

Almanac

Volume 22, Number 14

November 25, 1975

Published Weekly by the University of Pennsylvania

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STRIKE: PITCHING IN TO HELP

With no change in negotiations as *Almanac* went to press Monday morning, some 600 employees of Operating Engineers Local 835 and Building Maintenance Workers Local 1202 remained on strike.

Managerial personnel in Operational Services have been joined by faculty, staff and student volunteers in an effort to maintain services essential to health and security.

First recruited five weeks ago to collect trash, last week's volunteers raked leaves on College Hall Green, Hamilton Walk and other campus locations. (To volunteer for a morning or afternoon of service—in old clothes and gloves—call Ext. 7241.)

In the meantime, staff make daily runs to the University mailroom (second floor, Franklin Bldg. Annex). Mail Supervisor Roy Savelle reports that most offices pick up intramural mail regularly. He adds, however, that paychecks must be collected by *building representatives*; personnel shortage in the mailroom makes it impossible to distribute checks to individuals or individual departments.

FACULTY GRIEVANCE COMMISSION

The members of the Faculty Grievance Commission for the academic year 1975-76 are as follows:

Howard Arnold, Associate Professor of Social Work
Sandra T. Barnes, Assistant Professor of Anthropology
Harold J. Bershad, Associate Professor of Sociology
Anna-Marie Chirico, Associate Professor of Medicine
Robert E. Davies, Benjamin Franklin Professor of Molecular Biology
William L. Elkins, Associate Professor of Pathology
Sally S. Green, Instructor of Family Study in Psychiatry, Med.
Larry P. Gross, Associate Professor of Communication
Victoria E. Kirkham, Assistant Professor of Romance Languages
Robert E. Kohler, Assistant Professor of History and Sociology of Science
Cecilia C. Lee, Lecturer, Chinese Studies, Oriental Studies
Florence S. Lief, Professor of Microbiology
Barbara J. Lowery, Associate Professor of Nursing
Paul C. Montgomery, Associate Professor of Microbiology
Covey T. Oliver, Professor of Law
Thomas S. Robertson, Associate Professor of Marketing
Elaine Scarry, Assistant Professor, English
Paul Soven, Associate Professor of Physics
Bernard Steinberg, Professor of Electrical Engineering

The Commission has selected Robert E. Davies to serve as Chairperson and Sally S. Green to serve as Vice-Chairperson for the academic year 1975-76. The Faculty Grievance Procedure was adopted by the Faculty Senate on April 17, 1974 and by the University Council on May 8, 1974. It was published in *Almanac* on May 21, 1974. Copies of this Procedure may be obtained from the Office of the Secretary, 112 College Hall. Changes in the Procedure concerning the use of a random order, rather than alphabetical rotation, for designating chairpersons and members of Inquiry Panels, were recorded in *Almanac* November 12, 1974 and November 19, 1974. An article "The Faculty Grievance Commission—The First Year" was published in *Almanac* May 20, 1975.

—R. E. Davies, Chairperson

SEARCH COMMITTEE: PRAY CHAIR

The School of Social Work announces the formation of a search committee to fill the Kenneth L. M. Pray Chair in Social Welfare, a rotating professorship named in honor of the late professor of social welfare and administration and dean of the School. The chair would appropriately be filled by social analysts in such fields as health, justice, family welfare and education.

Nominations and suggestions may be sent to any of the committee members below:

Dr. June Axinn, *chairperson*, associate professor of social work
Dr. Tybel Bloom, associate dean and professor of social work
Joyce Bullock, graduate student, social work
Dr. Marilyn Kent, assistant professor of social work
Dr. Herman Levin, professor of social work
Irene Pernsley, Pray Professor for 1975-76
Dr. Almarin Phillips, Dean, School of Public and Urban Policy
Henry W. Riecken, professor of behavioral sciences (Med.)
Dr. Louise Shoemaker, *ex officio*, Dean, School of Social Work



And the
Days
Dwindle
Down...
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PRESIDENT'S LECTURE: DOROTHEA JAMESON HURVICH

The President's Lecture Series enters its second year with a presentation Thursday, December 4, on "The Calculating Eye and the Decreasing Work-Load of the Homunculus" by Dorothea Jameson Hurvich, University Professor of Psychology and Visual Science.

