

Almanac

Volume 22, Number 15

December 2, 1975

Published Weekly by the University of Pennsylvania

- FAS: *On Graduate Education*
(Report of the Ad Hoc Committee)
- DEATHS • GRANTS
- Job Bulletin Boards

THE STRIKE IS OVER: ALL HANDS BACK TO WORK

MESSAGE TO THE UNIVERSITY COMMUNITY

On the Strike Settlement

All of us share a great sense of relief that our longest strike has been settled. No one "wins" a strike. The striking workers have incurred economic and other hardships on behalf of a cause they believed to be right. Faculty, students, and staff have had to make do without many essential services; many have had to work long extra hours to keep the University functioning in its essential missions of teaching and research. And all of us have lost by the incidents, however isolated, of rancor, vandalism, and misunderstanding.

But what is most important is that a settlement was reached. I wish the settlement could have provided more dollars to the striking workers, just as I wish that we could provide more to the faculty, staff and other workers. Our financial situation made this impossible, and our obligations to principles of financial responsibility—very simply, living within our means—had to be paramount. But within this constraint, I believe the settlements were fair to all concerned, including present and future students, faculty, and staff who have a stake in the continued strength of the University.

The task now for all of us is to help to restore both our campus and our spirits to the best working order. We welcome back the workers whose contributions to the University have been sorely missed. We thank the staff and the many volunteers who worked so hard to keep the campus clean and functioning. And we especially thank those whose tireless efforts, patience, and ultimate good will—on both sides of the bargaining table—led to settlement.

—Martin Meyerson, President

The six-week strike of University operating engineers and building maintenance workers, which at its height involved support walkouts and strikes by library, dining service and animal laboratory workers as well, ended over the Thanksgiving holidays with the agreement outlined below by Executive Director of Personnel Gerald Robinson.

On November 26, the Steering Committee of the University Council passed unanimously a four-point motion:

1. We welcome the settlement;
2. We commend the University community on its restraint during the hardship of the strike;
3. We condemn the vandalism and the destruction associated with the strike;
4. We recommend the dropping of the charges against individuals accused of involvement in the destruction because of the doubtful validity of these charges.

STATEMENT BY MR. ROBINSON

On Wednesday night, November 26, the membership of Local 835 voted to return to work and on Friday afternoon the membership of Local 1202 voted to return to work. Both Unions accepted the same economic package to end the more than six-week strike here at the University. The economic package accepted is:

- a. 6 percent effective January 1, 1976;
 - b. 6 percent effective July 1, 1976 and prepaid Group Life Insurance;
 - c. 2 percent effective January 1, 1977;
 - d. Contract term: 25 months, July 1, 1975 to July 31, 1977.
- The economic package accepted previously by the Firemen and Oilers representing animal laboratory workers, and by the two AFSCME locals representing library and dining service workers is:

- a. 6 percent effective January 1, 1976;
- b. 6 percent effective on the anniversary date of their contract in 1976;
- c. Prepaid group insurance effective July 1, 1976;
- d. Contract term or wage settlement period—24 months.

The University community welcomes the settlement of the strike and should be congratulated on its restraint and acceptance of certain hardships during the term of the strike. It is unfortunate that the majority of the University community had to be subjected to the vandalism and destruction on this campus by a few during the strike. All condemn this type of action. However, it is the position of the administration that in known incidents where the individuals have been charged with committing acts of vandalism, the administration shall not press charges against these individuals. Any additional charges brought against University employees or others will be reviewed on a case-by-case basis.

INDUSTRIAL RESEARCH: \$50,000 GRANT

A \$50,000 grant to study minority employment opportunities in energy-related fields has been awarded to Penn's Industrial Research Unit by Gulf Oil Corporation.

Dr. Bernard Anderson, Wharton associate professor of industry, will head the team that hopes to estimate the employment prospects for blacks that would be generated by a national program to increase domestic energy production. Current training and development policies for increasing black participation in energy-related industries will also be examined.

An advisory committee of black economists will be appointed to review the year-long research project and results will be distributed to national organizations concerned with minority employment, including the Urban League and NAACP.

