

Almanac

Volume 22, Number 19

January 27, 1976

Published Weekly by the University of Pennsylvania

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TRUSTEES

REELECTION: REGAN, DUNLOP, GATES

The tripartite leadership of the University Trustees—Chairman Donald T. Regan, Vice-Chairman Robert G. Dunlop and Executive Board Chairman Thomas S. Gates—was reelected unanimously at the Trustees' January 17 Stated Meeting.

The Trustees also voted to name Mr. Gates a Life Trustee Emeritus on completion of his present service as Life Trustee later this year. Succeeding him as a Life Trustee will be Paul F. Miller, Jr., who has been a Term Trustee.

Also reelected were Term Trustees Robert P. Levy, Marietta Tree and Jacqueline Wexler.

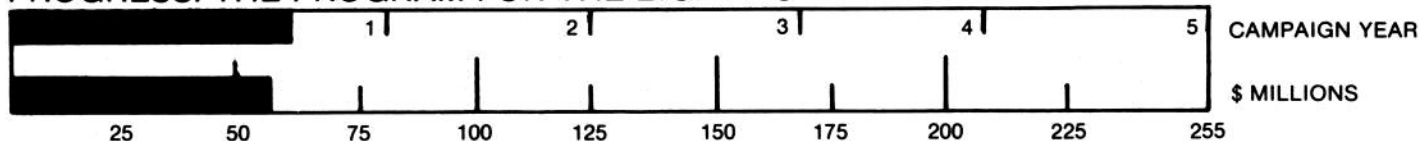
the administration to review and explain cutbacks in the Admissions budget. Sam Ballam Jr. reported on selection of an Initial Board for Graduate Hospital; he said HUP is running "a little ahead" on its budget this year, and a statute is being drafted on a Commonwealth/Veterinary School relationship.

GO-AHEAD: MED/ED BUILDING

With more than \$17 million of a needed \$18.7 million in hand, the Trustees voted to authorize the start of construction of the Medical Education Building.

Chief sources of the funds in hand are a \$10 million grant from the Pew Memorial Trust, and a \$5 million grant from the federal government. The rest is from other gifts and from interest on the Pew Memorial grant.

PROGRESS: THE PROGRAM FOR THE EIGHTIES



REPORTS: PRESIDENT AND PROVOST

President Martin Meyerson gave a detailed review of the "challenges, successes and failures" of his administration in the five-and-a-half years since he took office. The complete review will be published in mid-February.

Provost Eliot Stellar said in his report that the search committee for a School of Nursing dean to succeed Dr. Dorothy Mereness has forwarded its short list of candidates; that the search continues for a Museum director to succeed Dr. Froelich Rainey, who has retired but is serving now on an acting basis; and that recommendations on the SAMP succession await a report from the task force appointed last semester to consult with faculty and others.

REPORTS: TRUSTEE COMMITTEES

For the Program for the Eighties, John W. Eckman announced a total to date of \$57 million—more than 22% of the \$255 million goal. Almost \$12.5 million is earmarked for endowment; more than \$8.2 million is for term funds and \$14.1 million for facilities. The campaign is in step with projections indicating about \$80 million by the end of June.

Henry Chance reported for the Finance and Operating Committee that the current budget is in balance but there are "increasing problems" with the 1976-77 budget. For the Investment Committee, Wesley A. Stanger Jr. reported a rise in value for the Associated Investment Fund to \$96 million, with the portfolio now 52% stocks.

McBee Butcher delivered an Alumni Trustees' resolution asking

WXPB: THREE RECOMMENDATIONS

The administration's three recommendations for handling the WXPB(FM) matter (*Almanac* December 16, 1975) were adopted by the Trustees on a motion by Student Affairs Committee Chairman Robert L. Trescher, Esq.

1. *The Notice of Apparent Liability should not be contested.* Acceptance of the FCC's ruling last month calls for forfeiture of \$2000 for "obscene" and "indecent" broadcasting, but does not require "consent to the Commission's findings of fact or law, nor any formal admission," according to the administration statement prepared for the Trustees by University Counsel Curtis Reitz, University Attorney Stephen Burbank, Vice-Provost Patricia McFate and Professor of Communications Robert L. Shayon.

