

Almanac

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COUNCIL

STRIKE/SALARY QUESTIONS

In a question-and-answer session in lieu of a Provost's report at the November 12 Council meeting, Dr. Eliot Stellar fielded several questions about the current strike with essentially the same answer: that the University cannot put a higher percentage of funds into salaries without harm to its mission, and will not increase the percentage offered to striking workers at the expense of nonunion or other union personnel. Among questions were "Who sets the percentage?" (Answer: ultimately the Trustees)... "Are you concerned about the possibility of a faculty union if striking workers get an increase at the expense of the faculty's increase?" (Answer: no such move is envisioned)... and "You realize all hell would break loose?" (Answer: "That's right".)

CONFIDENTIALITY

A proposal to ease confidentiality regulations that apply to personnel search committees was approved 22 to 18; the action returns the document to the Steering Committee for rewrite as a by-laws change to be voted on later by Council. Debated points were what to hold "strictly confidential," what to remove altogether from the confidentiality rules and what to hold discretionary for each committee to decide. Full text of the by-laws change will be published for the University community before it is voted on.

ADMISSIONS

Before taking up the question of fairness in admission of faculty/staff children under the "special admissions" provision of University admissions policy, Dr. Roger Walmsley sketched the basics of the problem:

The McGill Report of 1967 set out criteria for "regular" admission on the grounds of scholarship, diversity, etc., but allowed for up to 10% of each class to be admitted under "special" procedures giving a second look at rejected applicants who come from constituencies the University wants to serve: children of alumni, faculty and staff are among them.

The current problem comes from a rise in special admissions to some 23% of all admissions—a percentage high enough to affect class quality.

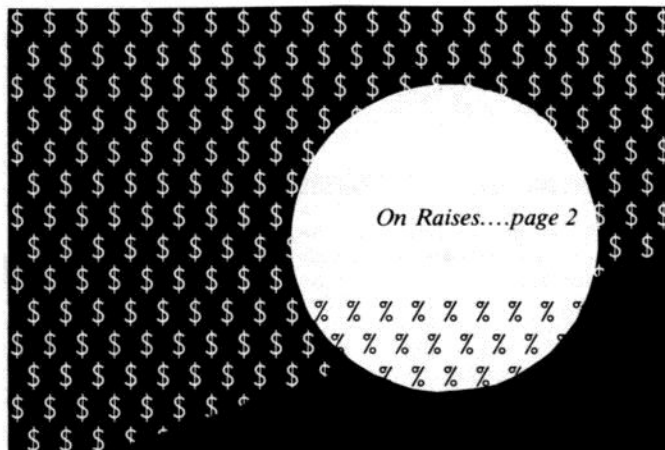
For faculty/staff parents, the tuition remission they are entitled to if their children are admitted represents a considerable financial benefit: \$3790 a year if they are admitted here, versus \$900 for A-1 and A-2 parents (and nothing for others) whose children go elsewhere.

Responding to a faculty member's complaint last spring that the "clout" of the parent outweighed the qualifications of students admitted under special procedure after rejection under regular admissions, Dr. Walmsley noted that although tuition remission is a contractual benefit for parents whose children are admitted, the "second look" is an *informal* "admissions benefit" that is not a contractual obligation. Because the cash difference to parents is so great, pressure on the admissions committee has been growing.

Two subcommittees of his Undergraduate Admissions and

Financial Aid Committee are studying the problem this year.

They expect to give short-term advice to the Admissions Office for use in this year's cycle, plus forming longer-term proposals. They are chiefly looking at who should determine criteria for the "second look," and how to set criteria that will make sure all faculty and staff feel they have been fairly treated. If solutions involve any change in the contractual obligation the Personnel Benefits and Faculty Affairs Committees of Council will have to make decisions, he pointed out; the matter is not entirely in the hands of Undergraduate Admissions and Financial Aid.