The following report is before the Faculty of Arts and Sciences for action at its meeting Tuesday, December 9, at 11 a.m. in Room 200 College Hall. In the meantime, University-wide questions concerning the Ph.D. program are being studied by a joint committee of the Senate Advisory Committee and the Council Committee on Educational Policy. Comment applicable to their study may be sent to the respective chairpersons, Dr. Ralph Amado, 2N3c DRL, and Dr. Helen C. Davies, 355 Johnson Pavilion.

Report of the Ad Hoc Committee On Graduate Education in the Faculty of Arts and Sciences

The *Ad Hoc* Committee met on Thursday, October 30. It reviewed problems in graduate education within the Faculty of Arts and Sciences (FAS) and discussed the relationship of FAS to the Vice-Provost for Graduate Studies and Research (VPGSR). Further exchanges of views have taken place since October 30 by mail and telephone.

The Committee unanimously recommends that FAS immediately assume control of graduate education offered by its various graduate groups. FAS should be a faculty under which undergraduate and graduate education in arts and sciences are closely integrated. This is its primary reason for existence.

In order to carry out this proposal, the Committee makes specific recommendations about the various activities connected with graduate education. The Committee reviewed each activity and tried to decide the best way to carry it out, considering the long-range interests of the University as well as of FAS.

(1) *Admission of Graduate Students.* The Committee recommends that FAS set minimum standards for admission for its graduate students. These can be above the minimum levels set by the VPGSR for the entire University. The graduate groups within FAS can go above its standards but must not go below them. The Dean of FAS also should exert overall influence on the numbers of graduate students admitted. Admissions of FAS should be monitored by the VPGSR. Here, as elsewhere, monitoring means precisely that. It does not mean that the VPGSR or any organization which he chairs must give prior approval to actions taken by FAS. The Committee further recommends that such monitoring be done for all schools.

Requests for applications and information about FAS graduate programs will undoubtedly continue to arrive at the various offices throughout the University. These should be funneled to the heads of the appropriate graduate groups, who should oversee sending out application forms and information. Applications should be returned directly to the graduate groups. Applicants should be told to send supporting materials directly to the graduate groups, which will supply data to appropriate central University offices. Application fees for those seeking admission to FAS should be divided between the VPGSR and the Dean of FAS to cover expenses of processing applications. The Dean in turn can use these funds to help defray expenses met by graduate groups.

(2) *Records.* An office within FAS along with each graduate group should keep appropriate records on graduate students, including admission data. The FAS office should ascertain that individual groups are maintaining records adequately.

(3) *Granting of Ph.D.* FAS should participate in granting of the Ph.D. degree. We recommend that it do so in conjunction with a (symbolic) body organized on a University-wide level for purposes of granting the Ph.D. degree jointly with separate schools. A graduate group in FAS would recommend candidates to the Dean, who would certify them and recommend these to the University-wide body. The Dean also should sign degree certificates on behalf of FAS. The VPGSR should sign the certificates as the representative of the University-wide body. Some graduate groups outside FAS might wish to use this University-wide mechanism as their sole degree granting agency. This choice should be up to them and available. The University-wide body should be called "The Graduate Faculties" or "Graduate Council" of the University of Pennsylvania.

(4) *Course Approval.* The FAS Committee on Instruction should approve existing graduate courses, review and approve new ones, and take care of cross-listing of courses between FAS and other schools.

(5) *Degree Requirements.* FAS should set the general requirements for the Ph.D. degree granted by its graduate groups. It also should approve formation of new groups. The Committee on Instruction should be in charge of this task. Again, FAS should set minimum requirements which individual graduate groups are free to exceed. This process should be monitored by the VPGSR. The Committee further recommends that the VPGSR should organize the setting of minimum requirements for the entire University for the Ph.D. degree and should monitor their maintenance.

(6) *Fellowships.* Fellowships designated now or in the future for FAS in general or particular groups within FAS should be awarded by the designated organization. On the other hand, the VPGSR should be in charge of awarding University-wide fellowships, keeping the present system of interleaved ratings for this purpose. In awarding fellowships under control of FAS or individual graduate groups, these latter bodies should try to utilize the results of the interleaved ratings from University-wide competition.