2. *The University should continue to support its application for a renewal of the FM broadcast license.* Hearings are to begin April 1 in Philadelphia on the license renewal, with adequacy of University control or supervision a major issue.

3. *Operation of WXPB should be placed as soon as possible under the supervision and control of a professional manager who will work toward improvement of the radio station as a model of University broadcasting.* An advisory board headed by Professor Shayon is also being formed, to include members with professional experience plus awareness of university broadcasting.

In a separate action, the Trustees voted a resolution of thanks to Trustee Morton H. Wilner, Esq., for his "considerable intelligence, legal experience and diligence" on behalf of WXPB(FM). Since conflict-of-interest rules prohibit Mr. Wilner's acting for the University in the April hearings, Mr. Trescher said the University will seek outside counsel experienced in communications law.

COMPLAINT/RESPONSE

Graduate Education

OPEN LETTER TO THE PROVOST

January 19, 1976

We were surprised and chagrined to find that the University has issued a partial, inaccurate and misleading catalogue entitled "University of Pennsylvania Bulletin, Graduate Study with the Faculty of Arts and Sciences." This catalogue describes the graduate (M.A. and Ph.D.) programs at Pennsylvania in the graduate groups in the Faculty of Arts and Sciences, the College of Applied Science and Engineering, Graduate School of Fine Arts, the Law School and Annenberg School, but *not*, for example, in the health sciences outside of the Faculty of Arts and Sciences, not in the Wharton school and not in Education. Furthermore, the catalogue mistakenly implies that the Faculty of Arts and Sciences grants the Ph.D. in a number of areas included in the catalogue. It is extremely difficult to discover, by reading, that the catalogue is only a partial picture. We understand that separate catalogues for the Wharton graduate programs, Education, Engineering and the biomedical science groups are in press but not yet available but that meanwhile prospective students writing in for information are sent this "FAS" catalogue. Frankly, we find all this outrageous.

First, to send this catalogue to prospective students is to give out an incomplete, inaccurate and fragmented view of Pennsylvania's graduate programs. It does great harm to the omitted graduate groups. How are prospective students to know about them if they are simply left out? Even for those included it paints a partial picture. This is a particular problem in the biological sciences where the division between biology, parts of chemistry (included in the catalogue) and biophysics, biochemistry, microbiology, etc. (excluded) is somewhat arbitrary and prospective students must see the entire picture. We urge the administration to take *immediate* action to insure that all interested in graduate studies are informed of the full spectrum of opportunities available at Pennsylvania. If at all possible, this information should also be sent to those who have already received the misleading catalogue.

The catalogue fiasco is not simply a matter of external information. As you know, the Senate Advisory Committee and the Educational Policy Committee of the University Council have been working since September to find an organizational structure for graduate studies at Pennsylvania that strengthens the intellectual goals of "One University" while preserving the management goals implied in responsibility center budgeting. We thought that the question was still under consideration and have been meeting with you, Deans, Faculties, and among ourselves throughout last term and the winter break to try to find a suitable structure. We are nearly ready to report.

Imagine our surprise then to find that these organizational decisions have seemingly been made already. We assume the issue is not in fact closed, that you are still interested in our report, that the normal governance channels can still function and that these catalogues are just what they seem to be—a giant error that does not correctly reflect the graduate story at Pennsylvania either in content or organization.

What steps will be taken to rectify the false impression being given to prospective students and to keep open the question of structures for graduate studies at Pennsylvania?

Joint Senate Advisory Committee and Educational
Policy Committee on Graduate Education

Ralph D. Amado
Helen C. Davies
James C. Davis
John Andrew Feldman
Larry Gross

Sandra Lemaster
Robert F. Lucid
Morris Mendelson
Ann R. Miller
Ralph M. Showers

Fred Karush

RESPONSE FROM VICE-PROVOST LANGENBERG

This is in response to your letter to Provost Stellar concerning what I will call the Graduate Bulletin situation. I would like to outline the events which led us to our present predicament, to describe actions currently being taken to ameliorate the immediate problem, and to respond to your expression of concern about the more general implications of the present situation.

