

Almanac

Published Weekly by the University of Pennsylvania
Volume 23, Number 20 February 8, 1977

FAS ON BIOMEDICAL: YES

The Faculty of Arts and Sciences unanimously adopted on February 2 the following resolution setting out details of the proposed affiliation between FAS and the biomedical graduate groups of the health schools:

Be it resolved:

I. That the Biomedical faculty become affiliated with FAS:

A. Those faculty members in the following Graduate Groups constitute the Biomedical faculty:

Anatomy	Immunology
Biochemistry	Microbiology
Biophysics	Molecular Biology
Comparative Medical	Parasitology
Sciences	Pathology
Epidemiology	Pharmacology
Genetics	Physiology

B. Any relationship between Graduate Groups not on the above list and FAS will be dealt with when an appropriate request and study is made.

C. Membership in Biomedical Graduate Groups in FAS will require nomination by the appropriate groups and approval of the Graduate Group Chairman and the Dean of FAS.

D. The present arrangements on primary and secondary appointments in FAS will remain unchanged.

E. Affiliation with FAS will be consummated through the existing mechanism of nomination by the Dean of FAS to the Provost of individuals who are members of Biomedical Graduate Groups. (The letter of appointment should indicate the nature of their voting rights in FAS, with full voting rights being given to the chairmen of the Biomedical Graduate Groups and voting rights to members of the Graduate Groups restricted to meetings established in it.)

F. Appointments of Biomedical Faculty to FAS will be made by the Provost for a term of three years.

II. That members of the FAS Biomedical Graduate Groups will be eligible for appointments, where appropriate, to FAS standing committees such as the Educational Policy Committee, the Committee on Instruction, and such graduate affairs committees as may be constituted in the future.

III. That an FAS Biomedical Council be formed composed of the Graduate Group Chairmen from the FAS Biomedical groups and the Graduate Group Chairmen of Biology, Psychology, and Chemistry.

A. The Council will elect its own chairperson.

B. The members of the Council will have full voting rights in all FAS faculty meetings.

IV. That a Board of Deans for Biomedical Graduate Education be formed;

A. The members will be Deans of Medicine, Dental Medicine, Veterinary Medicine, and FAS; the chairperson of the Biomedical Council will attend its meetings.

B. The Board of Deans will coordinate and deal with problems of resource allocation for graduate education in the biomedical area.

V. That at least twice a year, the FAS faculty and the affiliated Biomedical faculty will meet at the invitation of the Dean of FAS to vote on the granting of graduate degrees and any policies relating to FAS-administered graduate programs.

VI. That the programs of the FAS Biomedical Graduate Groups will be subject to the same standards and guidelines as other FAS graduate programs.

VII. In line with the Rosner recommendation, affiliation of Biomedical Graduate Groups with the FAS will be reviewed at the end of three years. It is understood, of course, that such affiliation will not decrease FAS resources for graduate education.

- COUNCIL: *Call for Nominations (Stephens)*
Update on Committees; Reports of 1975-76
Committees on Personnel Benefits;
Faculty Affairs; Grants & Awards
- SPEAKING OUT • GRANT DEADLINES
- OPENINGS • THINGS TO DO

SENATE FROM THE CHAIRMAN

SPECIAL MEETING FEBRUARY 23

At the Senate Advisory Committee meeting of February 2, 1977, it was agreed that SAC would cosponsor, with the University of Pennsylvania Chapter of the AAUP, an open panel on faculty salaries, benefits, and the planning of the University budget. The panel will take place on Wednesday, February 23, at 4 p.m., in the Benjamin Franklin Room, Houston Hall.

SAC unanimously approved the solution to the biomedical graduate group organizational problem, arrived at at the FAS meeting of February 1. In so approving the Senate Advisory Committee in effect advised the administration of the University to proceed with the implementation of the Hobstetter plan for the organization of graduate studies at the University.

—Robert F. Lucid

COUNCIL: FIVE-YEAR PLANNING

Highlights of the February 9 meeting of the University Council will be a presentation on five-year academic/financial planning, led by Associate Provost John Hobstetter, and one on operational services by Vice-President Fred Shabel.

Council will also discuss a new charge for the Educational Planning Committee, to be voted upon as a by-laws amendment in March. It contains a formal provision for reallocation review:

Acting as a reallocation review board, the committee will review initiatives by the central administration to abolish or to reduce the operations of a school or any academic program whose operations have a significant impact on activities outside the program. Reallocation review procedures are established by Council and approved by the Senate.

There will be action on a by-laws amendment to replace the Graduate School of Arts and Sciences as a basis for student membership and on one to increase the undergraduate student membership of the Steering Committee.

SAMP: RESIGNATION OF ACTING DEAN

Eugene Michels has announced his resignation as acting dean of the School of Allied Medical Professions effective June 30, and as associate professor of physical therapy effective July 31. (See letter, page 5.)

A CURRICULUM IN EPIDEMIOLOGY

The University has established a new graduate degree curriculum in epidemiology. The interdisciplinary program, first of its kind in this area, draws upon the faculties of the schools of medicine, dental medicine, veterinary medicine and various departments in FAS.

Dr. Anita K. Bahn, professor of research medicine, chairs its new graduate group. Goals are to train students to be epidemiologist-researchers or teachers in epidemiology, and to train professionals in other fields in research methods of epidemiology.

Applicants with a baccalaureate degree will be accepted for the Ph.D. program only. Those holding degrees in other professional areas—medicine, dentistry, nursing or veterinary medicine—will be accepted for the Master's program.

To Serve on Penn Committees

To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

By March 1 we must begin to provide to the Steering Committee of Council the names of those most interested in, and most qualified for, service on the 21 key committees listed here. They are the advisory bodies which will help to shape academic/administrative policy, administer certain all-University projects such as faculty awards and honorary degrees, and assist operations such as the bookstores and libraries to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints.

The 1976-77 membership lists published in *Almanac* November 23, 1976, may be useful as a starting point for 1977-78 nominations.

