

# Almanac

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If you  
already  
caught the  
Glee Club show  
there are plenty  
of other  
THINGS TO DO... page 8



## COUNCIL

President Martin Meyerson's report to Council at the February 9 meeting was a prepared statement as follows:

*On Federal Investigation of Possible Political Corruption  
In Connection with Professional School Admissions*

February 9, 1977

Last spring a state special investigating grand jury began an inquiry into political influence in admissions to the graduate professional schools in the Philadelphia area. Thereafter, a federal investigation of professional school admissions was also undertaken. On September 21, 1976, the first of several federal subpoenas was issued to the University for various Veterinary School records. These were supplied to the office of the local United States Attorney for use by the federal grand jury conducting the investigation.

On October 1, Donald T. Regan, the chairman of our Trustees, and I decided that we should initiate our own investigation of the facts relating to this federal inquiry. To help insure an independent analysis, we turned to the chairman of the Trustees Committee on Corporate Responsibility, Robert L. Trescher, (he is also a member of the Executive Board and of the Student Affairs Committee of the Trustees), whose Committee had agreed in the spring to the request of the Executive Board and of me to direct its attention to issues of internal as well as external corporate responsibility. On October 5, Donald Regan confirmed that a subcommittee of Corporate Responsibility would conduct the study, that Mr. Trescher, an attorney and former chancellor of the Philadelphia Bar Association, would chair it, and that its other members would be C.B. McCoy and Jacqueline G. Wexler.

We considered turning to our outside counsel, Drinker Biddle and Reath, to find the facts for us. However, since it was unclear whether or not that firm would be called upon to represent the University or its staff in the federal investigation, another advantage of turning to Mr. Trescher was that through his firm he could conduct a careful investigation and make an independent analysis of the facts. One of his associates has been serving as the investigator, and has conducted numerous interviews with members of the University community. During the course of the subcommittee's work, to avoid confusion, we asked Mr. Trescher to serve as the principal spokesman of the University on the federal inquiry.

Meanwhile, on November 16 a Democratic Party committeeman pleaded guilty to the charge of perjury (he had denied to the grand jury that he had accepted money from the parents of students seeking admission to three institutions, one of which was our Veterinary School). The Provost reported on these matters to the Faculty Senate the following day and noted that no charges of "illegal or improper conduct have been made against any University employee by the federal authorities."

Subsequently, the Speaker of the House of Representatives of the General Assembly was indicted on charges involving extortion, obstruction of justice and other offenses. He was arraigned on January 28. The indictment alleged that he received money through the committeeman who had pleaded guilty. These sums allegedly were intended to elicit the Speaker's support for particular candidates seeking entry to professional schools, including our Veterinary School. The Speaker pleaded not guilty at his arraignment. On that day I issued a statement which among other things noted that we "must scrupulously respect the rights of individuals who may be involved." On February 7, a motion in the

## EROSION OF FACULTY: FEBRUARY 23

The University of Pennsylvania Chapter of the American Association of University Professors (AAUP) and the Faculty Senate will cosponsor a discussion of the "Erosion of the Economic Status of the Faculty" on February 23.

Presentations will be made by Drs. F. Gerard Adams, chairman of the Senate Committee on the Economic Status of the Faculty; J. David Cummins, chairman of the University Committee on Personnel Benefits, and John N. Hobstetter, associate provost for academic planning. Dr. Morris Mendelson, president of the campus AAUP Chapter, will moderate the discussion.

The meeting will be held in the Benjamin Franklin Room of Houston Hall at 4 p.m. on Wednesday, open to all faculty.

## HEAD OF ADMISSIONS: JOB DESCRIPTION

Dr. Joseph Bordogna has forwarded to the Provost the job description for the head of admissions recommended by his Task Force on the Study of Admissions as modified by Dr. Phillip DeLacy's consultative search committee.

The head of admissions should be responsible for recruiting, selecting, and matriculating undergraduate students; establishing an admissions process consistent with the educational policy formulated by the Faculties of the several undergraduate schools; developing and implementing effective recruitment strategies; securing and coordinating the supportive admissions roles provided by the undergraduate deans, the faculty, the alumni, and the student body; apprising the Deans and Faculties of short and long term recruitment and enrollment trends; and staffing, budgeting, and efficient operation of the Admissions Office.

To carry out the above tasks effectively, the person selected as head of admissions should have experience in both academic and management pursuits.

## VICE PRESIDENT: DR. JOHNSTONE

President Martin Meyerson has announced the promotion of his executive assistant, Dr. D. Bruce Johnstone, to vice-president and director of the Office of the President. Dr. Johnstone, who is also associate professor of education here, joined the president's office in 1972 after serving as coordinator of the Ford Foundation's "Pay-As-You-Earn" income-contingent student loan project. Earlier he was administrative assistant to then-Senator Walter F. Mondale, 1969-71, and director of the Center for Economic Education at the University of Minnesota.

House to suspend the Speaker pending the outcome of the trial was defeated.

Although it is still true that no charges of illegal action have been made against the University or its officials, the indictments suggest that officers of the University participated in the destruction of records relevant to the case. Very likely the trial of the Speaker will commence early in the spring, and we should remember that the federal investigation continues.

Later this month, the chairman of the Trustees will receive an account of the investigation by Mr. Trescher's law firm and the report of Mr. Trescher's subcommittee itself suggesting possible actions to be taken by the University. Thus we shall soon have facts which we do not now have and we will be in a position to decide what further steps are required.

Whatever the findings show about the two officers of the University mentioned in the indictment or any other members of the University who may be involved in the trial, there should be no public discussion of them until those persons have concluded their testimony (if they are called upon to testify) in the pending judicial proceedings or until the University's lawyers advise us that such would be appropriate. To do otherwise would be grossly unjust to individuals who are not now free to respond. This does not speak to the years of dedicated service to the University of these two individuals.