(7) *Evaluation.* FAS must evaluate the undergraduate and graduate educational activities of its various departments or groups in an integrated fashion. The Dean of FAS, therefore, should initiate and be involved in the conduct and follow-up of evaluation procedures. Evaluation must utilize both internal and external personnel. The Dean of FAS should maintain close liaison with the VPGSR throughout the evaluation process. The VPGSR should be free to suggest procedures or people to help in evaluation and should be apprised of results of evaluation of graduate education within FAS.

(8) *Budgetary Control, Hiring of Faculty and Assignment of Teaching.* These activities must be directly under the control of FAS. The VPGSR should monitor the addition of new personnel to FAS by reviewing dossiers prior to the Provost's Staff Conference and presenting to that Conference his views on the personnel recommendations. The Committee further recommends that the VPGSR similarly monitor addition of new personnel to other schools engaging in graduate education.

RESEARCH PROPOSALS: DECEMBER 19

The Office of Research Administration will be closed from December 25 through January 2. Proposals for sponsored projects which are due during this period must be received by December 19, 1975 to assure submission prior to the holidays.

(9) *Membership Standards.* All fully affiliated faculty in FAS and visitors approved by the Provost's Staff Conference are at least potentially able to teach at both undergraduate and graduate levels. Thus, FAS does not face any issue of setting membership standards for members of the graduate groups in general. Membership is conferred by departments drawing on faculty across the University as needed. Details of membership in graduate groups which cross departmental or school lines are best left to individual groups with approval by appropriate Deans. Monitoring by the VPGRS of selection of new faculty will ensure maintenance of standards.

The FAS should establish such procedural regulations as seem necessary for the orderly conduct of graduate education.

(10) *Research Support.* The Dean of FAS should be kept informed of and approve all applications for research support by members of the faculty. He should oversee the academic and fiscal conduct of these programs. The VPGRS should continue to foster the obtaining of research support on a University-wide level.

BIOMEDICAL GROUPS

The Committee spent some time considering the problems posed by the biomedical graduate groups. These groups largely derive their membership from the Schools of Medicine, Dental Medicine and Veterinary Medicine. Ideally, FAS might award all Ph.D. degrees and might include all graduate groups throughout the University as members of a graduate division. At least one member of the present Committee holds this view. Achievement of this arrangement seems impossible, since graduate groups outside FAS other than the biomedical groups apparently wish to remain in their present schools.

Another possibility would be to include just the biomedical groups within FAS. The Committee recommends against this arrangement. We have stressed that FAS is a faculty representing integrated undergraduate and graduate education in arts and sciences. Introduction of the biomedical groups would create a separate division of graduate activities within FAS and would establish two classes of FAS members. This would undermine the integrated nature of FAS. In addition it would put the Dean of FAS in the difficult position of bargaining with other Deans who have budgetary control over faculty members whose graduate activities the Dean of FAS is supposed to oversee.

Another possible solution for the biomedical groups would be found if their members were all offered and accepted primary appointments in FAS. This would give the Dean of FAS direct responsibility for salaries, assigning of teaching responsibilities and for other obligations appropriate to his office. Members of the Committee disagree on the long-range desirability of such a development. In any event, putting this solution into effect would require several years of extraordinary negotiations. Presently, the Dean of FAS can give secondary appointments to FAS in the cases of individuals outside this faculty who participate significantly in its activities. Use of this procedure should be continued on an individual basis.

The problems of the biomedical groups arise from their particular budgetary and teaching situations. A partial joining of FAS would not solve those problems at all. We admire the quality of the biomedical groups, and the University clearly gains strength from their presence. The nature of their problems and of the current situation, however, compels us to conclude that solutions must be sought at the level of the Provost's Office and not at the level of FAS. This seems the appropriate way to deal with the long-range budgetary and teaching problems of the biomedical groups.

Kenneth S. Goldstein
Michael H. Jameson
Robert F. Lucid

William E. Stephens
Paul J. Taubman
Julius Wishner (ex officio)
Burton S. Rosner (Chairman)

DEATHS

Briefly noted earlier this month were the deaths of two Pennsylvania Emeritus Trustees, both distinguished members of their respective professions who served the University for many decades.

DETLEV BRONK, 1897-1975

Dr. Detlev Wulf Bronk, Pennsylvania professor emeritus of biochemistry and biophysics, president emeritus of The Rockefeller University and former president of The Johns Hopkins University, the National Academy of Sciences and the American Association for the Advancement of Science, died November 17 in New York. He was 78 years old.

