

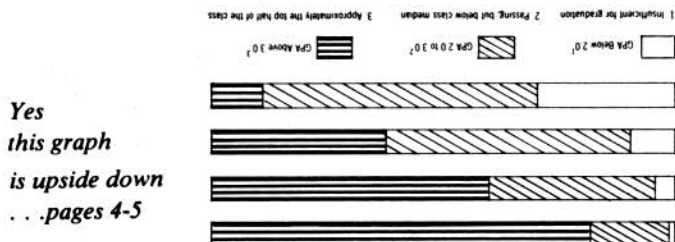
Almanac

Volume 22, Number 34

May 18, 1976

Published Weekly by the University of Pennsylvania

- LETTERS: *Graduate Education* (Lloyd; Rosner)
- Faculty & Staff: *Lunch at Stouffer* (Jacobs)
- On Tenure Rules and Faculty Classification (Stellar)
- COUNCIL: *Admissions, Planning, Tuition, Racial Data*
- *Salary Equity Among Administrators* (Assembly)
- OPENINGS • THINGS TO DO



GUTHRIE GIFT: CHAIR IN SURGERY

Emily Baker Guthrie has donated \$1 million to endow a chair in surgery in memory of her late husband, Dr. Donald Guthrie, who served as associate professor in the Graduate School of Medicine from 1938 until his death in 1958, and as clinical professor of surgery from 1950 to 1954. He also practiced at Packer General Hospital in Sayre, Pa., where he was surgeon-in-chief and where he established the Guthrie Clinic for diagnostic services.

The endowment of the Guthrie Professorship is a part of the Program for the Eighties's goal of raising \$255 million, of which \$30.5 million is earmarked for faculty development.

MacFARLANE GIFT: MEDICAL STUDENT LOANS

The estate of Louise MacFarlane has donated a \$300,000 bequest toward the establishment of a loan fund for medical students at the University. The gift commemorates William W. and Mary Harper MacFarlane, the parents of Louise MacFarlane, who had been superintendent of nurses at Chester Hospital.

Miss MacFarlane, who died in 1974, had also been active in the Red Cross, for which she received in 1952 a special citation from President Truman.

HONORARY DEGREES: ARCHITECTURE

Three distinguished architectural historians and critics—in Philadelphia to attend the annual meeting of the Society of Architectural Historians—will receive honorary doctor of fine arts degrees from the University at a special Bicentennial convocation on May 19. They are:

Henry Russell Hitchcock, author of *Architecture: 19th and 20th Centuries* and *Victorian Architecture in Britain*, and adjunct professor of fine arts at New York University;

Ada Louise Huxtable, former architecture critic and current editorial board member of *The New York Times*; author of *Pier Luigi Nervi* and *Classic New York*;

Sir Nikolaus Pevsner, emeritus professor of the history of art at Birkbeck College of the University of London, and editor of the Pelican history of art book series;

President Martin Meyerson will confer the degrees in a ceremony at 8 p.m. in the Rainey Auditorium of the University Museum.

GISCARD CEREMONY: 2:30

Although the honorary degree for French President Giscard d'Estaing will be given at 3:30 tomorrow as noted last week, invited guests must arrive for the start of the General Assembly meeting, 2:30 p.m.

HONORS

AAAS MEMBERS: SEVEN FROM PENN

Seven members of the University's scholarly community were elected to membership in the American Academy of Arts and Sciences, the learned group established in 1780 by John Adams. Penn's newest members are:

Dr. Robert H. Dyson, Jr., professor of anthropology;
Dorothea Jameson Hurvich, University Professor of Psychology;

Dr. Leo M. Hurvich, professor of psychology;

Dr. William Labov, professor of linguistics;

Dr. Ruth Patrick, professor of biology and curator in limnology;

Dr. Henry Primakoff, Donner Professor of Physics;

Dr. Annemarie Weber, professor of biochemistry.

ACLS FELLOWSHIPS: SEVEN THERE, TOO

The American Council of Learned Societies awarded seven of its 97 fellowships this year to Penn faculty members. Six are recipients of postdoctoral research grants:

Dr. David H. Friedman, assistant professor of the history of art; Florentine town foundation, 1299-1350;

Dr. Michael Friedman, assistant professor of philosophy; foundations of space-time theories;

Dr. John W. Hill, assistant professor of music; the oratorio tradition in 17th- and 18th-century Florence;

Dr. Michael H. Jameson, professor of classical studies; origins and development of the Greek city-state;

Dr. Nell I. Painter, assistant professor of history; American views of Blacks and mulattoes, 1890-1920;

Dr. Andrew T. Scull, assistant professor of sociology; training in historical research.

In addition, Assistant Professor of Economics Dr. Donald W. Green received a grant from the ACLS and the Social Science Research Council for a study of the macroeconomic role of the annual plan in the determination of investment, capital formation, and production in the Soviet Union.

HONORS IN BRIEF

Dr. Neil Cherniack, professor of medicine; Dr. Howard Goldfine, associate professor of microbiology; and Dr. Nicholas Gonatas, professor of pathology, have all received Faculty Scholar Awards from the Josiah Macy, Jr., Foundation. Dr. Cherniack will pursue a neurophysiology project at the Nobel Institute for Neurophysiology in Stockholm. Dr. Goldfine will study the biochemistry of cancer cell surfaces at the Imperial Cancer Research Fund Laboratories in London, and Dr. Gonatas will study immunocytochemistry-neuroimmunology at the Pasteur Institute in Paris.

Dr. David DeLaura, professor of English, has been elected to the executive committee of the Modern Language Association of America.

Dr. Benjamin Hammond, professor and chairman of microbiology, was elected vice-president of the American Association for Dental Research.

