

Almanac

Published Weekly by the University of Pennsylvania
Volume 23, Number 16 December 21, 1976

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SENATE SPECIAL MEETING: NO QUORUM

In the absence of a quorum, 49 members of the Faculty Senate discussed but took no action on the questions proposed in the petition for their special meeting December 16.

On University governance and administrative response to faculty advice, debate began with the broad issue of the faculty role in decision-making: Does the faculty participate fully? Should faculty withdraw from the advisory role if advice is not accepted? Several faculty members responded that faculty advice is *advice* and that administrators must make *decisions*.

A specific problem discussed was whether or not Senate "delegates" its own advisory role when a matter such as reallocation is assigned to a committee. Most speakers held that it does not. One deplored the concept that failure to accept advice given was "repudiation" of the advice or the group giving it. There was some debate on whether or not Senate or Council had formally approved the assignment of the SAMP review to the 1975-76 Steering Committee. Provost Eliot Stellar said the minutes are unclear on the point, but that the Steering Committee's acceptance of the role was announced in advance and could have been challenged at the time.

GROUP LIFE: \$.35/MONTH/\$1000

Effective with payrolls beginning on and after January 1, 1977, the cost of group life insurance for employees who are not eligible for University-paid coverage will be 35 cents per month per \$1000 of insurance, according to James J. Keller, associate director of personnel and labor relations. The rate applies to newly hired personnel during the first six months of employment, and to permanent part-time employees who elect to carry life insurance in the University group at their own expense.

IRS TAX THREAT: STILL THREATENING

In response to a flood of letters and telegrams from restaurant workers and airline personnel, the IRS has begun "backing off" from tax on such benefits as free meals and travel, a national education organization reports; but the plan to tax university employees for tuition benefits is still on. Hearings are January 7, and the deadline for sending opinions to IRS is December 28. (See *Speaking Out*, page 2.)

CAMPUS CAMPAIGN: UP \$338,000

With a year-end goal of \$3 million toward the \$5 million faculty-staff portion of the Program for the Eighties, Dr. Charles Price reports \$2,288,031 in gifts and pledges to date. (The total was \$1,950,000 when he last reported November 2.) Dr. Price reminds that for contributions to be deductible from 1976 income, they must be *postmarked no later than December 31*.

HEALTH AFFAIRS RESOLUTION: JEFF OPTION

The Trustees Health Affairs Committee voted 12-0 with one abstention to support the recommendation of the President and Provost (*Almanac* December 7) on the School of Allied Medical Professions.

The recommendation is to pursue "the Jefferson option," which would negotiate to transfer the professional education components of SAMP's programs in physical therapy, occupational therapy and medical technology to Thomas Jefferson University and "seek the establishment of cooperative programs in which students . . . may receive their general education and basic scientific education at Pennsylvania, and their professional training at Jefferson."

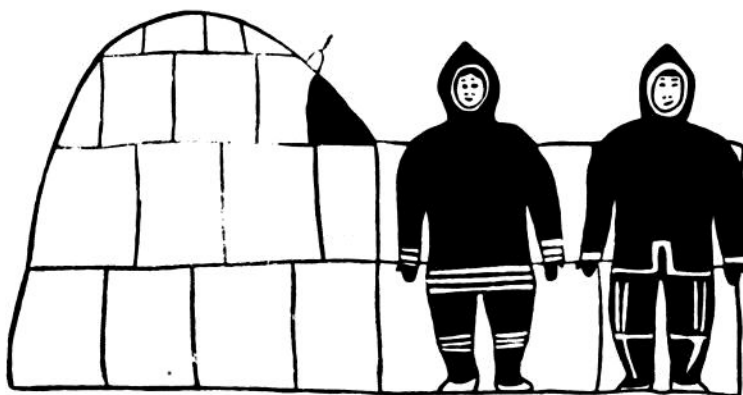
The vote came late Monday afternoon in a closed session where all but two of the 15-member Health Affairs Committee were present. Earlier in the afternoon a hearing was held before some 30 others including representatives of SAMP, the Undergraduate Assembly, and the subcommittee on health education.

The Health Affairs Committee's resolution goes to the full board for discussion and action during the two-day meeting January 13-14.

PRAY CHAIR: DR. LOUIS LOWY

The Kenneth L.M. Pray visiting professor of social work for spring, 1977, is Dr. Louis Lowy, an authority on problems of aging and elderly persons. Professor of social work at Boston University, he also serves as codirector of that university's Center on Aging. Dr. Lowy is the author of *Training Manual for Human Service Technicians Working with Older Persons* and *Adult Education and Group Work*. The Kenneth L.M. Pray Professorship was established in memory of the School of Social Work's first dean, who had been director of the School before it became a part of the University.

