

Almanac

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PRESIDENT'S LECTURE: DR. ACKOFF APRIL 5

The second President's Lecture of the current year will be Dr. Russell Ackoff's presentation on "The Aging of a Young Profession: Operations Research." Dr. Ackoff, the Daniel H. Silberberg Professor of Systems Science, will speak at 4 p.m. Monday, April 5, in the auditorium of the Annenberg School, 3620 Walnut Street. All members of the University are invited.

WXPB BOARD

A ten-member Board for Policy and Standards has been named to provide professional guidance to Radio Station WXPB(FM) and to aid the Trustees in developing general policy in such areas as programming, engineering, staffing and financing of the station.

Five members of the board are off-campus professionals in communications: *Joel Chaseman*, president of Post-Newsweek Stations in Washington, D.C.; *Dr. Barry Cole*, communications consultant from McLean, Va., former FCC official, Penn alumnus and former WXPB staff member; *Andrea Mitchell*, news reporter for Philadelphia's KYW Radio station, an alumna and former WXPB staff member. *Dr. Everett C. Parker*, director of the office of communication of the United Church of Christ and a pioneer in the citizen action movement in broadcasting in New York City; and *Frank Tooke* of Philadelphia, former area vice-president for Westinghouse Broadcasting (Group W).

Three members and two ex-officio members are from the campus: *Dr. John A. Kastor*, associate professor of medicine; *Dr. George Rochberg*, professor of music; *Dr. O.M. Salati*, director of continuing engineering studies and graduate engineering television system; *Robert Lewis Shayon* (ex officio), Professor of communications, Annenberg School, and faculty advisor to WXPB-FM; and *Curtis R. Reitz* (ex officio) professor of law and liaison representative of the President of the University to the Board.

HMO: NOT YET

No firm date has been set for establishment of a local primary health care center, twice reported in the *Daily Pennsylvanian* as scheduled to open in the fall, according to Dr. Thomas Langfitt.

The Vice-President for Health Affairs said that any such program is still very much in the planning stages, with a study in progress by the AHMAC Corporation for the faculty advisory committee working on the plan. The AHMAC feasibility study is not due until sometime in May, he said; "The earliest we could possibly talk about would be January, assuming the study recommends that we proceed."

Director of Hospitals Mark Levitan heads the faculty advisory body, which includes Martha Lamberton of Nursing, Dr. Charles Jerge of Dental Medicine, Dr. George Huggins of Ob/Gyn, Dr. David Cornfeld of pediatrics and Drs. Martin Goldberg and Truman Schnabel of Medicine.

They meet regularly with Thomas Perloff and Dr. Charles

Hertz of Penn-Urb Health Associates. The option under study now is an extension of Penn-Urb, which was established almost three years ago at Graduate to serve center city residents.

If brought to West Philadelphia, the Penn-Urb extension would be a fee-for-service facility with a prepaid Health Maintenance Organization (HMO) as one component. No formal negotiations have begun toward making HMO coverage part of the paid benefits package for University personnel, he said, but such talks would follow if the current study produces a favorable plan.



PENN-EDINBURGH EXCHANGE

An exchange program for 15 undergraduates from Penn and 15 from the University of Edinburgh will begin officially in the fall, President Martin Meyerson and Director of International Programs Richard Lambert announced last week.

Honor students—including Benjamin Franklin Scholars, departmental honors students and others—can begin applying immediately for the year-long exchange. A faculty committee which helped develop the program expects to screen applications and make selections by the end of April.

The program was agreed to in principle in July, 1975, when Trustee Robert Dunlop visited Scotland to issue with Edinburgh's Principal, Sir Hugh Robson, a formal declaration on the exchange.

Details were worked out over the past year between Penn deans and faculty members and Edinburgh's faculty represented by economist Berrick Saul.

Most Penn international exchange programs have been at faculty and graduate levels, Mr. Meyerson said, but he began more than two years ago to look into undergraduate exchanges more intensive than the "junior year abroad" which takes U.S. undergraduates to Americanized programs in Paris or Seville. "Our ties needed to be with an English-speaking institution," he said. "Edinburgh proved not only to be close to us historically, but to have a program very like ours today. Except for the fact that Edinburgh has a divinity school while we do not, and that we have a large business school while they have a small department, the programs are remarkably similar—from anthropology to veterinary medicine." At last May's Bicentennial ceremonies near Independence Hall, Mr. Meyerson noted that Penn was founded more on the Scottish model than on the English one, and that Provost William Smith, medical school leaders John Morgan and Benjamin Rush and many other key figures in Penn's founding were trained at Edinburgh. Some 30 present faculty members attended or have taught at the Scottish university.

Edinburgh students have already applied in great numbers for the exchange, Dr. Lambert said; he expects Penn applications to be heavy as well. Penn undergraduates will pay Penn tuition and

those on student aid will continue to be aided. Department chairmen and advisors have been briefed on Edinburgh course offerings and can help students choose Edinburgh courses for which Penn credit will be given. Although Edinburgh is on a three-quarter system, the school year runs from October through June and will not overlap with Penn's two-semester year.

Dr. Lambert's Office, 133 Bennett Hall (Ext. 4661), is the starting point for applications. James Yarnall of the International Programs staff has applications and details on housing and other arrangements. Selection will be influenced by letters of recommendation from Penn faculty members, Dr. Lambert said.

COUNCIL

TUITION

President Martin Meyerson announced at Council on March 10 that he will take to the Trustees Executive Board this Friday a proposed undergraduate tuition-plus-fee increase to \$4125. The Budget Committee tried to hold to a lower figure, he said, but income projections were too pessimistic: the development drive will not yet impact the budget, and state aid recommended by the governor at "no increase" must still face the possibility of cuts by the legislature.

He said intensive cost-cutting will continue, including an expected elimination of about 100 positions in the current hiring freeze and cutback program.