Dr. Arnost Kleinzeller, professor of physiology, has been

appointed to a three-year term as secretary of the U.S. National Committee for the International Union of Physiological Sciences.

Richard F. Wernick, associate professor of music, received a music award from the American Academy of Arts and Letters and the National Institute of Arts and Letters.

Dr. Gail Zivin, assistant professor of communications, received a research grant award from the Harry Frank Guggenheim Foundation for a project on developmental changes in a specific signal system.

More HONORS are set in type and will run next Tuesday, in *Almanac's* last regular weekly issue. We will publish only as needed in the summer months.

LETTERS

DR. LLOYD REPORTS

In view of the complexity of the entire problem of the structure of graduate education, it is not surprising that some errors crept into the *Almanac* report of the Senate debate; in view of the importance of the issue, it is perhaps worth some space to clarify the conflicting points of view.

First of all, it is misleading to state that I proposed to "turn over the Ph.D. to the individual schools with oversight by the deans acting as a body." I did mention somewhat peripherally a Council of Graduate Deans, solely because such a body was included in the SAC resolution, and I could see no harm—and perhaps some good—in retaining it. The principal oversight function should reside, however, in an elected Graduate Council, as in the SAC resolution (though hopefully a considerably smaller one; despite the arguments of Dr. Crockett in her letter to the last *Almanac*, I am convinced that a council of 70 or so members is unwieldy).

In fact, the differences between my proposal and the SAC resolution are not so great as might appear from the heated debate. I merely seek to recognize the facts as they exist since the creation of the FAS: under its charter the FAS is responsible for both undergraduate and graduate education in the Arts and Sciences. The Dean and faculty of the FAS therefore already have the authority to operate the graduate programs in arts and sciences; it is only fair to grant the same authority to the other schools. A "Graduate Division of the Faculties", as proposed in the SAC resolution, is therefore either a fiction or, if it could somehow be given reality, an intrusion upon the authority of the FAS. The sole purpose of my proposal was to abolish this fiction and recognize the status quo. I never opposed the creation of a Graduate Council, as a monitoring, not a supervisory, body with the sole function of assisting the Vice-Provost for Graduate Studies and Research in maintaining some uniformity in standards. It seems to me of no great importance whether the Ph.D. degree is actually "awarded" by the individual schools or the Graduate Council, as what Dean Gregorian called a "symbolic body".

Incidentally, my recollection is that Dean Gregorian did not say that "Balkanization is no better than emasculation", but that "Balkanization is better than emasculation."

Finally, I should like to echo Dr. Crockett in commending Dr. Hobstetter for his offer to mediate the disagreements and bring this vital issue to a satisfactory conclusion.

—Albert L. Lloyd, Chairman
Department of Germanic Languages and Literatures

THE ROSNER REPORT

The writer of the following notes that he shares it with *Almanac* readers because of repeated references to a "Rosner Report" in these pages.

To: Dean Vartan Gregorian
From: Ad Hoc Committee on Graduate Affairs

The Ad Hoc Committee on Graduate Affairs met on Saturday, May 8, 1976, between 11 p.m. and 11:30 p.m. at Smokey Joe's. The ambient noise level and other distractions put some limits on the discussion. Nevertheless, the Committee reviewed in depth the problem which it had to confront: sex and the single graduate group. The majority of the Committee strongly recommended more of the former and less of the latter.

Respectfully submitted,
Burton S. Rosner, Chairman

This month the University Dining Service discontinued its a la carte lunch service at Stouffer Triangle, raising questions among A-3 staff members and those of affiliated hospitals whose staffs were using the facility at lunch. Following is the explanation the director distributed to non-contract consumers, explaining the change to full-meal service only. Starting in the fall, the meal charge will be \$2.50 at the door or \$2 per meal on purchase of a 25-meal booklet.

FACULTY/STAFF: LUNCH AT STOUTER

The objective of this letter is to explain the purpose behind our action changing from a la carte service to contract dining service with guest privileges. Your questions and comments are most welcome.

Our primary mission is to serve the students who attend the University of Pennsylvania. The primary service we provide to our students is contract meal service. In addition, the department offers a la carte and catering service whenever these services are supportive to and do not detract from our primary mission.

With a growing student population we find that more students are purchasing meal contracts and that our practice of having an a la carte lunch line forced many of these student consumers to wait in long lines during lunch. In addition to the student inconvenience, the a la carte service was not self-supporting and thus detracted from our primary mission.

In order to serve those consumers wishing to purchase a full meal at a reasonable price, we reduced our cash guest rate to \$2 through May 14. When we reopen next semester, we will offer the \$2 rate in a meal book package or charge \$2.50 at the door.

Before taking this step designed to serve our own market more effectively, I wanted to be able to assure myself that we would not inconvenience anyone very seriously. We continue to offer lunch service at the Houston Hall Sandwich Shop and that facility is now air-conditioned. The Faculty Club*, HUP Cafeteria, CHOP and the VA all have facilities whose primary missions are to serve their staffs. Some of these institutions serve our students on a guest basis as we propose to serve you.

Below are some of the most-asked questions and my responses. I will make every attempt to answer the notes I have received personally to answer all questions. I think those who continue to dine with us will find the service just as convenient and the value excellent. I wish to thank all of our patrons for their past and hopefully future patronage.

—Donald M. Jacobs, Director of Dining Services

Q. I'm willing to pay the \$2.00 but I want some guests to join me. They won't eat anything. May my guest sit with me and not pay the \$2.00?

A. No. Everything in the dining service is available on a self-service basis and we can't control guests.

Q. I am a faculty member. Are you telling me you don't trust me? I told you I won't eat anything and I won't.

A. Of course I trust you. I just don't know how to differentiate between those who might not be as trustworthy as you are.