For an understanding of the work to be done, you may also want to review committee reports such as those which begin on the next page. Except where noted, all of the committees listed at right are open to both faculty and staff, and we will be pleased to hear from all of you.

The 1977-78 Committee on Committees William E. Stephens, Chairman

Lucy C. Behrman	William G. Owen
Stuart W. Churchill	Adele A. Rickett
Robin M. Hochstrasser	Corey R. Shanus
Steven I. Ojalvo	David Solomons

MAIL TO: COMMITTEE ON COMMITTEES
OFFICE OF THE SECRETARY, 112 COLLEGE HALL

COMMITTEE _____
CANDIDATE _____
TITLE OR POSITION _____
CAMPUS ADDRESS _____

COMMITTEE _____
CANDIDATE _____
TITLE OR POSITION _____
CAMPUS ADDRESS _____

COMMITTEE _____
CANDIDATE _____
TITLE OR POSITION _____
CAMPUS ADDRESS _____

COMMITTEE _____
CANDIDATE _____
TITLE OR POSITION _____
CAMPUS ADDRESS _____

COMMITTEES AND THEIR CHARGES

University Bookstore (10 members). Active, with three busy subcommittees. This Committee watches the operations and financial policies of the Bookstore, and assists in planning its future. It has been much concerned this year with the financial problems and with the quality of the Bookstore's service to the community.

**University Budget* (12 members). Very active, with weekly meetings. The Committee deals with matters of policy relating to University budgets, and participates in the formulation of the annual budget. Vacancies are scarce.

Committee on Committees (8 members). The Committee meets regularly throughout the academic year, with especially brisk schedule in the spring. It fills occasional vacancies on the 21 committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

Community Relations (8 members). Active, with four subcommittees (including many people who are not members of the Committee itself), which deal with Health, Education, Housing, and Other Services. The Committee examines the University's activities in regard to community and metropolitan affairs.

Conflict of Interest (12 members). Not very active; handles specific problems when they arise. The Committee is a subcommittee of both Faculty Affairs and of Research; in the last year it has been concerned with the faculty's adherence to the rules regarding the reporting of outside activities.

**Disability Board* (7 members). The Board exists to administer the University's Long-Term Disability Income Plan; it annually examines existing cases and considers a steady docket of new cases.

Facilities (11 members). Active; monthly meetings. The Committee's concerns are with the maintenance of buildings and grounds; planning, design, and project management; and new construction. Technical expertise in such matters is highly desirable.

**Faculty Affairs* (14 members). Very active; meetings at least monthly, sometimes more often. The Committee's scope includes the general welfare and interests of the faculty and its relationship to the administration. Some of its recent concerns have been: the faculty handbook, classification of the faculty, tenure and promotion practices in the different schools, and continuing education.

**Faculty Grants and Awards* (11 members). Three to four meetings a year. This body is a subcommittee of the Committee on Research; its principal responsibilities are to establish policy on University research grants to faculty members, to review applications for these grants, and to make annual awards.

**Honorary Degrees* (11 members). Does most of its work in the fall term. Its responsibility is to solicit recommendations for honorary degrees from faculty and students and to submit nominations to the Trustees; it also makes recommendations to the President on a Commencement speaker and on special convocations.

**Implementation of University Policy on Conduct of Research Programs* (4 members). This subcommittee of the Committee on Research is called into session only as needed to consider questions of University policy concerning the conduct of research programs.

**International Services* (10 members). Recently inactive, this Committee is scheduled on reorganization to advise in international programs.

Laboratory Animal Care (4 members). Moderately active. This body advises facilities which use animals for experimentation on the maintenance of governmental standards for animal health. Special expertise is desirable.

Library (9 members). Moderately active; about four meetings a year. The Committee is advisory to the Director of Libraries on matters of Library policy within and without the University community; it also instigates scrutiny of policy concerning collections, facilities, and the general use of the University's libraries.

Personnel Benefits (11 members). Active, especially in the last two years. This Committee deals with policies and procedures relating to all employment benefits for faculty, administrators and nonunion personnel. Special expertise in personnel, insurance, taxes, or law is often helpful.

**Recreation and Intercollegiate Athletics* (13 members, plus 2 Trustees and 2 alumni members). Active, with several busy subcommittees. The Committee has dealt with such matters as provisions for women in athletics and recreation at the University; status of present facilities; and the place of recreational needs in the Program for the Eighties.

**Research* (16 members). Active, with several busy subcommittees. The Committee's general concern is the research being carried on at the University. Indirect costs are one of its concerns; in the past it has also dealt with such problems as copyright policy.

Safety and Security (10 members). Active; advisory to the Director of

Security and Safety, with emphasis on personal safety in the campus area.

Student Affairs (18 members). Active; meeting at least once a month. This Committee is concerned with the quality of student life at the University, including allocations from the University to student activities, and with residential arrangements.

**Student Fulbright Awards* (7 members). Moderately active, evaluating applications from graduating seniors and graduate students and making recommendations to the Institute of International Education which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid (22 members). Very active, with multiple ad hoc subcommittees. Twice-monthly meetings cover recruiting, admissions and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees. Two major committees not nominated through the Committee on Committees are Open Expression (whose nominations come directly from the Steering Committee) and the new Educational Planning Committee (which has two components: the nominees of the Senate Advisory Committee and those of the President and Provost).

UPDATE FOR COMMITTEE LISTS

For those who wish to update their *Almanac* November 23 lists of Council, University and operating committees:

1. The chairmanship of the Committee on Committees has been filled by *William E. Stephens*, physics.

2. An entire category, *Staff*, should be added to the University Budget Committee. The staff names are *Barbara Blanchard*, accountant; *John J. Foote*, assistant to the associate provost for academic planning; *John Pyne*, director of budget administration; and *Jon C. Strauss*, executive director of the budget.