REALLOCATION REVIEW; GRAD ED

Reporting on the long-standing proposal to create a Reallocation Review Board to advise the administration when large-scale reallocation is proposed, Dr. Amado said the Steering Committee of Council still holds the assignment to act as a review board while an alternate solution is sought. One widely-discussed plan is to add reallocation review to the list of responsibilities for the proposed Educational Planning Committee (page 3); but the question in the meantime, he said, is where to locate the function while the EPC is being formed and familiarizing itself with its tasks. Dr. Amado will report further on April 14.

Also on the April 14 agenda will be the graduate education report of the Educational Policy Committee (see *Almanac* March 2 and February 17).

CONFIDENTIALITY

Council passed with one amendment the change of bylaws on confidentiality in search processes (*Almanac* March 2). The amendment changes a phrase in the opening passages of Article VII from "The name, background, personality and character of any candidate shall be maintained by all members of the committee in strictest confidence" to "...shall be maintained in strictest confidence by all members of the committee and by administrative personnel who have access to the names." After Senate Chairman Ralph Amado noted that Director of the University Museum had been left off the list of positions to be filled via search-committee processes—without conscious action and possibly simply in typing—Provost Eliot Stellar said he was recently informed that the constitution of the Museum provides for the Museum's own board to choose the director to recommend to the University Trustees. The matter was referred to the Steering Committee for handling.

CALENDAR

Council also passed the Steering Committee's motion calling for a return to the 1974-75 calendar as the basis for the 1976-77 one,

and asking that a committee be set up to build on the Task Force's work.

RESOLVED THAT.

1. The University Council thanks the Task Force on the Spring 1976 Calendar for its prompt and informative report. [*Almanac* March 9]

2. The University Council reaffirms the importance of energy cost savings, and encourages the widest and most effective use of every opportunity for savings consistent with the mission of the University, and urges all members of the University community to give the fullest support to these measures.

3. The savings generated by the extended winter vacation as reported by the Task Force do not seem to justify further dislocations, particularly of student life. Therefore, the University Council recommends that the 1976-77 calendar be based on the 1974-75 calendar. In making this recommendation the Council reaffirms the importance of open discussion in calendar decisions and the role of the Council in those discussions.

4. It is important in the future to have more effective shutdown periods with increased cooperation from the entire University community; but much more information is needed to determine costs and benefits of the 1975-76 calendar, to explore other initiatives for energy related calendar changes and to evaluate their impact. The University Council therefore instructs its Steering Committee to establish a committee to carry out this work building on the work of the Task Force.

During the discussion of Dr. Robert Lucid's Task Force report on effects of the "energy break," A-3 Assembly Spokesman Joseph Kane delivered a formal statement from the Assembly, to be published in the March 30 issue.

FACULTY CLUB: \$5 SPECIAL

The Faculty Club will offer a \$5 trial membership, good from April 1 through June 30, 1976, to faculty and staff who are eligible for membership but are not presently enrolled. (Generally, membership is open to all faculty and administrative staff and to A-3 staff who have completed three years of service.) For details of eligibility, call Membership Chairman Barbara Oliver at Ext. 8701. Membership forms are available at the front desk of the Club, 36th and Walnut Streets.

SPENCER GRANTS: APRIL 15

The faculty committee which reviews applications for the Graduate School of Education's Spencer Foundation Grants has approved the research proposals of five members of the faculty:

Dr. Jonathan Baron, Psychology, on "The Acquisition of Spelling Sound Correspondences"

Dr. Joan Goodman, Education, on "The Effects of Aging of the Mentally Retarded"

Dr. Deborah Kemler, Psychology, on "The Development of Perceptual Structure"

Dr. Henrika Kuklick, History and Sociology of Science, on "The Social Context of Social Science: African Colonial Administration and British Anthropology"

Dr. Daniel Osherson, Psychology, on "The Psychology of Inductive Logic and Probability"

We take this opportunity to invite further applications for Spencer Foundation Grants, which offer up to \$5000 to support a year's research into educational problems, processes and phenomena. Applications are welcome from those holding appointments of assistant professor or below—including postdoctoral fellows—who propose interesting questions that cross disciplinary lines in the social, behavioral and natural sciences. Guidelines for submission of proposals appeared in *Almanac* on November 4, 1975, and again on January 13, 1976.

Proposals must be submitted to the chairman by April 15, 1976; awards will be made to begin in May, 1976.

Henry T. Gleitman (Psychology), Chairman
Richard Beeman (History) Frank F. Furstenberg (Sociology)
Wm. F. Brickman (Education) Larry P. Gross (Communications)

SENATE

Following is the text of a report to be presented for action at the regular spring meeting of the Faculty Senate, to be held Wednesday, April 28, from 3 to 6 p.m. in Auditorium 102 of the New Chemistry Building, 34th and Spruce.

Report of the Joint Senate Committee on Administration

February 27, 1976

In April, 1975, the Senate approved the report of the Senate Joint Subcommittee on Financial Responsibility Centers, which contained the final recommendation that "a special joint Senate and Council committee be immediately entrusted with developing the specific mechanisms needed for a rapid implementation of the other recommendations." At the beginning of the current academic year a Joint Senate Committee on Administration was organized, consisting of the Senate Committee on Administration along with delegates from the Educational Policy Committee and the Academic Planning Committee. This Joint Committee met throughout the year and duly arrived at the following recommendations and principles.

ABSTRACT: *The Joint Committee recommends the creation of an Educational Planning Committee to replace both the present Academic Planning Committee and the present Educational Policy Committee. Its charge will be to verify the existence of ongoing academic planning on all levels and in all areas of the University, to monitor changes in academic planning and actions relative to these changes, and to conduct investigations on its own initiative with respect to academic planning.*

I. The general principle established in these recommendations is that academic planning is an administrative function of the University. Faculty and students participate in the process in various ways at all levels of administration.

II. Much of the University's fundamental planning activity takes place at the level of departments and programs. Here it is expected that members of the academic community will exercise their fundamental understanding of and concern with the development of knowledge and teaching in their disciplines and professions. It is thus anticipated that faculty and students will participate directly in some form in departmental and program planning and policy-making.