Her lecture at 4 p.m. in the auditorium of the Annenberg School of Communications is open to all members of the University.

Last year, three lectures were given in the series launched by President Martin Meyerson to give University faculty an opportunity to know each other's work. Two lectures are now in print: Daniel Hoffman's *OTHERS: Shock Troops of Stylistic Change* and Louis Pollak's *The Constitution as an Experiment*, both available from the President's Office at \$1.00. Britton Chance's *Freezing the Biological Burning* will be published shortly.

DEATH OF DETLEV BRONK

Dr. Detlev Bronk, the Emeritus Trustee who was a distinguished faculty member here before assuming presidencies of The Johns Hopkins University and then of what is now The Rockefeller University, died on November 17 at the age of 78; he is survived by his widow and three sons. Additional details of his and the late Robert Dechert's careers will be in the December 9 issue.

The Provost, the Vice-Provost and the Ph.D. Program by Jean Crockett

After many years and many committees, the problem of the organization of the Ph.D. program is still with us. The committees have been able and dedicated; but the problem is one that impinges upon the valid interests of a number of groups and there is no easy and obvious way to serve all of them adequately.

Much of the strength of the University lies in its professional schools and much of the strength of these schools arises from the distinguished scholarly research carried out by their faculties. This research effort, which is closely tied to the activities of the related graduate groups, has interacted fruitfully both with professional education in the home Schools and with research throughout the University. The crucial issue has been how to preserve the viability and the quality of these groups as we move toward arrangements better suited to the needs of the graduate groups associated with the departments that previously comprised the College.

It was the recommendation of the Jameson-Eilers Committee that these latter needs be met through the establishment of a Faculty of Arts and Sciences, and substantial progress has been made on that front. However, other recommendations of the Committee, directed to University-wide concerns of the Ph.D. program, have not been fully and effectively implemented; and there is considerable feeling within the graduate groups outside of FAS that their interests have been adversely affected, to a significant degree, by developments to date. Particularly unfortunate is the demise of the Graduate School of Arts and Sciences without any clear provision for the continuation of certain highly useful functions.

The Jameson-Eilers Committee was appointed jointly by the President and the Senate four years ago and was charged with

making recommendations on a wide range of organizational problems that had been raised, but not resolved in a generally acceptable way, by the Task Force on Governance. The Committee's report was discussed by the Senate and adopted by the Council in the Spring of 1972. There may be some value in reviewing at this point its concerns and conclusions regarding the structure of the Ph.D. program.

The Committee was responsive to four major concerns:

1. *To ensure adequate support for education at the Ph.D. level in a period of financial stringency.*

While Universities share with Liberal Arts Colleges the responsibility for undergraduate education, there is one responsibility that falls upon the Universities alone: the responsibility to pass on to some younger group the full body of existing useful knowledge, to add something to that knowledge through research activities and the critical review of the evolving research of others and to train apprentices in the techniques that will support a continuing growth of knowledge in the future. This is the business of the Ph.D. program. Undeniably it is a very expensive business that does not (except in the narrowly prescribed areas where outside funding is available) bring financial inflows to the University commensurate with its importance or its cost. For this reason and because of the diffuse character of its benefits, it is particularly vulnerable to attrition under conditions of financial stress.

2. *To achieve better quality control across graduate groups.*

There was a widespread feeling that while some of our graduate groups were of the highest quality, others were quite mediocre and probably served to diminish the prestige of our Ph.D. degree and of the University itself. It is very hard to justify the cost of a mediocre Ph.D. program under conditions of financial stringency. There was some consensus also that a Dean of GSAS, whatever his personal qualifications, was not in a position to enforce either quality control or overall adequacy of financial support, so long as he lacked any substantial budget.

3. *To preserve the valuable contributions of the Graduate School of Arts and Sciences in fostering interactions among graduate groups throughout the University and in facilitating interdisciplinary innovation.*

At the Ph.D. level, perhaps more than anywhere else, it was felt that the notion of One University is viable and enriching. For a research degree, there is considerable commonality across substantive areas in approach, in goals and in techniques. Thus, Ph.D. programs in the Health Affairs Schools or in Engineering or in Wharton are more closely related to those in the biological or physical or social science components of FAS than professional training in one of these schools is to that in another or to undergraduate training in arts and sciences.