Generally credited with having formulated the modern theory of biophysics, Dr. Bronk joined the Penn faculty in 1929 as the first director of the Johnson Research Foundation (then the Institute of Neurology). During his twenty-year tenure, he attracted to the University a distinguished group of young scientists which included three Nobel Prize winners. "Dr. Bronk was not only a magnet for gifted workers in the field, but himself made significant contributions to neurobiology and biophysics. . . which identified him as one of the world's leading medical scientists," said Dr. Britton Chance, who succeeded Dr. Bronk in 1949 when he left Penn to assume the presidency of Johns Hopkins.

Dr. Bronk was an educational innovator as well as a scientist. While serving as president of Johns Hopkins, he designed the Hopkins Plan, the program to break down traditional barriers between undergraduate and graduate education which inspired Penn's own University Scholars program. As president of Rockefeller University from 1953 to 1968, he was responsible for transforming the biomedical research center into a prestigious graduate university.

An advisor to Presidents Truman, Eisenhower and Kennedy, the University of Michigan Ph.D. was a trustee of six universities and the recipient of honorary degrees from sixty. Delivering the opening convocation of Pennsylvania's Graduate School in 1934 he cited the contributions scholars had made toward increasing society's material prosperity. Then he noted that "The true standard of living. . . is largely dependent upon wisdom, understanding and freedom. This is our heritage from the scholars of the past, and it is our duty to preserve it for the civilization of tomorrow."

ROBERT DECHERT, 1896-1975

Robert Dechert, who died November 8 at the age of 79, was a Trustee of Pennsylvania for 49 years. A founder of the Philadelphia law firm of Dechert, Price and Rhoads, the specialist in life insurance law established the legal department of Penn Mutual Life Insurance Co., where he was a vice-president and general counsel until 1956. From 1957-59, Mr. Dechert served as general counsel for the U.S. Defense Department under President Dwight D. Eisenhower. As a captain in the Seventh U.S. Infantry during World War I, he had won the Distinguished Service Cross for gallantry in action.

Mr. Dechert, who for ten years served on the Trustees educational policy committee, was recalled by Provost Emeritus David Goddard as a welcome advisor, "deeply interested in the intellectual thrust of the University." The Phi Beta Kappa graduate of the College took his professional degree with honors at the Law School here, served on its faculty for nineteen years and was awarded an honorary doctor of laws degree from the University when he delivered the 1958 Commencement address. A rare book collector, he donated his collections on 17th century French explorations in Canada and of Western Americana to the University.

(continued)

Mr. Dechert was active in numerous civic organizations, serving as one of the founders of the United Fund; president of the Philadelphia YMCA and World Affairs Council; and member of the executive committee of the National U.S.O.

"I would rate Robert Dechert as one of the truly superb human beings whom it has been my privilege to know," said Penn's senior Trustee Bernard G. Segal, Esq. "He was my friend and I shall miss him always."

JOB BULLETIN BOARDS

Job openings were omitted this week due to the holidays, but they are on the thirteen bulletin boards the Personnel Office maintains around the campus:

College Hall, first floor next to room 116
Franklin Building, next to room 130
Towne School, mezzanine lobby
Veterinary School, first floor next to directory
Leidy Labs, first floor next to room 102
Anatomy-Chemistry Building, near room 358
Rittenhouse Labs, east staircase, second floor
LRSM, first floor opposite elevator
Johnson Pavilion, first floor next to directory
Logan Hall, first floor near room 117
Social Work, first floor
Richards Building, first floor near mailroom
Law School, room 28 basement

GRANTS SPONSORED RESEARCH

A Summary of Contracts and Grants for Research and Related Activities Received by Faculty Members during April 1975.

COMMONWEALTH OF PENNSYLVANIA: P. Sanday (Anthro.) "Frankford Revolutionary Community Study" \$21,900. . . V. Vuchic (Civ. and Urb. Engr.) "Implementation of Guidelines for Transit Modernization and Improved Efficiency" \$26,987.

DEPARTMENT OF LABOR: A. Santomero & R. Barro (Finance) "Indexation and the Dynamics of Inflation" \$24,682.