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Speaking Out

TELLING THE IRS

The Personnel Benefits Committee and the Senate Committee on the Economic Status of the Faculty have sent to the Internal Revenue Service the following:

Our committees are strongly opposed to the taxation of the tuition remission benefit. Our reasons for this position are as follows:

1. *We view faculty-staff scholarships as a legitimate employee benefit program. As such, these scholarships should receive tax treatment which is similar to that accorded other benefit programs such as group life and health insurance.*

2. *It is customary in many industries for employees to be granted discounts and other economic advantages as a result of employment in those industries. Examples of this practice are to be found in the air transportation and retail trade sectors. We do not believe that universities should receive less favorable treatment in this regard than institutions in other segments of the economy. Such a policy would further erode the ability of universities to compete for qualified personnel with other industries and thus would damage the quality of higher education in the United States.*

3. *The legislative history of the scholarship tax exemption gives as an example of a legitimate scholarship an exchange program between two different universities. The arguments supporting this position would seem to hold even more strongly for intra-university tuition remission.*

4. *Even if faculty-staff scholarships were legitimately taxable, it would be extremely*

inequitable to invoke taxation without permitting a lengthy transition period. Many university employees (especially among the support staff) have worked for years in the expectation of receiving tuition for their children. The damage to the economic position and the educational opportunities of these families would be significant and clearly unfair.

We believe that the preceding arguments provide ample reason for the Internal Revenue Service to withdraw its proposed regulation concerning the taxability of tuition remission and we strongly urge the Service to reconsider its position regarding this type of employee benefit.

—J. David Cummins, Chairman
Personnel Benefits Committee

—F. Gerard Adams, Chairman
Committee on the Economic
Status of the Faculty

Senate Chairman Robert Lucid reminds that the deadline for letters to IRS is December 28 and the address is Commissioner of Internal Revenue, Attention CC:LR:T, Washington, D.C. 20224.

CELEBRATING ALICE

Alice Paul will be 92 years old on January 11. To celebrate the life and work of Penn's remarkable alumna, who pioneered in equal rights legislation over fifty years ago, we invite all members of the campus to a birthday party that day at 5:15 p.m. in Room

200 College Hall. Proceeds of donations for slices of her giant birthday cake will go to the ERA media project *still* trying to finish what Dr. Paul started in 1923.

—Adelaide M. Delluva,
Women's Faculty Club

LOSING SLEEP

Last Tuesday I got home to find I'd missed a piece of certified mail filed in Penn's unique zip code area. Odd, said I, that my employer thinks I'm home all day to sign for mail. And ominous: my office just lost two professional positions and most of its support staff in cutbacks. Could I be next?

As instructed by the notice, I fought my way through shoppers next day to Ninth and Chestnut to stand in line and find that lo! *I am eligible for TIAA-CREF!* I don't know what to protest most—the work-time I lost on the errand, the sleepless terror the night before, or the money Penn spent to bring me this momentous news. I work right upstairs, folks. You send my paycheck there safely enough. Why not this notice?

—Eugenia Cook, News Bureau

SKIPPING TWO

Almanac's contribution to energy conservation over the break will be to turn off the presses for two weeks. Maybe three: given the state of our budget we will not come out January 11 unless there is a lot to be said. For January 18, feel free to send material early to ensure placement in a crowded issue.

Wishing you all a restful holiday,

—Karen Gaines, *Almanac*

Speaking Out is a forum for readers' comment on University issues, conducted under the auspices of the Almanac Advisory Board: Robert L. Shayon, chairman; Herbert Callen, Charles D. Graham, Jr., Fred Karush, and Robert F. Lucid for the Faculty Senate; Paul Gay for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly.

As announced very briefly last week, two key posts in the *University* have now been filled. The promised details:

INTRODUCING: MR. BIDDLE

Martin Biddle, the new director of the University Museum starting in October, replaces Acting Director James B. Pritchard, who has served since Dr. Froelich Rainey retired September 30 after 29 years.

Mr. Biddle holds a bachelor's degree from Cambridge University and has master's degrees from both Cambridge and Oxford.

Before serving as the director of the Winchester Excavation Committee's Research Unit in England, he had been a visiting fellow at Oxford and a lecturer in medieval archaeology at the University of Exeter.