ANIMAL HANDLERS RETURN

The University's animal handlers agreed Monday to return to work under a contract similar to those accepted earlier by the library and dining service workers who went back to work last week.

Still on strike are Local 835 Operating Engineers and Local 1202 Building Maintenance Workers. A proposal to submit their wage dispute to binding arbitration is under consideration now. The past weeks' talks under the auspices of the Federal Mediation and Conciliation Service have broken off repeatedly on the issue of percentage of increase.

As library and dining services resumed normal operation last week, chief campus problems remain delivery and clean-up.

Dozens of volunteers from vice-president to student have pitched in to help the physical plant supervisors who are working seven days a week to keep down trash Vice-President Fred Shabel said, but more are needed. Those willing to empty waste cans, help load the compactor and otherwise keep the campus operable can call his office, Ext. 7241, to put their names on a roster.

UNITED FUND DRIVE: UNDERWAY

Penn launched its annual United Fund drive this week with a mailing to all faculty and staff alerting them to the Fund's 1975 goal of \$22.7 million and urging their support for the 250 nonprofit organizations receiving financial aid from the Fund.

Noting that "we all have a stake in these services," a letter from campus leaders added that the Fund has been expanded this year to include Catholic Charities for the first time. Pledge cards were enclosed in the mailing to facilitate donations, which can be made

immediately or deducted from salaries over a twelve-, six- or one-month period. Cards should be returned to James D. Evans Jr., United Fund Chairman, 422A Franklin Building or to one of the fifty building chairmen whose names and campus addresses are available from Mr. Evans at Ext. 6171.

AAUP: FACULTY COMPENSATION

The University of Pennsylvania Chapter of the American Association of University Professors meets at 4 p.m. Thursday, November 20 in A-6 David Rittenhouse Laboratory. AAUP representatives Dr. Leroy Dubeck of Temple, Dr. William B. Woolf of the Washington office and Dr. Walter D. Wales, secretary of Penn's chapter, discuss *Faculty Compensation—Approaches and Prospects*.

LETTERS

'RESIDUAL IMPOVERISHMENT'

November 5, 1975

Professor Vining's argument about across-the-board salary increases is clear and to the point. Professor Adams' "answer" is no answer (*Almanac* November 4, page 2).

With their real income essentially pegged and no real merit increases in sight, those young professors whom we most want to keep will tend to find better jobs elsewhere. The others will tend to stay with us. In geology we call that *residual impoverishment*.

—Henry Faul, Professor of Geophysics

COST-OF-LIVING AND MERIT RAISES

November 6, 1975

At the Senate meeting last month there was some discussion of the appropriate balance between across-the-board and merit increases in the faculty compensation package for the current year. In view of the successive declines in real income that have eroded the faculty's purchasing power in recent years, there was considerable sentiment for placing the current emphasis on across-the-board allocations. Dean Gregorian, however, reported that the great majority of departmental chairmen, at least in FAS, held the contrary view that available funds should be utilized predominantly for selective increases.

While there will be few in an academic community who fail to recognize the vital importance of merit raises in the promotion of excellence, it should also be recognized that such raises place a good deal of economic power in the hands of deans and department chairmen. They are very welcome to such power when it comes to the distribution of an increase in real income; but broad administrative discretion to impose selective cuts in real income is quite a different matter.

It seems to me that cost of living considerations must dominate under present circumstances, but I would like to propose an alternative which seems to me somewhat more equitable than constant percentage increases across the board, leaves more room for selective increases under certain circumstances and provides some kind of reasonable principle for the allocation of priorities in such hard times as these when *ad hoc*-ery runs rampant.

So long as real income is rising for the faculty, there is not much question that most or all of the funds available after cost of living adjustments should go into merit increases. The hard decisions come when real income is stable or falling. My proposal is that in such a situation the first priority should be given to a partial cost of living adjustment based on the *minimum* salary within each rank and sufficient to maintain the purchasing power of that minimum salary. This would set some limit to the possible long-run erosion of living standards. If for any reason it were not feasible to protect this minimum level of real income in a particular year, the shortfall would become a first lien on the future revenues of the University.