Mr. Trescher wrote to me February 7, conveying, among other things the opinion that a public accounting of specific incidents would be inappropriate now because of the judicial proceedings. However, Mr. Trescher's letter also contained the following observation:

"On the other hand, we do not believe that the pending proceedings and investigation need or should delay an inquiry into the important institutional questions which they have raised. In our view, it is an appropriate time for the University to take a hard look at some very difficult questions. As a Subcommittee of Trustees, we are not in a position to offer definitive answers to those questions, which have to do with the responsiveness of those in the admissions process and, more generally, of University officers who deal with those outside the community who are in a position to benefit or disadvantage the institution."

To this end, Eliot Stellar and I have asked Curtis Reitz, professor of law, counsellor to the President, and former provost of the University, who is eminently suited for this task, to prepare a draft set of guidelines providing safeguards against improper influence by those outside the University on the operations of the University, with particular reference to admissions. The aim of these guidelines will be to protect the integrity of the University. We have also asked Professor Robert Lucid, chairman of the Faculty Senate and of the Steering Committee of Council, to have the Steering Committee and then the Council review these guidelines.

Moderator Peter Nowell's call for questions on the President's report produced no discussion. Other matters taken up by Council on February 9 include:

## PROVOST: SPUP AND SAMP

Provost Eliot Stellar reported that Educational Planning's review of the School of Public and Urban Policy is near completion, and that Vice-Provost Patricia McFate is in charge of planning for a cooperative program between SAMP and Jefferson University. A key element in the transition is arranging with SAMP faculty to provide courses for presently-enrolled students during the phase-out from Penn, he said. SAMP faculty met Tuesday with Jefferson's allied health dean but there are not yet fully-agreed "directions or timetable" for the cooperative program; Dr. Stellar will keep Council informed on the progress.

## ELECTION TO STEERING COMMITTEE

Kenneth W. Taber (Wh '77), elected last month to complete Ted Maciag's term as Undergraduate Assembly chairman, was also elected to Mr. Maciag's vacated place on the Steering Committee.

## COUNCIL AND ITS COMMITTEES

Sketching reasons for Council to restudy its advisory role in "a contracting institution," Steering Committee Chairman Robert F. Lucid said the committee structure of Council is the focus of self-study. He recommended (1) bringing University-wide and operating committees within Council by-laws; (2) scheduling informal and interim reports of committees for each Council meeting and (3) direct committee service (and preferably chairmanships of committees) by Council members. He urged representatives to set up active communication with their constituencies and report to him any problems in doing so. The special constituency of junior faculty will be approached via Senate, he added. Dr. Julius Wishner proposed making all committee chairmen official observers of Council; Dr. Lucid agreed, noting they are now unofficial ones. Mr. Meyerson asked whether every committee needs to report every year.

Both of the by-laws changes Dr. Lucid introduced for discussion February 9 (action March 9) were returned to the Steering Committee. Dr. Bernard Steinberg's proposal to change the language of the Research Committee charge—specifying that it be "involved in" rather than have "cognizance of" indirect cost calculations, drew debate on direct involvement of committees in University operations versus advice conveyed through Council as a whole. Dr. Herbert Callen pointed to a relationship of that question to Dr. Lucid's proposal to bring operating committees within Council by-laws. On Educational Planning's revised charge, the proposed by-law was challenged for clarity on which of the parent committees the new hybrid would resemble: Academic Planning, which was a non-Council Committee with direct lines to the administration, or the Educational Policy Committee which reported to Council. The Steering Committee will work on both by-laws and resubmit them.

Council approved one by-law revision on its action agenda (substitution of "graduate groups in the arts and sciences" for "GSAS" as a basis for student representation) but returned to Steering the proposal to add another undergraduate to the Steering Committee. Dr. Callen opposed the addition on the grounds of the longstanding agreement that students would make up no more than 25 percent of the committee. Dr. Helen Davies offered a compromise giving the undergraduate constituencies two representatives (to satisfy logistical concerns stressed by the Undergraduate Assembly) with only one designated to vote. Students agreed to the compromise in principle but the motion was returned to Steering for final wording.

## OPERATIONAL SERVICES

Vice-President Fred Shabel's report on security, physical plant, energy control, bookstore, publications and dining service drew queries in two areas. Dining service's proposal to mandate food contracts for freshmen was challenged by student representatives, and the centralized publications policy was questioned by faculty. The latter question was raised to a general level, however, with discussion on why in-house nonprofit operations are more expensive than outside profit-based ones. Mr. Shabel responded by citing labor costs, including benefits that commercial firms do not provide for their employees. A fuller report of his discussion will be carried next week.

## FIVE-YEAR PLANNING

Dr. John Hobstetter, associate provost for academic planning, gave a detailed report on the methods used to calculate "durable income" to support tenure appointments. (See also his discussion in *Almanac* November 23, 1976.) Dr. Hobstetter's text begins on the next page, with tables on page 4 using the College of Engineering and Applied Science as an example. He stressed that such analyses present "a picture of what will happen if nothing else changes," such as an increase in income or conscious change of "lifestyle" to allot a higher percentage of resources to academic base salaries.

# Speaking Out

## EXORBITANT COST

Recently I visited the Interlibrary Loan Office of the Van Pelt Library, to request that it borrow three Ph.D. dissertations from the libraries of the (major) universities at which these studies were conducted. I was informed that the dissertations were available *solely* from University Microfilms, a Xerox Company—and that they could only be ordered at a cost of \$15.00 (photocopy) or \$7.50 (microfilm) each.

I don't know whether these three theses are relevant to my research project—but in order to find out, I *must* see them. Yet I can scarcely afford to pay an exorbitant bill merely to glance over these works. I suspect, furthermore, that many other scholars have been put in the same position.