A pioneer in urban archaeology, he is the author of *The Future of London's Past*, a survey of archaeological implications of planning and development in London. In addition to his work on the Winchester project—which will produce twelve published volumes on the excavation's results—Mr. Biddle has directed excavations at Henry VIII's Nonsuch Palace and other medieval and post-medieval sites. He is vice-president of the Royal

Archaeological Institute, archaeology editor of *Anglo-Saxon England*, editorial board member of *World Archaeology* and a fellow of the Society of Antiquaries and of the Royal Historical Society. He was a founder and the first chairman of Rescue: The Trust for British Archaeology.

... AND DR. CARIDI

Dr. Ronald Caridi joins the University January 1 as associate dean of FAS and director of CGS and the summer school, the post vacant since July 1 when Dr. Donald Stewart became president of Spelman College. He comes to the University from the U.S. House of Representatives, where he served on the professional staff of the Education and Labor Committee.

Dr. Caridi received his Ph.D. degree from New York University and has served as assistant dean and director of the American studies program at Roger Williams College; assistant vice-president for academic affairs at Trenton State College; and assistant dean of the graduate school and associate professor of history at George Mason University.

He is the author of *The Korean War and American Politics* (University of Pennsylvania Press, 1968) and *Twentieth-Century American Foreign Policy: Security and Self-Interest* (Prentice-Hall, 1974).

HONORS

NATIONAL ENDOWMENT FOR THE HUMANITIES

National Endowment for the Humanities fellowships for independent study and research have been awarded to four University faculty members:

Dr. Joan E. DeJean, assistant professor of Romance languages;
Dr. Robert Kohler, assistant professor of the history of science;
Dr. Lawrence Schofer, assistant professor of history; and
Clyde W. Summers, Jefferson B. Fordham Professor of Law.

HONORS IN BRIEF

Dr. Fay Ajzenberg-Selove, professor of physics, was re-elected a council delegate to the governing council of the American Association for the Advancement of Science.

Dr. David Cass, professor of economics, was the first recipient of the Mary Elizabeth Morgan Prize for Excellence in Economics, presented annually to an economist under 40 years old who has made an outstanding contribution to economic science.

Dr. Jeffrey Cohen, professor of physics, has been named a fellow of the New York Academy of Sciences.

William T. Coleman, Jr., U. S. Secretary of Transportation, became an alumni member of the University's Phi Beta Kappa chapter, held on the 200th anniversary of the honorary society's founding.

Dr. Renee C. Fox, professor and chairman of the sociology department, was elected to the board of the American Association for the Advancement of Science.

Dr. Vartan Gregorian, dean of the Faculty of Arts and Sciences and Tarzian Professor of Armenian and Caucasian History and Culture, was elected a trustee of Boston University.

Dr. John Hale, professor of bioengineering, received the American Association of Physicists in Medicine's Service Award for serving as editor of *Physics in Medicine and Biology* since 1970.

Dr. A.K. Joshi, professor and chairman of the computer and information science department, was appointed to the advisory board of the Division of Computer Research in the National Science Foundation. He was also named a fellow of the Institute of Electrical and Electronics Engineers for his "contributions to man-machine communication through work in natural language processing by computer and mathematical theory of languages."

Dr. David Kritchevsky, professor of biochemistry in veterinary medicine, has been named to the food and nutrition board of the National Academy of Sciences.

Dr. Christian J. Lambertsen, professor of pharmacology and experimental therapy and director of the Institute for Environmental Medicine, has received the Coast Guard Distinguished Public Service Award, the highest honor the Coast Guard can give to a civilian, for "instituting self-contained diving apparatus in the U.S. Coast Guard for rescue and related purposes."

Dr. Edwin Mansfield, professor of economics, has become a U.S. representative on the expert group on technology policy of the Organization for Economic Cooperation and Development, as well as a member of the committee on the health of U.S. science and technology of Congress's Office of Technology Assessment.

The Philadelphia Chapter of the American Technion Society

presented to *Martin Meyerson* its Albert Einstein Award "for his unceasing efforts on behalf of the advancement of higher education."

Dr. Peter Randall, professor of plastic surgery, is the president-elect of the American Society of Plastic and Reconstructive Surgeons.

Dr. Jonathan Rhoads, professor of surgery, received an honorary fellowship from the Polish Association of Surgeons.

The American Society of Composers, Authors, and Publishers presented awards to *George Rochberg*, recently designated University composer-in-residence, and *Richard Wernick*, associate professor of music. They were cited for their compositions and the performances of those compositions.