III. Departmental and program-level planning generally proceeds within responsibility centers, the most important of which are schools directed by deans. Wherever there is more than one department or program within a school, the dean is ultimately responsible for allocations and reallocations of resources between these programs. Through the decisions of the dean, the balancing of departments and programs is coordinated within the school and related to the goals of the school and the University as a whole. The dean or other responsibility center head shall make decisions

with the assistance of an advisory or planning committee so constituted as to focus the interest and concerns of the school as an academic unit. The dean and the advisory committee shall be regularly apprised of the planning decisions or proposals of departments and programs. The dean shall apprise the school committee of proposed reallocations and reorganizations, including personnel changes, which will immediately or in the foreseeable future have an impact on the academic development of units within the school. The evaluation of component elements of responsibility centers shall be initiated and supervised by the dean of each center with the help of the advisory or planning committee, according to procedures developed or agreed to by members of the group to be evaluated. These procedures may be patterned after those developed and refined by the present Academic Planning Committee or by the committee to be created on the basis of this report, or not. In any event, this proposed committee should be informed of all proposed evaluations in order to preclude overlapping and duplication.

IV. The central administration, including the offices of the President and the Provost, in conducting the functions of academic planning and budgeting, shall also have the assistance of various committees involving the academic community, and especially of the proposed Educational Planning Committee. The Provost shall receive and make available to the proposed Educational Planning Committee regular reports from responsibility centers summarizing their own academic planning as a basis for University-wide decision-making. These reports shall deal with changes in departmental and program plans of long-term significance, changes in allocations within the school or center which will also lead to long-term changes, and requested changes in University allocations together with the reasons therefore. In order to conserve effort while serving as aids to the functions of academic planning and oversight, these reports shall be limited insofar as possible to indicators of change and deficiencies in the academic planning process. The reports shall identify any failures of departments and programs of the responsibility center itself to conduct orderly planning along the lines outlined above. They shall identify as University problems areas where the work of the responsibility center is adversely affected by the lack of University programs elsewhere or by conditions in other responsibility centers. The proposed Educational Planning Committee shall be especially aware, in examining the reports of the responsibility centers and of the central administration, of the possible harmful effects on the academic mission of the University of the results of responsibility-

center budgeting, such as duplication of courses and faculty appointments, obstacles in the way of appropriate movement on the part of students and faculty between departments and between schools, the shaping of curricula and programs merely to attract larger enrollments, and other procedures that might make a mockery of One University.

V. The President and the Provost shall, in other than routine instances, regularly seek the advice of the proposed Educational Planning Committee with reference to changes in resource allocations or budgetary procedures, to the expansion or contraction of units within the University, to the needs of the University with respect to inter-school programs, and to the general conduct of academic planning. They shall regularly submit to the proposed Educational Planning Committee indications of such changes which they propose to initiate or to cause to be initiated. Thus, this proposed committee may ultimately serve the function of the recently proposed faculty body to review initiatives by the central administration to abolish or to reduce the operations of a school or other academic programs whose operations have a significant impact on activities outside the school or program.

VI. The advisory committees within the responsibility centers and the proposed Educational Planning Committee shall focus in the above context on a number of commitments which they shall discharge in as economical a fashion as possible. They shall in general act only in those instances which they identify as being important within their frame of reference, and they may decline to give opinions on matters referred to them by administrators on grounds of relative unimportance. Their particular concerns shall be: generating guidelines for planning activities and for the measurement of excellence to be used in their own work and in the work of other units of the University; the identification of instances where academic planning seems to be inadequate; and the identification of cases where actual or proposed decisions by deans or other administrators appear to conflict with the goals and priorities of the responsibility centers and of the University. In cases where inadequate or conflicting planning has been identified, representations will be made to the appropriate administrators in an attempt to solve the problem. Failing this, a report will be made to the appropriate faculty body or bodies. The University's proposed Educational Planning Committee shall be primarily concerned with decisions having effects that reach across the boundaries of responsibility centers; with the planning of such general research facilities as the libraries, the computer center, and the language laboratory; with the planning of educational enterprises often considered to be outside the principal University structure, such as continuing education and living-learning groups; with allocations at the level of the responsibility center; and with the procedures that are used by the University administration in making, eliciting, or effecting its decisions. However, on its own initiative, as well as at the request of the administration, the Committee may review any current policies in its own domain.

VII. The ongoing planning work of the departments and programs, the schools, and other responsibility centers and the offices of the Provost and the President should each at their respective levels establish a record of decisions and performance appropriate to subsequent audit and monitoring of specific events, when they may become necessary, and adequate for administratively checking performance against proposals as the development of programs proceeds. In general, these materials should not be circulated or reviewed in full, but their availability should be administratively guaranteed. In the event that the information alluded to above should not be available when requested by the proposed Educational Planning Committee, this fact shall be reported by the Committee to the Senate Advisory Committee and the Steering Committee of the University Council with the request that they investigate the matter.

VIII. Particular judgments under the foregoing general procedures require the formulation of appropriate targets and

priorities. Schools and responsibility centers have recently attempted to formulate these with reference to the University's fund-raising campaign. These formulations are, of course incomplete and are primarily oriented to capital investments. Nevertheless, a process has been initiated which should continue, and which should be fostered and monitored by the appropriate administrators. Meanwhile, it would be desirable if such a set of priorities could be articulated for the University as a whole, building upon work already accomplished. Since our proposals place the planning activity primarily in the administration, we recommend that the Associate Provost for Academic Planning be charged with preparing a basic document on this topic and submitting it for discussion by other administrators and by the appropriate faculty committees.