3. The name of *Ted Maciag* should be deleted from the Steering Committee of Council and from the list of undergraduate representatives. Mr. Maciag resigned these posts and the chair of the Undergraduate Assembly on January 19, when he announced he would not be a full-time undergraduate this semester. The name of *Robert Frieden*, FAS '77, should be added to the list of undergraduate representatives but *not* to the Steering Committee.

COMMITTEE REPORTS, 1975-76 (PART I)

Ed. Note: Some University and Council committees publish a single, year-end report while others release reports on specific issues as they arise. Others do both, and some do neither.

The reports that follow are 1975-76 year-end documents. Note especially that the 1976-77 Personnel Benefits Committee has since reported (*Almanac* January 25, 1977) on the faculty-staff scholarship and other issues mentioned below under Personnel Benefits and Faculty Affairs.

Next week *Almanac* will carry the 1975-76 year-end reports of the Committee on Undergraduate Admissions and Financial Aid, the Library Committee and the Facilities Committee.

Four committees gave interim reports or summaries earlier in place of year-end reports in this series. For examination of their work, readers are referred to:

EDUCATIONAL POLICY

Complaint on Graduate Studies Bulletin, *Almanac* January 27, 1976.

Joint Report (with Senate Advisory Committee) on Graduate

Education, *Almanac* February 17, 1976.

COMMUNITY RELATIONS

Chairman's Remarks on *Where Now?* (with summary of previous year's report), *Almanac* March 9, 1976.

ACADEMIC PLANNING

Chairman's Summary on SAMP, *Almanac Supplement* September 21, 1976.

Priorities for Evaluation of Departments, Centers and Other Academic Units, *Almanac* November 16, 1976.

RESEARCH

Monitoring the Research Environment (Selections from annual report on file) *Almanac* January 18, 1977.

PERSONNEL BENEFITS COMMITTEE

Role of the Committee and Relationship with Employees

While in these days of budget stringency one cannot be sure how decisions relating to compensation increases are made, the Committee has continued to operate on the assumption that a level of compensation will be determined and then divided between straight salary and benefits. Thus, in a sense, we—not the University—pay for all so-called fringe benefits.

Why then does the University provide benefits? Wouldn't it be fairer to give everyone cash and let each buy what he or she wants? Any employer has a certain amount of self-interest in providing for retirement security and medical, life and disability protection. For example, it would not help the University's image to have the newspapers report that an employee who

retired after 40 years of service is being evicted for failure to pay the rent. On our part, we may prefer that our employer compensate us in kind because of the tax savings, because the University may be able to get it cheaper or because we have been conditioned to expect certain protection to come through our work. Perhaps we "want" protection for disability, for example, but are afraid if we have the cash in hand, inertia or the lure of more immediate satisfactions will prevent us from buying such coverage. None of this, of course, means anything if employees consider certain benefits worthless. If this happens the University is just wasting its money.

Therefore, it is essential that employees understand exactly what benefits they are entitled to in order to utilize them to the fullest and to make known those areas where they desire more coverage as well as those benefits that they would just as soon see eliminated. It is important not to look at the latter as merely something-for-nothing because in the long run, at least, we pay for it through reduced salary or lesser benefits elsewhere.

These considerations have continued to guide the Committee's work over the past year. As pointed out by the prior chairman in last year's report employees lack information on and understanding of the benefits program. This seems particularly true in the medical area where the booklet prepared by Blue-Cross-Blue Shield and distributed by the University falls short of explaining the program in simple English. Accordingly, a more understandable explanation was prepared by the Committee and printed in *Almanac* March 16, 1976. The statement pointed out gaps in coverage and potential difficulties and asked members of the University community to report their experiences and their reactions to potential improvements. So far, at least, the response has been extremely disappointing.

In order to work more effectively the Committee needs input from all employees. For example, negotiations for an HMO (Health Maintenance) option in lieu of University-provided Blue Cross insurance have proceeded very slowly over the past few years. However, only a handful of people have indicated their dissatisfaction to the Committee.

Improvements in Coverage

Over the past two years the Committee has devoted considerable effort to the possibility of University-provided dental insurance. After evaluating proposals by various carriers the Committee determined that Blue Cross-Blue Shield offered the most promising coverage. For an annual contribution of approximately \$75 for single persons and \$235 for family coverage (which in total is about 1 percent of the University payroll), Blue Cross-Blue Shield will in most cases pay 100 percent of the fee for basic dental care including examinations, cleanings and X-Rays. The insurance would pay 50 percent of the costs of dentures, periodonture and orthodonture (the latter would be subject to a maximum dollar amount and limited to persons under 19). Last November the Committee informed the Provost that it believed dental insurance had a high priority but it could not make a definite recommendation in the absence of information about the amount available for improvements in compensation. The Provost then sought input from various groups. In preparing its response to the Provost's request for its reaction, the Committee on Economic Status of the Faculty distributed a questionnaire to all faculty members seeking to learn their priorities among cash compensation, dental insurance or improvements in

Speaking Out

SCOTCH VERDICT

A proposal by the Personnel Benefits Committee was presented in the January 25 *Almanac* for restructuring the faculty and staff scholarships program. The changes recommended by the Committee were based upon three major premises. The purposes of this communication are to question the validity of these premises, particularly the first one, and, therefore, to question the wisdom of the proposed changes.

The Committee's first premise is, "The program is quite costly (amounting to approximately one-fourth of the total benefits budget) and its costs have been increasing at a rate of about 25 percent per year." This assertion of a total program cost amounting to approximately one-fourth of the total benefits budget is erroneous and is a serious overstatement of the actual cost of the program. As the Committee itself notes, 52 percent of the total faculty and staff scholarships expenditures are accounted for by benefits for partially-affiliated faculty and staff, that is, for the support of graduate students who are teaching and/or research assistants. The Committee appropriately recommends that these costs should be removed from the personnel benefits budget. By what perverted logic were these graduate student costs ever included in the faculty and staff personnel benefits budget? If these costs are transferred to a more appropriate budget classification, then following the Committee's reckoning, the faculty-staff scholarship program would amount to about one-eighth of the total benefits budget. However, this one-eighth figure is still a gross overstatement of the actual program cost.

