

Almanac

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GSE: TWO OPTIONS AS PROGRAMS ARE CUT BACK

The search for a new dean of the Graduate School of Education has been suspended and the school presented with two options for its future.

Under either of the options it must first reduce its sixteen programs to a smaller number of the highest academic priority—then a decision will be made whether to (1) operate these as a school of reduced size or (2) distribute the best faculty and programs among other units of the University.

President Meyerson, Provost Stellar, Associate Provost John Hobstetter and Provost's Executive Assistant James E. Davis met

with the school's faculty Friday morning to describe the options, and the decision-making process that will go on.

A memo distributed at the meeting (page 2) said a decision is expected "if possible by April 1, but in any case by the end of the current academic year."

The Provost said they had regretfully concluded they could not implement options to strengthen the school through new resources (the faculty's earlier advice) or maintain its present size as recommended by the Wolfgang committee consulting on a new dean. The school now has 32 faculty members, 21 of them

(continued on page 2)

NEWS IN BRIEF

GRADUATE HOSPITAL: TWO REMAINING OPTIONS

Five options for the future of Graduate Hospital's relationship with the University have been under discussion with Hospital staff, community representatives and others; on page 3 Dr. Thomas Langfitt, Vice President for Health Affairs, reports on the narrowing-down to two of those options, which were being weighed by Trustees' committees as *Almanac* went to press.

FAS: DEAN BROWNLEE, DR. JOULLIÉ

CW Dean R. Jean Brownlee was named Dean of Academic Advising Services for the Faculty of Arts and Sciences (not associate dean as reported in the student press last week), Dean Vartan Gregorian announced at the FAS meeting last Tuesday. He also named as Affirmative Action Officer for FAS Dr. Madeleine Joullié, professor of chemistry. Two associate deans are still to be chosen, he said, one for instruction, and one for graduate education and research. The faculty adopted Dr. Elliott Mossman's resolution on freedom of expression (page 2) and a series of motions on course approval: one formally adopting a faster course-approval system, and others approving for FAS all courses and major programs previously approved by CW and the College, but dropping from the catalog all courses that have not been taught in the last five years.

DEFICIT: \$3 MILLION PROJECTED

Penn's deficit for 1975-76 is now projected at more than \$3 million, Budget Director Jon Strauss said last week. The increase over the \$2.2 figure estimated in December is attributed primarily to two accounting errors in projection that total some \$700,000, and the rest reflects a combination of higher costs, less income, and less savings on salary as fewer jobs went unfilled.

Both errors leading to the \$700,000 misprojection were in recording the budget awarded to Student Financial Aid: (1) The Budget Committee gave the SFA office a budget that included a \$300,000 increase in unrestricted funds for disbursement, but did not add that amount to the unrestricted aid total which it prorates to responsibility centers as an expense item. (2) In a matching federal loan program, for which the government provides 90%



and Penn 10%, the University correctly gave Student Financial Aid 100% to disburse, but failed to transfer the needed 10% from unrestricted University funds to the restricted aid column in the central budget. Dr. Strauss said new procedures have been added to prevent recurrence.

PRESIDENT'S LECTURE: LOUIS POLLAK

On Tuesday, March 4, Professor Louis Pollak of the Law School will give the second lecture in the new interdisciplinary President's Lecture Series, at 3:30 p.m. in the auditorium of the Annenberg School. It is open to the entire University.

"The Albert M. Greenfield Professor of Human Relations and Law will discuss "The Constitution as an Experiment," addressing some questions widely discussed since Watergate: Is the U.S. legal system in fundamental disarray? Were the nation's constitutional arrangements predicated on hypotheses that have proved untenable or irrelevant? Can the republic continue to have confidence in the capacity of the legal order to manage the public business of a free society?"

ENERGY POLICY: DR. KRENDEL

Dr. Ezra Krendel, professor of statistics and operations research, has been named coordinator of energy policy for the University. He welcomes proposals that will help cut costs but protect essential programs and services; for a report of the new Advisory Committee on Energy Conservation, see page 6.

tenured, and William B. Castetter is its acting dean.

GSE has pretty well balanced its direct costs with direct income Dr. Davis said, but its subvention remains roughly half a million dollars. Its largest private grant is coming to an end, it has no significant endowment, and outside sources for support do not appear to be available to strengthen all sixteen programs; hence the mini-exercise in "selective excellence" within a single school.

In any program dropped or curtailed, the University would expect any reduction in faculty of that program to be first by nonreappointment and retirement (including early retirement), and would make "extraordinary efforts" to relocate in the University any faculty not near retirement age, the Provost said.

Topics in the sixteen existing programs include Secondary Education, Administration, Social Foundations, Psychological Services, Special (Independent Study & Teacher Education 399), Elementary Education, Educational Psychology, Curriculum and Instruction, METER (Measurement and Testing), Social Studies Education, English Education, History of Education, Reading-Language Arts, Philosophy of Education, Mathematics Education Research, Educational Media, Comparative Education, Science Education, Sociology of Education, and Structural Learning.

To determine priority among the sixteen programs, the University will expect the GSE faculty, the Academic Planning Committee, and the Wolfgang committee to look at academic strength of program, appeal to students and significance to the field. "We owe the school in the next few days some guidelines for helping make these decisions," Dr. Stellar added.

The President and the Provost said they will expect advice from GSE faculty individually as well as collectively: individuals through letters and the school through a mechanism it develops for offering its collective advice.