4. *To provide closer ties between graduate and undergraduate teaching within disciplines, a perceived need not only in the departments then comprising the College but in Wharton and Engineering as well.*

Of these four goals the first three might have been achieved by giving the Dean of GSAS budgetary responsibility for all graduate groups, but this would have run directly counter to the fourth goal. In the end the Committee concluded that fiscal separation of graduate from undergraduate teaching within disciplines was not desirable and that primary responsibility for quality control over both programs must reside in the Dean with budgetary authority. In line with this reasoning, the creation of FAS was recommended as an appropriate mechanism for implementing goal number 4 throughout a major sector of the University.

The Committee did not abandon the remaining goals, but it felt that they could logically be met only at the level of the Provost's office. Specifically, the following requirements were to be met at that level: protection of the claims of the Ph.D. program to an adequate overall level of support; ultimate University-wide review of the quality of graduate groups; and mechanisms for facilitating interactions among graduate groups in different Schools and for

ADMISSIONS: FACULTY/STAFF CHILDREN

In response to a request from the Steering Committee of the University Council, the Committee on Admissions and Financial Aid has been considering the standards and procedures used for faculty and staff children who are admitted under the special admissions process. Questions have been raised concerning both the appropriateness of the standards and the fairness of the procedures. After considerable debate the committee has decided that these questions can be answered only in the context of a review of the entire special admissions process and the constituencies to which it applies: athletes, minorities, alumni, faculty and staff children, and special interest cases. Pending such a review, the committee believes that the policies to be used for next year's freshman class should be those presently in force, and that all members of the University community should respect the decisions made by Dean Johnson and his staff.

The significance of the tuition remission benefit for a faculty or staff child accepted at Penn is very great for any family budget. Interference with the admissions process, however, whether from members of the faculty and staff or from students or the administration itself, poses a serious threat to the sense of equitable treatment among faculty and staff that is essential if the admissions office is to do its work effectively. With these considerations in mind, the University Committee on Admissions and Financial Aid has adopted unanimously the following resolution:

RESOLVED, That the committee reaffirms the existing policy for use by the admissions staff this year while the long-term recommendations are being developed and urges that, to the end that the admissions procedure may be conducted in as equitable a manner as possible, the admissions staff not be hindered or distracted in its operations by the application of pressure or influence on behalf of any of the candidates.

—Roger H. Walmsley, Chairman

providing for the needs of the relatively few but highly valuable inter-School graduate groups.

Because these functions were expected to make extensive demands on the Provost's already overcommitted time and because somewhat similar needs were perceived for coordination of undergraduate education across Schools, the Committee recommended the creation of the two new positions of Vice-Provost for Undergraduate Studies and Vice- or Associate Provost for Graduate Studies and Research, to provide assistance to the Provost in his coordinative and evaluative functions with respect to these two levels of education. No doubt the ideal solution would be for the Provost to be triplets; but the best the Committee could do was to propose that he be supported by two top-level associates, with academic credentials as impeccable as his own, who would work with him in the closest coordination and to whom he would be willing to delegate a substantial portion of his authority. Since they would need to have the full confidence of the University at large, as well as that of the Provost, in order to function in the intended way, the procedures for their appointment were to be similar to those utilized in searching for a Provost.

Under the academic traditions of the University, it can hardly be questioned that both budgetary subvention for the Ph.D. programs in the various Schools and ultimate control over the academic quality of these programs lie within the Provost's authority and responsibility. The only question is whether his role in these matters is to be a weak one, in which he essentially rubberstamps the evaluations and allocations of the various Deans, or a strong one in which he develops and exercises an independent judgment. And that in turn depends to a large extent on the structuring of the role of the Vice-Provost for Graduate Studies and Research.