In a telephone conversation with the chairman of the Committee, I learned that the faculty-staff scholarship program cost had been given to the Committee in a calculation that simply summed the tuition figures for all tuition remissions and direct costs. This accounting total grossly overstates the actual cost of the program. The relevant figure in determining the program expense to the University is incremental cost. To illustrate the point involved, consider the following illustration. Suppose the only tuition remissions were for ten spouses of faculty and administrators. Further assume that these ten spouses took one course each in ten different departments. What would be the incremental cost of this program to the University? Fixed costs remain the same, no additional staff would have to be hired, no tuition-paying students would be displaced. The incremental cost to the University would be zero. Clearly, though, the incremental cost of the total faculty-staff scholarship program is not zero.

BIOHAZARD FACILITIES

An ad hoc committee of the Human Genetics Center is looking into the future needs of the University research community for special facilities that anticipate future regulations of the federal government concerning protection of laboratory personnel and the community.

An urgent need is the input from informed individuals who are currently engaged or can envision research on this campus that is likely to require newly developed physical facilities. Some of the biological materials already being considered at the federal level as biohazards are: (1) cell lines harboring tumor viruses, (2) pathogenic microorganisms, and (3) recombinant DNA of any kind. This list is certainly not inclusive.

Individuals who can be informative are urged to immediately contact one of the following:

*Paul S. Moorhead & William J. Mellman,
Department of Human Genetics, Ext. 5172*

*Joseph S. Gots,
Department of Microbiology, Ext. 8793*

Direct grant scholarships are out-of-pocket costs to the University. A faculty child who goes to the Law School or Medical School probably does displace a student who would pay tuition. However, to arrive at a meaningful incremental cost figure, we would have to net out average University scholarship aid that would have been given to such potentially displaced students had they been admitted. At the undergraduate level, if the University currently tries to accept all qualified students, then students under the faculty-staff scholarship program must not be displacing many tuition-paying students. The illustrations need not be belabored further.

The point is that the incremental cost of the faculty-staff scholarship program must be far less than one-eighth of the total benefits budget. The Committee's assertion that the program is quite costly obviously requires more careful examination. Furthermore, it seems reasonable at this point to render a Scotch verdict of "not proven" to the Committee's additional statement that program costs have been increasing at a rate of 25 percent per year. After we get some meaningful cost figures, we can discuss their rate of change.

On the Committee's second point, that the program is allocated on the basis of family status rather than merit, there can be relatively little argument. However, one can

accept the Committee's statement that it is an important program that enables the University to attract and retain qualified personnel.

The Committee's third point is that it has been argued that the program unfairly discriminates against staff (A-3s). The Committee then proceeds to seek equity by removing from faculty and administrators tuition-free benefits beyond eight semesters for children and by imposing a five-year waiting period for the receipt of benefits.

If there are deficiencies in benefits given to A-3 staff employees, these deficiencies should be remedied. However, it would be extremely unwise to design a personnel benefits program for the University on the principle of seeking equity among faculty, administrators, and staff. The tuition remission benefit has a long tradition in academia as a faculty perquisite. The University of Pennsylvania has been very generous in extending this benefit to administrators and staff. Doubtlessly, this policy has represented an important attraction to these personnel. That is commendable. However, in view of the University's aspirations of "selective excellence" and its desire to improve faculty and programs, the development of benefits programs that seek equity between faculty and A-3 personnel would seem to be one of the least logical ways of moving towards these goals.

The University faces real financial difficulties, and we should devote our very best efforts to improving the budgetary situation. However, let's be sure that we are not jousting with windmills as we exert these efforts.

Finally, I would like to suggest a question for the Committee to consider. The attractiveness of the current tuition-remission scholarship program has been said to be an important factor in attempting to recruit outstanding faculty. Will the incremental savings to the University of implementing the Committee's less attractive program outweigh the costs of a lowered ability to attract such scholars?

—*Morris Hamburg, Professor of Statistics and Operations Research*

MORE ON PUNCH-DRUNK

I noted the letter published in *Almanac* February 1 from William Gomberg, Professor of Management and Industrial Relations. I am bemused by his statement that he is bemused by the arguments that the faculty and staff scholarship program is inequitable. It should be quite obvious to anyone who read Professor David Cummins' "Proposal for Restructuring The Faculty and Staff Scholarships Program" (*Almanac* January 25) that the current program is inequitable.

Professor Gomberg disputes the fact that

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.

the program "falls upon its beneficiaries as the result of [family] status rather than merit." He uses as an argument the fact that Blue Cross-Blue Shield benefits are not distributed on the basis of merit, either, but according to need. Need, much less than merit, is the criterion for the scholarship program. I contend that if merit were the criterion for *any* benefit at the University, the inequity among faculty at the top, administrators, then support staff, would in most cases be the other way around!

Professor Gomberg says that Mr. Cummins "is troubled that the faculty is treated more generously than A-3's." With absolutely no disrespect to Mr. Cummins, not only did he not make such a statement in his January 25 letter, but I do not believe that this can be read into his letter as an accurate reflection of his feelings in this matter. Certainly Mr. Cummins recognizes the areas in the current scholarship program which discriminate against A-3 employees (and their children), and he judiciously led his committee through several lengthy discussions of ways in which parity might be achieved; and it should be of interest to Professor Gomberg and others who share his viewpoint that it was the A-3 representatives on the Personnel Benefits Committee (I am one) who argued strongly that A-3's do NOT seek *equality* with faculty members in the benefits (or salary or any other) area, but that primarily they *do* seek a narrowing of the wide gap that exists between benefits for administrative staff and support staff. Job qualifications, responsibilities and even salaries often overlap between A-1 and A-3 positions. If A-3's are not "troubled" that the faculty is treated more generously than A-3's, I certainly don't think Mr. Cummins is so "troubled." But I think he does share our view that SOME of the inequities can be eliminated without penalizing current employees (including faculty members) while saving the University some money.