We receive each year from prospective applicants approximately ten thousand requests for information about graduate education. Roughly one-third lead to completed applications for admission to graduate study. The principal component of the information package sent in response to these inquiries has traditionally been the *Graduate Bulletin*, a rather massive volume which costs something like \$2 to \$3 per copy to print and distribute. When preparations for production of this year's Bulletin began last spring, we undertook to explore with the Publications Office ways in which this rather substantial cost might be reduced. It was decided that we would undertake to produce, as an experiment, a segmented Bulletin consisting of a separate volume for each of the four quadrants, each to contain the program and course listings for the graduate groups in that quadrant. The necessary general information about regulations, financial aid, etc. would appear in each volume. The idea was that for the majority of our applicants, who are interested in a specific well-defined field, one quadrant module would suffice. The Publications Office proceeded along these lines with the objective of producing the completed *Bulletin* before the beginning of this academic year.

Early in September, the Publications Office and my office were informed that the quadrant division was unacceptable to FAS, which wanted its graduate programs collected in a single volume rather than fragmented among four quadrant volumes. A series of meetings ensued between Dean Gregorian, Curtis Barnes, myself, and various staff members. It was finally decided that FAS's desires could be accommodated. The Publications Office proceeded to reorient its plans toward the production of five graduate information bulletins under the following titles: *Graduate Study with the Faculty of Arts and Sciences*; *Graduate Study in Education*; *Graduate Study in the College of Engineering and Applied Science*; *Graduate Study in the Biomedical Sciences*; *Graduate Study in Management*.

The reorientation of the Publications Office's work required by this change led to a delay in the production of the completed *Bulletin*, in addition to prior and subsequent delays for other reasons. During this period, the Office of the Graduate Faculty responded to inquiries with an interim information package consisting of the application form, a listing of course descriptions for all graduate groups, and two brochures extracted from the Bulletin, one containing registration and degree requirements and the other fellowship and scholarship information. The first component of the *Bulletin*, the FAS volume, finally appeared at the end of November. The next two components have since followed. Through an inexplicable error, the engineering graduate programs appeared in both the CEAS and the FAS volumes.

Two major problems arise from the present situation, both of which are raised in your letter. The first is the absence at this date of a complete *Graduate Bulletin*, and more specifically, of the Biomedical Sciences volume. My office, working together with the biomedical quadrant representatives to the Graduate Council and with the full cooperation of the Publications Office, has taken steps toward speedy resolution of this problem. We now expect that the Biomedical Sciences volume will be available on or before Friday, January 23. We have also looked into the question of whether the delayed availability of the *Bulletin* in general and the Biomedical Sciences volume in particular has affected our rate of applications. The answer appears to be no. Applications generally are coming in at the expected rate, and applications in the biomedical sciences appear to be running ahead of the expected level. I would add that no one who has been involved in this whole frustrating process considers it a model for *Graduate Bulletin* production in future years.

The second and potentially even more serious problem is reflected in the concern expressed by your committee (and others) that the existing portion of the *Graduate Bulletin* can be construed as evidence that the basic issues underlying the current University-wide debate over the structure of graduate education have already been decided by administrative fiat, or worse, by printing press. No such decision has in fact been made! The question remains open, and we look forward with high expectations to the contribution of your committee toward the resolution of the problem. If anything, the *Bulletin* crisis provides a graphic demonstration of the importance of reaching that resolution, and quickly. I sincerely hope that the crisis will not divert the committee's attention from the larger problem, for we urgently need your input.

—D.N. Langenberg,
Vice-Provost for Graduate Studies and Research

GSFA ON WHYY: MAKING OF A CITY

William Penn had a plan. Dr. Anthony Garvan, Penn professor of American civilization, explains how Philadelphia's founder hoped to avoid the mistakes of European cities during the fourth installment of *The Making of a City*, a twelve-part series produced by the Graduate School of Fine Arts and WHYY-TV, broadcast Thursdays at 8 p.m. on Ch. 12.

WOMEN'S POETRY. . . SELF-DEFENSE

Sexton, Levertov and Plath are on the reading list for "Selflessness and Self-centering: The Poetry of Contemporary American Women," a last-minute addition to the College of General Studies' roster. Sponsored with CW Alumnae, the new twelve-session non-credit course taught by Dr. Elsa Greene begins Thursday, January 29, 1 to 3 p.m. Tuition: \$75 for alumnae, \$85 for others; staff scholarships apply. To register: CGS, 210 Logan Hall, Ext. 7327.

