185	—	1,185
Other	229	—	229
GSAS	—	—	—
Investment Income	6,177	(478) ^c	5,699
Gifts and Grants—Private	10,683	1,021	11,704
Federal	37,628	3,419	41,047
State	236	—	236
Indirect Cost Recovery	8,835	(147) ^d	8,688
Sales and Services	11,232	685	11,917
Miscellaneous	1,901	(68) ^e	1,833
Total Direct Income	125,313	8,608	133,921
From General University	23,365		23,277
Total Available	148,678		157,198
DIRECT EXPENDITURES^f			
S & W—Administrative	6,092	284	6,376
Academic	50,391	2,364	52,755
Clerical	13,485	647	14,132
Service	3,075	152	3,227
Total Salaries & Wages	73,043	3,447	76,490
Employee Benefits ^f	9,533	3,100	12,633
Current Expense	19,809	1,295	21,104
Equipment	3,319	172	3,491
Student Aid	12,723	384	13,107
Academic Computer Svcs. ^g	269	(269)	—
Total Direct	118,696	8,129	126,825
INDIRECT COSTS^h			
Student Services	1,495	69	1,564
Libraries	5,247	243	5,490
O & M	6,593	306	6,899
Auxiliary Enterprise	199	9	208
General Administration	6,324	293	6,617
General Expense	10,124	(529)	9,595
Space Allocation	—	—	—
Total Indirect	29,982	391	30,373
Total Expense	148,678	—	157,198

- a. Additional revenue from tuition increase plus 100 new transfer and other students.
- b. New restricted sources more than compensate for the loss of endowment return for scholarships.
- c. The depressed stock market combined with legal and prudent limits to use of investment return will cause a decline in investment income.
- d. Some responsibility centers seriously overestimated this income in the current year. Although actual receipts are increasing, the total available next year will be less than was budgeted this year.
- e. "Miscellaneous" income is being transferred to proper categories.
- f. Most increases in expense reflect an average 7.5% salary increase for all personnel. Benefits figure shows increases for social security, medical coverage and faculty/staff scholarships, plus a transfer to this category of costs previously carried in General Expense.
- g. This special budget category is being eliminated. Computing is now a Current Expense.
- h. Indirect cost does not increase faster than direct cost and reflects mainly salary increases, but this budget does not provide enough to cover increased utility costs on the scale recently proposed by utility companies.

EXTENDED MATERNITY BENEFITS

Effective May 1, 1974, the University is adding maternity coverage for all female personnel enrolled in our group Blue Cross and Blue Shield plans. The additional coverage includes single as well as married personnel and also extends to dependent daughters of subscribers. This extension of benefits is based on a recommendation made last year by the Personnel Benefits Committee.

Persons who have been in the University's Blue Cross and Blue Shield plans continuously for at least eight months prior to May 1, 1974 will be automatically covered for these additional maternity benefits as of May 1, 1974. Persons who joined the group plans after September 1, 1973, must complete eight months in the plans in order to receive maternity benefits.

The University will absorb the extra cost for those subscribers whose Blue Cross and Blue Shield premiums are now fully paid by the University.

For those subscribers who are currently paying for all or part of their Blue Cross and Blue Shield premiums there will be some increase in rates to pay for the new coverage. Since Blue Cross and Blue Shield coverage is customarily paid one month in advance, the new rates will be effective during April, 1974. New monthly rates for Blue Cross, Blue Shield, and Major Medical premiums combined are as follows:

Single	\$14.00
Family	42.77
Husband and Wife	41.94
Subscriber and Child	30.59
Subscriber and Children	31.17

—James J. Keller, Director
Personnel Administrative Services

OPENINGS

The following listings are taken from the Personnel Office's weekly bulletins and appear in ALMANAC several days after they are first made available via bulletin boards and interoffice mail. 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.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions.

Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.

ADMINISTRATIVE/PROFESSIONAL (A-1)

ACCOUNTANT II (3/19/74).

ASSISTANT COMPTROLLER (3/19/74).

ASSISTANT DIRECTOR, STUDENT ACTIVITIES (4/9/74).