I suggest to Professor Gomberg that any faculty member who accepts a University of Pennsylvania cheque in return for his services is, according to Mr. Webster, an employee—whether he likes the term or not.

The fact that Professor Gomberg digressed so far from the meat of the scholarship program issue serves to illustrate to me who is guilt-ridden and perhaps even a little punch-drunk, too; not only is it untrue that every employee is asking for benefits equal to those enjoyed by the faculty, but the terms used by Professor Gomberg are incorrect: very simply, "equal" means "same" and "equitable" means "fair." No A-3 that I know aspires to the former; but *every* A-3 has a human right to the latter.

Since the portion of the "Restructure" proposal which deals with teaching and/or research assistants does not directly concern A-3's, I will not speak to that issue in answer to Professor Gomberg's comments except to say (as a member of the Personnel Benefits Committee) that I agree with the conclusion of the committee and support its recommendation in this regard.

—Virginia Hill Upright, Secretary,
Bequests and Deferred Gift Program

CODA

I have been associated closely with the School of Allied Medical Professions (SAMP) at the University of Pennsylvania since 1950. In the span of 27 years, I have been a student in the school, a clinical supervisor of the school's students, an employer of the school's graduates, a member of the school's faculty, and the acting dean of the school. The trustees' resolution to discontinue the school's programs will bring to an end my association with SAMP as we know it.

When I accepted the offer of an appointment to the SAMP faculty in 1965, I brought to the appointment a strong personal commitment to contribute to the further development of my profession, physical therapy. That original commitment was not abandoned but enlarged over the last 11 years to include the further development of things I valued in the school and in the University. The discontinuation of SAMP at the University compels me to return to my original commitment as the first principle in making a personal decision about the future.

My original commitment is incompatible with the discontinuation of the SAMP programs at the University of Pennsylvania. The incompatibility will not be resolved by transferring the SAMP programs elsewhere, with or without cooperative interinstitutional efforts.

In the productive years remaining to me, I intend to apply what talents and energies I have to my original commitment of further developing my profession. I believe the intention and the commitment will best be served now through my national professional organization. On January 30, 1977, I accepted a position offered to me by the American Physical Therapy Association which has its headquarters in Washington, D.C.

I will continue to serve as acting dean of SAMP through May 1977, and I will do all things between now and then to assist our faculty, students, and staff in achieving their collective and individual aspirations for their own careers and for the programs of the school. I will assist in the transition to a new acting dean effective June 1977. I will terminate my faculty position effective July 31, 1977, and I will take up the responsibilities of my new position in August.

—Eugene Michels, Acting Dean, SAMP;
Associate Professor of Physical Therapy

PERSONNEL BENEFITS REPORT continued from page 3

medical insurance. After evaluating the response which came from about one-third of the faculty, the Economic Status committee informed the Provost in May that it believed it would be appropriate to begin immediately to implement the proposal for dental insurance.

Up to now, an employee who desired family medical coverage had the option of having the University pay for such coverage and paying for his or her own life insurance, or having the University pay for life insurance and medical insurance for the employee alone. As part of the settlement of last year's labor dispute the University agreed to pay for both family medical and life insurance for all employees in the collective bargaining units. While not necessarily determining that this was the most desirable improvement in benefits, the Committee expressed to the administration its assumption that this benefit would be extended to all employees. The administration has recently announced that life insurance equal to two times salary will be provided without cost to all employees up to a maximum of \$125,000. This change, the program of scholarships for dependents discussed below, and the possible implementation of dental insurance and improvements in medical coverage does, however, point up the question of an increasing disparity in compensation between married and single employees. The Committee on Faculty Affairs has also expressed its concern with the disparity as it pertains to health and life insurance coverage.

Faculty-Staff Scholarships

Is it equitable to those without children to provide a significant portion of compensation in the form of free tuition at the University or cash

scholarships to those that attend other undergraduate institutions? Is it fair to A-3 personnel that they have a longer waiting period for eligibility and that their dependents are eligible only for free undergraduate tuition and neither for free graduate education at Pennsylvania nor for cash grants toward undergraduate education elsewhere? The Committee has spent considerable time discussing these questions. At its final meeting of the year the Committee considered a subcommittee recommendation that for *newly hired employees* there be a five-year waiting period for eligibility and a limit of eight semesters' free tuition at Penn at the graduate or undergraduate level. Except for the direct grant program this would provide parity among all classes of employees. This proposal (which would bring the University more in line with the program at other Ivy League Institutions) has not been acted upon by the Committee, but the administration has been notified of the substantial support within the Committee for a reallocation of the compensation budget away from scholarships and into other areas.

Partially Affiliated Personnel

The Committee has been concerned that assignment to the status of "partially affiliated" utilized for other purposes has had the unintended purpose of denying benefits to full-time and sometimes prospectively permanent employees. Hence last year at the Committee's recommendation postdoctoral fellows, paid through the University payroll system, were provided with medical coverage upon completion of a six-month waiting period. This past year the Committee participated in the effort of the Committee on Faculty Affairs to redefine the system of classification of the faculty, to the extent necessary to determine that appropriate benefits were provided to each class. That effort which is nearing completion will

eliminate the status of partially affiliated and will generally assign full benefits after the appropriate waiting periods to those employed full time who are not primarily students. Research associates and postdoctoral fellows will, however, receive only medical benefits.

Future Action

A number of matters that require further consideration have been noted above. We hope the Committee will continue its efforts to accommodate the benefits package to the needs and desires of the entire University Committee and to explore the very difficult problem of allowing some individual selection from among the package of available benefits. In addition a few specific matters may be mentioned.

Faculty Club. The President has asked the committee to consider whether Faculty Club membership should be provided by the University as part of the compensation package.