FULL TEXT OF MEMORANDUM

FUTURE OF THE GRADUATE SCHOOL OF EDUCATION

The review of the status of the Graduate School of Education has taken a long time, and is, in fact, still in progress. In response to the proposal from the faculty of February 17, 1975, we are meeting with you today in order to report where we have come in the review. This memorandum sets forth the basic options we have considered for the Graduate School of Education so that we can all have a common basis for discussion and understanding.

1) *Put added resources into the School and develop academic leadership in the field of Education.* This is the proposal of the faculty and would be an ideal option if we could do it. We simply do not have the resources.

2) *Maintain the School at its present level of functioning.* We do not have the resources to do this either.

3) *Significantly reduce the scope of the School to a much smaller core of its strongest academic activities.* This option represents the concept of selective excellence, so essential if the University is to preserve quality in stringent fiscal times.

4) *Close the School, but where possible distribute faculty and perhaps high quality programs to another school or schools in the University and consider setting up a new, smaller, unit, representing Education but in another school.* This option is complex and it would take a good deal of time to work out the details.

Since options 1 and 2 are not viable ones, there is no point in searching for a new Dean outside the University. The choice before us is between options 3 and 4. To this end the Provost will consult the Academic Planning Committee, this faculty, and the consultative committee so that a decision can be reached, if possible, by April 1, 1975, but in any case by the end of the current academic year.

—Martin Meyerson and Eliot Stellar

EARLY RETIREMENT: MARCH 15 DEADLINE

Faculty members who may be interested in early retirement should keep in mind that March 15, 1975 is a critical date for some. For those wishing to retire June 30, 1975 under the early retirement plan, notice of intention must be communicated to their respective deans no later than March 15.

In addition, those faculty members who are contemplating early retirement in June, 1976, 1977, 1978, and who wish to take advantage of the early planning supplement must communicate their intentions no later than March 15, 1975.

Beginning with the 1975-76 academic year and in the succeeding years, the plan sets *October 15* as the date by which faculty members must notify their deans if they wish to retire early or make advance commitments to early retirement.

—Gerald L. Robinson,
Executive Director of Personnel Relations

RESOLUTION

The following resolution was adopted Tuesday, February 18, by the Faculty of Arts and Sciences.

ON A FUNDAMENTAL FREEDOM

WHEREAS the freedom to think, inquire, and speak is fundamental to the principal research and teaching missions of the Faculty; and

WHEREAS this freedom includes the freedom to examine and advocate established or alternative theories and to support or challenge existing practices and values; and

WHEREAS the individual exercise of this fundamental freedom within the University is uniquely threatened by the tyranny of the willful few as well as by the tyranny of many; and

WHEREAS this threat does irreparable harm to the Faculty's missions and to the reputation of the Faculty and of the University for pursuit of their missions; and

WHEREAS this threat does irreparable harm to the fundamental rights of each and any member of the Faculty;

THEREFORE BE IT RESOLVED that the Faculty affirms, supports, and cherishes the concepts of freedom of thought, inquiry, and speech, specifically including the freedom to examine and advocate established or alternative theories and to support or challenge existing practices and values; and

BE IT FURTHER RESOLVED that the Faculty supports and will support the reasonable and orderly exercise of this freedom by each and all of its members when threatened, and will take all measures within its power necessary to ensure that its full and unrestricted, reasonable and orderly exercise is not threatened; and

BE IT FINALLY RESOLVED that the Faculty calls upon the President and the Provost of the University to support this freedom and to take all measures within their powers necessary to ensure that its full and unrestricted, reasonable and orderly exercise is not threatened.

COMMENT

I want to explain to you why it is that I propose this Resolution to the Faculty at this time. My obligation, as a participant in a disciplinary proceeding, to avoid comment on a pending case is at an end, and I speak now solely as a member of this Faculty.

I openly acknowledge that one effect of the Resolution which I have proposed would be the formal expression on the part of the Faculty of its support for Professor Edward Banfield's exercise of rights fundamental to knowledge and wisdom. Through exposure to a small fraction of the indignities wrought upon Professor Banfield, I have come to sympathize with his lonely pursuit of the exercise of rights which protect us all and ensure our tasks. I have come to conclude that, whatever his views, his exercise of the right

to hold those views has been reasonable and orderly.

This Resolution does not ask you to debate or resolve the rightness or utility of theories or values which any member of the Faculty may hold. It rather asks you to reaffirm your support for the very mechanism which permits such debate and resolution. It asks you to support a system of reasonable speech, composed of the less formal processes of suasion, example and argument, designed to arbitrate the truth. It asks you to condemn the actions of any majority or willful few who would presume to act as the arbiters of truth for all. It therefore asks you, in your support of Professor Banfield's rights, to be ready to support those same rights for others, and to rely on such support yourselves.

You may ask what sort of support, beyond the mere words of this Resolution, is required of you. The most effective support, in my mind, is the very reaffirmation of principles which this Resolution represents, and which this Resolution calls for from our President and Provost. Let me explain why I consider such a reaffirmation necessary.

The disciplinary sanctions which a University has at hand are no practical deterrent to the willful disruption of free speech on an open, urban campus. If disciplinary proceedings deter those within the University community, they do so indirectly, by bringing to the fore in an orderly and impartial fashion the conduct complained of and characterizing such conduct; it is then the task of the University community to censure such conduct when it offends widely held, wise and fundamental principles. This task can best be fulfilled where the principles have been scrutinized, found fundamental, and affirmed anew. This my Resolution asks you to do today.

