

# Almanac

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FROM THE PRESIDENT, PROVOST AND  
SENIOR VICE-PRESIDENT FOR MANAGEMENT

## Salary and Wage Increase For Fiscal Year 1976

October 8, 1975

The extraordinary inflationary pressures upon the University, the imperative of restoring a balance in the operating budget, and the great uncertainties that surrounded many of our major costs and revenues made it necessary to enter this present fiscal year with no general salary or wage increases. Although circumstances at the time gave us little choice, this policy was adopted with a pledge that we would hold in reserve all possible unrestricted funds, assess our financial situation in the fall, and provide salary and wage increases effective later in the fiscal year.

The very modest increase in the state appropriation, the decision by the Trustees at the October Stated Meeting to apply fiscal 1975 gains to fiscal 1976 salary and wages, and a confirmation of planned fall enrollments have provided some revenues for salary and wage increases to be used in accord with the following guidelines.

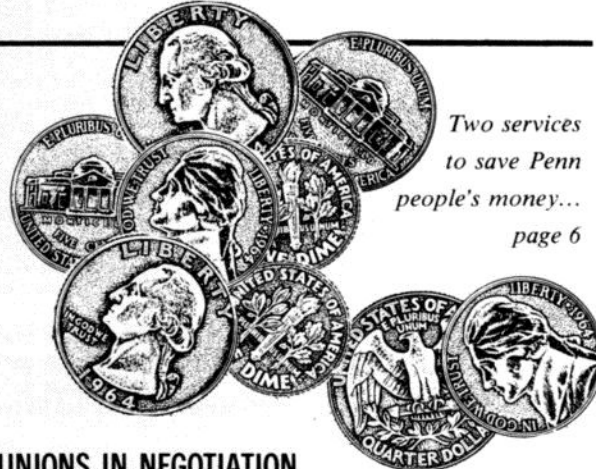
1. General salary and wage increases effective the second half of the present fiscal year will be provided to all permanent employees who would normally have been eligible for increases as of July 1, 1975. (Increases for faculty will not be affected by choice of nine or twelve months payment for the regular academic base salary.)
2. The total cost of salary and wage increases for the present fiscal year cannot exceed available uncommitted resources—currently estimated at approximately \$2,100,000.
3. All categories of University personnel (i.e., A-1, A-2, A-3, A-4) will be granted an equivalent percentage increase in their present total compensation bases. Increases will be across-the-board for all eligible A-3 and A-4 personnel. Increases for eligible A-1 and A-2 personnel will be predominantly across-the-board, with a small amount of the total set aside for merit and promotion increases and for special problems.
4. Individual faculty and staff will be notified of their salary or wage increases by their dean, director or other offices.

In making this announcement, we recognize that the possible salary and wage increases will not be sufficient to restore the real income lost because of inflation. We remain proud of the gains made by our faculty and staff in recent years and the high position of the University of Pennsylvania relative to other universities in salaries and wages. To hold this position and to recover loss incurred from the combined effects of inflation and recession will require savings in energy and other expenditures, increases in productivity generally, and new income from all sources. With the help of all faculty and staff, we will achieve this combination of increased income and increased productivity to maintain both the financial strength of the University and a compensation policy in which we can continue to take pride.

Martin Meyerson

Eliot Stellar

Paul Gaddis



Two services  
to save Penn  
people's money...  
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## ELEVEN UNIONS IN NEGOTIATION

The University issued a public statement last Friday confirming that it is in negotiation with 11 unions whose contracts expired June 30 but were extended to October by mutual agreement. Executive Director of Personnel Relations Gerald L. Robinson's statement said, "The University does not anticipate making interim statements during the process of negotiations" but will wait until an agreement is reached.

## WXPB ADVISOR: ROBERT L. SHAYON

President Martin Meyerson announced Friday the appointment of Professor Robert L. Shayon of the Annenberg School of Communications as faculty advisor to Radio Station WXPB. Professor Shayon, who was a member of the *ad hoc* committee to advise on the future of WXPB, was also for many years the radio-television critic for the *Saturday Review* and has written extensively on the broadcasting industry.

Mr. Meyerson also announced that suggestions for nominations are being received for positions on the WXPB advisory board and that he expects to take a list of nominations to the Trustees in the near future. A full report on WXPB will be published next week.

## CHAPLAIN'S AIDE: CA's RALPH MOORE

Chaplain Stanley Johnson has announced the appointment of the Reverend Ralph Moore, co-minister of the Christian Association, as his assistant in the Chaplain's Office.

In addition to performing his present duties at the C.A., Mr. Moore will make daily visits for the Chaplain's Office to Penn affiliates who are patients at University Hospital. He will also share counseling responsibilities with Chaplain Johnson and will be available to the Penn community for personal emergencies on a twenty-four hour basis.

As co-minister of the C.A. with the Reverend Maurine Stephens, Mr. Moore is a member of a collective staff that includes several full-time seminarian-interns and two additional employees.

Mr. Moore said he views his duties in the Chaplain's Office as an extension of his responsibilities at the C.A. and hopes to establish new ecumenical relationships on campus to include the Newman Center and Hillel Foundation as well as the C.A. and the Chaplain's Office.

## LETTERS

### ON SALARY INCREASES

The following letter to Senior Vice-President for Management Paul O. Gaddis was submitted for publication under Almanac open expression guidelines:

October 8, 1975

Dear Mr. Gaddis:

The Coordinating Committee of the A-3 Assembly has approved this letter in order to convince you of what we consider a serious lapse in credibility.

As of July 1, 1975 there has been a freeze on salary increases that was justified by an explanation emphasizing the poor financial status of the University. We were led to believe that there would be no increases for anyone until the University's financial situation improved.