Q. I like to bring my lunch in a bag. Where do I eat?*

A. We hope to offer you such a good value that you'll let us prepare lunch for you. We cannot offer service except to our customers.

Q. A \$2.00 minimum charge is outrageous.

A. The charge is not a "minimum." That's the whole charge.

*Ed Note: Faculty Club Manager James Lloyd notes that Club membership is open to all faculty and A-1s, to all A-3s who have been with the University three years or more, and to alumni; members of affiliated institutions may be nominated by Club members. The Club does not serve students on the guest basis noted by Mr. Jacobs, but any member of the Faculty Club can bring guests of his or her choice. The Club has a la carte service on the cafeteria side of the second floor.

**Brownbagging is permitted in the Mask & Wig Rathskeller Club (annual membership \$1) and the Houston Hall Sandwich Shop.

On Tenure Rules and Faculty Classification

by Eliot Stellar

Over the past two years a number of major changes in the appointment and tenure rules of the University have been approved by the Faculty Senate and recommended to the President and me for implementation. Most of these recommendations have been accepted, with minor modification in some cases, but we have not yet codified these changes into a revised set of tenure rules. I will shortly issue a Provost's memorandum to record and implement formally the approved changes which are summarized briefly in this report.

The Faculty Affairs Committee of Council has recommended the establishment of a system of faculty classification (the Lloyd Report, *Almanac* May 13, 1975) which describes logical organizing principles for the various categories of appointment, and which provides a valuable framework for the implementation of the new rules. Therefore, we have decided to propose to the Trustees enabling legislation for the establishment of a system of faculty classification along these lines.

We are currently drafting complete revisions of the appointment and tenure rules in the faculty handbook to incorporate these changes. These draft revisions will be submitted for review by the Senate at the fall meeting. Until the revised handbook regulations are approved, we will be governed by the existing regulations, as modified by the forthcoming Provost's memorandum.

The major changes are as follows:

1. *Establishment of the Faculty Classification System*, which creates three categories of academic appointment:

a. *The Standing Faculty*, consisting of all tenured faculty for whom the University has assumed an indefinite salary obligation, and all tenure-probationary faculty. After July 1, 1976, unmodified professorial titles may be awarded only to members of the Standing Faculty.

b. *The Associated Faculty*, consisting of Visiting Faculty, and Research, Clinical and Adjunct Faculty of professorial rank whose salary support is limited to the funds available from research, clinical or administrative budgets. This category is intended for persons of faculty rank and stature whose duties do not encompass the full range of faculty activities.

c. *The Academic Support Staff*, consisting of persons still in professional training, and those who possess valuable academic or professional skills but whose qualifications are not sufficient for appointment to one of the professorial ranks, e.g., Lecturers, Research Associates, Postdoctoral Fellows, and Teaching Fellows.

Tenure and tenure-probationary status are limited to members of the Standing Faculty. Reasonable decisions will need to be made on the assignment of persons presently on the faculty whose appointments do not fit clearly into one of these three categories. The establishment of this system will permit us to eliminate eventually the troublesome term "partially-affiliated" and provide employee benefits appropriate to rank for full-time appointees in the Associated Faculty and the Academic Support Staff.

2. *The 10-year probationary period for clinical faculty*, and the promotion to Associate Professor without tenure within this period. This change has been fully implemented already.

3. *Establishment of the non-tenure track for faculty engaged*

primarily in clinical practice was approved by the Trustees (*Almanac* May 11, 1976).

4. *Revisions of rules for the date of initiation of probationary period for mid-year appointments*. The old rules required that any portion of a year of service count as a full year for tenure-probationary purposes. Now an appointment on or after January 1 will initiate the probationary period the following July 1.

5. Other revisions deal with tenure by default, elimination of ambiguity on the tenure-probationary status of associates and instructors, rules on the appointment of visiting faculty and provisions for part-time service for child care.

6. *We did not accept the Senate recommendation for the establishment of a system of job security for full-time lecturers*. However, we will enforce more strictly the existing regulations which limit full-time service as Lecturer to three consecutive years, except when further service is explicitly approved by the Provost's Staff Conference.

I believe the adoption by the Senate of the recommendations upon which these revisions of the appointment and tenure rules are based is a most constructive step. The new appointment classification system will make clear to the faculty member the exact terms and conditions of the appointment, and will make clear to the academic administration the commitments and responsibilities assumed in each appointment. I am confident the revised system will be beneficial to us all in the future.

FROM THE GRIEVANCE COMMISSION

May 12, 1976

The following letter has been sent to those who have been involved in the activities of an Inquiry Panel. We are now asking for suggestions from any interested person.

The Faculty Grievance Commission has been in operation for nearly two academic years. It is important to decide whether there should be any changes in the Faculty Grievance Procedure that was adopted by the Faculty Senate on April 17, 1974, and by the University Council on May 8, 1974, and amended as described in *Almanac* of November 12, 1974, p. 3, and November 19, 1974, p. 2.

Since you have been involved in the activities of at least one of the Inquiry Panels, we would be grateful to know whether you have any specific suggestions for modifications of the Procedure. It would be useful to have them in the form: *delete . . . x, insert . . . y*, but general comments would also be helpful.

We hope to have your reply by September 30, 1976, if possible. Many thanks.

—R.E. Davies, Chairperson
S. Green, Vice-Chairperson

FACULTY/STAFF HOUSING

The Planning Group on Campus Housing for Faculty and Staff is continuing its examination of alternative proposals for housing construction on the 3400 block of Walnut Street. Members of the staff and faculty are urged to communicate their potential interest in this project by calling Dr. Fred Karush, Ext. 8739.