Donald Sheehan, emeritus secretary of the corporation, received a 1976 Gold Key Award from *PR News*.

Dr. Benjamin S.P. Shen, Reese Flower Professor of Astronomy and Astrophysics, is serving as science and technology consultant to the Senate Budget Committee on federal science, energy, space, environment, and natural resources budgets and programs.

Dr. Jay N. Zemel, professor and chairman of the electrical engineering and science department, has been named a fellow of the Institute of Electrical and Electronics Engineers for his "contributions to solid-state electronics and the development of IV-VI compound semiconductors for infrared photoconductive applications."

OPENINGS

The following listings are taken from the Personnel Office's bulletin of December 15. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. The full list is made available weekly via bulletin boards and interoffice mail. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions.

Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.

The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint).

ADMINISTRATIVE/PROFESSIONAL

ACCOUNTANT I (2) (10-19-76).

ACCOUNTANT II (10-12-76).

ASSISTANT DIRECTOR (11-16-76).

ASSISTANT DIRECTOR OF RESIDENCE UNIT (11-23-76).

ASSISTANT TO DIRECTOR (11-23-76).

BUSINESS ADMINISTRATOR IV (11-23-76).

DIRECTOR OF RESOURCE MANAGEMENT (9-14-76).

FACILITIES PLANNER (9-28-76).

LIBRARIAN II (media service) (11-9-76).

LIBRARIAN II in Arabic, Persian, Turkish (9-14-76).

LIBRARIAN FOR RARE BOOKS (11-16-76).

LIBRARY DEPARTMENT HEAD (12-14-76).

LIBRARY DEPARTMENT HEAD II (12-14-76).

PROJECT MANAGER (11-23-76).

PROJECT MANAGER (12-14-76).

REGISTERED NURSE (12-7-76).

SENIOR RESEARCH COORDINATOR (12-14-76).

(continued)

UNZIPPING 19174

An emergency notice for those about to renew a periodical and an advance warning for those who may do so later: *Penn's zip code is changing back to 19104 as of January 1.*

The Post Office understands it will take about two years to convert all our stationery, and the Publications Office will monitor that part centrally.

STAFF WRITER I for weekly publication. Writing, proofreading, and other editorial details. *Qualifications:* bachelor's degree or equivalent, production experience, strong grammar and spelling. \$9,100-\$12,275.

SUPPORT STAFF

ACCOUNTS PAYABLE CLERK for various types of clerical work in cash disbursement and accounting distribution of expenditures. *Qualifications:* Graduation from high school with a course in bookkeeping. Two years of experience in an accounting department, preferably in a college or university. Good aptitude for clerical work and figures. Ability to type. \$6,050-\$7,550.

ADMINISTRATIVE ASSISTANT I assists in training plans and programs. Supervises the work flow of clerical personnel, responsible for complex budget estimates. Performs advanced secretarial duties; supervises purchases. Responsible for personnel records unit. *Qualifications:* One year of college or business school; college graduate preferred. Accurate typing and composition skills, five years of advanced secretarial experience. Ability to supervise the work of others, take dictation (manually or by machine). \$6,950-\$8,675.

BILLING ASSISTANT to perform secretarial and bookkeeping tasks necessary to administrative operation of office visit center. Collects and distributes mail and charts; coordinates schedules; files correspondence; prepares monthly patient billing; daily posting and crediting of payments; weekly bank deposits; provides information regarding outstanding balances, insurance payments, fees, etc. *Qualifications:* Two years' or more experience working in medical setting with bookkeeping experience. Knowledge of medical terminology. Ability to use transcribing equipment. Filing and typing skills with minimum accurate speed of 60 wpm. \$7,450-\$9,300.

CLERK II sorts and checks personal data forms of students and other forms necessary for registration. Files material. Some keypunching necessary. Back-up for answering incoming calls; answers inquiries concerning students' problems. *Qualifications:* Accurate typing. Willingness to learn IBM keypunching. Ability to handle calls in a courteous manner. clerical aptitude, ability to handle detail work. High school graduate. Some prior work experience in a business office. \$5,625-\$7,025.

ELECTRON MICROSCOPY TECHNICIAN II (11-9-76).

LICENSED PRACTICAL NURSE (11-16-76).

MEDICAL SECRETARY (4) \$6,950-\$8,675.

OPERATOR answers all incoming telephone calls to the University. Handles transfers between departments and individuals. Provides basic University information to callers. *Qualifications:* Ability to handle a Centrex console. General knowledge of the University is helpful but not essential. \$6,050-\$7,550.