How much research has been made incomplete—how many literature searches have been obstructed and how many serendipitous insights aborted—simply as a consequence of Xerox's "liberal" policies, which force libraries to purchase or to refrain from purchasing dissertations without any previous inspection? And what will be the consequences, both for the research community and for its patrons and dependents? As libraries are allocated less and less of the financial resources which they as the hub of

University deserve, the problem will surely be enlarged.

In my judgment, the total monopoly enjoyed by University Microfilms poses a serious threat to the completeness, and therefore to the accuracy and quality, of the research endeavor. The only reason libraries cannot *borrow* texts from this company *before* buying them, thereby observing their own quality control standards, is that such a "look before you buy" policy would be less profitable to Xerox. However, Xerox should be made to absorb this cost—lest academic research be made a casualty of the same "information explosion" which it helped to engender.

—Dan Schiller, Ph.D. Candidate  
The Annenberg School of Communications

## HONEST WORK

Professor Gomberg's assertion, in the February 1 *Almanac*, that employee status is "denigrating," disturbs me greatly, especially coming from a professor of management and industrial relations. The word "denigrate" carries the implication of a "blackening," a "defamation of character." As an employee of this University, I do not feel that my character has suffered a blot or a stain by virtue of that employment. On the contrary, I hold to a

philosophy which has been called the "Puritan ethic" but which I, perhaps naively, thought was a universal principle: that no honest work deserves to be stigmatized; that all of it is inherently good and noble; and that it bestows honor and dignity upon the one who performs it.

I can't help resenting, therefore, the aristocratic air of superiority adopted by Professor Gomberg, and by his alluding to me as an "anonymous employee." Surely, in comparison with the nonprofessional workers here, the position of the professoriat is rewarding enough, monetarily as well as in status and prestige. I don't think it is at all necessary for that position to be further enhanced and exalted by resorting to the deflation of the self-respect of those lower in the hierarchy. Such aspersions are both tasteless and tactless—but not surprising, coming from Professor Gomberg. I seem to remember that it was this same professor of management and industrial relations who, during the delicate union negotiations several months ago, bluntly advised the faculty to grab their share of the money to be distributed for cost-of-living raises, "before the union gets their hands on it."

—Martha Rosso, an "Anonymous" A-3  
Ed. Note: Mrs. Rosso is secretary to a sociology professor.

*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.

# Durable Income and Five-Year Faculty Planning

by John N. Hobstetter

An appointment to tenure is an obligation to maintain a professor in his or her area of expertise as part of our academic program for a period of about 25 years, and an obligation to expend during that period a sum of about \$1 million. Few decisions in the academic world are so important as tenure decisions nor are any more difficult to make. We must be as certain as we can be of the academic quality of persons we appoint and of the likelihood that their contributions will continue to support and advance our evolving academic purposes. Equally, we must be as certain as we can be that we can afford their appointments in the financial sense as the future unfolds.

The Trustees approve faculty appointments upon recommendation by the President and Provost. The initiative, however, lies neither with them nor in the main with the President and Provost. Departments, school faculties and deans play the key roles in shaping our options and laying faculty appointment proposals before the President and Provost for ultimate consideration and decision. As with every scarce resource it is critical that the ability of each school to support tenure obligations be carefully ascertained so that trade-offs leading to the wisest choices can be made and proposed by our deans.

Two years ago the President raised two questions with me: "How can we determine the prudent capacity of each of our schools to support future tenure?" And having done so: "How can we use that information to turn the academic aspirations of our faculties into realizable plans for getting the most academic mileage out of that capacity?" During our discussions we devised that concept of *durable income*—that part of current income which is essentially not at risk for the immediately foreseeable future. Tenure, we thought, should relate to and be restricted to what *durable income* can support in the future.

To develop these ideas and turn them into a useful planning system I brought together a team of persons I find to be remarkably able. Let me acknowledge here its key members: Dr. Jon Strauss, executive director of the University Budget; Dr. Bruce Johnstone, executive assistant to the President; Dr. James Davis, executive assistant to the Provost; Dr. Michael Wachter, professor of economics and faculty assistant to the President; and most particularly, Dr. Robert Zemsky, professor of American civilization, master of Hill House, and director of planning analysis.

(continued)



And now for our approach. We would have got nowhere without our system of responsibility center accounting. This system makes it possible to see the elements of income in each school and to follow their evolution during the past several years. By looking at each element, in constant dollar terms, true trends may be discerned and prudent estimates made of the durability of each element. It proved to be a very large effort to work out a verified data base in the form of a year-by-year time series of income elements for each of our fourteen schools. We also had to wrestle with the definition of durability itself. Everyone knows the trickiness of projecting into the future the trends of the recent past, and of the huge errors that can be made even with the best of intentions. We resolved this problem by opting for a rolling five-year planning process; we shall iterate each year. This year we have asked each school for a five-year plan for the use through 1981 of durable and soft resources as we see them at this time. Next year, based on another year's experience, we shall revise our

estimates of durable and soft income requiring a modification of the plan through 1981 if necessary, and the adding of 1982. Each year we shall add another set of experiences and request any indicated changes. In this way we hope to reach 1981 with no surprises.

Our work is now essentially complete; we have a real sense of where each school's resource base is headed and a real sense of what appointments it can afford if nothing changes or is changed. We are therefore ready to ask for academic plans that will maximize the use of these resources. We are also prepared to help each school look at the significance of changes in resource acquisition or patterns of resource use that it may undertake to brighten its appointment outlook. In other words, we are ready to assist each school in developing a five-year resource plan, which, as realized, will permit improvements in academic outlook.

There is no better way to demonstrate how this system works than to lay before you an example in some detail.