IX. To sum up, the following specific recommendations are offered:

1. That each department or program have a mechanism to insure continuous and widespread participation by students and faculty in planning for activities in their areas of expertise (see II above.)
2. That each responsibility center have a planning or advisory committee to function as indicated in III above.
3. That a new committee of the Council, to be called the Educational Planning Committee, be created to replace the present Academic Planning Committee and the present Educational Policy Committee. This committee shall consist of about ten faculty members and three students (one undergraduate, one graduate, and one from the professional schools), who shall be nominated by the Senate Advisory Committee to the Steering Committee of the Council; and, in addition, two administrators to be appointed by the President. The Associate Provost for Academic Planning shall be a member *ex officio*. The members will normally serve a three-year term (except that the initial group, to be drawn from members of the present Academic Planning Committee and Educational Policy Committee will serve terms of varying length—one, two, and three years—in order to insure continuity). The duties of the Educational Planning Committee shall be as indicated in IV, V, VI, and VII above. Its Chairman, who shall be appointed annually by the Steering Committee of the Council, shall be a regular member of the Budget Committee. The Educational Planning Committee shall make an annual report of its activities to the University Council.
4. That the Associate Provost for Academic Planning be charged with preparing a statement of the educational priorities of the University from the point of view of the central administration to serve as a guide for planning at all levels, and, in particular, for the operations of the proposed Educational Planning Committee (see VIII above).

Joint Senate Committee on Administration

From the Committee on Administration

Clifton C. Cherpak (Romance Languages), Chairman
James W. Lash (Anatomy)
Barbara J. Lowery (Nursing)
Robert E. A. Palmer (Classical Studies)
Richard L. Rowan (Industry)
ex officio: Ralph D. Amado (Physics), Faculty Senate Chairman
Robert F. Lucid (English), Faculty Senate Chairman-Elect

From the Academic Planning Committee

David Freed (Graduate Student in Philosophy)
Britton Harris (City & Regional Planning)
Julius Wishner (Psychology)

From the Educational Policy Committee of Council

Helen C. Davies (Microbiology)
Nancy L. Geller (Statistics)
Ward H. Goodenough (Anthropology) (fall term)

FINAL EXAMS: MAY 10—15

Faculty members are asked to announce to their classes that the final exam period for the spring term is *May 10 through May 15*, as announced by Registrar Douglas Dickson. Students in some schools may have been misinformed, Mr. Dickson said, because of other dates that were used during discussion of the "energy calendar." The May 10-15 dates are firm, he said, and need to be as widely disseminated as possible to counteract any possible misapprehension.

SCHEDULES DURING SPRING BREAK

Not everybody breaks for Spring Break. Though all but three academic programs take the recess March 20 through 28, most administrative units conduct business-as-usual and many campus services just shorten their hours while the campus population is down. For those who stay behind, a glance at the following guide to key services will help prevent wasted trips to facilities that have changed hours or closed down altogether during the break.

All units return to normal hours March 29. The academic programs not taking the March 20 break are Wharton Graduate Division and the Schools of Medicine and Veterinary Medicine.

BOOKSTORE: Open Saturday, March 20, 10 a.m. to 5 p.m.; Monday, March 22, through Friday, March 26, 9:30 a.m. to 5 p.m.; Closed Saturday, March 27.

CAMPUS BUS: Regular schedule.

DINING SERVICE: Closed with two exceptions: *Class of 1920 Commons*, open Monday through Friday, breakfast, 8 to 9 a.m., lunch, 11 a.m. to 1:30 p.m., dinner, 5 to 6 p.m. *Houston Hall Snack Bar*, Monday, March 22, through Friday, March 26, 8 a.m. to 2:30 p.m.

FACULTY CLUB: Open at lunch (with china service in the cafeteria). Closed for dinner except for special functions. Regular hours in the cocktail lounge.

HOUSTON HALL: *Barber Shop, Post Office, Copy Center* on regular schedule. *Game Room:* March 19, 10 a.m. to 4 p.m.; March 22-26, 10 a.m. to 3:30 p.m.; closed both weekends. Check cashing: March 19, 10:30 a.m. to 4 p.m.; March 22-26, 10:30 a.m. to 3:30 p.m. *Rathskeller*, regular schedule except March 23 and 24 when it closes at midnight. *Candy Shoppe* closes Friday, March 19, at 4 p.m. for the vacation.

LIBRARIES: *Van Pelt Library* hours: March 19, 8:45 a.m. to 5 p.m.; March 20, 10 a.m. to 6 p.m.; March 21, closed; March 22-26, 9 a.m. to 5 p.m.; March 27, 10 a.m. to 6 p.m.; March 28, closed. *Rosengarten Reserve*, same schedule except Sunday, March 28, when it opens from noon to 2 a.m. Schedule remains unchanged at the *Veterinary School, Medical School and Lippincott Libraries*. At the *Biology, Chemistry, Fels, Fine Arts, Math-Physics-Astronomy, Moore, Music, Penniman, Psychology* and *Towne Libraries*, the following hours: March 19, 22-26, 9 a.m. to 5 p.m.; closed both weekends. *Annenberg:* March 20, 21 and 27, closed; March 22-26, 9 a.m. to 5 p.m.; March 28, 1 to 9 p.m. *Biddle Law:* March 21, closed; March 22-26, 9 a.m. to 9 p.m.; March 27, 9 a.m. to 5 p.m.; March 28, return to regular hours. *Dental School:* March 19, 22-25, 9 a.m. to 5 p.m.; March 20, 21, 26-28, closed. *Museum:* March 20, 9:30 a.m. to 12:45 p.m.; March 21, 22, closed; March 23-26, 9:30 a.m. to 4:45 p.m.; March 27, 9:30 a.m. to 12:45 p.m.; March 28, closed. *Social Work:* March 20, 12:30 to 5 p.m.; March 22-26, 9 a.m. to 5 p.m.; March 27, 12:30 to 5 p.m.; closed both Sundays.

RECREATION: Hutchinson Gym open Monday, March 22, through Friday, March 26, noon to 7 p.m.; Saturday and Sunday, March 27 and 28, noon to 5 p.m. Gimbel Gym is closed.

ALMANAC: No issue March 23; office open as usual. March 30 issue will have as a supplement the President's five year report.

The Personnel Benefits Committee chaired by Dr. Daniel Halperin prepared the following guide for faculty and staff.

A Summary of Health Benefits

All University employees recently received a folder of booklets describing the personnel benefits available to us. Included among those booklets was a description prepared by Blue Cross-Blue Shield of the Health Benefits program, Blue Cross (Co-Pay Preferred), Blue Shield (Medical Surgical Plan "B") and Major Medical.