COUNCIL

STEERING COMMITTEE ELECTION

Elected to the Steering Committee of Council for 1976-77 at the May 12 meeting were continuing members Herbert S. Levine (Economics) and W. Allyn Rickett (Chinese); and new members Herbert Callen (Physics), Helen C. Davies (Microbiology/Med) and Susan Wachter (Finance) in the faculty component. Undergraduate Ted Maciag (FAS-Wh '77) and graduate/professional students Claire Ann Koegler (Astronomy) and David D. Aufhauser (Law) were elected as the student component.

REALLOCATION REVIEW OF SAMP

Provost Eliot Stellar announced that Dr. Thomas Langfitt, Vice-President for Health Affairs, has sent to the Academic Planning Committee a recommendation for major reallocation affecting the School of Allied Medical Professions. Dr. Langfitt's recommendation, to phase out the school or find it another home, is now before the Steering Committee (see box) and is not expected to go to the Trustees in time for their June 3-4 meeting.

ADMISSIONS: RECOMMIT P.I. QUESTION

As Dr. Roger Walmsley introduced the two motions of the Committee on Undergraduate Admissions and Student Aid (*Almanac* May 11), Moderator Peter Nowell permitted a brief silent demonstration by some 80 students and faculty who filed clockwise around the Council table to protest the second of the resolutions. The first motion, on greater Committee participation in class-size determination, passed with minimal debate. The second, which would put a ceiling on admission of Special Admissions candidates at the 2.0 P.I. level (see tables below) was recommitment by a vote of 32 to 10 for further study, after formal opposition statements by Dr. Houston Baker, director of Afro-American Studies, and Dr. Philip G. Mechanick, chairman of the Committee on Recreation and Intercollegiate Athletics.

Citing his *Almanac* discussion of April 27 and the bar graph at right, Dr. Walmsley said "the predictive index works" as a tool for predicting performance, and pointed to the 30 percent of students with a P.I. 2.0 whose grades averaged 2.0 or less.

"If you turn the bar graph upside down," Dr. Baker said, "it also shows that 70 percent of those predicted to fail are succeeding, even in a university where supportive services for them are

REALLOCATION REVIEW: SAMP

The Steering Committee of the University Council will serve as a reallocation review board to review the recommendations of Vice-President Langfitt for the future of SAMP before these recommendations are formally considered by the President and Provost. We plan to conduct this review in the next month. We are anxious to hear from all who can help us to advise on SAMP. Please send any comments, suggestions, information, etc. you would like us to consider to me at the Faculty Senate Office, 303A College Hall/CO.

—Ralph D. Amado, Chairman, Steering Committee

minimal to nonexistent." He supported the recommendation to increase such services, but said the Admissions Committee study shows that Penn "does know how to educate a cross-section." While the Walmsley committee proposal would not reduce the number of slots for socioeconomic special admissions (table A below), Dr. Baker said, it would "set the rest of the campus against minority students" by leaving too few openings in the athletic, alumni, faculty-staff and special interest components at a time when the development drive is on.

Dr. Mechanick read portions of the athletic task force report on the Development Commission recommendations (*Almanac* October 30, 1974) which stressed the damage of periodic swings in policy on athletics. He also said his Committee had not been consulted on the proposal, and should be consulted if the motion were recommitment.

After the action was taken, Dean of Admissions Stanley Johnson made a brief but impassioned statement on the need for attention to supportive services which he said the recommitment would now delay. Dr. Nowell noted for the record that among speakers both for and against the recommitment, there was a consensus in favor of supportive services.

ADMINISTRATION: EDUCATIONAL PLANNING

With two amendments, the proposal of the Joint Committee on Administration was passed to provide for a single Educational Planning Committee in place of the Council Committee on Educational Policy and the University-wide Academic Planning Committee. The Steering Committee's amendment outlines the membership and formation procedures of the new committee, and Professor Sol Worth's amendment will have administrative

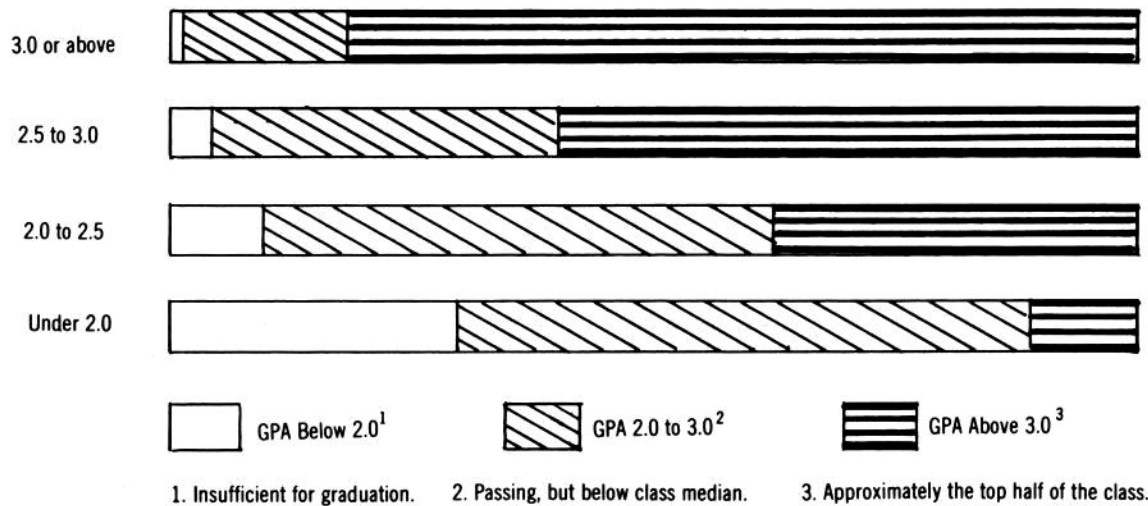
SPECIAL ADMISSION MATRICULANTS WITH P.I. 2.0 OR WITHOUT P.I.