A major question that we now face is whether the Vice-Provost will have sufficient freedom of action to permit him to provide the effective assistance that the Provost will need in order to play a strong role in graduate education. It is my hope that the Vice-Provost's assignment will be to inform the Provost on the strengths and weaknesses of the Ph.D. program, as well as other research activities of the University, to serve as a spokesman for the needs and interests of the graduate groups, and—together with the Vice-Provost for Undergraduate Studies—to participate closely in the Provost's decisions regarding budgetary and personnel priorities. A close working relationship with graduate group chairmen throughout the University, or with some representative body selected by the graduate groups, would be highly useful, if not essential, in carrying out such an assignment.

Dr. Crockett is professor of finance and a former chairman of the Faculty Senate.

GRANT DEADLINES

The NIH Guide for Grants and Contracts has announced that "the review schedule below for competing grant applications in the extramural programs of the National Institutes of Health has been recently adopted and is scheduled to be implemented on January 1, 1976. The new schedule was developed so that review cycles will coincide with the change in the Federal fiscal year on October 1, 1976."

Receipt Dates	Study Section Meeting	Council Meeting
Feb. 1 ¹ Mar. 1 ²	June	September: 3rd and 4th weeks
June 1 ¹ July 1 ²	October-November: 4th week of October to 3rd week of November	January: 4th week February: 1st week
Oct. 1 ¹ Nov. 1 ²	February-March: 4th week of February to 3rd week of March	May: 3rd and 4th weeks

¹ Receipt dates for all competing renewals and new applications for institutional and individual National Research Service Awards, Research Career Development Awards, program projects and centers.

² Receipt dates for new and supplemental research project grant applications.

WEOP: NOMINATIONS BY DECEMBER 2

WEOP (Women for Equal Opportunity at the University of Pennsylvania) has opened nominations for officers and steering committee representatives. Nominations (with prior consent of the person nominated) should be given to Dr. Eileen Gersh, Ext. 7867, or Kathy Schaffer, Ext. 7959, by December 2. Offices open are: President; Vice-Presidents for A-1, A-2, A-3 and student constituencies; Treasurer; Membership Coordinator; Corresponding Secretary; Recording Secretary; and steering committee (two members for each of the four constituencies).

OPENINGS

This week only new positions are listed; unfilled jobs listed earlier can be found on the 13 campus bulletin boards maintained by Personnel.

ADMINISTRATIVE/PROFESSIONAL (A-1)

DETECTIVE responsible to the manager of Special Investigation, to investigate criminal activity on campus, using the full range of techniques necessary for conviction in a court of law; assist special investigators, security guards or uniformed officers; perform various plain-clothes security functions. *Qualifications:* High school diploma; graduation from the 130-hour Criminal Investigation Course; 12 college credits at the State Law Enforcement Academy; 170 hours' security officer experience; ability to communicate with others; knowledge of investigative techniques. *Salary to be determined.*

STATISTICIAN to assist in the implementation of Penn's Registry of Genetic Disease; manage data and, eventually, the registry functions; program computer for quantitative genetics research; analyze data. *Qualifications:* Bachelors degree in science or mathematics; experience in programming for quantitative problems; FORTRAN and basic statistical computations. \$8,075-\$10,050.

SUPPORT STAFF (A-3)

ASSISTANT COMPUTER TERMINAL OPERATOR to use terminal, decollating, bursting and optical scanning equipment; read jobs into terminal and print out results; delineate tapes to and from Unicoll. *Qualifications:* High school diploma; mechanical aptitude; eye for detail; ability to handle paper stock; some computer-related experience helpful. \$5,700-\$6,750.

GROOM, New Bolton Center, to assist in cleaning and disinfecting animal housing facilities to prevent spread of disease; care for and maintain animal hospital patients. *Qualifications:* Experience in caring for farm animals. \$4,775-\$5,475.

MECHANICIAN II to manage shop materials inventory; act as on-site building supervisor; receive and disperse shipments; perform some carpentry, equipment repair and electrical work. *Qualifications:* Work experience with shop power tools and small hand tools; ability to handle paperwork for inventories, orders, bills and records; supervisory skills; ability to lift and carry heavy items. \$8,375-\$10,025.