At one point in the University Court's most recent hearings a witness from the Committee on Open Expression was asked under cross-examination whether the guarantees of the First Amendment could be overridden if the speech sought to be protected was "immoral." She was asked whether she adhered to the University's motto, *leges sine moribus vanae*. In response she gave what I considered a most admirable gloss of that motto, pointing to the role played by the shared customs, ways, and principles, the mores, of a democratic community in support of the continued legitimacy of its rules, its laws. I ask you, then, to reaffirm the contents of this Resolution as fundamental customs, ways and principles of this community of scholars, so that our rules will have, and appear to all to have support, reason, and purpose.

—Elliott Mossman

Associate Professor and Chairman, Slavic Languages

AAUP

NOMINATIONS FOR 1975-76

The nominating committee of the University of Pennsylvania Chapter of the American Association of University Professors has been constituted as follows:

Anne Marie Chirico, assistant professor of medicine.

Larry P. Gross, associate professor of communications
(*chairman*).

Alfred K. Mann, professor of physics.

The offices of president, vice-president, secretary and treasurer are to be filled, and three members of the board to be replaced. Suggestions are invited and may be sent to any of the committee members.

DISCONTINUANCE OF PROGRAMS

The Chapter expects to publish shortly a letter expressing the board's opinion on the matter of discontinuance of programs or departments not mandated by financial exigency (see Senate Chairman DeLacy's column in *Almanac* February 11).

—Lucienne Frappier-Mazur, President
University of Pennsylvania Chapter, AAUP

GRADUATE HOSPITAL: AN INTERIM REPORT

February 20, 1975

For the past several months an intensive analysis of the Graduate Hospital has been carried on under my direction. Two new elements of information which became known only in late October of 1974 required this study. The first was the audited financial report for the year ending June 30, 1974 which revealed that the Hospital had a net loss of \$982,000. This loss not only was substantially in excess of the originally budgeted loss for the year of \$139,000, but because the reserves of the Graduate Hospital had been exhausted in covering deficits of prior years, it also had a direct impact on the University budget in the amount of \$702,000. The second factor prompting reexamination was an escalation in the cost estimate for carrying out the planned renovation of the Hospital. From a previously estimated \$7.1 million this has risen to \$14.5 million, far in excess of known sources of funding to enable completion of the project.

The analysis that has been carried out in the ensuing weeks has been in the framework of five options: 1. Continuation of present programs and University ownership of Graduate Hospital; 2. Conversion of Graduate Hospital to a community hospital under University ownership; 3. Operational merger of Graduate Hospital into the Hospital of the University of Pennsylvania, but with the retention of the Graduate site at 19th and Lombard Streets; 4. Continuation of the Graduate Hospital but without University ownership and financial responsibility, for example, under a community board of directors and with University affiliation; 5. Complete merger of Graduate Hospital into HUP, with closure of inpatient facilities at the Graduate site. While other options might be identified, we believed that these five possible courses of action would enable a judgment to be made within a reasonable period of time. In early stages of analysis it was determined that none of the first three was likely to present a satisfactory long-term course of action; thus we have concentrated on options 4 and 5.

Analysis of these options has been carried out by Mark S. Levitan, Executive Director of University Hospitals, staff from my office, and several consultants. The medical staff of the Graduate Hospital has been directly involved, several of its members meeting regularly with the Patient Services Subcommittee of the Trustees' Health Affairs Committee. Advice and information has also been received from individuals in the communities most directly served by the Hospital, as well as representatives of agencies involved with the delivery of health care in this area, for we are acutely conscious of our responsibilities to those who depend upon the Hospital for health care services.

Also important in the overall assessment of the future course of the Hospital and its relationship to the University is the impact of each option on the teaching and research missions of the University and the financial viability of the Hospital. While there are numerous legitimate interests regarding the future of the Hospital, these two factors must be given appropriate weight in reaching a decision.

In order to reach a decision in as timely a manner as possible, recommendations will be presented to the Patient Services Subcommittee of the Trustees' Health Affairs Committee at a meeting on Friday, February 21, and to the Health Affairs Committee at its regular monthly meeting on Monday, February 24. If the recommendation is accepted by the Health Affairs Committee, it will be presented to President Meyerson and to the Executive Board of the Trustees for ratification.

—Thomas W. Langfitt, M.D.

A University Center at La Napoule *by Richard D.*

For those with ideas on overseas projects, the coordinator of international studies reports on

LIFE AT LA NAPOULE

The expatriate artist who rebuilt La Napoule in this century was Henry Clews (1876-1937), the son of a Wall Street financier and a satirizer, through painting and sculpture, of the fashionable world he lived in. An 1898 graduate of Amherst, he studied at Columbia, Lausanne and Hanover but had no formal art training or apprenticeship. Instead he "jumped into the making of works of art that embodied his fertile ideas," as the La Napoule Foundation's critique of his work puts it: "it is utterly amazing how fine the early sculpture is, how solid and profound."

New York critics didn't look at it that way, however, when Clews began to exhibit there in 1907; after a decade of scorn he left in disgust for France.

He and his wife, the former Elsie Marie Whelan of Philadelphia, bought La Napoule in 1918 and began to rebuild it. The chateau, parts of it dating from before the Middle Ages, was and remained a French historical monument, with traces of the Saracen campaigns to be preserved as the structure was made liveable. In its rebuilding, Clews himself directed the carving of architectural details, and designed humorous, grotesque sculptures to people his home. He also installed in it what is regarded as his best work, an early sculpture called *The Thinker*, and in his later years added gouaches that current critics regard as noteworthy.