	A. SOCIOECONOMIC			B. ALL EXCEPT SOCIOECONOMIC			C. ATHLETES	
	1975	1974	1973	1975	1974	1973	1975	1974
Total admitted under regular procedures	127	162	143	540	548	506	208	195
Total admitted under special procedure	333	301	239	428	383	378	188	196
a. Number without P.I.	97 (29%)	111 (37%)	70 (29.3%)	122 (28.8%)	145 (37.9%)	115 (30.4%)	74 (39%)	92 (47%)
b. Number with P.I. 2.0	110 (33%)	88 (29%)	114 (47.7%)	74 (17.3%)	65 (16.9%)	74 (19.6%)	41 (22%)	44 (22%)
Matriculant yield for component	52.2%	51.8%	53.1%	—	—	—	58.5%	53.0%
Estimated matriculants w/out P.I.	51	57	37	75	90	71	43	49
Estimated matriculants with P.I. 2.0	57	46	61	49	39	41	24	23
EFFECT OF PROPOSAL	Proposed matriculants with P.I. 2.0 assuming class size of 2000 and 19% with no P.I.: .04 x .81 x 2000 = 65			Proposed matriculants with P.I. 2.0, assuming 2000 class size an 19% with no P.I.: .01 x .81 x 2000 = 16				

EFFECT OF PROPOSAL

RELATIONSHIP OF CUMULATIVE GRADE POINT AVERAGE (GPA) TO PREDICTIVE INDEX (PI), FOR STUDENTS MATRICULATING 1972-75

Students Admitted with
Predictive Index of:



officers "submit new academic plans—before implementation—to appropriate faculty and student committees for their information and their comment." Details will be published next week.

RACIAL CENSUS: PASSED

Council passed as read the Faculty Affairs Committee's resolution on racial data collection (*Almanac* May 11) introduced by Dr. Robert Summers. Provost Stellar supported the resolution but warned that HEW does not favor the tabulation of a "decline to identify" category under "other."

TUITION PAYMENT: TEMPORARY SCHEDULE

Undergraduate Assembly representatives distributed an analysis of the University's new tuition payment schedule (which calls for payment of bills by August 6 to improve cash flow and pinpoint enrollment figures earlier in the year) along with a May 4

Assembly resolution protesting the action and its method of adoption. Council voted favorably on the representatives' May 12 resolution (revised from the May 4 version on the basis of discussions with Dr. Bruce Johnstone):

The University Council strongly expresses its great displeasure and disappointment at the enactment, once again, of a major policy decision of substantial importance to students, without adherence to the proper procedures for insuring adequate input, and with no serious reflection on the possibly harmful consequences of the change.

The Council views the decision as an experiment only, and therefore resolves:

—that a special committee be established to formally review and evaluate the effects of the 1976 tuition deadline change; this committee shall convene in October and report its findings to the Council as soon as possible.

—that the tuition payment deadlines for 1977-78 be based on those followed in 1975-76, unless changed following review as prescribed above.

The Council further recommends the elimination of all fees for legitimate deferments.

BREAKDOWN ON COMPONENTS OF (B), ALL SPECIAL ADMISSION GROUPS EXCEPT SOCIOECONOMIC

ATHLETES	D. FACULTY/STAFF			D. ALUMNI			E. SPECIAL INTEREST		
1973	1975	1974	1973	1975	1974	1973	1975	1974	1973
196	38	47	39	252	272	253	42	34	18
159	58	46	54	123	83	106	59	58	59
70 (44%)	9 (15.5%)	16 (34.7%)	9 (16.6%)	22 (17.8%)	18 (21.6%)	23 (21.7%)	17 (28.8%)	19 (32.7%)	13 (22.)
44 (27.6%)	15 (25.8%)	6 (13.0%)	9 (16.6%)	1 (0.8%)	5 (6.0%)	10 (9.4%)	17 (28.8%)	10 (17.2%)	11 (18.6%)
52.8%	82.8%	86.9%	77.7%	58.5%	69.8%	69.8%	69.5%	75.8%	86.4%
37	7	14	7	13	13	16	12	14	11
23	12	5	7	1	3	7	12	8	10

The following report was developed by the Salary Equalization Subcommittee of the Executive Committee of the Administrative Assembly in cooperation with the Office of Personnel Relations. Its recommendations are on the agenda of the Assembly's spring meeting next Tuesday.

Salary Equity Among Administrators

April 19, 1976

The Subcommittee on Salary Equalization of the Executive Committee of the Administrative Assembly submits the following report.

1. Major discrepancies in administrative salaries for males and females within grades through PA IV have been essentially eliminated. Discrepancies still exist, however, in some categories and undoubtedly in individual cases, although the last mentioned were not the subject of the subcommittee's efforts. When account is taken of the number of months an individual has been in a given position there appears to be some discrimination against males based on average salaries in PA I (\$10,548 for males and \$11,026 for females) and against females in PA II (\$11,817 for females and \$12,557 for males). The average salaries studied were those effective January 1, 1976, i.e., after the salary adjustments. Minor differences in the averages of PA III (\$13,933 females and \$14,155 males) and of PA IV (\$15,104 females and \$15,878 males) are readily explained in terms of the number of months in the position.

2. For PA V and PA VI there may be some tendency for female salaries to be lower, although the difference is not great when account is taken of the number of months in the position. The problem in these grades lies in the fact that of the 74 positions only 12, or about 16 percent, are held by females. A comparison of the jobs in PA V by title does not indicate any difference between those currently held by males and those by females. There is no indication of there being a national, regional, or local shortage of females having the appropriate qualifications in a number of categories, e.g., background and training, that have not been historically associated with females, such as specialized accounting.