PSYCHOLOGY TECHNICIAN II to perform psychological and vocational testing and counseling of narcotic-addicted persons; analysis of test results; advisory counseling; group and motivation therapy; design of tests and programs. *Qualifications:* Masters degree in vocational rehabilitation; experience with addicted and psychiatric patients. \$8,925-\$10,800.

RESEARCH LABORATORY TECHNICIAN III to assist in acute animal experiments involving catheterization of blood vessels; blood gas determinations; brain autoradiography; use of polygraphic equipment and cryostat. *Qualifications:* Bachelors degree; biological lab experience; interest in independent animal research. \$7,900-\$9,450.

SENIOR COLLECTION ASSISTANT to supervise collection assistant; audit delinquent loan accounts and compute interest; coordinate payments; handle official documentation on loan cancellations; correspond with delinquent borrowers; answer inquiries about deferments, cancellations, billing and complaints. *Qualifications:* High school diploma; five years' experience in handling account receivables billing; familiarity with accounting and data control procedures; good typing skills; ability to supervise clerical staff; aptitude for detail work. \$6,550-\$7,925.

STOCKKEEPER II for freshman lab and stockroom, to handle chemicals; move cylinders; store supplies; make deliveries; run errands; unload trucks; inventory stock. *Qualifications:* High school diploma with

chemistry courses; stockroom or store experience; aptitude for learning to handle and identify chemical supplies; physical ability to do strenuous work. \$5,700-\$6,750.

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

SECRETARY II, 15 hours/week, to answer phones, handle mail, Xerox, type manuscripts containing mathematical symbols, make travel arrangements. *Qualifications:* Two years' experience with technical/statistical typing; willingness to learn and to accept responsibility; ability to use dictation equipment.

MISSA SOLEMNIS: DECEMBER 9

The President and the Provost invite the University community to their second annual holiday concert, a performance of Beethoven's Missa Solemnis on Tuesday, December 9, at 8:30 p.m. in Zellerbach Theater at the Annenberg Center. Eugene Narmour conducts the performance with professional soloists joining the University Symphony Orchestra and the University Choral society directed by William Parberry. Tickets are free but should be secured in advance to ensure seating: Annenberg Box Office or Department of Music.

THINGS TO DO

Thank heavens for Thanksgiving. Traditionally classes suspend, offices close and faculty and staff retreat to their homes to enjoy the calm before the storm. When we return on December 1, the equally traditional end-of-the-semester crunch is upon us. Classes no sooner end on December 9 than final exams begin on the 12th and continue through the 19th with most undergraduates' grades due in each school's office 48 hours after the exam is given. (Grades for classes with more than 50 students can be submitted 72 hours after the exam. Other exceptions to the general 48-hour rule will be spelled out in a memo to be published in December 9 *Almanac*.)

As "the days dwindle down", it's not only more business but more pleasure than usual, too. A roster of traditional holiday festivities compete for the University audience:

LECTURES

When the Machine Becomes Music: Communication, Conjecture and the Kalevala. Jonathan Ward, executive producer of CBS News, speaks in the Third Herbert Spencer Lecture Series on Technology and Society. December 3, 3 p.m. in Alumni Hall, Towne Building. Sponsor: department of civil and urban engineering.

The evening lecture series at the ICA concludes with *Theatrical Conceptualism*, a discussion of video and body art, by Robert Pincus-Witten, associate editor of *Art Forum*. December 3, 7:30 p.m. in the Fine Arts Auditorium. Admission: \$3.50 for students and members; \$4 for others.

Reservations are due December 1 for the Fall Faculty Conference at Hillel Foundation. *A Study of the Work of Martin Buber* includes seminars and workshops with professors of religious thought Van Harvey and Uri Tal of Penn and Zelma Schacter of Temple; an evening lecture by Dr. Rifka Horwitz, visiting professor of Hebrew at Temple, completes the December 4 program. To register: Ext. 7391.

The lecture series by Visiting Professor of Sociology Talcott Parsons continues with *The Mid-century Syntheses in General Intellectual Culture: Philosophy of Science, Cybernetics, Linguistics, Physiology, Evolution and Microbiology*. December 8, 4:30 p.m. in the Annenberg School Auditorium.