The artist's son, Mancha Clews, grew up in the exotic surroundings of La Napoule, though he later returned to America and took his engineering degree here in 1949. A resident of Malvern, Pa., he sent his own two sons to Penn (Henry Madison Clews, Eng. '67, and Christopher Strawbridge Clews, C '66) and a daughter-in-law, the former Henrietta Booth Thompson, is a 1966 alumna of CW.

In a 1954 article on the Mancha Clews family, Philadelphia society chronicler Ruth Seltzer—then with *The Evening Bulletin*—described life at the chateau:

Mancha's father, the late Henry Clews, was a sculptor who turned the medieval villa into a showplace that attracted the world's great, including Winston Churchill, to its sculptured rooms and gates . . .

In the 'Twenties, Mancha's parents lived on a grand scale. The Clews' servants, at parties, wore elegant specially-designed medieval costumes. Mancha himself was brought down, in period garb, to kiss the hands of the assembled guests.

Of Mancha's father, a writer of the time said ". . . once his setting was perfect, he lived in it as a gentleman of the Renaissance period would have lived, in a feudal grandeur and an exquisite order . . . he had a quartet of musical footmen; his *maitre d'hotel* played musical instruments."

No such splendors are budgeted for the two years in which Penn will operate La Napoule. But the ghosts come free.

More than a year ago a distinguished Philadelphia family, with several generations of graduates of the University of Pennsylvania, sought the advice of our university in the disposition of a major property in La Napoule, near Cannes in the south of France. That property, consisting of two buildings and their surrounding grounds, has been held in trust by a tax-exempt corporation known as the La Napoule Art Foundation for the joint purposes of displaying the sculpture and paintings of the late Henry Clews, the family member whose home and work place it was; and more broadly, the promotion of Franco-American cultural ties.

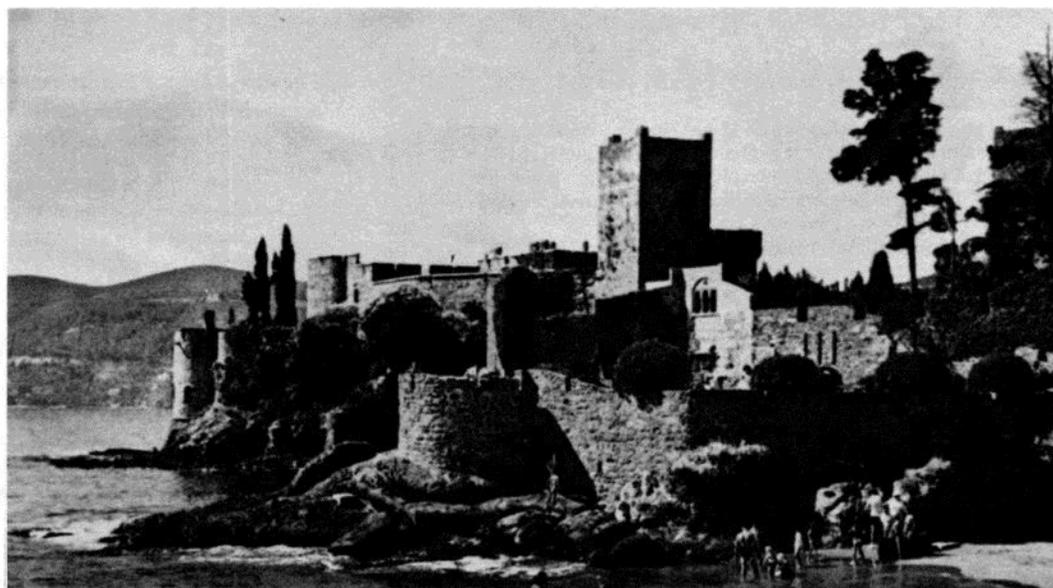
Since its creation in 1951 the Foundation has served these purposes by (1) opening the grounds to public tours and displaying Clews' art in various rooms of the Chateau; and (2) staging occasional concerts and art exhibits there. In seeking a more expanded and permanent use for the property, the Foundation, through Lewis Van Dusen, Esq., who serves as a trustee of the Foundation and has had many connections with the University as well, and the Foundation's new president, Dr. Kenneth Holland, formerly president of the Institute for International Education in New York, asked the University of Pennsylvania whether it would like to receive as a gift the property valued at several million dollars and its associated endowment of about \$750,000. Alternatively, the University could leave the ownership of the property vested in the Foundation and, using the annual income from the endowment, develop its own programs there. In either case, the only provisos were that the broad purposes of promoting Franco-American amity be served and that some of Henry Clews' art work be displayed.

The property is located on the Mediterranean in the village of La Napoule about six miles from Cannes. It is within easy reach of the Nice airport, railway and bus lines. The property comprises a large main building with kitchen facilities, spacious rooms suitable for conference meeting rooms, classrooms and other activities carried on by a group of people, and five bedrooms and three baths. There is also a somewhat smaller building on the property which has twelve additional rooms, two with baths. Since the main building is a French national monument and thus the number of structural changes which can be made in it is somewhat restricted, and since only some of the rooms have baths attached, use of the facility as a long-term residence would be somewhat limited at the outset. Adjoining the property, however, are a substantial number of hotels, pensions and restaurants ranging from deluxe class to some moderately-priced establishments.

The offer was especially attractive because it represented a potential major gift to introduce our fund-raising campaign, a gift

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a new opportunity.



which would not be available for other purposes high on the University's development goal priority list. Moreover, it served a purpose given great emphasis in the University Development Commission Report, the cosmopolitanizing of the University through the creation of international linkages.