I. RESOURCES (In \$1000) (1975 Dollars)							II. FACULTY CENSUS										
INCOME CATEGORY	1974	'75	'76	NET CHANGE 1974-76	DURABLE INCOME	NON- DURABLE INCOME (4)	CATEGORY	NUMBER	AVG. SALARY								
UNDERGRADUATE TUITION (1)	711	822	1018	307	916	280	FULL PROFESSOR	45	25935								
GRAD/PROF TUITION (1)	852	927	1010	158	909	180	ASSOCIATE PROFESSOR (Greater than or equal to 5 years)	9	18536								
YIELD FROM ENDOWMENTS (2)	336	308	353	17	318	44	ASSOCIATE PROFESSOR (Less than 5 years) (1)	14	18905								
FEDERAL FUNDS (3)	4051	3545	3564	-487	3136	428	ASSISTANT PROFESSOR (2)	16	14899								
GIFTS AND NON-FED. GRANTS	567	793	760	193	684	141	TOTAL	84	21868								
SALES AND SERVICES	0	0	1	1	1	1	Proportion of 1976 income committed to academic base salaries of the standing faculty is 22.3 percent										
PROGRAM SUBVENTION			1519		1460	0	(1) Includes 2 untenured associate professors (2) Includes 1 tenure probationary faculty at ranks less than assistant professor										
TOTAL			8225		7424	1074	<div> <div>1976 '77 '78 '79 '80 TOTAL</div> <div>SCHEDULED TO RETIRE 1 0 1 0 1 3</div> </div>										
(1) Adjusted for University tuition (2) Less scholarships (3) Includes indirect cost recoveries (4) Non-durable income manually supplied for undergraduate tuition—federal funds																	

III. TENURE PROFILE			IV. TENURE PROFILE IN 1981 IF:														
			A. NO NEW APPOINTMENTS TO TENURE						B. 4 NEW APPOINTMENTS TO TENURE (1)								
			NUMBER (2)	NET CHANGE	% CHANGE	CATEGORY (1976)	NUMBER (2)	NET CHANGE	% CHANGE								
PRESENTLY TENURED TO RETIRE BY 1981	66		51	6	13	FULL PROFESSOR (45)	51	6	13								
	3		12	-11	-48	ASSOCIATE PROFESSOR (23)	16	-7	-30								
			22	6	38	ASSISTANT PROFESSOR (16)	17	1	6								
NET CONTINUING TENURED	63		85	1	1	TOTAL (84)	84	0	0								
MAXIMUM FUNDABLE TENURE	67																
			(1) Includes 2 untenured associate professors (2) Includes 16 assistant professor positions funded on non-durable income														

To calculate the amount of a school's resources (I) that can be called "durable," the Planning Analysis Office looked at each source of income separately. Tuition's trend is upward, so it is estimated as 90% durable; federal funding is treated more cautiously. The current faculty census (II) shows that unless early retirements change the picture only three slots will open by 1981 (III). A school can decide how to fill them (IV), between the extremes of all-junior hiring (IV-A) and fully tenuring itself in (IV-B). Table V shows recent actions which are edging their way into the next round of the rolling analysis.

V. CENSUS CHANGES BETWEEN JUNE 30 AND DECEMBER 31			
RANK	6/30/76	12/31/76	NET CHANGE
FULL PROFESSOR	45	50	5
ASSOCIATE PROFESSOR (Greater than or equal to 5 years)	9	6	-3
ASSOCIATE PROFESSOR (Less than 5 years)	12	11	-1
UNTENURED ASSOCIATE PROFESSOR	2	1	-1
ASSISTANT PROFESSOR	15	15	0
OTHER TENURE PROBATIONARY FACULTY	1	0	-1
TOTAL STANDING FACULTY	84	83	-1
TOTAL TENURED FACULTY	66	67	1

# COUNCIL

*As Council studies its committee structure (page 2) and the Committee on Committees gathers nominations for next year's membership on 21 committees (Almanac February 8), Almanac continues its series of 1976-77 reports to illustrate the tasks of existing committees, below. (Next week, the Library Committee and Facilities Committee.)*

*Dr. William E. Stephens repeats his invitation to submit names (your own or your colleagues') for service on University-wide, Council and operating committees. To nominate, send the following information to the office of the Secretary, 112 College Hall/C0.*

COMMITTEE \_\_\_\_\_  
CANDIDATE \_\_\_\_\_  
TITLE OR POSITION \_\_\_\_\_  
CAMPUS ADDRESS \_\_\_\_\_

*Where appropriate, list also any special expertise which may support the nomination.*

## COMMITTEE REPORTS, 1975-1976 (PART II)

### UNDERGRADUATE ADMISSIONS/FINANCIAL AID

The Committee met eighteen times during the year. The attendance, preparation, level of discussion, and willingness to work on assigned tasks was excellent. Many subcommittees were formed that required a great deal of time and effort from their members in addition to the regular meetings. The results of this work are listed below by subject.

#### I. Class Size

The Committee is charged to give advice concerning the size of each freshman class after consultation with the individual faculties. In the past the Committee was unable to meet this obligation because it was not provided with the necessary information in time. This year a schedule of consultation was agreed to by the Dean of Admissions and the Vice-Provost for Undergraduate Student Life. Their cooperation was complete, the schedule was observed, and everyone involved believed that it was useful.

A resolution was presented to and adopted by the University Council at its meeting of May 12 which affirmed the efforts of the Committee to establish this consultative procedure. The principle that future committees should be involved in the decision-making process, with full sharing of information, therefore has the force of the Council's support.