Ideally, we should all read and fully understand the details of the booklet. Otherwise, it is impossible to obtain full utilization of the benefits, which as you should know were substantially improved effective August 1, 1975. This summary is not intended as a substitute for reading the booklet, but it does present highlights of the program so that you will recognize when you may be entitled to a payment and, perhaps, will find some of the technical language of the booklet easier to understand. This summary does not describe the 65-Special plans utilized by those eligible for Medicare.

Coverage

The Health Benefits Program is made available to all full-time employees of the University. The employee's spouse, unmarried children under age 19 and unmarried dependent children up to age 23 who are full-time students are eligible for enrollment. After six months of service, the University pays for individual coverage, and at the option of the employee will pay for family coverage if the employee elects to pay for his or her own life insurance coverage. For those who choose to forego the basic Blue Cross-Blue Shield coverage, the University will pay for family Major Medical, plus life insurance. Qualified part-time employees are eligible to join the program at their own expense.

The coverage is in three pieces: Blue Cross, Blue Shield and Major Medical. As you know, Blue Cross (which covers hospital costs) tends to cover the full costs of hospital stays (subject to a low co-payment). Blue Shield (Plan B), on the other hand, has a schedule of allowances which fixes limits on payments that in most cases will be significantly below the actual doctor's charge. However, it is expected that the Major Medical policy will step in and provide coverage for most excess costs. It is important to you to recognize that the deductible under the Major Medical policy, for those who are enrolled in the basic plan, has been significantly reduced (\$100 per family per calendar year) and thus can be of benefit to you even if you have not suffered a medical catastrophe. It may perhaps provide coverage of relatively normal expenditures.

Some people may desire more complete coverage under the basic Blue Shield part of the program. Thus Blue Shield offers a policy under which participating physicians agree to accept Blue Shield's payment in full discharge of the patient's obligation. HUP has recently changed to this policy for its employees. Such improvements, of course, cost money which many feel can be better spent on other forms of compensation as long as 80% of most expenses over a small deductible are covered under Major Medical. It is clearly serious, however, if there are significant gaps in the Major Medical coverage, and we urge anyone who sees such gaps or who has been unable to obtain payment for his or her expenses to bring such situations to the attention of the Personnel Benefits Committee. The Committee also welcomes comments on the question of improvements to the basic Blue Shield policy.

Record Keeping

Major Medical benefits are not paid directly to the provider of services but must be claimed by you within specified time limits (see p. 26 of the booklet). This requires you to keep proper records of all costs, including invoices for prescription drugs.

You can avoid hassles by learning how to fill out the claim form to Blue

Claims may be submitted at any time during the year once the deductible is satisfied. If you submit additional claims during the same year, Blue Cross requires a new form to be sent in to accompany each additional claim. Blue Cross also requires a separate claim for each patient and will not accept lumping of charges to all family members. Perhaps most important to keep in mind is that checks are not acceptable as proof. ***You must submit an actual itemized bill.*** See the instructions on the back of the claim form for examples of acceptable itemized bills.

Most of us are familiar with the way this operates, but the following should be noted:

Maternity, dental surgery, tonsils, mental disorders, drug addiction and alcoholism are subject to special restrictions. (See pages 8-9 of the booklet.) The benefits for mental or nervous disorders and drugs or alcoholism are more generous than they were under the old contract.

Anesthesia is paid for in full only when it is administered by a salaried hospital employee (see p. 7 of your booklet), which would ordinarily not be the case. More usually, anesthesia would be covered only under Blue Shield (see p. 16), where there is a maximum of \$72 or 20% of the surgical

Outpatient Services (pp. 9-10) include a new benefit for medical emergencies as well as treatment of accidental injury, minor surgery and radiation therapy. Pathological examinations have been added to the outpatient diagnostic services covered in the new plan.

Diagnostic study is paid for on an inpatient (if hospitalization is required) (p. 9) or outpatient (p. 10) basis when required for the diagnosis of a *definite* symptomatic condition of disease or injury but not when it is part of a general check-up.

Outpatient hospital services are paid for in full, subject to a co-payment of \$5 (applicable only once for procedures performed in any four-day period). However, when diagnostic services are performed and billed for by a doctor, they are subject to both a co-payment and the fee schedule of the Blue Shield policy which provides a limit on how much will be paid for any particular test (see p. 19 of the booklet).

The diagnostic coverage represents a substantial improvement over the old policy which did not cover inpatient diagnostic study and covered a lesser number of outpatient tests subject to an annual maximum of \$75 per subscriber.

All payments are limited by a fee schedule which is listed in part on p. 19 of the booklet.

Surgical benefits and services of the doctor when you are admitted to a hospital for nonsurgical cases are described on pp. 13-14. You should note the special restrictions on dental surgery, obstetrics and treatment of mental disorders. Diagnostic services and anesthesiology have been described above.

Home and office medical visits are covered in only limited circumstances—total disability of the employee (p. 15).

Inpatient hospital costs for maternity may be paid for in full, provided the waiting period described on p. 8 is satisfied. There is also a limit to the hospital stay which will be covered, six days in the case of a normal pregnancy.

The Blue Shield plan pays up to \$90 of the doctor's charge for delivery in or out of the hospital. Pre- and post-natal care is not covered by the Blue Cross-Blue Shield policy when the individual is not a bed-patient. However, the doctor's charges for outpatient, pre-natal and post-natal care *can* be claimed under the Major Medical program subject to the deductible, hereafter explained.

The Deductible: Beginning in 1976,* the deductible is \$100 of out-of-pocket costs for *Covered Medical Expenses*. The deductible is based on costs *incurred* (not paid) in a calendar year. This means you must keep track of costs on the basis of the date services are rendered, not when you write your check. Neither payments made by Blue Cross-Blue Shield under the basic plan nor the co-payments required under such plans count toward the deductible.

If in the last three months of a year you incur costs which are not paid because they do not, together with the other costs for the year, exceed the deductible, such costs can be credited against the deductible for the next year. For example, suppose in 1976 you receive no payment from Major Medical because your total out-of-pocket costs for Covered Medical Expenses are \$75, of which \$40 was for services rendered between October and December. This means the \$100 deductible for 1977 will be satisfied after only \$60 of additional costs.