We recently discovered that the University Hospital employees received a salary increase, effective July 1, 1975, based on merit. The University policy as stated in the June 25, 1975 Almanac, *A Message to All Faculty and Staff, 1975-76 Salaries and Wages: The Present Outlook* is, "Thus the Trustees approved a budget for the start of 1975/76 fiscal year which is in balance, but which achieves that balance only by maintaining salaries and wages for the time being, at their 1974/75 levels."

The Hospital's financial status, which we understand is poor, has been a drain on the University's financial position. Therefore, due to this increase, we can only surmise that the financial picture is better than we've been told. In order to re-establish and strengthen credibility we call on the University to:

Explain the logic leading to the Hospital's increase.  
Justify the lack of communication to the University  
Family regarding this matter.

We are aware that pay raises are imminent and hope that a statement could be forthcoming shortly.

For the Coordinating Committee,  
—Joseph F. Kane, Spokesman, A-3 Assembly

### RESPONSE ON SALARY INCREASES

Mr. Gaddis responds to Mr. Kane and the A-3 Assembly:

The Hospital of the University of Pennsylvania has long functioned as a semi-autonomous organization with a separate set of accounts. It is in good financial shape now, because costs have been generally lowered, particularly through substantial reductions in staff. Thus Hospital employees did receive raises, primarily merit, in July but with no added expenses whatsoever to the University. You did not mention Graduate Hospital, which is not yet in good financial shape. In its case, raises were possible only because of a reduction of over 20 percent in staff size, with no increase in total payroll costs.

As you and the A-3 Assembly know from our several consultations with you, we have taken a different approach on the University campus. Outside of the hospitals, there have not been layoffs. University staff reductions have been achieved by our normal yearly attrition.

—Paul O. Gaddis

### ON LEAVING IT TO CHANCE

October 2, 1975

On Reading Pages 4-5 of *Almanac* Vol. 22, No. 6, September 30, 1975:

The risk of being overlooked we hack,  
But surely never by the Almanac.  
The names of Science Institutes we scanned,  
But from these science assets we were banned.  
Omitted from the campus science wealth,  
Was "Center for Research in Oral Health".

Are we just too ephemeral to note?  
For nine years now we've let you cross our moat.  
Our members all are active campus wide,  
Their publications are a source of pride.  
So count us part of UP's science stance,  
It's better than just leaving it to Chance.

—Howard M. Myers, Director  
Center for Oral Health Research

### LINDBACK AWARDS FOR DISTINGUISHED TEACHING 1975-76

The Christian R. and Mary F. Lindback Awards are presented annually to eight members of the Pennsylvania faculty in recognition of their distinguished contributions to teaching. The awards generally go to faculty members with a number of years of service ahead of them. They are open to teachers of graduate students as well as undergraduates in both the professional schools and the arts and sciences.

In a recent set of criteria and guidelines for the selection of the award recipients, the Provost defined distinguished teaching as "teaching that is intellectually demanding, unusually coherent, and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher causes students to look with critical and informed perception at the fundamentals of his or her discipline, and relates this discipline to other disciplines and to the world view of the student. The distinguished teacher is accessible to students and open to new ideas, but expresses his or her views with articulate conviction and is willing to lead students, by a combination of clarity and challenge, to an understanding of the field. The distinguished teacher is fair, free from prejudice, and single-minded in the pursuit of truth. The distinguished teacher is an example to his or her colleagues, and cares about the university and the pursuit of knowledge."

Four awards each year go to faculty in the non-health areas (F.A.S., Wharton, Engineering, Law, Education, Social Work, Fine Arts and Annenberg School of Communications) and four go to faculty in the health schools, (Medicine, Dental Medicine, Veterinary Medicine, Nursing and Allied Medical Professions).

#### Non-Health Areas

A Committee on Distinguished Teaching, appointed by the Provost and chaired by the Vice-Provost for Undergraduate Studies and University Life, is charged with presenting the Provost's Staff Conference with eight finalist candidates from which these four non-health area winners are chosen. The Committee now welcomes nominations for these awards from schools or departments, individual students, faculty members, or alumni.

Nominations should be submitted to the Committee on Distinguished Teaching, 106 College Hall/CO, to the attention of Katharine Fischer. They should be in the form of a letter, citing those qualities that make the nominee an outstanding teacher. It is particularly important to include the nominee's full name, department and rank; how you know the nominee; and your name and address. Additional supporting evidence, in the form of statistical surveys, curricula vitae, lists of courses taught, etc., will also be helpful to the Committee in its selection process. Nominations open October 1 and will close on Friday, October 31.

#### Health Areas

In the health schools, the Deans will welcome nominations for the 1975-76 Lindback Awards from individuals in the respective schools. Nominations and supporting material, including a current curriculum vitae, comments from faculty and students concerning nominee's teaching ability and any objective quantitative evaluation of the nominee's teaching activities will be reviewed by a broadly based committee of faculty and students within the school. Each health school may nominate up to four individuals for Lindback Awards. The Vice-President for Health Affairs appoints an *ad hoc* committee, drawn from the several school committees, to recommend the four finalist nominees in the health schools.

### MEMORIAL FOR DR. KLARMANN

A University memorial service will be held for the late Dr. Adolf Klarmann at 4 p.m. Thursday, October 30, in Room 200 College Hall. The service, under the leadership of Chaplain Stanley Johnson, Provost Eliot Stellar and Dean Vartan Gregorian, will include a performance by the Concord String Quartet of Professor of Music George Rochberg's *Variations*.