PSYCHOLOGY TECHNICIAN for stereotaxic implantation of electrodes; behavioral experiments on electrical self-stimulation of the brain; visualizing neural systems excited by self-stimulation electrodes, using 14c Deoxyglucose autoradiography and conventional histological techniques. *Qualifications:* Stereotaxic surgery; mastery of standard histology. Background in physiological; some knowledge of electronics and general science (physics, chemistry, calculus). \$8,375-\$10,475.

RESEARCH LABORATORY TECHNICIAN II (11-9-76).

RESEARCH LABORATORY TECHNICIAN III (11-9-76).

SECRETARY I (12-7-76).

SECRETARY II (11-16-76).

SECRETARY III (11-9-76).

SECRETARY III (6) some require working with figures; all require excellent typing skills, shorthand and/or dictaphone, ability to perform varied duties as assigned. \$6,500-\$8,125.

SECRETARY III (NEW BOLTON CENTER) (12-14-76).

SECRETARY IV (12-14-76).

SUPERVISOR (FUNCTIONS) (11-23-76).

SUPERVISOR-MECHANICAL SYSTEMS (10-12-76).

UNIVERSITY POLICE OFFICER (11-2-76).

NINE STITCHES IN TIME FOR THE BREAK

Christmas recess is one of the most important periods in our energy conservation calendar. This year, with your continued support, we hope to see a dramatic reduction in our energy use.

Here is a checklist to use as you leave for the break:

- 1) Turn off all lights in your office or dorm.
- 2) Turn off all typewriters, coffee pots, electric heaters and other appliances. (Some of these should be off for safety as well as energy considerations).
- 3) Set your refrigerator to the lowest setting.
- 4) Shut down research equipment and laboratory exhaust hoods where possible. If you have any doubts concerning the shutdown of a piece of equipment, check with your building administrator.
- 5) Remove any items which block vents or radiators.
- 6) Close all blinds and curtains.
- 7) Check to see that all doors and windows have been shut tightly.
- 8) Turn thermostats to the lowest setting.
- 9) If your room has a fan coil unit or room ventilator, turn the switch to the "off" position. If you cannot locate your unit or the switch, please contact your building administrator.

If you pass by an unoccupied lounge or classroom where lights have been left on, please take a moment to shut them off.

The best Christmas gift you could give the University this year would be your contribution to the energy conservation program!

Thank you and have a happy holiday.

—Francine McQuade and Horace Bomar
Energy Office, Operational Services

HOLIDAY HOURS

Bookstore: (see *Almanac* November 16).

Campus Bus: stops running December 24, resumes service January 3. HUP courtesy bus service continues through the holidays.

Dining Service: all facilities will be closed December 22-January 17, with the exception of the Houston Hall Snack Bar, which will be open on a cash basis 7:30 a.m.-3:30 p.m. weekdays, and the Law School cafeteria, which will be open to contract holders and on a cash basis for breakfast (8 a.m.-9:30 a.m.), lunch (11:30 a.m.-2 p.m.), and dinner (5 p.m.-6:30 p.m.) weekdays.

Faculty Club: closes at 2 p.m., December 23. Reopens January 3 for lunch only 11:30 a.m.-2 p.m. weekdays. Resumes normal hours January 18.

Language Lab: closed Dec. 24-Jan. 2. Reopens Jan. 3, 9 a.m.-5 p.m. weekdays. Resumes normal hours Jan. 17.

Mail Service: one daily delivery and collection, partial staff (8 a.m.-1 p.m.) December 27-30. Some mail will be held until January 3. For information and arrangements, call Ext. 8665.

Van Pelt Library: normal hours until closing, Dec. 21. Open Dec. 22, 8:45 a.m.-5 p.m.; Dec. 23, 9 a.m.-5 p.m.; closed Dec. 24-26; open Dec. 27-30, 9 a.m.-5 p.m.; closed Dec. 31-Jan. 2, open Jan. 3-7, 9 a.m.-5 p.m.; closed Jan. 8-9, open Jan. 10-14, 9 a.m.-5 p.m.; closed Jan. 15-16. Resumes normal hours Jan. 17. **Rosengarten Reserve** will be closed from December 24 until January 16.

Purchasing Office: closed from December 24 until January 3. For funds to be committed by the end of the calendar year, requisitions must be submitted by December 21.

Recreation: all facilities closed Dec. 24-Jan. 16 with the exception of the Hutchinson Gymnasium, which will be open weekdays, Jan. 3-14, noon-7 p.m.

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