3. A review of a sample of applications for appointment or promotion to PA I and PA II does not seem to reveal real differences between the requirements or qualifications for the jobs. Certain guidelines that were developed by the Ad Hoc A-I Classification Committee under the chairmanship of Dr. Alice F. Emerson several years ago were aimed at avoiding this situation. Perhaps closer attention should be paid to the evaluation system and benchmark jobs that were developed through that committee's deliberations.

4. The subcommittee suggests that the salaries of males and females classified as BA II (PA II) be examined since all such positions should be quite comparable in terms of background, responsibilities, etc. That examination could be expanded to include a comparison of the salaries of BA IVs by sex since once again the positions should be comparable.

5. At this time the subcommittee makes two recommendations:

a. A review such as it has been conducting should be undertaken by someone for the A-I Professional group which currently is not a part of the Administrative Assembly.*.

b. The University should adopt a procedure for policing its affirmative action policy with respect to the employment of administrative personnel particularly in the higher PA grades. Unless a policy is policed in some manner it will not be effective. A body comparable to the Provost's Staff Conference possibly under the Senior Vice-President for Management should be established for review of appointments or promotions to administrative positions at the PA V or higher level.

Subcommittee on Salary Equalization
Vennie Browning, Business Administrator, UMIS
Jeanne Jensen, Business Administrator, SSW
James Malone, Assistant to the Dean, CEAS
Eliabeth Moran, Business Administrator, Sociology
Donald Murray (Chairman) Special Assistant to the Senior Vice-President for Management
William Schilling, Assistant Director, Student Financial Aid

Q. WHAT'S A P/A GRADE?

A. Let's say your job, Business Administrator I, is graded PA I. "PA I" is short for Professional/Administrative salary grade one. There are presently ten such pay grades. Together they comprise the Professional/Administrative "salary scale." Similar scales exist for both clerical and technical personnel. They were developed in cooperation with the Administrative Assembly some four years ago after a study of the numerous unique administrative positions and job titles.

Q. *What do pay grades accomplish?* In the broadest terms, pay grades help the Office of Personnel and Labor Relations to distribute a given payroll among various jobs in accordance with their relative job contents. The grade establishes a broad range of salaries considered equitable for the particular job classification. Where an individual's salary will fall within that range is determined by length of University service and performance, among other criteria.

Q. *How are pay grades assigned?* Jobs are assigned to pay grades after consideration of such factors as scope of contact, financial accountability, required knowledge and experience demanded by the position. Pay grades are periodically reviewed to keep them up to date.

—Gerald L. Robinson
Executive Director of Personnel Relations

SPRING MEETING: TUESDAY

The spring meeting of the Administrative Assembly will be held Tuesday, May 25 (not Wednesday as earlier reported) from 3:30 to 5 p.m. in Lecture Room A at the School of Medicine on Hamilton Walk.

*A by-laws amendment on the May 25 agenda calls for extension of Assembly membership to A-I professionals (research A-I's, etc.).

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 COMPTROLLER (3-9-76).

ASSISTANT DIRECTOR WHARTON GRAD ALUMNI (5-4-76).

ASSISTANT FOR FINANCIAL AND BUDGET SYSTEMS (4-27-76).

ASSOCIATE DEVELOPMENT OFFICER reports to director of Health Affairs fund-raising section and is responsible for implementing and directing a full-scale capital solicitation program. As envisioned, this program will constitute one of the largest direct mail programs in the University. *Qualifications:* Must be able to communicate effectively. College degree or equivalent with 2-3 years' hospital fund-raising experience and familiarity with direct mail procedures. *Salary to be determined.*

ASSOCIATE VICE-PRESIDENT FOR HEALTH AFFAIRS (4-20-76).

DIRECTOR OF ENGLISH PROGRAM FOR FOREIGN STUDENTS (5-11-76).

NURSE TECHNICIAN (4-20-76).

RESEARCH SPECIALIST I for operation and maintenance of transmission of electron microscopes. Assists graduate students and faculty in the operation and application of electron microscopes. Assists facility supervisor in developing new techniques and applications of electron optical instruments. Will be trained in physical science applications. Background in physics helpful but not essential. *Qualifications:* Graduation from a recognized college or university. Previous work experience with a scientific major. B.S. or B.A. degree. \$9,275-\$11,450.

RESEARCH SPECIALIST II (3-30-76).

RESEARCH SPECIALIST III (4-13-76).

SUPERVISOR, FOOD SERVICES (4-20-76).

STAFF NURSE (2) responsible for taking vital signs, preparing patients for examination, instructing patients for specific personal procedures, preparing daily reports, and administering treatments and medications as prescribed by physician. Assists Head Nurse in administrative functions, performs related duties as assigned. *Qualifications:* Graduation from an approved three-year school of nursing or a four-year program in nursing. State Registration, experience, preferably in OB-GYN. \$8,075-\$10,050.

SUPPORT STAFF

ABSTRACTOR to read clips, file, and distribute all news items on the University from local and national newspapers and magazines. Shares duties on reception desk and answers telephones. When necessary, prepares copy (stencils, etc.) for distribution to news media; proofreads copy; assists in completing mailing lists for release. *Qualifications:* Must be able to operate electric typewriter, collator, mimeograph machine. Accurate typing. High school education, a knowledgeable understanding of English. One or two years' experience in a business office; pleasant attitude. \$5,300-\$6,225.

ACCOUNTING CLERK (5-11-76).

ADMINISTRATIVE ASSISTANT (5-11-76).

ADMINISTRATIVE ASSISTANT (5-11-76).