## *Financial Exigency and Termination of The Appointments of Tenured Faculty Members*

### *An Interim Report of the Senate Committee on the Faculty*

The Senate Committee on the Faculty was charged by the Senate Advisory Committee in February of this year to consider the circumstances other than cause which might justify the University's terminating the appointment of a tenured member of the faculty. The only reason other than for cause given in the University regulations relates to "financial exigency", a term the Committee has discussed in great detail. The specific impetus for the Advisory Committee's charge was a statement put forth by the national American Association of University Professors last winter on this subject. The case of the Graduate School of Education last Spring entered into the Committee's deliberations, of course, but, to make a fine distinction, that case was considered only in an illustrative way. We interpreted our charge to be strategic rather than tactical, as an instruction to develop for the Senate's consideration a general policy on what administration actions with respect to the faculty may be regarded as an acceptable response to the University's chronically difficult financial situation.

The term "interim" is the critical word in the title of this report. The Committee's long and frequent meetings this spring aired a great variety of issues in what clearly was a very complex subject. The simplest aspects of the problem turned out to be unclear—starting with the pronunciation of the word "exigency"—as we discovered the University regulations are ambiguous. The term "financial exigency" turned out in our eyes to have no operational, independent definition that would give guidance on when the University's financial condition was so serious that it would justify terminating the appointment of a tenured faculty member. Rather, it seemed simply to be the name for the deplorable state when such termination was justified. How many hours went into trying to define this critical situation?

But suppose, however defined, at some time in the future it was decided—somehow—that we were there. Then what? How would it be decided who would be terminated? We were unanimous in the view that under no circumstances could cut-backs take place on an individual basis. Schools, departments or academic programs conceivably might be terminated, with resulting effects on faculty members thereof, but as for individual faculty members, no reason but cause justifies terminating them. Even then safeguards should be built in to insure that every effort be made to reassign to other duties within the University tenured faculty members proposed to be terminated.

Let me share with you a sampling of the preliminary discussions which we have had.

(1) One inviolate rule we operate under is that academic units of the University select their own faculty members subject to overall review and budget from above. Can a tenured faculty member in a program being phased out be imposed upon a continuing academic unit against the will of the latter? When a sensible goal is in conflict with a sensible rule, how should the incompatibility be reconciled?

(2) Just how drastic must our circumstances be for a program to be eliminated if it necessitates terminating the appointments of tenured faculty? Our view is that while the Administration has the general responsibility for determining the pattern of the University's growth (and decline), it is constrained significantly by the rights of tenured faculty. The quest for selective excellence, commendable as it may be,

does not justify financing added strength in one area by retrenchment at the expense of tenured faculty members in another. Nor does ordinary "educational planning". Certain kinds of obsolescence may in some circumstances justify it, but the Committee did not arrive at a definitive judgment here. We were clear, however, that contrary to the AAUP statement, a change in the University's perceived mission is not by itself sufficient justification.

Our tentative wording in this area is:

"Formal termination of a school, department, or academic program justifies removal of tenured faculty members only if (i) the University faces, or is expected to face, a substantial and continuing financial deficit; (ii) comparable reductions in the deficit either in the form of savings or additional revenues cannot be achieved by means other than removal of tenured faculty members without severe and unacceptable impairment of the quality of teaching or research in one or more schools or departments; and (iii) the tenured faculty members proposed to be removed cannot be reassigned to other duties within the University."

These remarks plus a much more extensive set of detailed comments are being passed on to the 1975-76 Committee on the Faculty. I would assume a report will be forthcoming for your consideration at the Spring meeting.

*Robert Summers, Chairman*

*Ralph D. Amado  
Stuart W. Churchill  
Frank Goodman*

*William G. Grigsby  
Phillip DeLacy\*  
Maria Z. Brooks\**

*\* Present for discussions but on leave at the time of final drafting of the report.*

### **FROM THE CHAIRMAN'S REPORT**

Dr. Ralph Amado's report to the full Senate on October 1 included the announcement of committee nominations and appointments as follows:

1. SAC appointed three 1-year replacements to itself: Carl Brighton, Alex Capron, James Muhly, replacing Jamshed Ghandhi (resigned), Carroll Smith-Rosenberg (1-yr. leave), and Dell Hymes (new Dean of Graduate School of Education).
2. SAC appointed Senate Standing Committees. The Chairmen are: Clifton Cherpach, Committee on Administration; Gerard Adams, continuing on Economic Status; Don Fitts, Committee on Education; Benjamin Shen, Committee on the Faculty; Mitchell Litt, Committee on Students; Bob Shayon, Committee on Publication Policy for Almanac.
3. Eight new members for the Faculty Grievance Commission.
4. Nominations for the Academic Planning Committee and Committee on Open Expression.

He also listed three reports SAC has accepted in the name of the Senate:

1. The 1974 Report of the Committee on Education and 1974 Report of the Committee on Administration. We have forwarded these recommendations to Associate Provost Hobstetter with an invitation to



meet soon with SAC to discuss the reports, particularly on questions of improving the University's educational and support activities. These questions have also been made part of the charge of the Committee on Education, while parts of the reports dealing with academic planning mechanisms are relevant to the charge of the Committee on Administration.

2. 1975 Report of Committee on Students. The Advisory Committee received this report, but reaffirmed its action of March 5, 1975, in the belief that it is appropriate and satisfies the spirit of the April 5, 1972, Senate resolution. This has been made a part of the charge to the new Committee on Students.

3. Report of the 1975 Committee on Publications Policy for *Almanac*. The Senate Advisory Committee approved the revised Guidelines (of May 1, 1975).

Dr. Amado concluded his report with a description of "problem areas of concern to the Faculty" on which SAC has initiated action. Among them are:

1. Faculty-staff scholarships and admissions policy. On September 10 SAC met with Dean Johnson to discuss the faculty-staff scholarship and admissions questions. We informed ourselves of the magnitude of the problems involved and of the spectrum of possible remedies. There does seem to be a problem in faculty-staff admissions standards (*Almanac* May 20, 1975). The Council Committee on Undergraduate Admissions and Financial Aid is presently working on much clearer guidelines for admissions in this area and hopes to report to the November Council meeting. SAC is following this matter closely.