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

COORDINATOR FOR SPECIAL SUMMER PROGRAMS (4/2/74).

DEPARTMENTAL DEVELOPMENT COORDINATOR (4/2/74).

DEPARTMENT HEAD III, medical library (3/26/74).

ELECTRICAL ENGINEER responsible for technical operation of Graduate Engineering TV System. Supervises repair and maintenance and performs systems measurements. Keeps operation logs, makes improvements in system performance, aids in design and installation of additional facilities. Qualifications: B.S. in electrical engineering or electrical technology. At least three years' experience in TV systems, cameras, switches and TV transmitters. Must have first class Radio Telephone License. Experience as amateur radio operator desirable. \$11,800-\$14,700 (midpoint).

MANAGER, ENGINEERING & BUILDING SVCS. (2/19/74).

RESEARCH SPECIALIST II. Does research in enzyme purification, protein and nucleic acid chemistry. Qualifications: Ph.D. in

biochemistry and at least one year postdoctoral experience, preferably with enzymes involved in nucleic and acid metabolism. \$10,250-\$12,750 (midpoint).

RESIDENCE UNIT DIRECTOR (3/5/74).

STAFF NURSE (3/5/74).

SYSTEMS & PROGRAMMING STAFF TECHNICIAN (4/9/74).

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I, administrative office (3/5/74).

ADMINISTRATIVE ASSISTANT I, placement service (4/9/74).

ADMINISTRATIVE ASSISTANT I, Wharton. Responsible for preparation and maintenance of budgets, personnel records, scheduling work, supervision of three secretaries. Qualifications: Good typing, shorthand, budget and supervisory experience. \$6,250-\$7,350-\$8,450.

ADMINISTRATIVE ASSISTANT II, engineering (3/26/74).

DELIVERY CLERK, campus office (3/5/74).

ELECTRON MICROSCOPE TECHNICIAN II (2/5/74).

ELECTRONIC TECHNICIAN/ENGINEER (2/19/74).

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

MAIL CARRIER, campus mail service (4/9/74).

MECHANICAL ESTIMATOR (1/15/74).

MEDICAL RECORDS ASSISTANT, Graduate Hospital (4/9/74).

MEDICAL SECRETARY (4) (3/19/74).

PROGRAMMER IV (4/9/74).

PROJECT BUDGET ASSISTANT, college business office (4/9/74). PSYCHOLOGY TECHNICIAN I. Does computer programming, sequential interactive date evaluation and analysis. Qualifications: Strong background in mathematical psychology, training in experimental psychology lab and must have worked with pigeons. \$7,525-\$8,825-\$10,100.

RECODER, business office on campus (4/2/74).

RESEARCH BIBLIOGRAPHER I, medicine. Does copy editing, reviews journals, orders supplies, collects data, types budget forms, etc. Qualifications: Good typing, shorthand, research experience preferred. \$6,250-\$7,350-\$8,450.

RESEARCH BIBLIOGRAPHER II, medicine. Secretarial duties, maintains files on authors, reads galleys, types manuscripts, secures art work and photography, searches medical journals for material on specific subjects. Qualifications: Knowledge of medical terminology, shorthand/dictaphone, editing, library procedures. \$6,725-\$7,950-\$9,150.

RESEARCH LABORATORY TECHNICIAN II, III (3/26/74).

RESEARCH LABORATORY TECHNICIAN III (4/2/74).

RESIDENCE HALL CLERK (2) (hours 4-11), graduate housing.

Qualifications: Several years' experience in a similar setting preferred. Ability to deal effectively with a wide variety of people. \$5,825-\$6,825-\$7,825.

SECRETARY I, business office on campus (4/2/74).

SECRETARY II (10), III (5) (1/8/74).

TECHNICAL SECRETARY, medical school (2/12/74).

PART-TIME (A-4)

CLERK II (4/9/74).

SECRETARY I (4/2/74).

TECHNICAL SECRETARY (4/2/74).

PENN TEMPS: temporary assignments for people who have excellent typing and, in some cases, shorthand or dictaphone. Call Valerie Sandillo, Ext. 7285; weekdays, 9-11, 130 F.B.