Sex Discrimination. Under TIAA-CREF retirement policies, if a man and a woman with identical earning records each select a single-life annuity, the man will receive a larger monthly payment. A number of court decisions have held that it is illegal sex discrimination to rely on the greater life expectancy of the *average* woman as opposed to the *average* man to justify this practice. It may also be thought to be inequitable. (For my views on this subject see the Spring 1976 issue of the *AAUP Bulletin*.) Other University groups have expressed interest in the possibility of change in the University's retirement program without waiting for the outcome of the court action or possible legislative consideration. For example, the Committee on Faculty Affairs recommended that the University "take action to secure unisex retirement benefits for its faculty." The Committee should begin to explore the question. —Daniel Halperin, Chairperson

FACULTY AFFAIRS COMMITTEE

The Committee on Faculty Affairs met ten times during 1975-76 to consider a wide variety of issues, the most important being:

A. Carry-over Items from 1974-75

1. Benefits status of individual faculty members under the new faculty classification system:

After coordinating with the Provost's Office and the Personnel Benefits Committee, the Committee on Faculty Affairs recommended a set of fringe-benefit assignments to be appended to the Faculty Classification System that had been developed in 1974-75.

2. The racial census:

Changed regulations of the Department of Health, Education, and Welfare made necessary a revision of the University's procedures for reporting on its hiring and employment policies. Considerable Committee time and effort were invested in an attempt to develop a reporting system which would both meet the needs of HEW's monitoring of affirmative action programs and also allay the faculty's concerns about possible misuses of racial census information.

B. New business in 1975-76

1. Honorary degrees:

The role of the faculty in selecting honorary degree recipients was discussed at length. (President Meyerson visited the Committee to present the Administration's views on this subject). The principle was underlined that the faculty's role should be strengthened in the selection of persons to be awarded honorary degrees by reason of distinction in scholarship. The Committee recommended to the University Council that the Subcommittee on Honorary Degrees be established as a free-standing committee,* thus making the formal Council committee structure in this area conform to present and recent practice.

2. Sex and marital status in determining faculty benefits:

Members of the committee were concerned in two respects about distinctions in fringe benefits that turn on a faculty member's sex and/or marital status: (i) retirement payments, the size of which depended on the sex of the retired faculty member, and (ii) health and life insurance benefits where premiums charged or absorbed by the University depend upon the sex and/or marital status of the insured. After extended discussion, the Committee recommended in connection with (i) that the University take action to secure unisex retirement benefits for the faculty; and in connection with (ii) that the University's fringe-benefit compensation be structured so that the benefits accruing from its health and life insurance programs to each individual faculty member will not be affected by the sex and/or marital status of the faculty member.

—Robert Summers, Chairman

*Implemented via by-laws change November 10, 1976.

SUBCOMMITTEE ON FACULTY GRANTS AND AWARDS

The Subcommittee met twice this academic year.

We had at our disposal \$40,000 as recurring funds and an additional fund of \$10,000. The increment in funds was bestowed by the President and Provost to allow us to raise the amount of the summer faculty fellowships from the \$1,500 award for many years. The Subcommittee has awarded fellowships in the amount of \$2,000 for this year.

The Subcommittee again felt the need of better guidelines. The chairman keenly felt this need upon inquiry after grants and awards were made. He hopes that next year's members can revise both the invitation published to seek applicants and the guidelines of procedure well in advance of the invitation which is normally published before November is over. The current Subcommittee has drafted some new guidelines that may serve as a basis for discussion.

Applications were received from 56 persons for a total sum of \$124,517. Some applicants were not eligible for want of the doctorate and faculty status. Twenty-one persons were awarded summer fellowships, grants-in-aid, or both. Tables I and II exhibit breakdowns of the awards by sums and by recipients' affiliation.

The Subcommittee had a modest remainder of funds which will grow slightly as money is turned back. It was agreed at our second meeting that in the coming fall term the new subcommittee might seek new applications for grants-in-aid to be made at that time.

The chairman wishes to record thanks to Reagan Scurlock for his good offices in the review of applications and the administration of awards.

By letter of the chairman, the Subcommittee is on record as grateful to the President and Provost for increasing the funds available to us.

—Robert E.A. Palmer, Chairman

Table I

Applications (56)	
Fellowships (43)	\$ 86,000
Grants-in-Aid (33)	38,517
Total	\$124,517
Awards	
Summer Fellowships (20)	\$38,000
Grants-in-Aid (8)	6,152
Funds	\$50,000
Awards	44,152
Balance	\$ 5,848

Table II

College of Engineering and Applied Science	
Civil and Urban Engineering	3
Mechanical Engineering	1
Subtotal	4
Faculty of Arts and Sciences	
Anthropology	1
Chemistry	1
Economics	1
English	2
Germanic Languages	1
History	1
Political Sciences	1
Romance Languages	1
Slavic Languages	1
Sociology	1
South Asia Regional Studies	1
Subtotal	12
Wharton School	
Finance	3
Subtotal	3
Law School	1
Veterinary School	1
Total	21

STOUFFER: OPENINGS FOR FELLOWS

Stouffer College House invites graduate and professional students to apply for three positions in 1977-1978. One Administrative Fellow and two Graduate Fellows are sought for the living-learning residential project which stresses a theme of community through programs that encourage the sharing of interests and responsibilities. The Administrative Fellow has responsibility for budget and program development and for building maintenance. All fellows serve as resource persons, academic and personal advisors, program developers and administrators.

Those interested should send a resume to Mary Ellen Barnes, chairperson of the Graduate Fellow Search Committee, Stouffer House, 3700 Spruce Street. Deadline is February 18. For information, call Ext. 6827.

OPENINGS

The following listings are taken from the Personnel Office's bulletin of February 3. 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).

ASSOCIATE DIRECTOR (2-1-77).

BUSINESS ADMINISTRATOR III prepares, reviews and administers budget; screens, interviews, selects and supervises personnel; controls inventory; serves as staff liaison and manages office. *Qualifications:* Supervisory experience with ability to work with people; direct experience in budget work. College degree in business administration and substantial course work in accounting. \$11,300-\$15,250.

FACILITIES PLANNER (9-28-76).