Co-Payment—The plan pays 80% of covered expenses over \$100 and 100% of expenses for one person in excess of \$10,000. (For special limits on coverage for mental illness, see pp. 21-22.) This means that your total out-of-pocket costs for Covered Medical Expenses for any one person cannot exceed \$2100 in any calendar year. (\$100 + 20% of \$10,000). There is however, a lifetime maximum of \$250,000 of Major Medical benefits per person which can be renewed only upon evidence of good health.

Covered Expenses—The definition of a covered expense is crucial and special attention should be paid to any exclusion.

Covered expenses include "reasonable, necessary and customary

*If you have questions concerning the deductible for 1975 and earlier years, consult the benefits office.

A NEW CLAIM FORM IS REQUIRED EACH TIME A CLAIM IS FILED

→ Please Read and Follow Instructions on Reverse Side ←

Blue Cross of Greater Philadelphia

MAJOR MEDICAL CLAIM FORM

1333 CHESTNUT STREET, PHILADELPHIA, PA. 19107

SERVICE OFFICE FOR BOTH PLANS

Blue
Shield

I furnish the following information in order to enable Blue Cross Blue Shield to pay this claim, and I certify that such information is true and correct and that all the expenses were actually incurred by the patient mentioned below.

IDENT. NO. (CERT. OR AGR. NO.)									

GROUP NO.

Date _____

Signed (Applicant/Subscriber)

Name of Patient _____ Date of Birth _____ Sex ☐ Male ☐ Female

Relationship of Patient _____
To Subscriber ☐ Self ☐ Spouse ☐ Child
If patient's last name is different from Subscriber, explain relationship _____

Name of Subscriber _____

Address _____ Telephone No. _____

City _____ State _____ Zip Code _____

Employer's Name _____ Employer's Street Address _____

City _____ State _____ Zip Code _____

1. Is patient covered under any other health benefits plan held by reason of law or employment? ☐ Yes ☐ No
If "Yes," complete the remainder of this section

Name of insuring company _____ Address _____

Name of policy holder _____

Relationship of patient to policy holder ☐ Self ☐ Spouse ☐ Child Type of coverage (Self, Two Persons, Family, etc.) _____

Identification number of other coverage _____ Effective date of coverage _____ Month / Day / Year

2. Was the treatment the result of accidental injury? ☐ Yes ☐ No If "Yes," give date of accident _____ Month / Day / Year

Nature of accident _____ Did it occur while working? ☐ Yes ☐ No

3. Enter diagnosis or describe the illness or injury requiring treatment _____

When did this illness begin _____ 19____

4. Was patient absent from work due to the illness listed in No. 3? ☐ Yes ☐ No If "Yes," please list date of absence from work _____

5. If the patient is a dependent over 19 years of age, and is attending school full-time, please give the name and address of the school _____

6. To be completed regardless of age of patient (see reverse side No. 14 for instructions)

Is the patient entitled to benefits under Medicare Hospital Insurance (Part A)? ☐ Yes ☐ No

Is the patient entitled to benefits under Medicare Medical Insurance (Part B)? ☐ Yes ☐ No

If "Yes," give effective date of enrollment (from Medicare ID card) _____

Month / Day / Year
☐ Yes ☐ No
☐ Yes ☐ No
Month / Day / Year

If you had a different B.C. identification number before you became eligible for Medicare, enter that number together with the number indicated above, please give that number _____

B2B-12-14

charges" for a particular specialty in a particular geographical area.

Subject to the deductible and co-payment, it is apparently intended to cover the entire fee of a physician for a particular procedure unless his charge is in excess of the 90th percentile of the amounts billed for that procedure by physicians in his specialty in that geographic area.

Even though major medical coverage is on the "reasonable, necessary and customary" basis, University employees may find themselves paying significant proportions of the physicians' fees for certain procedures. This is due to the fact that the basic surgical coverage is on a scheduled basis (i.e., payments are made in predetermined amounts for each procedure, regardless of the actual amount billed and regardless of the usual charge for that procedure).

To illustrate this figure of the plan, consider the following purely hypothetical example: Ed Employee has an operation for repair of his broken arm. The Blue Shield surgical schedule pays \$100 for that procedure. His physician charges \$200 and the 90th percentile charge for that operation in that geographical area is \$180. Assuming that Ed has met the major medical deductible and that his total medical expenses for the year are significantly less than \$10,000, his share of the bill will be \$36. That figure represents 20% of the difference between the allowable physician's charge (\$180) and the amount paid by the basic plan (\$100) plus the non-allowable portion of the physician's fee (\$20).

As stated above, coverage is available from Blue Cross-Blue Shield which places the basic surgical payments on a "reasonable, necessary and customary" basis. The Personnel Benefits Committee is currently considering the costs and benefits of modifying the health insurance package to include this type of coverage.

Turning to specific items, covered expenses include cost of blood, anesthesia, prescription drugs (in or out of a hospital) and private duty nurses when certified by the doctor as medically necessary (see p. 23).

Diagnostic study is *not* covered unless a specific disease is revealed or a definite symptom was present. Thus, a routine medical examination which fails to reveal any disease and which was not in response to a definite system is not covered. Other exclusions (detailed on pp. 23-25) include most dental care, eyeglasses or hearing aids, transportation (except ambulance service to the first hospital where treatment is given) and charges for accommodation in excess of the highest semi-private costs.

CHAIRPERSON: RELIGIOUS THOUGHT

We seek an outstanding, published scholar to lead the Department of Religious Thought. Appointment as full Professor. Salary negotiable.

The position will be open from July 1, 1976. However, distinguished candidates available only from July 1, 1977 are encouraged to apply.

Respond by April 1, 1976 to:

E. Digby Baltzell
116 College Hall (CO)
(Telephone: Ext. 7676)

An Equal Opportunity/Affirmative Action Employer

OPENINGS

Under new procedures announced in Almanac February 17, openings in the University can be listed only after position review in the President's Office. Following are the positions now eligible to be filled. (Dates in parentheses refer to dates of issues in which full job description last appeared.)