RELEVANCE TO PENN DEVELOPMENT

It should be noted at the outset that individual faculty members, departments and schools in the University already have numerous international linkages of their own. One reason for the growth of these individual overseas linkages is that in many fields the network of scholars who regularly communicate about their work, the "hidden universities" for the exchange of ideas and technology, are now international rather than domestic in their membership. Just as the major problems to be solved are international—political stability, inflation, food production, population growth, environmental pollution—so are the clusters of people engaged in their study. At the same time, countries throughout the world are less and less willing to permit the United States to play exclusively the role of the sole exporter of technology; we now receive as much as we give in the international intellectual marketplace.

It follows that scholars in American universities can no longer sit between our shores and wait for the innovation or the occasional foreign scholar to come our way. As universities, we must find ways to place parts of ourselves in strategic locations overseas not just as in the past as extra-territorial enclaves on foreign campuses to facilitate study abroad for our students, but establishing overseas sites which will serve as sensitive listening posts and will facilitate international scholarly interaction. We must establish places overseas which will cultivate an international exchange of ideas and facilitate collaborative research and educational enterprises involving scholars of many nations. In fact, ideally, as many initiatives for activities in such sites should come from abroad as from among us.

It is in this context, the need for greater reciprocal exchange of ideas and technology on an international basis, that we are creating the University's new center at La Napoule, France. It will build upon and encourage the extensive network of international relationships which our faculty and students have already created and it will facilitate the growth of new ones. It will do so by serving as a center for international conferences, workshops, small planning meetings; as a home office for long-term collaborative research projects; and as a *pièd à terre* for individual faculty members whose professional and educational needs require their presence in Europe. In addition we propose that the Center serve

the University's basic educational mission in several ways:

First, student-originated workshops and conferences will be encouraged.

Second, attempts will be made to include students in conferences and workshops which originate with the faculty.

Third, special-purpose study-abroad opportunities will be provided at the Center, particularly in the summer.

In addition to its educational functions for our current students, it is hoped that the La Napoule Center will also assist in taking another step which is demanded by the changing role of the University in the 1970's. We wish not only to extend the geographic boundaries of what we consider to be our university, but to redefine who are the members of our university community. In particular, we hope to draw back into our university life our alumni. It has never made much sense to terminate so abruptly our educational function the moment we grant a degree to someone, and it makes even less sense for us not to be able to draw upon the experience and skills of our alumni throughout their careers instead of just treating them as donors in the annual fund drive. Thus we intend to establish, at La Napoule, a center for continuing education especially for our overseas alumni, and to draw them into the stream of our home campus life. And finally, as part of our educational program—and a most important part—one special mission of La Napoule will be the development of materials that can be used in all levels of education which will have a world view rather than a single-nation perspective. We feel that another of the most pressing needs of the 1970's is the deparochializing of the content of our education. La Napoule's special mission as an international *entrepot* of ideas makes it a natural place for work devoted to such a purpose.

JUDGING VALUE TO THE UNIVERSITY

We wish to urge five criteria for judging the suitability of overseas projects. We have used these criteria in evaluating the potential of La Napoule, and believe them to be fitting bases for continual evaluation of the program's usefulness to the University.

1. The project must expand current international linkages and encourage the creation of new ones. In particular, by using international linkages, centers of excellence on our campus should be reinforced and others helped to move toward excellence in their field.
2. The project must have an impact on the home campus; it must not drain resources and energies overseas without having any but the most diffuse and indirect effect on activities at Pennsylvania.
3. The project must be self-supporting and should be able to show how initial investments can be used to make the operating

budget thereafter dependent upon revenues produced by the project itself.

4. The project must involve and be of benefit to students. It is not enough to maintain that students will benefit indirectly through a more cosmopolitan faculty—although this is so—but every effort should be made to further the educational mission of the University to its own students.

5. The project must involve many sections of the University. As is already evident, the professional and applied schools are those that can most easily make maximal use of such a facility, but it is essential that their interest and usage be supplemented by those in the social and natural sciences and the humanities, even if the latter require some special catalytic effort in the initial stages of development. In fact, overseas ventures such as this one should be natural vehicles for enhancing interdepartmental and cross-school contacts which are so difficult on the home campus. Paradoxically, the goal of pulling us together into One University at home may be advanced by expanding our horizon to include many universities abroad.

ADMINISTRATIVE PLANNING

A number of planning steps led up to the University's decision to experiment with the use of La Napoule.

1. Visits were made to La Napoule by Paul Gaddis, Vice President for Management and Donald Murray, Special Assistant to Mr. Gaddis, when they were in Europe for other purposes.

2. A letter was sent (February 7, 1974) to each Department Chairman, Dean and relevant administrative officer seeking initial expression of interest and possibilities for use. All expressions of interest were tabulated.

3. A meeting was held (March 7, 1974) of all those indicating interest.

4. In May 1974 a group of representatives of the FAS, the Wharton School, the Health Affairs Area, International Studies, and the administration met at La Napoule with the president of the Foundation for an in-depth review of programs and facilities. During the course of the three days the group also met with the president of the University of Nice, the rector of the University of Nice, and the mayor of La Napoule. (An earlier meeting had been held with the French Cultural Affairs Officer in New York who has been associated academically with the University at Aix-en-Provence.)

5. Between September and December 1974 a formal contract was drawn up by lawyers representing the La Napoule Art Foundation and the University.