FISCAL COORDINATOR is responsible for operations, involving group practice under direction of group practice administrator. Assists G.P.A. in overall coordination of financial allocations and budgets, and reports for entire department. Also assists G.P.A. in personnel and financial matters which affect more than one division of the department. *Qualifications:* Graduation from college or university with a business degree. At least two years' experience in financial or laboratory management. \$9,100-\$12,275.

JUNIOR RESEARCH SPECIALIST (1-25-77).

JUNIOR RESEARCH SPECIALIST (1-25-77).

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

LIBRARIAN II (Media Service) (11-9-76).

LIBRARIAN II in Arabic, Persian, and Turkish (11-9-76).

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

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

PLANT PATHOLOGIST (MORRIS ARBORETUM) maintains close surveillance for disease, insect and physiological problems of trees, shrubs and plants. Recommends appropriate control measures and advises the professional staff of the Arboretum and others. Conducts research on improved trees for urban conditions. Teaches courses in botany, plant pathology, environmental education, natural science in the Arboretum's

education programs. Prepares information, articles, course materials, technical reports and popular articles. *Qualifications:* Good writing skills, communication and teaching ability. Solid background in botany, plant sciences and practical horticulture. Able to design and conduct research on plant diseases. Ph.D. in plant pathology. Bachelor's and Master's degree in botany and natural sciences. Qualifications and certification for teaching in public schools in Pennsylvania. \$14,125-\$19,425.

RESEARCH SPECIALIST I (2-1-77).

RESEARCH SPECIALIST I performs minor surgery on rats and rabbits, cell separation, subcellular fractionation of lungs, incubations and biochemical analyses with biological material. Assists in performing isolated lung perfusion experiments, metabolic assays for enzyme activity, histochemistry and cell identification, calculation of results and simple statistical analyses. Assists in maintenance of laboratory supplies and animals. *Qualifications:* B.S. or M.S. in chemistry, biochemistry or biology. Medical terminology experience. \$9,850-\$13,550.

RESEARCH SPECIALIST III processes fresh tissue, cultured cells and cell fractions for electron microscopy. Electron microscopy histochemistry and autoradiography. Knowledge of histology (paraffin embedding) and of basic, routine tissue culture procedures (sterility, feeding and subculturing). Operates and maintains EM laboratory and dark room. Able and willing to train others, if need arises. Can carry out semi-independently screening and interpretation of EM preparations. *Qualifications:* Ability to work independently. B.S. is required; M.S. preferred. Five years' minimum experience, preferably in electron microscopy. \$13,000-\$17,550.

STAFF ASSOCIATE (20 hrs./wk.) (2-1-77).

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT I (12-21-76).

ADMINISTRATIVE ASSISTANT I (New York) (1-18-77).

CONTRACT ACCOUNTANT (1-18-77).

LICENSED PRACTICAL NURSE (11-16-76).

MEDICAL RECEPTIONIST (2) (2-1-77).

MEDICAL TECHNICAL SECRETARY (4) (2-1-77).

RESEARCH LABORATORY TECHNICIAN III (1-18-77).

SENIOR COLLECTION ASSISTANT supervises the collection assistant in routine maintenance of student accounts. Audits delinquent loan accounts and computes interest charges regarding these accounts. Coordinates payments made on delinquent accounts with student loans. *Qualifications:* Aptitude for detail work; ability to supervise clerical personnel. Ability to type accurately. Graduation from high school. At least five years' experience in handling the billing of account receivables; familiarity with accounting and data control. \$6,950-\$8,675.

SECRETARY II (11-16-76). SECRETARY III (10) (12-21-76).

PART-TIME

CLERK IV (6) \$6,500-\$8,125.

DENTAL ASSISTANT II (6 months) \$7,475-\$9,300.

GENERAL OFFICE WORKER (4 months) (2-1-77).

LABORATORY ASSISTANT (7 months) (1-25-77).

WXPN HIGHLIGHTS

Wed. 2/9	9:30-10 p.m.	<i>Up Against the Law.</i> Four-part series on women's rights and the law starts with "The Status of Women in America Today."
Thurs. 2/10	10 p.m.-2 a.m.	<i>Blue Genesis.</i> Live jazz weekly from WXPN studios highlights Philadelphia musicians. This time, the Charles Townsend group.
Weekdays	4-5 p.m.	Reading from <i>Gulliver's Travels</i> .
Sun. 2/13	3-4 p.m.	<i>Third World News.</i> Part V of "In Black America."
Mon. 2/14	8-10 p.m.	<i>Directions in Music.</i> Works of avant-garde Jay Williams.

FREE WOMEN'S SCHOOL: FEBRUARY 9

Betty Friedan's confession had nothing to do with it, says spokesperson Judy Moch: the Free Woman's School of the Penn Women's Center has been teaching cookery all along. The latest course is *So You Can't Boil an Egg: Basics of a Healthy Kitchen* in the spring term catalog of 25 ten-week classes for campus and community women.

The school also offers house wiring, dream analysis, urban gardening, self-defense, women and law, and several other courses in theory and politics as well as poetry, drawing, photography, music and dance. (No schedule conflict between cooking, Wednesdays 7:30-9:30 p.m. and a *Fat Women's Support Group* Tuesdays 7-9 p.m. The latter is not a diet group; it deals with problems from clothes to "social oppression in jobs and relationships" for the overweight.)

Complete course descriptions are in a brochure available from the Women's Center, 112 Logan Hall, Ext. 8611. Included is a sliding-scale tuition chart (\$5 to \$30 based on income and number of dependents, with those on public assistance paying no tuition). All who enroll pay a \$2 registration fee, and child care is available. Registration is at the Center during the following hours:

Wed., Feb. 9 4-7 p.m.	Sun., Feb. 13 2-4 p.m.
Thurs., Feb. 10 noon-2 p.m.	Mon., Feb. 14 6-8 p.m.
Fri., Feb. 11 noon-2 p.m.	Tues., Feb. 15 4-6 p.m.
Sat., Feb. 12 10-noon	Wed., Feb. 16 noon-4 p.m.