After the first priority is met, funds up to some predetermined level would be allocated to meet the most urgent needs for merit increases. For example, \$200,000 would provide merit increases of \$2000 a year for 100 individuals, somewhat over 5 percent of the full-time faculty. Beyond this, any additional funds would be allocated in part to further merit increases and in part to support the purchasing power of that portion of an individual's salary in excess of the minimum for his rank.

—Jean Crockett, Professor of Finance

STAFF CHANGES

COLLEGE OF GENERAL STUDIES

Karen Miselis is new assistant dean of continuing education in the College of General Studies. She will be in charge of academic advising and also serve as liaison to the extramural component of the University-wide project on the Design and Management of Instruction. A doctoral candidate in the department of Romance languages here, the Tufts alumna was assistant dean in the College for Women from 1972 to 1973.

CONFERENCE OFFICE

Kathy Moses has succeeded Paul Rubincam (below) as director of the Conference Office. Assistant Director David Bianchi and Administrative Assistant Julia Kane complete the staff. Penn's former director of conferences, Mr. Rubincam, has been named director of Wharton Graduate alumni affairs.

MANAGEMENT

J. Dirk Lorenz has been named executive assistant to Senior Vice-President for Management Paul O. Gaddis. The former United Nations conference officer will coordinate general operations of the senior vice-president's office and serve as administrative and policy liaison to the President and Provost as well as to several offices reporting directly to Senior Vice-President Gaddis. Currently a doctoral candidate in international relations at Penn, the graduate of Catholic University also holds a master's in international affairs from Columbia. The former Fulbright Fellow has taught English as a foreign language at Columbia, the Cambridge School in New York, and at Penn.

MORGAN-PENN PROJECT

Sharon Artis, an alumna of both Morgan State and Penn, joins the staff as director of the Morgan-Penn Project, replacing Justine Rector, who is on leave this year to coordinate and teach in the new mass communications program at North Carolina Agricultural and Technical State University in Greensboro.

PHYSICAL PLANT

Donald J. McAleer, who has served as acting director of the department of physical plant since Cushing Phillips' resignation this fall, has been named director of the department. A member of the department staff for 15 years, Mr. McAleer was previously assistant director for repairs and utilities.

From the Graduate Student Association Council:

MOTIONS ON THE STRIKE

Graduate Student Association Council President K. Siena Kirwin reports three formal votes by GSAC in connection with the strike of University workers:

1. Passed on October 21 by a vote of 41 to 2 a motion "affirming the concept that higher paid individuals should receive a lower percentage wage increase than low income employees."

2. Passed on October 28 by a vote of 29 to 16 with 2 abstentions a motion which "condemns and denounces any illegal acts committed by striking union members at this university or by any person in the context of this strike. As graduate students are particularly hampered in their studies and routine work by these acts, we believe it is our responsibility to so condemn."

3. Defeated on October 28 by a narrow margin a motion to "issue a statement commending strikers for their overall conduct and restraint considering the extenuating circumstances and offering support for the strike until reasonable wage offers are arrived at through negotiation."

HONORS

ELECTIONS

The International Union of Pure and Applied Physics has re-elected *Professor of Physics Fay Ajzenberg-Selove* to a three-year membership on its Commission on Nuclear Physics; *Dr. Herbert Callen*, professor of physics, will serve as chairman of the Union's International Commission on Thermodynamics and Statistical Mechanics.

Professor of Sociology Renee Fox has been elected to the National Academy of Sciences' Institute of Medicine.

The American Association of Phonetic Sciences has elected *Professor of Linguistics Leigh Lisker* president.

Dr. Leena M. Mela, associate professor of physical biochemistry in surgery and of biochemistry and biophysics, has been elected to a four-year term on the board of directors of the National Society for Medical Research.