#### II. Financial Aid

At the beginning of the year a subcommittee was formed to assist the Director of Financial Aid in making the necessary decisions concerning the "packaging" of financial aid, that is, the relative mix of self-help and grant. The full Committee considered the report of the subcommittee and by vote recorded its advice to the Director. This recommendation was implemented by the administration. The Committee also recommended that next year's tuition increase be shared equally between the student (self-help) and the University (grant).

#### III. Special Procedures for Admissions

At the request of the Dean of Admissions the Committee considered the possibility of speeding the admissions process for certain applicants. In the *Addendum Report*, Section III D adopted by the University Council on November 8, 1972, it was suggested that the admissions staff be empowered to make admissions decisions for those applicants who are clearly acceptable or unacceptable. The present committee made a detailed set of criteria to identify those applicants to whom these special procedures could be applied. Provisions were also approved for monitoring the results of these procedures. It was further specified that they be used only when the work load for the slate committee made them necessary, as judged by the Dean. All of these recommendations were then forwarded to the Dean as the advice of the Committee.

#### IV. Admission of Faculty/Staff Children

Early in the year the Steering Committee asked the Admissions Committee to consider whether or not changes in policy were needed concerning the admissions of Faculty/Staff (F/S) children under special procedures and to review the whole area of special admissions. This snowball, once rolling, eventually became an avalanche that finally crashed at the May 12 meeting of Council. The Admissions Study to which it led is discussed in the next section (V).

A study of all F/S matriculants at the University was undertaken by hand to determine the academic achievement of those admitted under special procedures compared to those admitted under regular procedures. The results showed that, as a group, the special admits did poorly, as predicted. The results also showed, however, that there was considerable variability in the achievement of the special admit group and that some of them did very well. Since the Committee could not compare the F/S special admits to other special admissions components, it decided to proceed to a general study of achievement in relation to the predictive index (PI) and to recommend that in the meantime current policy remain in force. The chairman solicited and obtained agreement from the Dean of Admissions and the Provost that the integrity of the admissions process would be defended from undue pressure on behalf of any F/S candidate.

#### V. Admissions Study

In order to consider policy for special admissions, the Committee decided to undertake a study of the academic achievement of all undergraduate students who matriculated in the years 1972-75, inclusive. Some of the details of the study have been published in the *Almanac* issues of April 27 and May 18, 1976. The results showed that students with low PI have low cumulative grade point averages (GPA) as compared to students with high PI. That is, as applied to large groups of students, the PI correlates very well with the GPA. The results for each special admissions component, with the exception of F/S, were not made public. The academic, diversity, and special admissions groups of the F/S component were published and were seen to have approximately the same correlation between PI and GPA as for all components combined.

Another observation was that students with a PI less than 2.0 have a dramatically increased likelihood of failure (GPA less than 2.0) as compared to students with PI greater than 2.0. The failure rate for the group with PI less than 2.0 was 30 percent and the Committee judged this to be unacceptably high. The Committee decided to recommend changes in policy based entirely on the PI rather than to single out the F/S component. The proposal it recommended to the University Council follows:

*Resolution Adopted by the  
University Council Committee on  
Admissions and Financial Aid  
April 28, 1976*

In view of the unacceptably high probability of failure for students with a predictive index below 2.0, the Committee believes that such applicants should be admitted only under exceptional circumstances. Therefore, the Committee recommends that:

1. Within the limits of variability in matriculation yields, matriculants with a predictive index below 2.0 be limited to 5 percent of those for whom a predictive index is available and be advised of the existence of academic support services and encouraged to make use of these services. Of this group, four-fifths should be reserved for the socioeconomic component and one-fifth for all others.

2. Performance studies be done to create a usable substitute for the predictive index when this index is unavailable.

3. Until such a substitute is developed, the percentage admitted without a predictive index be less than 25 percent for each special admissions component.

It is the Committee's conviction that the admission of any student with a PI below 2.0 can be justified only by provision of adequate academic support services.

The proposed policy was presented to the University Council at its meeting of May 12. The Council voted to send the recommendation back to the Committee for further consultation with the Council Committee on Athletics.

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The remainder of this report is comprised of the opinions of the chairman and does not necessarily represent the Committee.

The Committee for 1976-77 should continue the study of academic achievement in relation to admissions credentials. The existing data and

study can be used and, after due consultation with all interested groups, the Committee should return to council with a recommendation which, if implemented, would have the effect of reducing the numbers of students admitted under special procedures to the McGill level (15 percent) and would reduce the number of students admitted with PIs less than 2.0 to the smallest possible. The fundamental issues here are the nature of the University—its resources, its needs, and its responsibilities. Furthermore, a more refined index of academic achievement than the GPA should be developed that takes into account Ws, Is, Ps, and probationary status as well as indications of academic excellence such as honors in the major. With such an achievement index in hand, a regression analysis could be run against all the admissions indicators to refine (and renormalize) the PI.

The new issues to which next year's committee should turn are the recruitment of students and the distribution of financial aid. With the cutback in the budget for recruitment, new strategies will have to be devised within the admissions office for not just maintaining the applicant pool, but broadening its base as well. The same economic crunch leads inevitably to an examination of the benefit to the University of its financial aid policies.

—Roger H. Walmsley, *Chairman*

## RECREATION/INTERCOLLEGIATE ATHLETICS

The Committee met six times during the academic year. The new Athletic Director, Ferdinand A. Geiger, rapidly established effective and open communication with the Committee, which worked closely with him throughout the year. Invitations to attend the meetings were extended to the Director of Women's Athletics and the Director of Recreation.

The Committee initially considered a proposal to shift certain athletic programs from varsity to club status. The Committee remained unconvinced about the disadvantages of such a change, even in view of increasing budgetary constrictions.

Mr. Geiger kept the Committee closely informed about the problems in arriving at a balanced budget, given the necessity to achieve significant economies. Savings were to be effected through a reduction of personnel, rather than through elimination of programs.