2. Graduate Education. The future of graduate education and research at Pennsylvania and how the administration responsibilities for its fostering should be parceled out continues to be a question of great importance (*Almanac* September 23, 1975). SAC has invited the principals in this issue to its October meeting which will be devoted entirely to the matter. We have nothing to report as yet except this novel way of involving the Senate directly in the resolution of issues of great concern to the entire faculty.

3. We have asked the Senate Committee on Academic Freedom and Responsibility to review procedures for dismissal for cause.

## HONORS

### AWARDS

The 1975 William J. Gies Award in Periodontology has been presented to *Dean D. Walter Cohen* of the School of Dental Medicine for his contributions to dental journalism in the field of periodontology. Dr. Cohen received the honor last month at the annual meeting of the American Academy of Periodontology.

The Franklin Institute will honor *Drs. Mildred Cohn* and *Donald Langenberg* during its Medal Day ceremonies October 29. Professor of Biochemistry and Biophysics Cohn will receive the Institute's Cresson Medal; Professor of Physics and Vice-Provost for Graduate Studies and Research Langenberg is one of three scientists to receive the Wetherill Medal.

In recognition of his research on temper embrittlement in steels, *Dr. Charles J. McMahon Jr.*, professor of metallurgy and materials science, has been named this year's recipient of the Mathewson Gold Medal Award of the AIME (American Institute of Mining, Metallurgical and Petroleum Engineers).

### IN BRIEF

*Dr. A. Van Harvey*, professor of religious thought, was one of six theologians to participate with thirty Nobel laureates in the annual Nobel Conference at Gustavus Adolphus College in Minnesota.

*Dr. Haralambos Kritikos*, associate professor of electrical engineering, has been appointed editor of *I.E.E.E. Transactions in Geoscience Electronics*.

*Dr. Joseph K. Perloff*, professor of medicine and of pediatrics, has been named Edward F. Bland Visiting Professor at the Massachusetts General Hospital and Visiting Professor of Medicine at Harvard Medical School.

President Gerald Ford has named *Dean Almarin Phillips* of the *School of Public and Urban Policy* a member of the Congressional-ly mandated Commission on Electronic Funds Transfer System.

## BICENTENNIAL

### HONORARY DEGREE: AVRAHAM HARMAN

The University awarded an honorary doctor of laws degree to President Abraham Harman of Hebrew University in the first of a series of Bicentennial convocations.

President Martin Meyerson conferred the degree on the former Israeli ambassador to the U.S. during ceremonies October 5 at Penn's School of Dental Medicine. Two years ago, both presidents officially launched the program of collaborative research and faculty-student exchange now underway between the universities' dental schools.

President Harman's L.L.D. was the first to be given in a series of Bicentennial convocations, President Meyerson said. Traditionally, honorary degrees are conferred only at May Commencement. A resolution introduced by Trustee Thomas S. Gates and approved by the Trustees October 2 enables the University to award them now at interim convocations.

A graduate of Oxford University, President Harman has served the Israeli government as its first consul-general in Montreal and as a United Nations delegate.

### BICENTENNIAL COLLEGE

After a quick trip to Independence Hall, most students go—if only figuratively—north to New England or south to Virginia in search of their national roots. Penn's Bicentennial College hopes to keep them right here. The new center for colonial studies focuses on the Middle Atlantic Region, with special emphasis on Philadelphia.

Penn undergraduates and their counterparts at Temple, Bryn Mawr, Swarthmore and Haverford can take special seminars on race relations in the colonies or Colonial Philadelphia; arrange for a tutorial with one of the Bicentennial College's four post-doctoral fellows; or attend a guest lecture by any one of the several scholars who will pay week-long visits to Penn's campus throughout the year.

The program is not only inter-institutional (the American Philosophical Society, Historical Society of Pennsylvania, Historical Commission of Philadelphia and the Library Company of Philadelphia are also participating with the schools mentioned above), but interdisciplinary, too: regional culture during the Colonial and Revolutionary period is to be studied. Courses on Quakerism (Swarthmore), Revolutionary fine arts (Penn) and the role of women in the colonies (Bryn Mawr) are cross-listed in each of the cooperating schools' catalogs. Although historians comprise a majority of the 34-member faculty, the cultural theme throws open the door to sociologists, anthropologists and representatives of four other academic disciplines.

The lecture series is equally diverse: the "paranoid style" of the founding fathers and death in Colonial America are on the agenda for the fall program that starts next week with Professor John Reys of Cornell's urban planning department (see page 8). Professor Reys, like the archaeologist, social geographer and museum curator who follow him in the spring term, will also conduct a faculty and graduate seminar and be available for informal classes during his week at Penn.

#### Postdoctoral Fellowships

Bicentennial College's program of postdoctoral fellowships gives young scholars from other parts of the country access to primary sources and materials they would never find at home. Dr. Stephanie Wolf, program coordinator of the NEH-funded College and a postdoctoral fellow herself, reports that its headquarters in 415 Logan Hall is becoming a clearinghouse for local universities, colleges and community groups planning their own Bicentennial projects. In addition to their research, postdocs might verify the accuracy of a local group's original Bicentennial drama or give an informal lecture to volunteer guides at Cliveden.

## *Supportive Services: More than Remedial*

A recent article in *The Daily Pennsylvanian* incorrectly describing the Office of Supportive Services as "an educational aid available only to minority students" suggests that there are some widely held misconceptions concerning the functions of the service.

True, it is an outgrowth of the Black Advising Program, and it is still primarily used by minority students. But the philosophy of the office is based on the assumption that for all students new to University life, the academic and social pressures are often overwhelming. The first-year student, no matter what his/her racial background, is likely to have particular difficulties in making the most of what the University has to offer. Harold J. Haskins, the service's director, sees its major function to be an integrative one: informing the students of all the academic and social facilities the University provides. The office provides some of the counseling itself, and for questions beyond its scope it has developed an efficient referral process that helps unify the various departments in the University that serve undergraduates. It is designed to serve students in *all* schools of the University, not only those in FAS.