Dr. Harold G. Scheie, professor of ophthalmology and director of the Scheie Eye Institute, has been re-elected a vice-president of the National Society for the Prevention of Blindness.

IN BRIEF

The Pennsylvania Horticultural Society has awarded a 1975 Certificate of Merit to the *Morris Arboretum advisory board of managers* in recognition of its programs to increase the role of the Arboretum as a community resource. *Dr. F. Otto Haas*, University Trustee and chairman of the advisory board, accepted the honor at the Society's annual meeting last week.

Dr. Benjamin F. Hammond, professor of microbiology in the Dental School, has been named to the 12-member National Advisory Dental Research Council of the National Institutes of Health (NIH) by David Mathews, U.S. Secretary of Health, Education and Welfare. The Council serves as an advisory body to the director of NIH.

University Hospital was awarded first prize and a certificate of merit in the 1975 MacEachern competition sponsored by the Academy of Hospital Public Relations. *Marilyn Castaldi*, director of public relations at HUP, accepted the honors at the American Health Congress in Chicago.

At the invitation of the Commonwealth Department of Education, *Professor of Psychiatry Harold Lief* and *Adjunct Professor of Biology Ruth Patrick* served last month on the Pennsylvania Distinguished Faculty Awards Commission, a panel which selected eighteen faculty members within the State College System for outstanding teaching and general academic contributions.

Dr. Leonard Meyer, Benjamin Franklin Professor of Music and the Humanities, has been named to the governing board of senior fellows of the new School for Criticism and Theory at the University of California at Irvine. Funded by the NEH, the School is designed primarily for postdoctoral research in literary theory and criticism in the humanities.

ENGINEERING AWARDS

Dr. Jacob M. Abel, associate professor of mechanical engineering and applied mechanics, received the S. Reid Warren Jr. Award for Distinguished Teaching. Selected for the honor by undergraduates of the College of Engineering and Applied Science, Dr. Abel is also a 1975 recipient of the University's Lindback Award for outstanding teaching.

The American Society for Metals (ASM) has awarded the Henry Marion Howe Medal to *Dr. Charles J. McMahon Jr.*, professor of metallurgy and materials science, for co-authoring the best paper published in a specific volume of the *ASM Metallurgical Transactions*.

John A. Warner III, a doctoral candidate in the College of Engineering and Applied Science, has received first prize in the Transportation Research Forum's annual competition for student research papers.

Dr. Chauncey Starr, president of the Electric Power Research Institute and this year's recipient of the Moore School's *Pender Award*, was cited for his "significant contributions and leadership in the fields of engineering education and electrical power." *Dr. Harvey L. Garner*, director of the Moore School, presented the award which commemorates Harold Pender, first dean of the School.

The University's Engineering Alumni society presented the *D. Robert Yarnall Award* to *Dr. Raymond L. Smith*, president of the Michigan Technological University and a pioneer researcher of ultra-pure metals. Given annually, the Award is named in honor of the 1910 Engineering alumnus who co-founded the Yarway Corporation.

OF RECORD



TITLE IX

The following statement is issued by the Provost and the Senior Vice-President for Management in compliance with federal regulations.

The University of Pennsylvania does not discriminate on the basis of sex in the education programs or activities which it operates, and it is required by Title IX of the Education Amendments of 1972 and the implementing regulation not to discriminate in such a manner. Title IX's requirement not to discriminate extends to employment at the University of Pennsylvania and to admission to the University's graduate and professional schools (with the exception of programs leading to a first degree). University policy forbids sex discrimination in admission to any of its schools and programs. Inquiries concerning the application of Title IX and the implementing regulation to the University should be referred to Mr. James H. Robinson, Administrator, Office of Equal Opportunity, 4025 Chestnut Street/T7 (243-6993) or to the Director of the Office for Civil Rights in the Department of Health, Education and Welfare.