An *ad hoc* subcommittee on facilities for women, ably chaired by Dr. Janette L. Packer, reported to the full committee on the comparative inadequacy of locker facilities for women at the Gimbel and Hutchinson Gymnasiums. The Committee recommended that the men's faculty locker room in the Gimbel Gymnasium be converted to provide an additional 298 lockers for women and that room 131 in the Hutchinson Gymnasium be made into a locker room for women, thereby adding approximately 300 women's lockers in that facility. The Committee also recommended that sauna equipment presently available be installed in room 116 of the Hutchinson Gymnasium, in order to provide a sauna for women. Mr. Geiger anticipated that these changes would be made during the summer of 1976.

Robert Glascott, Director of Recreation, reported on the intramural sports program at the March meeting of the Committee. He explained that the program is based on the principle of maximum student participation, as evidenced by 212 basketball teams this year and 32 games played every night. Most of the sports are organized into leagues, but an overall champion team for each sport is determined where possible. There are 19 sports, of which seven are coed, and last year there was a total of 799 teams in which 9,643 individuals participated; about 46 percent of the undergraduate student body is involved in the intramural sports program. He expressed concern that the program may seem impersonal to the students because of the emphasis on maximum participation, but he added that even with the great numbers of students involved in the program, no one wishing to play is ever turned away.

At its April meeting the Committee reconsidered an earlier proposal that varsity status be granted to men's gymnastics. The Committee formally recommended that men's gymnastics be accepted as a varsity sport, which recommendation was accepted by Mr. Geiger.

During the course of the year, the Committee also considered planning for physical facilities for recreation and intercollegiate athletics. The Committee viewed favorably the possibility of developing basketball, tennis, and volleyball courts in the lot east of the Gimbel Gymnasium and locating a field house and playing field in the general area of the Hollenback Center.

The final business of the Committee for the year related to a resolution which had been proposed by the Council Committee on Undergraduate Admissions and Financial Aid. The thrust of that resolution which affected the province of this committee was the recommendation that matriculants with a predicted index below 2.0 be limited to 5 percent of each entering class and that, of this group, four-fifths should be reserved

for the socio-economic component and one-fifth for all others. The Committee unanimously agreed that the adoption of this resolution would represent a radical change in policy which would be injurious to the athletic program. The report of the Admissions Committee contained the valuable suggestion that students admitted with marginal academic qualifications should be tracked appropriately and be provided suitable academic advising. The Chairman was instructed to register the Committee's concerns about this resolution at the forthcoming meeting of the University Council and to express the hope that it would be remanded for further careful study, including consultation with this committee.

—Philip G. Mechanick, *M.D., Chairman*

## CELL CENTER RESEARCH PROPOSALS

The Cell Center, a component of the NIH-sponsored University of Pennsylvania Genetics Center, is interested in considering new applications for research projects which will deal with mammalian cells. Smaller projects (up to several thousand dollars per year) will be considered in 1977 and 1978. Larger projects will be considered for inclusion in our five-year renewal application (to be prepared in the fall of 1977). All projects supported by the Center are reviewed on a yearly basis by a Scientific Advisory Committee with funding determined on a competitive basis.

Investigators can complete these projects in their own laboratories or make use of some or all of the Cell Center's facilities and services (which include tissue culture hoods, incubators, media preparation, and a cell repository). At the present time the Center is supporting projects in the microbiology, anatomy, biochemistry, human genetics and pediatrics departments.

If you are interested in submitting such a proposal, please call Fred Gilbert (Ext. 5183) for additional details about the application procedure.

## NOTES FROM SIGMA XI

Those interested in applying for membership in Sigma Xi, the Scientific Research Society of North America, can obtain application forms from Dr. Amos B. Smith, secretary of the campus chapter, Chemistry Department/D5.

## \$1,000 PRIZES FOR Ph.D.s

At its Spring meeting the University of Pennsylvania chapter of Sigma Xi will award three or four prizes up to \$1,000 each for the best Ph.D. theses.

Department chairmen or Ph.D. thesis supervisors should submit a summary of the dissertation, not longer than 2,000 words, and should write a letter indicating the value of the study and why it should qualify for a prize.

Dissertation summary and letter should be submitted to:

Dr. Herbert Wilf

Department of Mathematics

4N51 David Rittenhouse Laboratory/E1

Applications should be submitted by March 10, 1977.

## JUNIOR FACULTY \$1,000 GRANTS

Sigma Xi also offers grants-in-aid up to \$1,000. The rules for these:

1) *Eligibility:* All instructors and assistant professors in the natural sciences are eligible. Faculty with current outside support are not eligible.

2) *Proposal:* Please submit a proposal and budget, five pages, double space, maximum length.

3) *Endorsement:* Have your supervisor or department chairman send a letter of endorsement for your proposal.

4) Send proposals and endorsements by March 10, 1977 to:

Dr. Julius Wishner

Department of Psychology

3813 Walnut St./T3



## OPENINGS

The following listings are taken from the Personnel Office's bulletin of February 9. 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 I** 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. \$9,100-\$12,275.

**FACILITIES PLANNER** (9-28-76).

**FISCAL COORDINATOR** (2-8-77).

**JUNIOR RESEARCH SPECIALIST** (1-25-77).

**JUNIOR RESEARCH SPECIALIST** (1-25-77).

**JUNIOR RESEARCH SPECIALIST** performs biochemical procedures including radioisotopic analyses, chromatography, electrophoresis, spectrophotometric and fluorescence analyses. *Qualifications:* B.S. degree and two years' experience in biochemical research. \$9,100-\$12,275.