THINGS TO DO

EXHIBITS

Lights and Surfaces: photographs, prints and paintings by Jill Clawson and Amy Seissler (of Temple's Tyler School of Art), are at the Philomathean Galleries, fourth floor of College Hall, until February 18, from noon to 5 p.m. weekdays.

LECTURES

Inside the Electronic Brain: Today at 3 p.m. in the Department of Computer and Information Science colloquium series, Ranan Banerji of Temple University, speaks on *Pattern Recognition*, Room 216 Moore School. On February 15, Alex Pelin of Penn discusses the *Theory of Computation*, same time, same place.

Timothy W. Kennedy, organizer and president of Alaska's Skyriver Foundation, tells how Eskimos communicate with film and videotape in *Skyriver—Media as a Tool for Social Change* February 14, Colloquium Room, Annenberg School, 4 p.m.

Birds do it, but can gliders? Mechanics and Materials Science Professor Stanley Corrsin of Johns Hopkins is not sure the featherless craft can copy the storm petrel's control system but he talks about it and other lofty ideas in *Soaring Flight of Birds*, 3:30 p.m. February 14 in Towne Building Alumni Hall. Refreshments at 3. Hosts are Department of Chemical and Biochemical Engineering Graduate Association.

MUSIC

Benefit Tonight. Jack McGann's Swing Band, old-timey musicians Peter Taney and Janet Bregman, and folksinger Maxine Weiner entertain at a Christian Association concert for Jay Weiner, who is still in prison for refusing to cooperate with a grand jury investigation of the Patricia Hearst case, 8 p.m., CA, \$2 admission.

The University Museum has two concerts this weekend: *Pianist Barbara Marek* performs February 12 in Rainey Auditorium, 2:30 p.m.; the *Philadelphia Baroque Quartet* comes to Harrison Auditorium February 13, also at 2:30.

Extravagancelot is the word for the Pennsylvania Glee Club's February 19 performance at the fourth anniversary of the General Alumni Society's Family Day Programs. Starting at 1 p.m. in Zellerbach Theater, Bruce Montgomery leads the ensemble from King Arthur's Court to the Great

Depression. After the show come refreshments, souvenirs and prizes. Admission: 25 cents. Reservations: Ext. 7811. Regular performances of *Extravagancelot* are on February 17-19, 8 p.m. Students, faculty, staff: \$2.50; others: \$3. Call Ext. 6791.

THEATER

John Steinbeck's classic *Of Mice and Men* comes to Penn via the Pennsylvania Players on February 10 at 7:30 p.m. in the Prince Theater. Annenberg Center. Other performances are February 11-12 and 17-19. Ticket information: Ext. 7571.

A Double Order of Comedy: Wilma Theater Project opens its new late-night Aunt Wilma's Cabaret Parlor, February 11-13 at 8 p.m. with the Market District Theater's production of *Amphitryon?*, an original musical comedy based on the work of the Roman comedic playwright Plautus. At 10 p.m., Cleveland's Gelosi Players present John Morton's English farce *Box'n'Cox*, a sitcom involving John Box, a printer, James Cox, a hatter, and their housekeeper. At CA, admission is \$2.50 (\$2 for students with I.D.).

Return Visit: Friedrich Durrenmatt is back at Annenberg Center with *The Physicists*, a bizarre whodunit set for February 23-March 6. Preview performance is February 22, 8 p.m. Ticket information: Ext. 6791.

FILM

Chinatown, U.S.A. *From Spikes to Spindles*, part of the Christian Association's Real to Reel film series, gives an overview of the Chinese community from initial immigration to present day. February 9, CA Auditorium, 8 p.m., \$1. The filmmaker, Chris Choy, will be here to discuss his work with the audience.

The University Museum concludes its special noon hour series *China: the Enduring Heritage*, February 10, Harrison Auditorium, 12:15-1:15 p.m.

The Man Who Fell to Earth lands at Hopkinson Hall, International House, at 7 and 10 p.m. February 11. CA is the sponsor.

Where Lilies Bloom is the February 12 children's film series selection, University Museum's Harrison Auditorium, 10:30 a.m.

PUC's *Science Film Festival* is February 12, FA B1, 7:30 and 10 p.m. Documentary Film Lab's *Changing*, *The Hunters* and *The Feast* can be seen at Annenberg Center's Studio Theater, February 16, 4 and 7 p.m.

MIXED BAG

Forget about the weather with Morris Arboretum's short course on *Survey of the Plant Kingdom*, February 8-March 15, 10 a.m.-noon (members \$24, others \$30), and a workshop and clinic on *Cacti and Succulents*, February 12, 10 a.m.-noon (members \$4, others \$5). Or frankly enjoy *The Wonders of Winter* on a field trip, February 14, 10:30 a.m.-noon (members \$2, others \$3). Call CH 7-5777 for any of these.

Brown-bagging: All A-3 women are invited to discuss *Assertiveness and Getting Ahead in the Job* with Marilyn Lucas and others at the Penn Women's Center on four consecutive Wednesdays starting tomorrow. Drop-ins welcome, 12 noon to 2 p.m.

Job hunting, promotions and other employment issues are on the agenda of WEOUP's A-3 Task Force meeting with Women's Center staff at 12 noon, February 11, Women's Center, 112 Logan Hall. WEOUP's general meeting is February 16, 12 noon, 112 Logan Hall.

Charles Ross shares *The Sun's Secrets* with children six years of age and older February 19 from 2-3 p.m. at the ICA Galleries. The talk is surrounded by ICA's current exhibition, *The Substance of Light*, a collection of prisms, solar burns and celestial maps by Ross on display until February 22.

Skating Discount: Put yourself on ice for only \$1.50 plus I.D. card at the *Class of '23 skating rink*. For information on hours, skate rental and instruction, call Ext. 6608.

ALMANAC: 515 Franklin Building (16) Ext. 5274

Editor.....Karen C. Gaines

Assistant EditorMarilyn Ackerman

DistributionKaren A. Graves