FILMS

"Unrepeatable events": *Chess Fever...In the Street...and Children Who Draw*, screened December 3 as the Documentary Film Series winds up for the semester. Annenberg Center, 4 and 7 p.m.

A Time for Every Season (in Alaska, no less) and *The Ra Expeditions* of Thor Heyerdahl sailing a papyrus boat are shown November 29 and December 6, respectively. 10:30 a.m. in the Museum's film program for children.

And for adults: *A Man for All Seasons*, also at the Museum, December 7, 2:30 p.m.

MIXED BAG

Time is running out at the Women's Cultural Trust, too. November 28 is the last day to visit the *exhibit of prints* by Millicent Krouse, Stephanie Phillips and Christine Lozner. Open every weekday at 11 a.m.

Also winding up its run: Tennessee Williams' *Sweet Bird of Youth* with Irene Worth and Christopher Walken. The curtain falls for the last time November 29—and not November 23 as previously announced by the Annenberg Center. Tickets: Center Box Office, Ext. 6791.

Double play on December 2: guitarist Pat Mahon offers *Music at Noon* in Houston Hall; and the music department brings trios by Mozart and Brahms among the selections of *chamber music* performed at 8 p.m. there.

On a day of rest: *Renaissance winds and voices*, December 7, 8:30 p.m. in the Rooftop Lounge of Hi-Rise North, 3901 Locust.

CHEERS

Starting the festive season on Thursday the Faculty Club lays on a *Pilgrim Feast* of old-fashioned Plymouth vegetable soup, roast Vermont turkey, Pilgrim salad, freshly baked loaves and pumpkin or mincemeat pie; for a departure from tradition, lobster tails, prime rib and ham are also served from 2-6 p.m. on Thanksgiving. Reservations: Ext 4618.

Whether to cheer or stretch, King George stood for the Hallelujah chorus of Handel's *Messiah* when it was first performed in 1743. The Pennsylvania Pro Musica duplicates that original rousing performance December 2, 8 p.m. in Irvine Auditorium. Tickets: \$1 for the PUC event.

Spruce up with wreaths—plain or fancy—made at one of the Arboretum's *wreath workshops*. The basics are taught December 4, 7:30-9:30 p.m. and again on the 5th from 10 a.m.-noon. Fee: \$7.50 for associates, \$10 for others. For more elaborate greenery: the fancy wreath workshop on December 8 or *Christmas decoration class* December 10. Both groups meet from 10 a.m.-noon with fees of \$10 for associates and \$15 for members. To register: the Morris Arboretum, CH7-5777.

A Hillel tradition: the annual *Chanukah party* for faculty families. This year on December 7 at 2:30 p.m. To attend: Ext. 7391.

A Medieval Christmas Pageant, which includes the 13th century Rouen Nativity play, is presented by Collegium Musicum on December 10, 8 p.m. in Harrison Auditorium, University Museum. Sponsors: the department of music, the *Alliance Française de Philadelphie* and the Museum's National Cultures Center.

The *Pyramid Shop*, which is the children's corner of the Museum, is open although the Museum's main shop and galleries are closed due to the strike. To do some holiday shopping, stop by Tuesdays-Fridays, 10:30 a.m. to 4 p.m., using the entrance at the side door.

ALMANAC: HOLIDAY SCHEDULE

Almanac normally skips publication on the Tuesday (December 2) after Thanksgiving because of printer's holidays which interfere with production. If major strike news emerges, however, the staff will continue to issue single-sheet bulletins. We will publish as usual on December 9 and December 16, then suspend for Christmas and New Year's holidays.

*I wish that my Room had a Floor!
I don't so Much Care for a Door,
But this Crawling Around
Without Touching the Ground
Is Getting to be Quite a Bore!*

—Gelett Burgess

At *Almanac* we're sure we have a floor—but we can't find it. Or the shelving, or the walls, desks, typewriters or telephone. Everything is buried under mountains of back issues that include informative documents on budget, academic programs, personnel policy and committee reports. As much as we would like to keep our spares, it's "them or us," so preparations are under way to donate them to Penn Recycling. Once recycled, the *Almanacs* are gone forever. If your office needs copies of any back issues, get in touch with us *before* Tuesday, December 9.—D.C.

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