Wear loose clothing and plan on a workout at the first session of the women's self-defense courses that start the week of February 2. Open to all women in the University at no charge, the 90-minute classes meet twice a week for twelve weeks in the Weightman Hall dance studio. Registration: January 28, 3-7 p.m. or at the first session. *Beginners*: Mon. and Wed. at 5:30; *Intermediates*: Tues. and Thurs. at 5 p.m. Information: Recreation Department, Ext. 8331; Women's Center, Ext. 8611; or Weightman Hall, Ext. 7438.

NO REST FOR THE BOOKSTORE

As the campus returns to a regular schedule, the Bookstore is temporarily extending its own to a seven-day shift: hours for the week of January 26 are 8:30 to 8, Monday through Thursday; 8:30 to 6:30, Friday; and 10 to 5, Saturday and Sunday. The store will be open 8:30 to 8, February 2 and 3, and then resume normal hours of 9:30 to 6:30 through Thursdays; 9:30 to 5 on Fridays; 10 to 5 on Saturdays; and closed Sundays.

THINGS TO DO

LECTURES

What's New at the Zoo. Ronald T. Reuther, director of America's oldest (at 34th and Girard), reports to the Faculty Tea Club—with live samples in hand. January 27, 1:30 p.m., Alumni Hall, Towne Building.

The Third Herbert Spencer Lecture Series continues with *Past Future Failures* by Dr. Thomas Hughes, Penn professor of history and sociology of science. January 28, 3 p.m. in Alumni Hall, Towne Building; sponsor: department of civil and urban engineering.

Criminology and Penal Policy—Some Contemporary Issues. Sir Leon Radzinowicz of Cambridge University speaks; a panel discussion with Penn faculty members Louis B. Schwartz, Benjamin Franklin professor of law, and Dr. Marvin Wolfgang, professor of sociology and law, follows. January 28, 4:30 p.m. in 213 Law School.

Wharton gets back in gear with three lectures: Ford Motor Company auditor *Allan Wear speaks* January 28, 4:30 p.m. in B-11 Vance Hall; sponsor: Accounting Society. The Honorable Jack H. Warren, Canadian Ambassador to the U.S., opens a five-part series with *Canadian-American Issues—An Overview: Political, Social and Economic*; January 29, 4:30 p.m. in B-2 Vance Hall; sponsor: Wharton International Office. Wharton Graduate Student Services sponsors *James Farley*, chairman of Booz, Allen, Hamilton; January 29, 4:30 p.m. in Vance Hall.

What ills is your dog's flesh heir to? Anything from heartworm to microfilaria, both discussed at *Your Veterinarian and Your Dogs*, an all-day seminar on canine parasitology conducted by Penn Veterinary School faculty, January 31, 9:30 a.m. in the Fine Arts Auditorium; fee: \$12.50. Reservations are required: Dr. Deubler, Ext. 8862.

Dr. George Gropper, coordinator for instructional design, is the second speaker in a series of *faculty colloquia on higher education* sponsored by the Project on Design and Management of Instruction. His topic: instructional design—its theoretical base, practical possibilities and research problems. Lecture abstracts are available in advance from PDMI, Ext. 4981. February 4, 4 p.m. in the Franklin Room, Houston Hall.

The Morris Arboretum has added a weekly *Sunday stroll* to its roster of lectures, seminars and workshops. The guided walks leave at 2 p.m. from the Hillcrest Pavilion, snow or sun (\$1; 25¢ for children). On tap the rest of the week: an assortment of short courses and workshops on everything from *Japanese gardens* to *vegetables* to *natural dyeing* with plants or *making your own pots*; especially unusual: *a course on maple sap*—from roots to flapjacks (served at the last session). For a brochure listing courses, times and fees: Morris Arboretum, 9414 Meadowbrook Ave., Philadelphia 19118, CH7-5777.