In making referrals and providing services the office relies both on work-study students and on a small professional staff. While for most minor problems an interview with a student counselor is sufficient, the professional staff oversees all of the advisory activity.

Supportive Services is primarily an advisory support system, although it has also initiated a student-run tutorial service and re-teaching workshop. While upperclassmen certainly use the service, it is geared mainly toward freshmen. All incoming freshmen receive a letter informing them of the service's existence and are encouraged to use its facilities. But the office also has a more "active" function for specific target populations in the freshman class, namely athletes, minority students and those who need special assistance because of social and economic deprivation. The student advisors and professionals in the office actively seek out such students, making initial interviews with them to review their course load and any existing problems, either academic or social. The advisors keep in close touch with the professors and residence counselors of the students, making sure that things are running smoothly. If there are major social or emotional problems, the advisors can make quick referrals to the University Counseling Service.

A number of the student advisors are being trained by Dr. John Free, director of the University Counseling Service, to be members of the campus's new peer counseling service. Peer counselors will work directly in the dormitories with students who have social and emotional problems that are not serious enough to necessitate formal psychological counseling. Starting this fall, a number of student tutors will also be stationed in the dorms, in an effort to make the academic facilities of Supportive Services Office more accessible to students.

The Supportive Services office has designed two principal ways for students to cope with academic problems. One is the Instructional/Reteaching Workshops, designed to supplement regular undergraduate courses; in these both graduate student teaching fellows and undergraduate work-study students team-teach regular course material at a slower pace than in regular classes, weekday evenings for about two hours. If a student wants more individualized attention, there are also graduate and undergraduate tutors from the various departments to which the office can refer the student. Advisors carefully follow up on those advisees referred to these services.

In addition, in September 1975 Supportive Services initiated a "Stretch" program in three academic departments: mathematics, English, and physics. Each of these departments has instituted extended courses which cover the material taught in mathematics 140 and 150, English 108, and physics I respectively, throughout the whole academic year instead of the usual semester. This program was designed by the department chairmen and Dr. Claude Mayberry, for students whose academic records indicate particular weaknesses in any of these subjects.

The Supportive Services office does not only focus on students in some kind of trouble, however. Harold Haskins sees the underlying goal of the service to make each student aware of his own potential for academic and professional achievement and of the many career options he has. To implement this goal the service works closely with the University's pre-law and pre-health advising offices, the Minority Pre-Law Society, and the Black Engineering Society. Students who come to Supportive Services for advising are kept informed of the activities of these organizations. In addition, the advising staff is trained through the services of the Career Advising and Resources Center, to counsel students about their future career plans. Supportive Services has also been instrumental in assisting and publicizing the existence of the Onyx Senior Honor Society, a new organization composed of minority students who have shown unusual academic achievement during their careers at Penn.

In order to make students aware of all of their professional options starting in the freshman year, Supportive Services is initiating this fall an Independent Study/Work Study program. Particularly qualified upperclassmen arrange an independent study program with professors in the professional school they are most interested in. They will then expose lower-classmen to what they have learned about the professional education, in order to help them shape their own career interests as early as possible in their undergraduate lives. So the Supportive Services Office, far from being a remedial advising service, can be seen in broadest terms as an attempt to make students aware as early as possible of the ways in which they can use the University of Pennsylvania to maximize their own individual potential.

—Carla Solomon,  
Member of the Supportive Services staff



## COUNCIL

President Martin Meyerson opened the October 8 Council meeting with a long-awaited statement on mid-year increases in salaries and wages (page 1.) In response to floor query about possible future raises for teaching fellows (not covered in the category "permanent full-time" referred to in his salary statement) he replied that the University would consider them for the future.

## CALENDAR

The Provost formally reported on the Compromise Calendar (*Almanac* October 7), saying it had "most of the features of having our cake and eating it". Asked whether his decision to adopt the Compromise Calendar meant he had adopted all four of the principles outlined in the advice received from his ad hoc study group, Dr. Stellar confirmed that he had. These four, not published here last week for lack of space, were:

1. That the Steering Committee of the University Council be charged with formulation and recommendation of procedures by which the administration will implement future calendar changes. This procedure should provide clear delineation of administrative responsibility for calendar formulation and should provide for formal review by Council.
2. That the 1976-77 calendar be based generally on the pattern followed in 1974-75, unless changed following review as prescribed above.
3. That a body be established to review the results of the Spring 1976 energy calendar change; the review should include not only direct energy savings but also the effect of the change on the whole University community.
4. That the University should undertake planning studies directed to long-range energy utilization and efficiency.

As part of a series of information reports instituted this year in Council, Registrar Douglas Dickson reported some figures for 1975-76 enrollement (notably that most of the 100-student rise in undergraduate population this year is accounted for by engineering's rise from 400 to 575 students) and on problems in scheduling from two sources: (1.) Heavy resistance by students as well as faculty to such hours as 9 a.m. or 3 p.m., with an overwhelming demand to schedule classes at 11 a.m. MWF; and (2.) deviation from the normal "block system". Dean Vartan Gregorian said he is working on problems with his departments; one proposal is to schedule more required courses at 9 a.m.

## COMMUNITY RELATIONS

In an information report not yet for action, Dr. Sol Goodgal outlined the approach the Community Relations Committee took last year in analysis of Penn's community relations, and listed policy guidelines the Committee agreed upon.