Eliot Stellar

Paul Gaddis

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)

LIBRARIAN II responsible for reference and research in social sciences and humanities; to select English and American language and literature books; develop and implement an over-all orientation program for the University library system; help faculty and students solve bibliographic and research problems and general users to gain access to total library resources, including on-line computer sources. *Qualifications:* Masters degree in library science; bachelors degree in social science or humanities; competence in several foreign languages, preferably including German and a Romance language; several years' professional experience in reference or readers' services; public service orientation; familiarity with on-line computer searching techniques. *Six-month position: salary to be determined.*

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT II to supervise personnel; coordinate work flow; maintain and improve central filing system for program management activities; order supplies, equipment and other office items; supervise preparation of personnel action forms; prepare and maintain vacation schedules for all non-faculty personnel; set up internal and external meetings for various projects; deal with University departments and administration on routine matters. *Qualifications:* High school diploma; some college or business training preferred; ten years' office

experience, five in a supervisory capacity; thorough knowledge of office procedures; University experience desirable; ability to supervise employees and maintain good morale and working relations; familiarity with University procedures. Must be cooperative and enthusiastic. \$7,050-\$8,600.

MEDICAL SECRETARY (2) (10/7/75).

RESEARCH BIBLIOGRAPHER II (10/7/75).

RESEARCH LABORATORY TECHNICIAN III for media preparation, tissue culture and immunologic assays. *Qualifications:* Bachelors degree in biology or chemistry; tissue culture experience. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III. Four positions: early embryo research; antisera labeling (11/4/75) and red blood cell membrane studies; animal experiments to determine parameters of lung gas exchange (11/11/75).

RESEARCH MACHINIST I to work with electronic equipment and become involved in design of experimental apparatus. Will learn laboratory skills and techniques related to design, assembly and operation of vacuum equipment and evaporation, sputtering and ion source operation. *Qualifications:* Graduation from trade school or equivalent on-the-job training as a machinist; machinist skills; mechanical drafting background; intelligence and willingness to learn; general interest in science and technology; electronic experience desirable. \$7,925-\$9,375.

RESEARCH MACHINIST I, \$7,925-\$9,375 (9/2/75).

SECRETARY I (11/4/75).

SECRETARY II (5). *Qualifications:* Excellent typing skills; experience preferred; ability to perform varied duties; some require shorthand and/or dictaphone. \$5,300-\$6,750.

SECRETARY III (2). *Qualifications:* Excellent typing skills and/or dictaphone; ability to perform varied duties important; some require working with figures. \$6,125-\$7,325.

SECRETARY IV to serve as executive secretary to the director of a large staff; schedule meetings and appointments; act as liaison between director and staff; direct telephone and other communication functions; process mail and write correspondence; assist with design and maintenance of over-all office file system; prepare lecture notes; handle travel arrangements. *Qualifications:* Five years' experience; excellent English, typing, shorthand and/or speed writing; some editorial or writing competence for use in communication; mature judgment and capacity for relaxed organization; ability to work closely with faculty, staff and students; college preferred. \$7,050-\$8,600.

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

CLERK, temporary (15-20 hrs./week), to record and acknowledge gifts and pledges to Annual Giving; bill pledges; file information cards. *Qualifications:* Good typing skills; ability to handle detail work and organize material; office experience helpful, but not required.

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

SECRETARY I, 20 hrs./week (10/14/75).

TEMPORARY SECRETARY, 20 hrs./week (11/4/75).

GRANT APPLICATIONS: CHILD HEALTH

Notice having been received that NIH will accept new applications for Institutional Grants for National Research Service Awards next year, an application is being prepared for submission in January, 1976, to the National Institute of Child Health and Human Development in the area of Growth and Development. Support will be asked for predoctoral and postdoctoral fellowships. All interested persons should contact Dr. James W. Lash, 236 Anatomy-Chemistry Building, Ext. 8738.