UNIVERSITY EMPLOYEES interested in these positions should call the Personnel Department, Ext. 7285, for appointments.

ADMINISTRATIVE/PROFESSIONAL

ASSISTANT DIRECTOR OF STUDENT FINANCIAL AID to manage 13 student agencies, including laundry; magazine; newspaper; dry cleaning; publications; student snack and ticket sales. Responsible for the appointment and termination of students (where appropriate and required); responsible for the agencies' financial administration, books of record and capital expenditures. Actively promotes the activities of new and existing agencies, including the student relations aspects of these

agencies; solicits job opportunities for job referral for student body from outside employers; establishes and maintains the systems and procedures of the student employment section; communicates to the assistant directors the information on the available job openings which may be awarded to students as "work award scholarships"; prepares all required reports relevant to the student agencies and the student employment section of the office. Supervises three to five graduate assistants. **Qualifications:** Graduation from a recognized college or university; graduate study in administration and counseling desired. Should be, or become, familiar with the techniques of securing employment for students; must be familiar with the principles and techniques of personnel and business administration and financial aid administration; must be familiar with basic accounting methods and financial record-keeping. Business experience in personnel administration or student affairs administration preferred. \$10,675-\$13,275.

JUNIOR RESEARCH SPECIALIST I to carry out experiments in a semi-independent manner designed by laboratory chief, using all standard spectrophotometric techniques: high speed centrifuges, chromatographic and electrophoretic procedures, enzymatic assays, etc. Supervision of office technicians. **Qualifications:** B.S. or B.A., several years of training in a laboratory where similar procedures were used. \$8,075-\$10,050.

JUNIOR RESEARCH SPECIALIST I to do routine lab ordering, handling of laboratory animals. Isolation and characterization of muscle membrane by differential and gradient centrifugation. Gel electrophoresis of proteins, binding assays, enzyme assays, protein determinations, isotopic labeling characteristics and spectrophotometric gel scanning of above preparation. **Qualifications:** General biochemical background, including experience with as many as possible of above listed duties. Two or more years experience in a biochemistry or subcellular fractionation laboratory, preferably as a technician. \$8,075-\$10,050.

JUNIOR RESEARCH SPECIALIST I to prepare specimens of electron microscopy with special chemical reactions. Preparation of specimen for histochemistry. Photography of slides, filing, ordering supplies and chemicals. **Qualifications:** College degree in chemistry. Electron microscopic training is desirable. Good coordination, extreme patience and diligence and good knowledge of chemistry. \$8,075-\$10,050.

SUPPORT STAFF

DATA CONTROL CLERK (3/2/76).

ELECTRONICS TECHNICIAN II for wiring and interfacing to laboratory computer, a group of spectrophotometric instruments. Laboratory computer program. Setting up, aligning, testing optical and electro-optical components of spectrometers. Optical and electronic maintenance and development of above equipment. Some involvement in biomedical work with these instruments. Handles sophisticated design problems in consultation with design engineers of Institute of Neurological Sciences. **Qualifications:** Practical experience with electronic circuits (professional or hobby); basic geometrical and wave optics course; some further general physics background useful. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN II (3/9/76).

RESEARCH LABORATORY TECHNICIAN III to prepare enzymes and proteins from rabbit muscle. Use of spectrophotometers of all types; use of high speed centrifuges, enzyme assays; work with radioisotopes, gel electrophoresis, column chromatography. Laboratory administration. **Qualifications:** B.A. or B.S. degree required. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III (3/9/76).

RESEARCH LABORATORY TECHNICIAN III to attend to bacterial cultures and perform chromatographic analyses of culture and body fluids. **Qualifications:** Should know how to handle bacterial cultures and have some familiarity with biochemical techniques. Should have B.S. or B.A. degree with biology or chemistry major and some experience with techniques cited, if possible. Independent work habits required. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III to perform or be responsible for varied and usually complex laboratory analyses; assist investigator in advanced research lab procedures. Perform lab experiments through operation of electronic equipment. Study and test new procedures and analyses. Prepare reagents and other media as needed; prepare reports as required; keep records and test results; supervise other laboratory personnel. Other duties as assigned. **Qualifications:** Graduation from an approved college or university with science major in microbiology, biology, bacteriology or related field with two years in

chemistry and experience as a research laboratory technician. \$7,900-\$9,450.

SECRETARY II (2) (3/2/76). STEAM OPERATORS (4) (3/2/76).
SECRETARY III (3) (3/2/76). WELDER BURNER (2/10/76).

THE EXHIBIT: MARCH 24

From the archives and vaults of twelve local colleges and universities come the rare documents and artifacts that make up *Learning, Revolution and Democracy*, the key intellectual exhibit of the Philadelphia Bicentennial. Starting with the University of Pennsylvania it traces the evolution of higher education and its role in a new kind of nation. The display opens March 24 on the mezzanine at Penn Mutual Tower, 510 Walnut Street, and remains through December: 9 to 6 Mondays through Saturdays at \$1 for adults, 50 cents for children.

THINGS TO DO

LECTURES

Sick of working? *Adrienne Astolphi*, director of the hospital and health care sector of the National Commission on Productivity and Work Quality, may address your concern March 18 at 4:30 p.m. in the auditorium of the Leonard Davis Institute, Colonial Penn Center. The talk is part of a colloquium sponsored by the Health Care Committee.

Richard Ellmann discusses *The Politics of James Joyce* at the second program of the spring Leon Lecture Bicentennial Series March 18 at 3 p.m. in Room B-1 of the Graduate School of Fine Arts Building. The American scholar turned Goldsmiths Professor of English Literature at Oxford is the author of the award-winning biography *James Joyce*, and has edited two volumes of Joyce's letters.

Hope Camp, counselor for international operations for Sears, Roebuck and Company, lectures in the Third World Speaker Series sponsored by the Multinational Enterprise Unit on March 18, 3 p.m. in Vance Hall.