The terms of the contract indicate the manner in which the University is approaching the undertaking. Under this agreement, the University contracts for the use of the property for an initial two-year trial period, at the end of which it can either continue the existing arrangement, take the property and endowment as an outright gift, or terminate the agreement. This will give us an opportunity to have a clear long-range perspective on the benefits of the venture to the many sections of the University. During the trial period we will have the exclusive use of the property, plus the some \$50,000-a-year income from the endowment. Additional costs for actual programs conducted by the University at La Napoule will be borne by the programs themselves and by funds solicited externally for this purpose.

The solicitation and screening of formal proposals for the use of the chateau have awaited the conclusion of the formal contract and its approval by the Executive Committee of the Board of Trustees. These are now in hand and we are prepared for proposals and enquiries from any individual or group within the University. So that the first half of the initial year will not go to waste, we have arranged for the property to be used for two summer school sessions, one on environmental planning and one on French literature. In addition, small meetings of European alumni and a few training seminars have been scheduled. Except for these, all will have a fresh chance at use of the facility, and we invite such suggestions now. These may be sent to me at 821 Williams building; or discussed by calling me at Ext. 7475.

The new Advisory Committee on Energy Conservation, which counsels Vice President for Management Paul Gaddis, held its first formal meeting last week. The following report is based on its minutes.

Curbing Energy Costs

Energy costs at the University have escalated unprecedentedly in the past five years, due primarily to increases in *rates, rather than consumption*. President Ford's proposed tax on oil will make our problem even more serious since it will impose additional surcharges on power generation from fuel oil in the northeast. Although the problem here is not as critical as at other universities—such as Yale which has its own heating plant—the effect will still be significant.

The charge of this Committee is to find ways to offset the impact of energy *rate* increases and contain or avoid future aggregate *cost* increases. The essential task we face is to reverse the cumulative results of 80 years of engineering design and human attitudes. There are, therefore, two approaches we must take.

- The technical/engineering approach has to do with the design and modification of our facilities and equipment. In this area approximately 20% to 25% of our costs might be saved by "skimming" off the top, i.e., making changes which do not require capital investment. Beyond the 20% point, capital investment would be required.

- In regard to attitudes we will have to look at ways in which the accustomed lifestyle on the campus must change. This includes the way students live in the dorms, our methods of classroom scheduling, and the traditional lighting and heating levels. An example of an action of this type is the decision by Bryn Mawr, Swarthmore and Haverford Colleges to do away with spring vacation and extend winter recess to save heating costs. A solution like this must be considered in its context. Although the University might be able to extend winter vacation and save some heating costs, we must be careful not to encroach upon the summer schedule. This might reduce our capability to earn revenues through summer activities, and we might also incur additional costs because of extra air-conditioning requirements. The point is that alternative actions must be carefully evaluated.

Cushing Phillips, director of Buildings and Grounds has presented a breakdown of our recent experience with energy costs. The price of steam and electricity has doubled over the past four years and our energy costs have gone from \$4 million to over \$9 million in the same period. Over the past year our total energy consumption has been reduced. In the case of steam this has been primarily because of better weather conditions. Mr. Phillips has outlined steps taken to reduce energy consumption:

- Temperatures are being kept in habitable levels but below 70 degrees, with a target in the mid-sixties.
- Clock controls are being used to shut down heat and air systems at night.
- New capacitors have been installed in four electric stations. This changes the characteristic of our energy uses and saves us \$100,000 a year.
- The level of lighting has been cut.

John Hetherston, vice president-physical facilities, has indicated that from now on architectural designs will be evaluated in terms of energy consumption. He also expects that we will begin to take energy considerations into account when we purchase equipment.

Dr. Ezra Krendel, who is now coordinator of energy policy, emphasizes the need for a campus-wide approach to energy conservation. He will work very closely with the National Center for Energy Management and with this University community and with other institutions for exchange of ideas and possible interaction. He points out that the options we face in some cases will be counter-intuitive because of the characteristics of our large, interactive energy system. We must convey an appreciation of the

real complexity of the problem to the campus, he believes, and sees the Committee's task divided into three main areas:

1. Identification of technical improvements, including "skimming" and capital investments.
2. Identification of changes in our lifestyles including calendar changes and utilization of the vacation period.
3. Communication of the issues to our various publics.

Three additional considerations have been raised: insuring the continuity of research support facilities; relations with the Calendar Committee to prevent working at cross-purposes; and a student proposal to allow for rebates in dorm rentals if energy uses fall below projected figures. Residential Life Director Edwin Ledwell indicates that while rebates may be hard to administer, they should be considered.

The Committee will meet on February 27 to review some of the proposals that have been submitted. Items to be included on the agenda are:

1. Organization of Energy Conservation Administrators in each campus building
2. Consideration of possible summer calendar modification
3. Room scheduling for summer school classes.

Members of the Advisory Committee on Energy Conservation are:

Eliot Stellar, provost
John Hetherston, vice president-physical facilities
Cushing Phillips, director of buildings & grounds
Gerald Robinson, executive director of personnel relations
Alice Emerson, dean of students
Edwin Ledwell, director of residential life
Humphrey Tonkin, vice provost for undergraduate studies
Ralph Amado, chairman-elect of the faculty senate
David Solomons, chairman of council committee on facilities
Stephen Greeley, president of the senior class
Jud Stein, chairman of the undergraduate assembly
Erik Brown, student member of the budget committee
Naom Lior, assistant professor of mechanical engineering
Ezra Krendel, professor of statistics & O/R

QUESTIONS ON A-3 PAYROLL CHANGE

A detailed letter on the shift from bi-weekly to weekly pay periods for A-3 personnel is being prepared by the Personnel Office and will be mailed directly to all A-3 personnel.