**JUNIOR RESEARCH SPECIALIST** performs various platelet function measurements, platelet counts, blood drawing from humans and animals; makes blood gas measurements; assists in animal surgery and operates heart/lung machine for animal research. *Qualifications:* Experience in hematology, radioisotopes, physiology, phlebotomy laboratory background. B.A. or B.S. in biology. \$9,100-\$12,275.

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

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

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

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

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

**RESEARCH SPECIALIST I** (2-1-77).

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

### SUPPORT STAFF

**ADMINISTRATIVE ASSISTANT I** (New York) (12-21-76).

**CLERK IV** (6) *Qualifications:* High school graduate, some previous office experience. Will be trained to do coding of records. \$6,500-\$8,125.

**CONTRACT ACCOUNTANT** (1-8-77).

**LICENSED PRACTICAL NURSE** (11-16-76).

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

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

**RESEARCH MACHINIST I** operates all standard metal working machines; fabricates, modifies, repairs, and assembles parts of experimental

## GRANT DEADLINES

Listed below are program announcements and deadlines from several sponsors. Additional information is available from the Office of Research Administration, 409 Franklin Building, Ext. 7293.—Anthony Merritt/Alton E. Paddock

### National Institutes of Health

- Mar. 1 Applications for Young Environmental Scientist Health Research Grant Program. Contact: Extramural Programs, National Institute of Environmental Health Sciences, P.O. Box 12333, Research Triangle Park, N.C. 27709. Tel: (919) 549-8411, Ext. 3350.  
National Eye Institute Research Grant applications for Cataract Research Grants; Clinical Applications of Psychophysical and Physiological Optics Techniques; Eye Diseases Associated with Diabetes Mellitus; Animal Models of Visual Abnormalities and Disorders.
- Mar. 7 RFP available for "Immunization of Mice with MMTV Polypeptides: Characterization of the Immune Response." Reference No. RFP NCI-CP-VO-71011-63 from the Viral Oncology and Field Studies Contracts Section, National Cancer Institute, Landow Bldg., Rm. B401, Woodmont Ave., Bethesda, Md. 20014.
- Mar. 10 "Interaction Between Host Cell and Oncogenic Virus Genomes." Contact the Viral Oncology and Field Studies Contracts Section, National Cancer Institute, Landow Bldg. Rm. B401, NIH, Bethesda, Md. 20014. Reference RFP No. NCI-CP-VO-71004-54.
- Mar. 15 "Synthesis of Radiosensitizers and Their Preliminary Biological Evaluation." Contact Division of Cancer Treatment, Research Contracts Branch, National Cancer Institute, Blair Bldg. Rm. 332, NIH, Bethesda, Md. 20014. Reference RFP No. NCI-CM-77139.
- Mar. 30 "In Vitro Transforming Potential of MPMV." Contact Viral Oncology and Field Studies Contracts Section, National Cancer Institute, Landow Bldg. Rm. B401, 7901 Woodmont Ave., Bethesda, Md. 20014. Reference RFP No. NCI-CP-VO-710130-63.

### Health Resources Administration

- Mar. 1 Dissertation Research Support grant applications to the National Center for Health Services Research, Rm. 15-35, Park Lawn Bldg., 5600 Fishers Lane, Rockville, Md. 20857.

### Energy Research and Development Administration

- Apr. 8 Starter Grants Program for University Projects in Coal Research-1977. Program announcement available. Contact Grant Specialist JoAnne Finetti at (202) 376-9119.

### National Science Foundation

- Mar. 1 Anthropology Proposals. Contact Dr. Nancie Gonzalez (202) 632-4208.  
Regulatory Biology Program. Contact Dr. Nancy Clark (202) 632-4298.  
Ecological Science Proposals. Contact Dr. William Reiners (202) 632-5854.  
Specialized Engineering Research Equipment. Contact Dr. Morris Ojalvo (202) 632-5867.
- Mar. 31 Economics, Human Geography, and Regional Science Programs; History and Philosophy of Science Programs; Science Policy Research Program; Law and Social Sciences Program; Political Science Program; Social Indicators Program; Sociology Programs.
- Apr. 22 A guide for Preparation of Proposals has been received for the following programs: Research in Science Education (RISE) Program; Development in Science Education (DISE) Program.

apparatus or instrumentation; assists research staff and students on the design of parts, machining techniques and choice of materials. *Qualifications:* Complete knowledge of machine tools. High school, trade school for three to five years, experience in full-scale machine shop operation. \$8,400-\$10,500.

SECRETARY II (11-16-76).

SECRETARY III (11-9-76).

SECRETARY III (10) (12-21-76).

## PART-TIME

SECRETARY TECHNICIAN/WORD PROCESSING to transcribe from dictating equipment and rough draft, mass producing individualized letters, reports, statistical material, manuals, manuscripts, etc. *Qualifications:* High school graduation with business training; formal and on-the-job training on operation of word processing equipment. Ability to self-proof copy and work under pressure. Typing: 50-55/wpm. \$6,950-\$8,675.

SENIOR COLLECTION ASSISTANT (2-8-77).

VETERINARY ANESTHETIST TECHNICIAN I anesthetizes large and small animals; monitors patient's condition and state of anesthesia, maintains record of same; remains on emergency call nights, weekends, and holidays, as assigned. *Qualifications:* Ability to operate complex equipment and use many drugs and techniques. Experience working with horses. Three years of animal and medical experience. \$8,375-\$10,475.

CLERK/TYPIST for six faculty members; aids project budget assistant in filing and maintaining purchase order records. *Qualifications:* Excellent typing (50-55/wpm.); attention to detail. High school graduation, previous office experience necessary. *Salary to be determined.*

DENTAL ASSISTANT II (6 months) assists dentist or dental therapist through entire operative procedures. *Qualifications:* High school and dental assistant's course. Sufficient experience as a chairside assistant to be familiar with most dental procedures. \$7,475-\$9,300.