FOOD AND DRUG ADMINISTRATION: C. Aronson (An. Biol./ Vet.) "Evaluation of Models for Study of Cardiotoxicity of Human and Veterinary Drugs" \$50,309.

NATIONAL INSTITUTES OF HEALTH: R. Ackoff (Mgt. Sci. Ctr.) "A Systems Approach to the Study of Drug Use" \$75,300. . . C. Armstrong (Phys./ Med.) "Permeability Mechanisms in Excitable Membranes" \$85,064. . . R. Brinster (An. Biol./ Vet.) "Veterinary Medical Scientist Training Program" \$178,163; "Regulation of Cancer Cell Development" \$43,323. . . M. Cava (Chem.) "Benzylisoquinoline Alkaloid Studies" \$9,826. . . B. Chance (Johnson Fdn./ Biophys.) "Regulation of Cellular Energy Metabolism" \$608,989; "Oxygen Delivery to Tissue" \$105,722. . . R. Coburn (Physiol./ Med.) "Carbon Monoxide Production and Body Carbon Monoxide Stores" \$39,028. . . D. Cohen (Dent. Sch.) "General Research Support Grant" \$177,891. . . J. Courtner (Pediat.) "Antigenic Structure and Host Virus Interactions" \$32,535. . . W. Ewens (Biol.) "Stochastic Processes in Genetic Populations" \$26,630. . . F. Frankel (Microbiol./ Med.) "Replication of the DNA of T-Even Bacteriophages" \$62,365. . . G. Gerbner (Annenberg) "Cultural Indicators" \$130,434. . . N. Gonatas (Path./ Med.) "Cellular Aspects of Neurologic Disorders" \$105,485. . . H. Holtzer (Anat.) "Mechanisms in Differentiation of Mesodermal Tissues" \$71,234. . . S. Inoue (Biol.) "Studies of Submicroscopic Structure of Living Cells" \$157,602. . . A. Kaji (Microbiol./ Med.) "Biochemical Control of Macromolecule Synthesis" \$54,000. . . D. Kritchevsky (Surg./ Vet.) "Acid and Alkaline Lipases in Aortas of Various Species" \$18,143. . . D. Kuhl (Radiol./ Med.) "Training in Investigative Nuclear Medicine" \$56,960. . . D. Langenberg (Office of the Provost) "Biomedical Sciences Support Grant" \$72,094. . . T. Langfitt (Surg./ Med.) "Head Injury Clinical Research Center" \$20,451. . . D. Lefkowitz (Comp. and Info. Sci.) "Implementation of a Chemotherapy Chemical Information Processing System" \$49,800. . . R. Marshak (Vet. Sch.) "General Research Support" \$160,191; "Comparative Leukemia Studies Unit" \$440,795. . . J. Mikuta & C. Mangan (Ob. Gyn.) "Gynecologic Oncology Group" \$45,090. . . V. Nachmias (Anat.) "Cytoplasmic Streaming and Contractile Proteins" \$56,099. . . R. Orkand (Physio. Pharm./ Dent.) "Long-term Interactions of

Neurons and Glia" \$89,209. . . R. Piddington (Hist. Embry./ Dent.) "Role of Glutamine Synthetase in Neurogenesis" \$12,092. . . J. Sanger (Anat.) "Fluorescent Protein Tracers for Cell Motility Studies" \$85,735. . . H. Schwan (Grad. Bioengr.) "Biomedical Engineering" \$69,898. . . B. Spooner (GSAS) "Predoctoral Fellowship" \$10,330. . . E. Stemmler (Med. Sch.) "General Research Support Grant" \$255,345. . . N. Taichman (Path./ Dent.) "Leukocytes in the Pathogenesis of Periodontal Disease" \$114,747. . . P. Teitelbaum (Psych.) "Physiological Psychology" \$73,542. . . T. Thornberry (Sociol.) "Release of Dangerous Mental Patients: the Dixon Case" \$9,023.