In addition, *Almanac* has received a letter from the A-3 Assembly Steering Committee which forwards a number of specific questions raised by members of the Assembly. With the Committee's agreement, the letter is being held for publication on March 4 to allow time for a detailed reply by the Personnel Office in the same issue.

CLARIFICATION ON MARCH 14 A-3 CHECK

To add a note of clarity to the statement in the February 18 issue of the *Almanac* concerning the new payroll system: the sentence which states that "The second (March 14) paycheck will not represent pay for time worked, but for time to be worked the following week" should be corrected to state ". . . the following weeks." The March 14th paycheck is an advanced pay which we'll recoup over a five (5) week period.

—Gerald L. Robinson,
Executive Director of Personnel Relations

A-3 ASSEMBLY

Your University's Committee on Personnel Benefits is discussed by Dr. Jacob Abel, chairman of Penn's Benefits Committee at the A-3 Assembly meeting on February 27. Please note the new time: the meeting will begin at 12:30 p.m., Ivy Rm. Houston Hall.

OPENINGS

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

The three figures in salary listings show minimum starting salary, maximum starting salary (midpoint) and top of salary scale, in that order.

ADMINISTRATIVE/PROFESSIONAL (A-1)

NURSE PRACTITIONER, 2 days/week, to supervise nursing services and the development of care-appraisal programs; identify medical and psychological needs of patients; develop and assist in the execution of policies. *Qualifications:* B.S. degree; E.M.S.I. certification; state registration; three to five years' experience in specialty. Ability to train and communicate concepts to health professionals; formulate and provide technical assistance in the implementation of operational plans.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT, Wharton (2/18/75).

MEDICAL RECORDS ASSISTANT, Penn Urban Health Services Center, to explain services to patients; assist receptionist; maintain patients' charts; give general aid to patients. *Qualifications:* Accurate typing; knowledge of medical terminology; ability to deal courteously with a variety of people. \$6,550-\$7,925-\$9,300.

MEDICAL SECRETARY (2/18/75).

NURSE'S ASSISTANT, Ob/Gyn clinic, to assist patients and physicians in the examining rooms; take histories and vital signs; clean and autoclave instruments; keep rooms well stocked. *Qualifications:* At least two years' nurse's aide experience, preferably in Ob/Gyn, either in- or out-patient. \$4,850-\$5,600-\$6,325.

RESEARCH LABORATORY TECHNICIAN III. Eight positions announced September 3 through February 11 including tissue culture, enzyme assays, animal research, protein biosynthesis, chromatography, methods of anesthesia, microbiological and immunological techniques, and testing for leukocyte antigens and antibodies.

SECRETARY II (3) to perform varied duties. *Qualifications:* Experience and excellent typing skills required. \$5,700-\$6,750-\$7,800.

SECRETARY III (4) to work with figures. *Qualifications:* Excellent typing skills; ability to perform varied duties with minimum of supervision. \$6,125-\$7,925-\$9,300.

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

MECHANICIAN, Inst. for Environ. Med., 15-20 hrs/week (2/18/75).

RESEARCH LABORATORY TECHNICIAN II, Monell, 30-35 hrs/week until July 1975 (2/18/75).

RESEARCH LABORATORY TECHNICIAN III, Monell, 20 or more hrs/week through at least the end of August 1975 (2/18/75).

SECRETARY III, pediatric dentistry, 4 hrs/day, 5 days/week, preferably 10 a.m.-2 p.m. (2/18/75).

OPEN HOUSE, OPEN JOB AT ST. MARY'S

St. Mary's Cooperative Nursery and Kindergarten, 3601 Locust Walk, is holding an open house on March 5-7, 9:30-11:30 a.m. Parents of prospective pupils for 1975-76 are invited to observe class sessions and talk to other parents. The school asks that parents visit without their children. The school also has a position available during the 1975-76 school year for a teacher of the 4-year old class; sixteen pupils, five days per week, 8:30 a.m.-noon. Training in early childhood education or experience is highly desirable. Salary: \$325 per month. Applicants should send a resume and statement of their teaching philosophy to the school.

TREATMENT OF AGING

Dr. Reuben Kron's HUP program for treatment of mental disability due to aging (*Almanac* December 17, 1974) has additional openings for patients. The grant-supported project looks for elderly persons not institutionalized, but still among family or friends who will cooperate in their care. (The experimental treatment used has previously been used successfully with institutionalized patients.) For information: 227-2823 from University phones.

THINGS TO DO

LECTURES

Athenian Women. Dr. Sarah Pomeroy of Hunter College discusses the roles of women in classical Athenian society. February 25, 4 p.m., fourth floor, College Hall. Sponsored by the Zelosophic-Classics Society.

Health and Public Policy. Herman M. Somers, Princeton professor of politics and public affairs, delivers the first Robert D. Eilers Memorial Lecture on February 26, 4:30 p.m. in Room B-11 of Vance Hall. Sponsored by the Leonard Davis Institute.

Urban Workshop Community Speakers Program. Connie Galiczynski, president of the Olde Kensington Redevelopment Corporation, speaks on February 26, 8 p.m. in Room B-3, Fine Arts. Sponsored by GSFA.

The Hillel Faculty Group brings Rabbi Neil Gillman to discuss *The Problem of Religious Knowledge as Evidenced in the Works of Gabriel Marcel* on February 27 in the Hillel Foundation. The noon lecture is free, but lunch will be available for \$1.75.