EXTRA PERSON (20 hrs./wk.) interviews and recruits for generic undergraduate program; develops and implements program for recruiting freshmen and transfer students; directs a faculty subcommittee for department activities. *Qualifications:* B.A. with two years' work experience in undergraduate admissions office of a four-year college or university. *Salary to be determined.*

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

JUNIOR RESEARCH SPECIALIST maintains daily contact with medical staff of 20 hospitals in Philadelphia area for information on patients with particular diseases; supervises field interviews; reviews incoming questionnaires; reviews medical records and abstracts them. *Qualifications:* College degree. Ability to deal effectively with medical personnel. *Salary to be determined.*

LABORATORY ASSISTANT (5 months) (3½ days/wk. at 20 hours/wk.) *Qualifications:* High school graduation. Completion of a dental assistant's course approved by the ADA Council on Dental Education; one year direct experience. Ability to execute manual techniques. *Salary to be determined.*

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

RECORDS ASSISTANT to collect and verify data; assists in preparation of research reports; keypunches data and runs computer programs; administers structured interviews and psychologic tests under supervision. Some weekly travel between office and computer center. *Qualifications:* Typing and keypunch experience (50-55/wpm.). One or two years of college with some background in psychology or sociology; information science desirable. *Salary to be determined.*

RESEARCH ASSISTANT (6 months) to assist in epidemiological study and in literature review. *Qualifications:* Ability to converse effectively with hospital personnel, ability to write questionnaires and letters. Theoretical knowledge of epidemiology. Field study work experience necessary. *Salary to be determined.*

TECHNICAL TYPIST (20 hrs/wk.) 50-55/wpm. \$4/hr.

## THINGS TO DO

### LECTURES

*New Regulations Governing Handicapped Children* are explained today at 7:30 p.m. in Room A36, Graduate School of Education. Speakers from the Philadelphia School District are Thomas Rosica, executive director of federal funding, and Robert Magliano, director of federal programs.

Two Museum lectures: *King Tut and his Times* (1350 B.C.) at 5:30 today by Dr. Lanny Bell of the Egyptian section, and *Recent Archaeological Work in Jordan (1973-76)* at 3:15 tomorrow by Dr. James A. Sauer of the American Center of Oriental Research in Amman.

Dr. Philip H. Abelson, editor of *Science* and president of the Carnegie Institution, lectures on *Energy, Electronics and Society* February 17, 4 p.m. in Room A-6, David Rittenhouse Laboratory. Part of the Round-table on Science and Public Policy series by FAS, CEAS, SPUP.

Analysis—Computer-Style: Jeffrey Ullman of Princeton speaks on *Data Flow Analysis* February 17, 3 p.m., Room 216, Moore School. Stephen Smoliar, Penn., follows him on February 22 with *Error Shape Analysis*, same time, same place.

The Annenberg Communications Colloquium series features Inga Karetnikova, author, scenarist and former professor at the USSR's Academy of Cinematographers, on *Painting and the Cinematic Image* February 21, 4 p.m., Colloquium Room, Annenberg School.

Professor Maxine Berg of Penn and Balliol College, Oxford, talks on *The Savages of Civilization: the Statistical Movement, Political Economy and the Poor in Early Nineteenth Century Britain* February 21, 4 p.m., E.F. Smith Hall.

Imamu Amiri Baraka (LeRoi Jones) lectures on *Using Literature as Education for Social Consciousness* February 22 at 2 p.m., Room A-36, Education Building. GSE and the Afro-American Studies Program sponsor him and a reception in DuBois Art Gallery, Low Rise North.

The Department of Metallurgy and Materials Science and LRSM bring Dr. H.H. Johnson of Cornell to speak on *Hydrogen Trapping in Iron* February 22, 4 p.m., Room 105 LRSM. Coffee at 3:30.

*How to Say No to a Rapist and Survive* and other tips from Security Specialist Ruth Wells: film/talk at 11 a.m. February 22 at SAMP.

### THEATER

*Sunshine Blues* comes live to Aunt Wilma's Cabaret Parlor, CA, February 18 and 19, 10 p.m. (Food and drink served at 9:30 p.m.)

Hamlet II?: Under Herbert Blau, the Kraken company's *Elsinore* picks up where Shakespeare left off; February 18 to 20 and 25 to 27, 8:30 p.m., Wilma Theatre Project, C.A. General admission is \$3 (\$2 for students with I.D.). Call 382-0334 for reservations.

More mad Montgomerian music in the Glee Club's *Extravagancelot* February 17-19, 8 p.m., Zellerbach Theater, Annenberg Center. Students, faculty, staff: \$2.50; others: \$3.50. Call Ext. 6791.

### MIXED BAG

A reception on February 18, 5 p.m., opens an exhibit of photos by Stephen Perloff, *Philadelphia Photo Review* editor, Houston Hall Gallery.

SOLARIS brings an evening-length dance-theater piece called *Cue* to Houston Hall Auditorium February 18-19 at 8 p.m. Admission is \$5 (\$2.50 for students with I.D.). Information: Ext. 5284.

Travel movies? *It Came from Outer Space* to invade Irvine Auditorium with 3-D, February 18, 7:30 and 10 p.m., and *The Sailor who Fell from Grace with the Sea* drops into FA B1, February 19, 7:30 and 10 p.m.

Chinese New Year: \$8.50, February 20. Call International House, Ext. 6622 (evenings 642-3073) for ten-course details.

*Fancy Dutch* pieced quilts of Pennsylvania (1860-1920) from the collection of Amy Finkel fill the Women's Cultural Trust gallery starting February 20. Reception, 3-5 p.m., is open to all.

Penn Contemporary Players' next performance is February 23.

ALMANAC: 515 Franklin Building (16) Ext. 5274

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