Concentrating on the local community where Penn students and faculty live—and where the community most feels the immediate impact of the University—the Committee has surveyed health and education as well as housing systems that might draw more faculty to live near campus. It proposes creation of a Health Maintenance Organization and recommends that in addition to continuing cooperation with the local public schools there be a feasibility study for a Penn-based "academy" that would augment public efforts; and it asks investigation of financing for condominiums while expressing hope for a return to the guaranteed mortgage program under which many Penn faculty and staff were brought back from the suburbs in the '60s. Their full report—which emphasizes that community relations projects be self-sustaining and not drain academic resources—will be published before it is brought before Council for action.

## SMOKING

To make Penn's "smoking code" conform to city regulations, Council amended it to read:

Smoking is not acceptable in lecture halls, classrooms, libraries, committee meeting rooms, or public lounges (except where special segregated "smoking" areas have been provided).

The intent and spirit of this resolution is to protect the right of nonsmokers without placing them in the defensive position of having to request relief at every offensive incident.

## FOR YOUR PERSONAL BUDGET

All faculty and staff of Penn are eligible for membership in a consumer group called Purchase Power, sponsored here by the Administrative Assembly.

Purchase Power arranges discounts of some 20% on major purchases (\$150 up) and has a Consumer Protection Department for follow-through on service.

The group maintains geographical lists of dealers who have agreed to give discounts on automobiles, major appliances, furniture, carpets, jewelry and other expensive items. (For autos, the buyer pre-shops to decide on make, model and accessories.) To use the service, a member writes to Purchase Power or dials its toll-free number, giving the Penn Purchase Power group number and other details. Purchase Power then mails a certificate giving the name of the nearest dealer authorized to give a Purchase Power discount. The buyer makes an appointment with the manager of the dealership (avoiding commissioned salesmen) and if a purchase is made, pays \$1 to the dealer as a service fee.

To join Purchase Power, contact Robert Ferrell, Penn's Director of Purchasing and the Administrative Assembly's Purchase Power representative, P-204 Franklin Building/16, Ext. 7216.

## ABOUT THE PENN CREDIT UNION

The U. of P. Federal Credit Union was chartered in 1957. In 1975, less than twenty years later, our assets are over \$1,150,000.

The year 1975 has brought many changes to the Credit Union, and we might add, all of them for the better.

Until July of this year the Credit Union was only open four days a week, for a total of twenty hours. We are now open eight hours a day, five days a week, with extended hours Tuesday and Thursday to meet the needs of people who find it difficult to conduct business during the normal working day.

Effective October 1, computer bookkeeping is being initiated to give quicker, more efficient service to our members.

One share (\$5) entitles a member to participate in all benefits, which include the voting right to elect their Board of Directors, and Committee members. This right also entitles the member to serve as a director or Committee member. Anyone interested in serving in any of these capacities should notify me at the numbers given below. No director or committee member receives compensation for service. The majority of the earnings (after expenses) are returned to the members in the form of a dividend. In 1975, this dividend was 5½%. In 1976, with our new improved bookkeeping, we expect to pay 6%—compounded quarterly instead of on an annual basis as in all previous years.

Shares, also known as savings, are insured by the National Credit Union Administration. This insurance is comparable to the FDIC carried by banks.

Our Credit Union, as an additional service to its members, also carries separate Share and Loan Insurance, and pays the entire cost of both. Share Insurance means, in effect, that should a member die, his estate would receive his savings. The designated beneficiary would receive additional money up to a designated maximum, based on the age of the member when deposited, and the maximum benefit allowable under the contract, which at present is \$2,000.

Should a member have a loan outstanding at the time of his death, Loan Insurance would pay the loan balance directly to the Credit Union. Since this is a separate policy, payment of a claim under this coverage in no way reduces the amount paid under the Share Insurance policy. Disability coverage is also provided under this policy up to a specified age, which means that a permanently disabled employee meeting the age requirement would have his loan paid off.

We welcome all questions regarding membership. The Credit Union is available to all full-time employees of the University who have completed six months of employment. You can call us at Ext. 8539 or 8599 or visit us at 4015 Walnut St., on Mondays, Wednesdays and Fridays from 9 a.m. to 5 p.m., and Tuesdays and Thursdays from 10 a.m. to 6 p.m.

—Joan W. Reber, Manager

## 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 two figures in salary listings show minimum starting salary and maximum starting salary (midpoint), in that order.

### ADMINISTRATIVE PROFESSIONAL (A-1)

**RESEARCH SPECIALIST III** to assist director of a biometrics and computer services division, consult with research staff and faculty, and analyze research and educational projects. *Qualifications:* Masters degree in applied statistics and educational measurement; Ph.D. or Ed.D. candidate preferred; three to five years' applied statistics and educational measurement experience; some teaching experience. \$12,300-\$15,325.

**STAFF NURSE**, responsible to a physician or nursing supervisor, to administer treatments, medications and injections as prescribed; observe and record patients' symptoms or reactions; prepare daily reports and clinical records; instruct patients in method of self-administering treatment; provide general nursing care for patients; assist with dressing of surgical wounds. May assist at operations and supervise students or nurses' assistants. *Qualifications:* Graduation from a three-year school of nursing; state registration; ability to communicate with patients; good health and pleasant personality. No experience required. \$8,075-\$10,050.

**STATISTICIAN** for study on decision-making in long-term care facilities regulation. Research methodology includes case studies, cross-sectional analysis and model building leading to simulation models that can be utilized by public officials responsible for planning and regulation of long-term care facilities. *Qualifications:* Knowledge of statistical methodology, questionnaire construction and interviewing; Ph.D. candidate in political science, sociology or operations research, or equivalent. \$8,075-\$10,050.

### SUPPORT STAFF (A-3)

**ADMINISTRATIVE ASSISTANT I** to type and edit scientific manuscripts; handle all correspondence and telephone calls; make travel arrangements; maintain appointment schedules; arrange for travel, visas and living arrangements for foreign personnel; act as liaison between laboratory and University business offices; maintain filing system; keep record of laboratory expenditures; assist in departmental business office in the monitoring and reporting of research grants; assist in personnel administration. *Temporary: three- to five-month position. Qualifications:* Fast and accurate typing; knowledge of bookkeeping; ability to read different handwritings and to work well with people; secretarial or administrative assistant experience; course work or interest in research science. \$6,550-\$7,925.