FILMS

The International Women's Film Festival, a seven-week series of Wednesday screenings, opens with three documentaries: *Janie's Janie*, about a welfare recipient; *Mothers Are People*, which presents a successful Jamaican executive—and mother, and *From 3 A.M. to 10 P.M.*, the story of a Yugoslav factory worker who manages a home in her hours off the line. February 4 at 7 and 9:30, Houston Hall; \$1; sponsor: Women's Center.

In a discussion at Penn a few years ago Susan Sontag used only superlatives to describe the work of Jean-Luc Godard. You can judge his and others' films for yourself when *Cinematheque* launches its spring program of four new series: *Black Cinema*, *Artificial Worlds* (that one, says the brochure, "includes films never made"), *Criminal Myths* and the five offerings in *Godard: The Communication of Crisis*. Tickets and brochures are available now at the Annenberg Center; screenings begin February 12.

MIXED BAG

"John Ciardi writes from a full heart," according to a New York critic. The poet, translator and columnist reads some of what he's written January 29, 8 p.m. St. Mary's Church, 3916 Locust Walk; \$2; sponsor: Hamilton Village Council.

The Bird and The Dirt, an artists' collective represented in the ICA's current show, *Pieces & Performances*, combines sticks and styrofoam, movement and sound for *Simplex*, a performance, January 29, ICA Gallery; \$1 for members and students; \$2 for others, from the ICA, Ext. 7108.

There will be wine and cheese at the reception for James E. Dupree, whose *paintings and drawings* are exhibited January 30 through February 11 in Houston Hall. Reception: January 30, 8-11 p.m.; sponsor: PUC.

Rip Van Winkle would *Awake and Sing* at this opportunity: a dollar off each ticket for the two plays at the Annenberg Center when you buy them both at once. Directed by Joshua Logan with Anthony Quayle in the lead, *RVW* runs February 24-March 6; Clifford Odets' *A&S* opens March 16 and continues to March 28: Annenberg Box Office, Ext. 6791.

OF RECORD



NEPOTISM POLICY

Following is the text of a memorandum sent Friday, January 23, 1976, to all Deans, Directors and Department Chairmen.

Several questions have recently been brought to my attention about the University's policy on employment of more than one member of a family. The old nepotism rules (which unfortunately still appear on pages 36 and 37 of the *Handbook for Faculty and Administration*) were revised in 1971, and were announced by Curtis Reitz in Provost's Memorandum #7-71. The current policy *does* permit employment of more than one member of a family in the same department, but prohibits one member from participating in any decision involving the other.

The complete statement of the current policy is as follows:

University policy permits the employment of more than one member of a family (as husband, wife, son or daughter) whether or not the persons concerned are in the same academic or administrative department, when the members are appointed because of their recognized capabilities and qualifications.

However, no member of the same family shall participate in the decision to employ, promote, reappoint or terminate a member of his or her family. No individual should be in a position to pass on any vital matter, including salary determination, affecting a member of his or her family.

—Eliot Stellar, Provost

DATE FOR BLOOD DONORS: FEBRUARY 5

The yellow and red banner on Locust Walk is a reminder; the free ice cream, a lure: the Blood Donor Club is open for donations February 5, 1 to 7 p.m. in Harnwell House, 3820 Locust.

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)

APPLICATIONS PROGRAMMER ANALYST II to design systems and write programs for Personnel, Payroll and budget systems. *Qualifications:* B.A.; two years' programming experience; expertise in JCL, COBOL and TSO in an OS370 environment. \$12,300-\$15,325.

BUILDING ADMINISTRATOR to review buildings of the medical complex for maintenance needs, repairs and upkeep; maintain security and safety; oversee shipping and receiving; and supervise mail operations. *Qualifications:* College degree; three years' managerial experience with understanding of maintenance procedures; organizational ability. \$10,675-\$13,275.

BUSINESS ADMINISTRATOR II to manage and direct business and financial operations of department; supervise personnel in the business and administration offices; prepare budgets; keep financial records and contract and grant accounts. *Qualifications:* College degree in business administration with accounting courses; five years' progressively responsible experience, two in an appropriate management capacity or institutional assignment; university experience; typing and bookkeeping skills. \$10,675-\$13,275.