HOUSING

The Sabbatical Housing Office—which matches people in search of long-term temporary housing with those who want to let out their homes while on leave—is again open for listings. Contact volunteer Harriet Perretz of the Faculty Tea Club's Resources for Women project, Ext 5537 or MO7-0609.

ADMINISTRATIVE ASSEMBLY: NOVEMBER 25

The new benefits packets—and the information they contain—are discussed by James J. Keller, director of personnel administration services, at the Administrative Assembly general fall meeting, November 25, 3:30 p.m. in the Harold Prince Theatre, Annenberg Center. Cocktails and dinner follow at the Faculty Club.

A-3 ASSEMBLY: NOVEMBER 20

A reminder: the A-3 General Assembly meets November 20 at 1 p.m. in Wistar Auditorium, 250 South 36th Street. Director of the University Museum Froelich Rainey is the guest speaker.

THINGS TO DO

LECTURES

Object Concept and Process Art: From Jasper Johns to Robert Morris. Edward F. Fry, visiting professor of art history at Yale, speaks in the ICA evening lecture series, *Emerging Traditions: the Visual Arts since 1945*, November 25, 7:30 p.m. in the Fine Arts Auditorium. Tickets: \$3.50 for ICA members and students; \$4 for others.

A gorse is a gorse—as pointed out in *Scotland: Heather and Castles*, an illustrated lecture by Gary Koller, curator of the living collection at the Morris Arboretum, November 25, 8 p.m. at the Woodmere Art Gallery, 9201 Germantown Avenue in Chestnut Hill. Admission is free.

The Microbiology Seminar Program continues with two lectures in the Medical School: *Phage-Induced Modification of E. Coli Cell Surface Proteins* by Dr. Carl A. Schnaitman of the University of Virginia, November 18, 4 p.m. in Lecture Room A; and *Regulation in a Complex Biosynthetic System: Branched-Chain Amino Acid Biosynthesis in Bacteria* by Professor of Biology H. Edwin Umbarger of Purdue, November 20, 11 a.m. in Lecture Room B.

FILMS

The whole story: unedited footage of Eisenstein's *Que Viva Mexico* is shown November 19, 4 and 7 p.m. in the Documentary Film Series at the Annenberg Center.

A classic: *Charlotte's Web*, screened November 22, 10:30 a.m. in the Museum's film program for children.

Zulu—not one, but 4,000 attack a nineteenth century mission, November 23, 2:30 p.m. in the Museum's series of Sunday screenings.

EXHIBITS

To enjoy or collect: 500 original *Oriental prints* from Marson, Ltd., exhibited November 24, 11 a.m.-7 p.m. and November 25, 10 a.m.-5 p.m. in Houston Hall; and *contemporary graphics* from Dunning, Inc. displayed through December 18 in Hoover Lounge, Vance Hall. Sponsors: PUC and Wharton and the Fine Arts respectively.

Just off the Green: *photographs* by Philadelphia Barbara Harris, shown 1-5 p.m. weekdays, November 24-December 5 in the Philomathean Gallery, fourth floor, College Hall; and *graphics* by Lynne Clibanoff and Mary Tobias Putnam, brought to Lippincott Library by Wharton and the Fine Arts, through December 18.

MIXED BAG

There's nothing pedantic about *Guido's Foot*, a musical group of lutes and voices performing in Houston Hall as Music at Noon continues, November 20.

Off the air: *Jane Moore* of Channel 12 interviews Dr. Britton Chance, director of the Johnson Research Foundation, November 21, 8:30 p.m. in the University City Arts League, 4226 Spruce, BA2-9606.

Turkish pianist *Idil Biret* performs works of Beethoven, Ravel, Brahms and Scriabin, November 24, 8 p.m. in the Annenberg Center. The concert, sponsored by Penn's Middle East Center and the music department, is free.

ALMANAC: 515 Franklin Building (16) Ext. 5274

Editor..... Karen C. Gaines

Assistant Editor Jane Wilson

Distribution Dana Cummin