ADMINISTRATIVE ASSISTANT I (5-11-76).

ADMINISTRATIVE ASSISTANT I handles correspondence, screens incoming calls and mail, independently answers some inquiries, redirects correspondence to appropriate persons. Responsible for preparation and often drafting of internal memos, responsible for rostering for FAS courses, both undergraduate and graduate, as well as for CGS and Summer Sessions. Prepares various aspects of reports, including research

A-3 ASSEMBLY POLLING PLACES

Voting in the A-3 Assembly Election takes place between noon and 2 p.m. on Tuesday, May 25, at the following locations:

*Franklin Building, lobby;
Law School, Room 145;
David Rittenhouse Lab, 3N11;
Leidy Labs, 2nd fl. conf. rm. bio;
Dietrich Hall, main lobby;
Towne Building, inside West door;
McNeil Building, main lobby;
College Hall, main corridor;
Dental School, main lobby;
Veterinary School, Room 151.*

To be elected are the Spokesperson, two Steering Committee members, and ten Coordinating Committee members; all A-3 employees are eligible to vote at *any* location (bring Penn identification card). Ballots will be mailed to Morris Arboretum, New Bolton Center, and the Lippincott Building. Any questions: Phyllis Friedman, 217 Veterinary School/H1, Ext. 7894.

and compiling information, preparation of tables, charts, etc. Responsible for all work for faculty promotion and reappointment committees. Setting up, indexing, and maintaining files. *Qualifications:* Excellent typing skills; knowledge of elementary bookkeeping; ability to work well with faculty, students, and the public. Good basic secretarial skills together with a pleasant, relaxed manner and ability to work under pressure. Experience may be substituted for formal educational background. \$6,550-\$7,925.

ADMINISTRATIVE ASSISTANT II (4-6-76).

ADMISSIONS ASSISTANT (5-11-76).

ASSISTANT STOCKKEEPER (5-11-76).

CLINICAL PERFUSION TECHNICIAN (4-6-76).

DATA CONTROL CLERK (5-11-76).

FARRIER (4-13-76).

LABORATORY ASSISTANT to dispense laboratory attire to veterinary staff and students; maintain records of laundered uniforms; work with surgery schedule insuring the availability of surgical linens; operate autoclaves. Must be able to work under minimal supervision. *Qualifications:* Ability to work under physical and mental stress, capability for learning, retention and application of knowledge. Manual dexterity and ability to perform repetitive tasks. High school graduation. \$4,625-\$5,300.

NURSE'S ASSISTANT (5-11-76).

MEDICAL SECRETARY (10) (3-30-76).

PSYCHOLOGY TECHNICIAN (4-6-76).

RESEARCH BIBLIOGRAPHER I (5-11-76).

RESEARCH LABORATORY TECHNICIAN II responsible for operating on small animals; isolation and transplantation of pancreatic islets; general technician duties. *Qualifications:* Degree in science, previous lab experience. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III to prepare biological samples. Chemical analysis, biological assays of various metabolites. Spectrophotometric analysis of biological intermediates. Low temperature kinetic studies. General maintenance of laboratory equipment. *Qualifications:* Handling of various optical instruments. B.A. in chemistry or biochemistry, biological sciences. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III responsible for the maintenance of the laboratory, mixing solutions, animal care; assists with experiments; lung perfusion; maintains water still; will eventually learn enzyme assays. *Qualifications:* Use of analytical balance, spectrophotometer, centrifuges; basic mathematics, graphing, proportions. College degree with some background in chemistry. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III prepares blood gas analyses (van-slyke, polarograph), blood chemistry, lactates, pyruvate, salicylates, hemoglobins, electrolytes, glucose total protein, chlorides, sodium, potassium, calcium. Laboratory maintenance, cleaning glassware, making solutions. *Qualifications:* Ability to learn new procedures and equipment, previous experience in blood gas desirable. Knowledge of

chemistry, flame photometer, spectrophotometer, electrophoresis, scholander, densitometer. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III for routine laboratory procedures of highly defined nature under the direction of a senior technician. These procedures include quantitative chemical analysis of protein, sialic acids, and nucleic acids. Laboratory maintenance, ordering supplies, and dishwashing. *Qualifications:* B.S. or B.A. degree, previous work experience desired. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III to isolate cell and cell fractions, to perform ion and metabolite transport by potentiometric, spectrophotometric, fluorescence, and radiochemical techniques. *Qualifications:* B.S. or B.A. in biology, chemistry, or biochemistry. Previous laboratory experience in subcell fractionation and transport preferred. Familiarity with standard biochemical techniques. Some ability to work independently. \$6,550-\$9,450.

RESEARCH LABORATORY TECHNICIAN III responsible for the separation and analysis of peripheral blood cells for total white count, determination of the percentage of T- and B-lymphocytes, immunologic techniques, preparation of frozen sections, absorption of antisera and test sera, reading the essay, calculations, and the maintenance of seril study records. Weighing and assessing neurologic findings in animals with experimental autoimmune diseases. *Qualifications:* B.S. or B.A. degree. Previous laboratory experience. Must be familiar with above cited techniques. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III (5-11-76).

RESEARCH LABORATORY TECHNICIAN III to work with radioimmuno assays and chromatographic separations. *Qualifications:* B.S. or B.A. with college-level laboratory courses. Previous laboratory experience. \$7,900-\$9,450.

RESEARCH LABORATORY TECHNICIAN III (4-27-76).

RESEARCH LABORATORY TECHNICIAN (4-20-76).

SECRETARY II (8) (5-11-76).

SECRETARY III (10) (5-11-76).