PURCHASE POWER I.D.

Identification cards for Purchase Power, the consumer group announced in Almanac December 18, are now available to all faculty and staff. The card plus University identification entitles an individual to all the discounts and other Purchase Power benefits. Instructions and information for using Purchase Power for most major consumer items come with the card.

Some 400 cards will be distributed with the next issue of *Purchasing News of Note*; people may also collect their cards at the Purchasing Office, 204 Franklin Building, or have the cards sent through intramural mail.

Questions about Purchase Power may be referred to Robert M. Ferrell, director of purchasing, Ext. 7216.

ANTIQUES CONTINUED FROM PAGE 1

There are Gallery Tours at the Show itself led by guides from the Philadelphia Museum of Art. Tours will be held in the morning before the Show opens and places must be reserved (Thursday's tour is sold out). On Thursday evening you can bid for antiques under \$100 at the silent auction and eat at the buffet Supper at the Show. Buffet luncheons will be served Tuesday through Friday and the Eagle Coffee House will offer sandwiches, soups and snacks throughout the week.

Details on times and reservations for special events:

UNIVERSITY HOSPITAL ANTIQUES SHOW AND SALE. 103rd Engineers Armory, 33rd Street north of Market. Hours: April 23, 24, 26, noon-10 p.m.; April 25, noon-4 p.m.; April 27, 10 a.m.-3 p.m. Admission: \$3.

Preview Reception. Refreshments, dinner, parking. April 22, seatings from 5:30-9 p.m. Tickets: \$60 (\$50 tax deductible.)

Tours to "Andalusia" and "The Dell". April 24, 25, 9:30 a.m.-1:30 p.m. Bus leaves 29th St. exit of 30th Street Station; return to Armory; refreshments served on return trip. Reservations required: \$20, including admission to Show. Tickets to Connoisseur's luncheon must be ordered separately (see below).

Gallery Tours. Art Museum guides discuss Show highlights, small groups, capacity limited. April 24, 25. Reservations: \$7 (includes admission to Show).

Connoisseur's Luncheons. April 23-26, noon-2 p.m. \$4.

Eagle Coffee House. April 23, 24, 26, noon-9:30 p.m.; April 25, noon-3 p.m.; April 27, 10 a.m.-2:30 p.m.

Mail reservations to: University Hospital Antiques Show, 206 Almud Lane, Wynnewood 19096. Checks payable to The University Hospital Antiques Show.

THINGS TO DO

PERFORMANCES/EXHIBITS

Three One-Act Plays: *Chiaroscuro*, by Israel Horovitz; *The Stronger*, by August Strindberg; *Hello from Bertha*, by Tennessee Williams; presented by Annenberg Theatre Lab under the supervision of Ilona Gerbner. Prince Theatre, April 18, 19, 20, 8 p.m. Tickets: \$2, Annenberg Center box office.

Third Festival of Films by Women: *Smiling Madame Beudet*, (Germaine Dulac, 1922); *Hands* (Stella Simon, 1928); *Craig's Wife* (Dorothy Arzner, 1936). Studio Theatre, April 19, 7:15 and 9:45 p.m. Admission free this week.

Short Eyes, by Miguel Pinero. Final production here of the New York Shakespeare Festival, written by a former prison inmate and with a cast, "The Family," also former prisoners. Marvin Felix Camillio directed, Joseph Papp is producer. Zellerbach Theatre, previews April 19, 20, 8 p.m. Opening night, April 22, 7 p.m.; then Monday-Saturday through May 4 at 8 p.m.; matinees Wednesday and Saturday, 2:30 p.m. Tickets: Annenberg Center box office.

University Choir, William Parberry, conductor. World premiere of *Motet: Miserere* (1973) by Paul Reale, who received his Ph.D. in music here in 1970. Monteverdi's *Tirsi e Clori* and works by Schubert and Mozart will also be performed. Annenberg Auditorium, April 19, 8:30 p.m. Tickets free at door, first-come basis.