The Making of a City, a 12-part series on WHYY-TV, Channel 12, concludes with two programs featuring Dr. Russell Ackoff, Silberman Professor of Systems Science. At 8 p.m. on March 18, his topic is freedom in the contemporary urban setting; on March 25 he reviews urban philosophy.

Stalking the *Windowsill Bromeliad*, Clair Altland lectures on these vase sculptures on March 20 and 27 at 10 a.m. at the Morris Arboretum; \$10 for both talks.

David Crownover, executive secretary of the University Museum, lectures on *African Art* in the Rainey Auditorium of the Museum at 3 p.m. March 24.

Two scholars view the victims of American colonization in *Indians of the Thirteen Original Colonies*. John Witthoft, associate professor of anthropology, discusses the pre-colonial period March 24 and William Fenton, Distinguished Professor of Anthropology at the State University of New York, takes up the colonial period March 31 at 5:30 p.m. in the Rainey Auditorium; cocktails follow. \$4 per lecture, \$11 for these two plus April 7's panel discussion on *Indians in the U.S. Today*.

Jerome I. Levinson of the Senate Foreign Relations Committee on Multinationals, speaks in the Third World Speaker Series, 3 p.m. March 24 in Vance Hall.

Nutritional Problems of Cancer Patients: Dr. Maurice E. Shils speaks in the library of the Monell Chemical Senses Center, March 25 at 2 p.m.

Peter Engel of Helena Rubinstein discusses the beauty business at the Wharton Graduate Student Services Program 4:30 p.m., March 29, in Vance Hall.

The Annenberg School Colloquium Series continues. The March 29 draw is Akiba Cohen on *Communication Functions of Illustrators*. Cohen is a lecturer in communication at Hebrew University in Jerusalem. 4 p.m.

From Peter to Alexander, Dr. Walter Pintner of Cornell tries to figure out *Who Ran Russia?* in a lecture subtitled "The Social History of Russian Officialdom (1700-1860)." Franklin Room of Houston Hall at 4 p.m. March 29, sponsored by the Soviet Cultural Studies Module.

The Outsiders: Red and Black Perspectives on the American Revolution by UCLA History Professor Gary Nash is the March 30 spring Bicentennial College Lecture. 4:15 p.m.; at Houston Hall.

Walter Simon of the Industry Cooperative Program of the United Nations, lectures at 3 p.m. March 31 as part of the Third World Speaker Series. Room B-6 Vance Hall.

The Women's Faculty Club meets March 31 at noon to hear Dr. Barbara Kirshenblatt-Gimblett, associate professor of folklore and folklife, on *Children's Folklore*. Bring a sandwich; coffee, tea and fruit are 50c. Rooms 151-52 of the Vet School's Gladys Rosenthal Building. Reservations by March 29: Dr. Adelaide M. Delluva, Ext. 7866.

Sculptor George Segal speaks with slides: *Work and Ideas* is scheduled for 8:30 p.m. March 31, in the auditorium of the Fine Arts Building. The Institute of Contemporary Art and the Leon Lecture Series sponsor Segal's talk in conjunction with his ICA exhibit "Environments."

Was there *Life at Gordion in 700 B.C.*? If so, how much? Dr. Keith DeVries, associate curator of the Mediterranean section at the Museum speaks in Rainey Auditorium March 31 at 3 p.m.

FILM

Before spring vacation there are two at the C.A.: *Women Four Films* at 8 p.m. March 17 and *Harold and Maude*, 7:30 and 9:30 p.m. March 18. Tickets: \$1.

Wilde and Wilderness: An Alaskan Indian boy searches for his father in *Wilderness Journey*, Saturday, March 20, at 10:30 a.m. in the University Museum's Harrison Auditorium. *The Importance of Being Ernest* runs the following day at 2:30 p.m., same place.

Films from the Chinese mainland presented by the Chinese Alumni and Students Association play on March 27 at 2 p.m. in the Museum's Harrison Auditorium. Admission by donation.

The Museum shows *The Railway Children*, March 27 at 10:30 a.m. and the classic western *Red River*, March 28 at 2:30 p.m. Both films take place in the Harrison Auditorium.

Filmmakers in the Annenberg Documentary Series become psychoanalysts of themselves and their families in *Living with Peter, Nana, Mom and Me* and *Old Fashioned Woman*, Wednesday, March 31, at 4 and 7 p.m. Annenberg Studio Theatre.

MUSIC

The big-band sound of the *Penn Jazz Ensemble* comes to the Foxhole Thursday, March 18, at 9 p.m. Admission: \$2.

Folk musicians *Mary McCaslin* and *Jim Ringer* perform Sunday, March 21, at 8 p.m. in the C.A. auditorium. Tickets: \$2.50 in advance at Houston Hall or the Free People's Store (43rd and Locust); \$3 at the door.

Renaissance, baroque and contemporary choral music fill St. Mary's Church on Locust Walk when the *University of Florida Chamber Singers* appear on Thursday, March 25, at 8 p.m.

EXHIBITS

Croatian costumes, musical instruments and ancient icons are on display during *Croatian Days*, March 17-21, sponsored by the Croatian Cultural Society, Philadelphia '76 and the National Cultures Center, in the University Museum's Sharpe Gallery. Open free during Museum hours. For an evening of Croatian folk dancing and music: Croatian Folk Ensembles of Philadelphia and New York and the Croatian Orchestra of New York perform in the Museum's Harrison Auditorium, March 20 at 8 p.m. Admission: \$2.

The *Philadelphia Guild of Handweavers* shows its wares in the University Museum's Sharpe and Mosaic galleries. Open during regular Museum hours March 23 through May 2.

MIXED BAG

Celebrate the *Greek Revolution of 1821* with songs by the Laiki Horodia and dancing by the Terpsichoreans on Sunday, March 21, at 7:30 p.m. in Hopkinson Hall of International House. Sponsored by the Hellenic Student Association. Donation \$4, \$2 for students.

Take a treasure hunt Saturday, March 27, at 11 a.m. in the University Museum. The University City Arts League convinced David Crownover, executive secretary, to lead visitors *Behind the Scenes at the University Museum* beginning at the Kress Gallery.

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