SECRETARY IV interprets and transmits policies and procedures. Arranges appointments, conferences, meetings, etc.; prepares agenda and assists in matters to be considered; records and transcribes minutes of proceedings. Responsible for the development and maintenance of file system. May edit and prepare for publication manuscript articles and other documents. Prepares and maintains budgets, supervises the work of other personnel. Performs related duties as assigned. *Qualifications:* At least six years' secretarial experience, preferably at the University or other college/university. Ability to type with speed and accuracy. Ability to take dictation and transcribe from records accurately. Knowledge of University procedures, sensitivity to confidentiality of material. \$7,050-\$8,600.

STUDENT RECORDS ASSISTANT to work with students and faculty members of the Subcommittee for the Evaluation of the Curriculum in the compilation, solicitation, and collating of student evaluations of medical school courses. Maintains files on both on- and off-campus electives, along with the information on the medical school faculty teaching performances. Also involves extensive contact, over the phone and in person, with students and faculty in the dispensing of grade and course schedules and personal data information. *Qualifications:* Graduation from an approved college or university; at least one year of experience in the medical field, preferably in the medical record library area; aptitude for personal contact and detailed clerical and figure work; ability to organize large bodies of data; familiarity with University is essential. Excellent typing skills and writing ability. \$6,550-\$7,925.

PERMANENT PART-TIME SECRETARY (5-11-76).

O BEAUTIFUL FOR PHOTOGRAPHS. . .

A Bicentennial Photography Contest, sponsored by the General Alumni Society and *The Pennsylvania Gazette*, offers faculty and staff, as well as alumni, a chance to click the pick of the pix. The four categories in the contest are *The Bicentennial*; *Mom and Apple Pie*; *"America the Beautiful"*; and *Americans Abroad*.

A trip abroad, four Pennsylvania chairs, and award certificates comprise the prizes. Deadline for entries is September 1. For complete regulations and information, contact Michel Huber, director of alumni relations, Eisenlohr Hall/B2, Ext. 7811.

DEATH OF MARVIN REES

Marvin C. Rees, director of the Busch Center for Minority Research at the Wharton School who was known throughout the campus and community for his work on Project Mantua, died on May 10 at the age of 47. He is survived by his wife, Mary, who asks in lieu of flowers that memorials be sent in his name to the Southeastern Pennsylvania Chapter of the American Heart Association.

THINGS TO DO

LECTURES

Dr. Bertram W. Korn, senior rabbi of Congregation Keneseth Israel, examines *The Emergence of American Jewry: A Bicentennial Perspective*, May 20 in Harrison Auditorium of the University Museum; 8 p.m.

Speaking of writing, research associate Dr. Christopher Jones lectures on *Hieroglyphic Inscriptions at Tikal, Guatemala* in the final spring offering of the University Museum's Bicentennial lecture series; Rainey Auditorium, 3 p.m., May 26.

ENTERTAINMENT

This weekend, St. Mary's Church at 3916 Locust is offering enough varied music to soothe any savage breast. Friday evening from 5 to 7 p.m. an outdoor sidewalk cafe concert is scheduled; Sunday afternoon Larry Wheelock gives a free organ recital at 4; and Sunday evening Peter Taney and the Juggernaut String Band, plus autoharpist Kilby Snow, perform at the Cherry Tree Folk Club at 8 and 10 p.m. (\$2 admission). Friday and Saturday the adjoining New Foxhole Cafe features jazz artists at 9 and 11 p.m., admission \$3.

Free Plays are presented by the Wilma Project Free Theatre in its new home in the Christian Association. May 20 to 23, the Washington Theatre Lab puts on *The Lady of Larkspur Loion* by Tennessee Williams. The following weekend (May 27-30) Kraken, a group from Baltimore, presents "Elsinore," an original piece on perception and the act of seeing as related to the ghost in Shakespeare's *Hamlet*. Curtain is at 8 p.m. every night. Each company has scheduled workshops during its stay, the first on May 22 and 23 and the second May 29 and 30 at 1 p.m.

Two Bergman films, *The Virgin Spring* (May 25) and *Wild Strawberries* (May 26), are the final offerings in May of the Christian Association Film Society. Screenings are at 7:30 and 9:30 p.m. in the CA Auditorium; admission is \$1.

MIXED BAG

Metal in the Museum: The discovery of several bronze artifacts in Thailand has led to some alteration in basic ideas about human history. The evidence is on display at the Chinese Rotunda of the University Museum in an exhibit co-sponsored by the Museum and the fine arts department of Thailand. Archaeologists believe that the 3600 B.C. dating of the artifacts places them several centuries earlier in time than the acknowledged Bronze Age of 3,000 B.C. Their discovery in Thailand also moves the first known use of bronze out of the Tigris-Euphrates Valley. The exhibit is open through the summer during regular Museum hours.

Track: Penn plays host to the ICAAAA track and field championships May 21 and 22. Tickets are \$2 the first day, \$3 the second. Call Jim Tuppeny, Ext. 6145, for details.

China Week comes to the University Museum May 23 to 30 with an exhibit, "How the Chinese Helped Build America"; film showings and music shows; and food fairs. Events are scheduled daily except for Monday. For information call Joe Minott, Ext. 224-216.

More track: For the first time since 1961, Penn's Franklin Field is the site of the NCAA national track and field championships. The affair begins on June 1 and runs, jumps, vaults, throws, puts, and hurdles through Saturday, June 5. The first two days are free; tickets for the last three days range from \$5 to \$8 a day. Call the ticket office, Ext. 6151, for information.

Women's Self-Defense starts its free classes next week: 90 minutes per session twice a week in the Weightman Hall dance studio. For details call Recreation, Ext. 8331; Weightman, Ext. 7438; or Women's Center, Ext. 8611.

ALMANAC: 515 Franklin Building (16) Ext. 5274

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