Millennialism, Jonathan Edwards, and the Ideology of the American Revolution. Mason I. Lonance, Jr. of the University of Massachusetts speaks on February 28 at 3 p.m. in Room B-3, GSFA. Sponsored by the English department.

Territoriality in Human Assemblies. The Annenberg School's Communications Colloquium resumes this semester with Dr. Albert E. Schefflen, head of the division of human communication at Bronx Psychiatric Center and professor of psychiatry at Albert Einstein College of Medicine. March 3, 4 p.m. in the Colloquium Room.

Penn professor of English David DeLaura discusses the *Poetry of Thought*. March 3, 4 p.m., College Hall, fourth floor.

FILMS

The Annenberg Cinematheque begins spring screenings with five new series of rarely-shown films that include Documentary Films, Third World Cinema, Toward the Limits ("a sampling of recent trends within the avant-garde"), Cult Films: The Outsiders, and Early Fellini. The series are presented concurrently every Wednesday through Sunday with two different programs each night. Programs are shown twice. This week's schedule opens with:

February 26—Documentary Films: *Runaway, Lemon, Necrology, Corridor, and Zorn's Lemma* at 4 and 7 p.m.

February 27—Third World Cinema: *La Hora De Los Hornos* (The Hour of the Furnaces) at 7 p.m., Toward the Limits: *Deathstyles, Moons Pool and Piece Mandala* at 9:30 p.m.

February 28—Cult Films: *Mickey One* at 7 p.m.; Early Fellini: *The White Sheik* at 9:30 p.m. A brochure with complete program information and tickets at \$2 each (or \$1 with a student I.D.) are available from the Annenberg Box Office, Ext. 7691.

The Children's Film Program at the Museum continues with *Shipwreck Island*, based on a Jules Verne story. March 1, 10:30 a.m.

Robert Redford appears in *Tell Them Willie Boy Is Here*, an account of anti-Indian prejudice in the West. Adult Film Festival, March 2, 2:30 p.m. at the Museum.

MUSIC

Music at Noon. Members of the Collegium Musicum perform Renaissance music for voices and viols. February 27, Houston Hall. Sponsored by the music department.

The New Foxhole Cafe needs a piano. To help them get it, Olduvai and Taka-I-Ki, two Philadelphia bands, donate their talents on February 28 and March 1. Shows are at 10 p.m. and midnight with a \$3 admission.

Consorts and Cantatas: Music of Schutz and Buxtehude is performed by Penn's Collegium Musicum under the direction of Mary Anne Ballard on March 3 and 4, 8:30 p.m. in the Annenberg Center. Tickets are free and available on a first-come first-served basis.

The Philarte Quartet concludes its campus program with works of Villa Lobos, Dvorak and Mozart. March 5, 8:30 p.m. in the Annenberg Center.

MIXED BAG

Supersleuths take note: something's fishy at the Faculty Club and foul play's afoot at the Annenberg Center. Investigate both on February 28 when the Club serves a *seafood buffet*, 5-7:30 p.m. And since *Mystery Loves Company* you'll be out in time to witness the Mask and Wig production of the same name at 8:30 p.m. in the Center.

If you have other fish to fry that night, *Mystery* still loves company on February 27 and March 1. Directed by Bruce Montgomery, its two, one-act super-spoofs feature Nancy Drew and the Hardy boys—grown-up and cracking the case of *The Purloined Pornography; Death Drops Its Drawers* is an English period piece complete with a lean, pipe-smoking detective whose identity we are trying to deduce.

Reservations are requested for the \$6 buffet. *Mystery* tickets, at \$3 each, are also available at the Faculty Club or from the Annenberg Box Office, Ext. 6791.

An exhibit of oil paintings by Ellie Domsy is displayed through February 28 at the Women's Cultural Trust in the C.A., 10:30 a.m.-6 p.m. daily.

A collection of manuscripts and books from 1000-1600 A.D. is currently displayed in the *rare book show* at the Lessing J. Rosenwald Gallery, sixth floor, Van Pelt Library. Chosen for their scholarly interest, the selections include a unique Petrarch manuscript and several printed books of which no other copies exist. The show runs through April 15, weekdays, 9 a.m.-5 p.m.

A fund-raising auction, flea market and bake sale for the Free Women's School will be held on Saturday, March 1 from 11 a.m.-4 p.m. in the lobby of the C.A. Donations of furniture, toys, pre-cleaned clothing, housewares, and any other usable items are still being taken this week at the Women's Center from 9 a.m.-5 p.m. For pick-up at your home, call Ext. 8611.

Flights leaving on March 9 will take you to Jamaica, Nassau or Puerto Rico for the week of spring break. The prices below are for one person and include airfare, double occupancy in a first class hotel, baggage handling, round-trip transfers, taxes and tips: Jamaica, \$306.90; Nassau, \$312.40; and Puerto Rico, \$339.90. Alternate dates are also available. For more information: Houston Hall Travel Service, Ext. 7268.

NO ALMANAC MARCH 11

For spring break when campus population is down and so is the Publications Office's typesetting equipment (for retooling), *Almanac* will save budget by skipping the March 11 issue (unless emergency material has to be circulated). Staff will be on hand as usual, mostly preparing upcoming reports but available to help contributors schedule future articles and reports. *For the March 4 issue, which will be crowded, please send copy by February 26 and call immediately to reserve space if contributions are lengthy.*

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