Byron Memorabilia. Letters, manuscripts, first and other editions of Lord Byron in an exhibit selected from collections of John S. Mayfield, the Rosenbach Foundation, the Albé Library and others. Sponsored by the Friends of the Library and the Byron Society. Sixth floor, Van Pelt Library.

Women in the Visual Arts. Graphics by Ranagai Jawes and Blaine Kurtz are the Wharton Fine Arts Program's part in city-wide exhibits of women's art. Hoover Lounge, Vance, April 16-May 24.

Woman the Creator. A nine-woman show brings paintings, puppets, caricatures and Indian crafts to the Arts Festival in the Quad April 18, 1-5 p.m. Show opens at Harrison House reading room with reception from 4-7 p.m. April 19, runs through April 23.

HEY DAY: APRIL 26

The traditional Hey Day exercises of the University will take place this year on Friday, April 26. Hey Day provides an opportunity for undergraduates to recognize achievements and awards in the undergraduate community. It symbolizes the moving up of the classes.

This year Hey Day exercises will begin at 11 a.m. and continue until approximately 1 p.m. Classes will not be cancelled. However, to permit junior and senior men and women to participate in the exercises I would ask that faculty meeting classes between 11:00 a.m. and 2:00 p.m. avoid scheduling examinations or requiring work to be finished in class on that date. Students who do not attend classes are, of course, still responsible for any work assigned.

Graduate classes are not affected.

—Humphrey Tonkin, Vice Provost for Undergraduate Studies

LECTURES

Biological Systems of Selection and Recognition. Sigma Xi lecture by Dr. Gerald M. Edelman. Annenberg Auditorium, April 17, 4:30 p.m.

Edgar Fahs Smith Memorial Lecture: The Molecular Biology of the Immune Response by Dr. Gerald M. Edelman. Auditorium, New Chemistry Bldg., April 18, 8:15 p.m. (see *Almanac*, April 9), for events preceding lecture). Sponsored by Philadelphia section, American Chemical Society, and the University.

Sisterhood as Cosmic Covenant. Talk by Dr. Mary Daly, associate professor of religion, Boston College. Harrison-Smith-Penniman Room, HH, April 18, 8 p.m. Sponsored by Women's Studies Program.

The Development of Archaeological Techniques. Dr. Froelich Rainey gives the final Moore School fiftieth anniversary lecture. Museum, April 19, 6 p.m.

Jervis Langdon, Jr., president, Penn-Central Railroad, leads the last seminar on the *Northeast Rail Crisis*. W-1 Dietrich, April 22, 3:30 p.m.

COHR Seminar. Dr. Norton Taichman, dental pathology, discusses *Polymorphs and Periodontal Disease* (part I of two lectures). 234 Levy, April 23, noon.

Trees in Towns. Dean Peter Sheppard gives the Morris Arboretum's Laura L. Barnes Memorial Lecture. Woodmere Art Gallery, 9201 Germantown Ave. at Bells Mill Rd., April 23, 8:30 p.m.

SPORTS

Baseball vs. Swarthmore. Hollenback Field, April 17, 3 p.m.

Lacrosse vs. Franklin & Marshall. Franklin Fld., April 17, 7 p.m.

Women's Softball vs. LaSalle. Hill Hall field, April 18, 4 p.m.

Women's Lacrosse vs. Bryn Mawr. Franklin Fld., April 23, 4 p.m.

MISCELLANY

This year's last chances to join the Blood Donor's Club:

April 19	McClelland Dorms	2-7:30 p.m.
April 22	Veterinary School snack bar	11 a.m.-6:30 p.m.
April 25	Houston Hall	10 a.m.-5:30 p.m.

Tour to *Longwood Gardens*, sponsored by the Newman Center, April 20. People with cars asked to help with transportation. Reservations at \$1.50 (EV 6-5899) include gas and admission to the gardens. Bring your own lunch.

Faculty Tea Club Spring Luncheon. Rooftop Lounge, Hi-Rise North, April 23 Reservations at \$4: Mrs. John Foote, 115 Deepdale Rd., Strafford, Pa. 19087.

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