**ASSISTANT STOCKKEEPER** (9/23/75).

**BILLING ASSISTANT** responsible under supervision for posting, billing, collecting and bookkeeping; to maintain internal accounting relating to practice of department. *Qualifications:* High school diploma with bookkeeping course; some college desirable; two years' bookkeeping experience, preferably in a medical office, with medical terminology and benefits desirable; accurate typing; ability to operate adding machine; clerical and figure aptitude essential. \$6,550-\$7,925.

**COLLECTION ASSISTANT** (2) (10/7/75).

**COLLECTION ASSISTANT, SENIOR** (9/30/75).

**LIBRARY DOOR GUARD** to oversee exits from library building and controlled areas within the building; check all materials being removed from the building; provide general surveillance of individuals entering the building; provide directional information and assistance; perform other tasks as assigned. *Union scale.*

### BENEFITS INFORMATION: RED OR BLUE?

In the October 7 Almanac I announced the publication of updated information about University personnel benefits, and distribution of the information to faculty and staff between October 14 and October 20. The distribution was handled more quickly than anticipated, most mailings occurring by October 10.

Weekly-paid employees were sent their benefits information in a red vinyl wallet. Monthly-paid individuals were sent their benefits information in a blue vinyl wallet.

The personnel office has received a few telephone calls which suggest that a small number of monthly-paid individuals received benefits information applicable to weekly-paid employees.

If you received the wrong color vinyl wallet—and thus the wrong benefits information—please return the wallet and furnish your name to the Business Administrator for your department. The Business Administrator should return such wallets with the list of names to the Personnel Department, Room 115 Franklin Building. We will see that you are sent the right color wallet with the correct benefits information.

—Gerald L. Robinson,  
Executive Director of Personnel Relations

**MEDICAL SECRETARY** (4) (10/7/75).

**PROJECT BUDGET ASSISTANT** (9/2/75).

**PROJECT BUDGET ASSISTANT** to maintain all equipment records relating to contracts; record charges in cost records according to contract; post all costs to computer coding sheets to provide monthly contract budget and cost reports; distribute allocation costs to the proper contracts; assist in preparation of equipment report; prepare inventory reports and handle corresponding records; prepare schedules; analyze data; type reports; prepare purchase requisitions. *Qualifications:* Figure aptitude; knowledge of budgeting and cost reports; good typing skills; budgeting and cost records experience; secretarial or typing experience. \$6,500-\$7,925.

**RESEARCH BIBLIOGRAPHER II** (10/7/75).

**RESEARCH LABORATORY TECHNICIAN I**, tissue culture (9/2/75).

**RESEARCH LABORATORY TECHNICIAN II**. Two positions, one calling for isolation and protein purification of nucleic acids, and one for enzyme preparation and assays. *Qualifications:* Appropriate laboratory skills and experience. \$7,000-\$8,300.

**RESEARCH LABORATORY TECHNICIAN III** (7) (10/7/75).

**RESEARCH LABORATORY TECHNICIAN III**. Four positions: two call for tissue culture, one for elementary chemical synthesis and qualitative analysis, and one for testing of pulmonary function and blood gas and pH analysis. *Qualifications:* Bachelors or masters degree in a laboratory science and experience in appropriate lab procedures preferred. \$7,900-\$9,450.

**RESEARCH MACHINIST I** (9/2/75).

**SECRETARY I** (10/7/75).

**SECRETARY I** to type letters, manuscripts and reports; file; answer telephone. *Qualifications:* Good typing skills; office experience desirable. \$5,300-\$6,225.

**SECRETARY II** (8); **III** (4) (9/2/75), **CLINICAL** (9/23/75).

**TYPIST I** (3) (9/2/75).

### HOURLY RATE (A-4)

*Hourly rate is negotiable on the basis of qualifications.*

**AD LAYOUT DESIGN ASSISTANT**, 20 hrs./week, Thurs. and Fri. afternoons. (10/7/75).

**MT/SC OPERATOR** (10/7/75).

**PSYCHOLOGY TECHNICIAN**, 20 hrs./week (9/23/75).

**RESEARCH BIBLIOGRAPHER I** (2), 10-25 hrs./week (10/7/75).

**SECRETARY I**, 20 hrs./week (10/7/75).

**SECRETARY II**, 20 hrs./week, to type, use shorthand or speed-writing, file, catalogue, Xerox, schedule appointments and collate manuscripts. *Qualifications:* Some knowledge of French for typing; secretarial experience.



## PRESIDENT, INTERNATIONAL HOUSE

Philadelphia

The International House Presidential Search Committee, headed by University Provost Eliot Stellar, invites nominations and applications for the position of chief executive officer. The Committee is looking for a person capable of: (1) management of a 409 room modern high-rise residence on the edge of the University of Pennsylvania and Drexel University campuses; (2) conducting educational, cultural, and social programs for international students; and (3) taking responsibility for fund-raising activities. Salary in the 30's commensurate with experience.

Persons interested in making nominations or applying for the position should send a resume, complete with references, to Mrs. Mary Jack, Search Committee, International House, 3701 Chestnut Street, Philadelphia, Pa. 19104. *An equal opportunity/affirmative action employer.*

## THINGS TO DO

### LECTURES

Penn Professor of Physics Herbert Callen recently toured the Arab countries, meeting with government officials, diplomats and university professors. He reports on his three-week visit to Syria, Jordan and Egypt during a *luncheon discussion* October 15 at the Hillel Foundation. Reservations should be made as soon as possible: Ext. 7391.