NATIONAL SCIENCE FOUNDATION: J. Bordaz (Anthro.) "Analysis of the Erba Materials" \$10,200. . . C. Brighton (Orthoped./ Med.) "Stress Generated Electrical Potentials in Bone: Origin and Physiological Significance" \$62,058. . . E. Calabi (Math.) "Differential Structures" \$28,600. . . A. Heeger (LRSM) "Materials Research Program" \$1,838,500. . . R. Heiberger (Stat. and Op. Res.) "Evaluation of Statistical Program Packages" \$56,400. . . A. Joshi (Comp. and Info. Sci.) "Establishment of a Computer Graphics Facility" \$30,000. . . J. Kazdan & F. Warner (Math.) "Applications of Differential Equations to Differential Geometry" \$20,000. . . E. Korostoff (Met. and Mat. Sci.) "Stress Generated Electrical Potentials in Bone: Origin and Physiological Significance" \$62,942. . . A. MacDiarmid (Chem.) "Even-Electron Paramagnetic Silicon Compounds and Related Species" \$16,600. . . E. Mansfield (Econ.) "Relationship Between International Technology Transfer and R & D Expenditures by U.S. Firms" \$99,000. . . R. Middleton & W. Stephens (Phys.) "Upgrading of the Tandem Accelerator" \$132,600. . . E.K. Pye (Biochem./ Med.) "RANN Grantees Conference on Enzyme Technology" \$22,400. . . D.S. Rim (Math.) "Homological Algebra" \$18,200. . . S. Sakai (Math.) "Operator Algebra" \$11,400. . . J. Saunders (Otolaryng.) "Masking of Pure-Tone Thresholds and Basilar Papilla in the Parakeet *Nelopittacus*" \$13,100. . . D. White (Chem.) "Lasers and Associated Spectroscopic Instrumentation" \$83,200. . . T. Yonetani (Johnson Fdn./ Biophys.) "The Molecular Basis of Energy Transfer in Higher and Lower Plants" \$7,100; "Reversible Interaction of Molecular Oxygen with Cobalt Porphyrin Complexes and Their Apohemoprotein Complexes" \$10,600.

NAVY: S. Bedrosian (Elec. Engr. and Sci.) "Research on Fault Analysis of Analog Circuits" \$37,885. . . J. Fischer & T. Thompson (Elec. Engr. and Sci.) "Experimental Studies of Metallic Graphite Intercalated Compounds" \$40,000. . . R. Showers (Elec. Engr. and Sci.) "Improved Techniques for Electromagnetic Compatibility Evaluation" \$25,000.

OFFICE OF EDUCATION/DEPARTMENT OF HEALTH, EDUCATION AND WELFARE: M. Bernsten (S. Asia Stud.) "Set of Intermediate and Advanced Marathi Materials" \$10,000.

PHILADELPHIA SCHOOL DISTRICT: L. Shoemaker (SSW) "Get Set Day Care Program" \$40,000.

Private Foundations, Research Organizations and Associations, and Industry

ANHEUSER BUSH: R. Ackoff (Mgt. Sci. Ctr.) "Operations Research" \$160,000. . . CERVECERIA CUAUHTEMOC S.A.: J. Emshoff (Mgt. Sci. Ctr.) "Planning and Marketing" \$225,000. . . FOUNDATIONS FUND FOR RESEARCH IN PSYCHIATRY: J. Brady (Psychiat.) "Research Training Fellowship" \$25,300. . . MCNEIL LABORATORIES: R. Ackoff (Mgt. Sci. Ctr.) "Marketing Strategies of Tylenol" \$100,000. . . MISCELLANEOUS: D. Carroll (Wharton) "Philadelphia Partnership" \$35,722. . . NATIONAL CYSTIC FIBROSIS FOUNDATION: M. Litt (Chem. and Biochem. Engr.) "Animal Model of Respiratory Mucus in Cystic Fibrosis" \$18,800. . . ORTHOPEDIC RESEARCH FOUNDATION: J. Lane (Orthoped. Res./ Med.) "Collagen Structure and Metabolism in Fracture Healing" \$7,500. . . PHILADELPHIA FOUNDATION: E. Sparer (Law Sch.) "Health Law Library" \$9,896. . . ROHM AND HAAS: R. Soloway (Med.) "Effects of Cholesterol-Sequestering Resin on Biliary Lipid Composition in Baboons" \$52,977. . . WYETH LABORATORIES: M. Goldberg (Med.) "Chronic Effects of Guanabenz on Renal Hemodynamics and Electrolyte Excretion" \$50,920.

Summary: Contract and Grant Awards July 1974 through April 1975: 638, totaling \$45,598,880.

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