PROJECT COORDINATOR to prepare estimates and project budgets, general design programs for specific capital improvement projects, and sketches and schematic drawings; assist in preparing contracts for architectural, engineering or interior design services; and coordinate meetings for review. *Qualifications:* Bachelor's degree in architecture, interior design or an appropriate engineering discipline; graduate degree and professional registration or certification preferred; seven years' progressively responsible experience in architecture or related field, with involvement in design of new construction and major building renovations. \$14,125-\$17,600.

WRITER II, staff writer on alumni magazine, to write articles for feature sections. *Qualifications:* Bachelor's degree; two years' writing experience, preferably in magazine journalism. Must be an excellent writer and a skilled interviewer and researcher, willing to work late hours to meet monthly deadlines. \$9,275-\$11,450.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I to supervise clerical staff and coordinate work flow; prepare University C-forms and monthly budget reports and grant budgets; serve as secretary to executive administrator; interpret unit and University policies in his or her absence; maintain personnel records and handle confidential material. Chestnut and 42nd Streets. *Qualifications:* Excellent typing and organizational skills; shorthand required; ability to use dictation equipment; supervisory, senior level secretarial experience; university experience desirable. \$6,550-\$7,925.

CLERK I (1/13/76).

COMPUTER TERMINAL OPERATOR (12/9/75).

DELIVERY CLERK to deliver and collect mail for administrative offices; schedule campus and downtown errands; make occasional long-distance trips; operate Xerox machines. *Qualifications:* High school diploma; Pennsylvania driver's license; ability to follow directions and complete daily scheduled tasks, as well as pursue routine duties independently. \$4,625-\$5,300.

ELECTRON MICROSCOPE TECHNICIAN II to receive training in advanced electron microscope techniques; prepare electron microscope specimens by the freeze-etch technique; print photographic projections. *Qualifications:* College degree in biology or related field, or high school diploma with pretraining in electron microscopy techniques and two years' experience; ability to handle and care for small animals; knowledge of freeze-etch technique; normal color perception and visual acuity. \$7,900-\$9,450.

LICENSED PRACTICAL NURSE (12/16/75).

MEDICAL SECRETARY (3) (1/13/76).

MT/ST OPERATOR to type technical material on magnetic tape Selectric typewriter; judge appearance of copy; operate videotape text processor; type and revise drafts of material; maintain supplies; perform general office duties. *Qualifications:* High school diploma; MT/ST experience or schooling; three years' experience including technical typing experience; ability to type accurately. \$6,125-\$7,325.

RECORDER to keep current all actions and grades for student records; send out transcripts at students' request; inform advisors about students' concerns; check registration materials. *Qualifications:* Typing and filing skills; knowledge of University procedures; ability to relate well with faculty and students and to work under pressure. \$6,125-\$7,325.

RESEARCH LABORATORY TECHNICIAN II, cardiac output (1/13/76).

RESEARCH LABORATORY TECHNICIAN III, enzyme assays (12/16/75).

SECRETARY II (5); III (11/18/75).

TECHNICAL TYPIST (12/2/75).

PART-TIME/8 HOURLY PAID (A-4)

HISTOLOGY TECHNICIAN, *three days/week*, to prepare histological slides for observation under the light microscope; produce and prepare photomicrographs for publication; care for and feed salamanders, pre- and post-operatively; carry out surgical procedures on salamander jaws; observe tissue under the light microscope and record data. *Qualifications:* Experience in general histological procedures and slide preparation; familiarity with darkroom techniques; ability to use microtome and light and dissecting microscopes.

RESEARCH LABORATORY TECHNICIAN II, flexible hours (12/16/75).

RESEARCH LABORATORY TECHNICIAN III, 20-30 hours/week (12/9/75).

SECRETARY II (2): *three days/week* (1/13/76); *six months* (12/9/75).

SECRETARY III, *18 hours/week*, to answer phones for two professors; type manuscripts containing mathematical symbols; make travel arrangements; handle mail; Xerox; type from dictation equipment. *Qualifications:* Statistical/technical typing background; ability to use dictation equipment; two years' secretarial experience.

TEMPORARY RESEARCH ASSISTANT, *9-month position*, to assist in researching the history of the University of the past 35 years. *Qualifications:* College background; excellent typing and good shorthand skills; dictaphone experience.

TYPIST II (2): *2 hours/week* (1/13/76); *seven months* (12/16/75).

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