Journalist-author *Tom Wolfe* speaks in the Connaissance Lecture Series at 8 p.m., October 15, in Irvine Auditorium. His lecture on *Students in a Class Society* is free.

Sir George E. Godber, chief medical officer of the British National Health Service from 1960-75 and currently visiting professor of community medicine and health care systems here, discusses the *Impact of the NHS on the Practice of Medicine in the United Kingdom*. October 15, 4 p.m. in HUP's Medical Alumni Hall.

*Wharton's Graduate Finance Association* sponsors a lecture by James Tozer, senior vice-president of First National City Bank, October 15, 4:30 p.m. in B-11, Vance Hall.

*Semiotics of Erotic Messages in Advertising*. Dr. Alain Cohen, professor of literature at the U. of C. at San Diego, speaks in the Annenberg School Colloquium. October 20, 4 p.m. in the Colloquium Room.

William J. Michaelcheck, senior investment officer of the World Bank, considers *International Financial Management* in the next Management-Educational Planning lecture. October 21, 10:30 a.m. in B-6 Vance Hall.

The Bicentennial College launches a Tuesday lecture series with *Colonial Town Planning in the English Colonies* by Professor John Reps of Cornell's urban planning and development department. October 21, 4:15 p.m. in Houston Hall.

### MUSIC

*Music at Noon* continues with an hour of electronic music by Steven Smoliar. October 16, Houston Hall.

Choreographer Birgitta Trommler uses the works of Penn Professor of Music George Crumb in *Makrokosmos*, performed by members of the Pennsylvania Ballet and Jenkintown Music School. Originally scheduled for the Annenberg Center, *Makrokosmos* will be presented October 19, 7:30 p.m. at the Y.M.H.A., Broad and Pine Streets, Philadelphia.

### JURY ON WOMEN'S CRAFTS: OCTOBER 21

The jury meets October 21 to select new works for Women's Cultural Trust, the cooperative crafts gallery housed in the Christian Association. Weavers, potters, jewelers or any other craftspersons who would like to exhibit and sell their original wares should drop them off at WTC on the 21st between 11 a.m. and 4 p.m., making sure that each item is labeled with name, address, phone number and suggested retail price (allowing 30% for gallery commission). Submissions will be judged by a panel of six and results given the next day. For more information, stop by at WCT weekdays, 11 a.m.-5 p.m. (Thursdays till 9 p.m.) or call Ext. 5110.

### EXHIBITS

*Cultural Safari of Continental Africa*, an exhibit of African civilizations from 5000 B.C. to 1500 A.D. as depicted by Philadelphian Charlotte White Franklin, opens October 18 in the Museum's Mosaic Gallery. Sponsors: Afro-American Historical and Cultural '76 Bicentennial Corporation of Philadelphia, Philadelphia '76 and the Museum's National Cultures Center.

The ICA's exhibit of contemporary selections from the Dorothy and Herbert Vogel collection isn't just for visitors 18 and up: people 5-12 can tour the gallery in small groups, talk about the works and then make exhibits of their own during the *Saturday morning program for children* (who must be accompanied by an adult). Light refreshments follow. October 18, 11 a.m. at the ICA.

### MIXED BAG

This week the moon is in the first quarter—the best time to see its valleys, craters and shadows through the professional telescope at the *campus Observatory*. If you plan to stop by, note the *change in hours*: the Observatory is now open 7:30-9 p.m. Mondays and Thursdays.

There's only one chance this semester to enjoy the Faculty Club's popular *seafood buffet* or watch the Quakers play at night. You can do both October 17 when *Penn meets Lafayette* at Franklin Field. To reserve a place for dinner or a ticket to the game: Ext. 5616.

Annenberg Cinematheque continues with a spotlight on Buster Keaton: *Sherlock Jr.* and *Seven Chances*, two silent Keaton features, are both shown October 17 and 18; *four Keaton shorts*, including three made in the 1960's, are screened October 16 and 19. Also playing: Arthur Robinson's *Warning Shadows*, a German expressionist play within a play, October 16 and 19; and the Philadelphia premiere of Teinosuke Kinugasa's *Page of Madness*, October 17 and 18. Times and tickets are available from the Annenberg Box Office, Ext. 6791.

### FROM THE UNIVERSITY PRESS

The fall catalogue of the Penn University Press is now in hand. It gives thumbnail descriptions of the following books, and others are coming:

*Death in America* edited by David E. Stannard, partly from articles in Penn's *American Quarterly*. \$10.00 cloth, \$3.95 paper.

*The Doctrine of Virtue: Part II of 'The Metaphysics of Morals'* by Immanuel Kant, translated by Mary Gregor, with an introduction by H. J. Paton. \$2.45 paper.

*Early Theological Writings* by G. W. F. Hegel, translated by T. M. Knox and Richard Kroner, with an introduction by Richard Kroner. \$3.95 paper.

*Natural Law* by G. W. F. Hegel, translated by T. M. Knox, with an introduction by H. B. Acton. \$10.95 cloth; \$3.95 paper.

*The New Guide to the Diplomatic Archives of Western Europe* edited by Daniel H. Thomas and Lynne M. Case\*. \$10.00

*NRLB Remedies for Unfair Labor Practices* by Kenneth C. Huhn, Robert E. Williams and Peter A. Janus. \$7.50.

*On the Old Saw: That May Be Right in Theory, but it Won't Work in Practice* by Immanuel Kant. \$6.50 cloth; \$2.95 paper.

*Open Shop Construction* by Herbert R. Northrup\* and Howard G. Foster. \$15.00.

*Philosophy of Existence* by Karl Jaspers, translated and with an introduction by Richard F. Grabau. \$5.00 cloth; \$1.95 paper.

*The Prehistory of Chalchuapa, El Salvador* edited by Robert J. Sharer\*. \$40.00 paper, three-volume set; \$15.00 per volume.

\*Penn faculty member

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