

# Almanac

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- SPEAKING OUT: *Gregorian on Budget Cuts, Rice to Barnes; Cummins on Sack, etc.*
- OPENINGS
- THINGS TO DO

## TRUSTEES MARCH 10: SAMP AND OTHER UPDATES

In the sunshine portion of the Trustees Executive Board meeting Thursday at 10:45 a.m. in the Faculty Club tearoom, progress reports will be given on budget, tuition, WXPB, and other matters. Included will be the status of arrangements with Jefferson University for cooperation with School of Allied Medical Professions programs.

Vice-President and Treasurer Harold Manley will present resolutions connected with the renovation of the Quadrangle and with the transfer of Graduate Hospital to independent status.

## SAMP: FACULTY PLAN TOWARD 1981

The SAMP faculty has adopted and forwarded to the Provost a plan to keep its three programs operational through 1981, when phase-out is to be completed. Details were not made public, Acting Dean Michels said, because "some parts require action by other faculties and the University's Trustees." The plan asks specific assurances for students and faculty and "financial assurances to the school" over the phase-out period.

## COUNCIL MARCH 9: ENCUMBRANCE ACCOUNTING

Council will vote Wednesday on a Research Committee proposal to adopt "encumbrance accounting" in the University. Committee Chairman Dr. Bernard Steinberg will also give a progress report on research problems here.

Also on the agenda for action is a by-laws change on undergraduate representation on the Steering Committee.

For information only, the Educational Planning Committee will present its recent resolution amplifying the charge on school reviews, which the President and Provost have said they stand ready to implement.

### *Revised Draft Resolution of the Educational Planning Committee*

The Educational Planning Committee recommends to the University administration that it establish a procedure for the periodic review of the missions and purposes of the schools of the University. This periodic review may be coordinated with the appointment and reappointment of academic deans, and in particular the procedures leading to the appointment of a new dean should not be initiated unless a review of the school has been undertaken within the previous twenty-four months. In particular cases, therefore, the administration will find it necessary to initiate special reviews intended in particular to provide charges for dean search committees.

When this procedure is in place, the results of a review should consist of a set of goals and objectives for the school related to the resources available or anticipated to be available to the school. In broad terms, this will constitute a framework for planning within the school. Each subsequent review will then provide an opportunity to compare the performance of the school in academic and fiscal terms against the specification of objectives and resource requirements resulting from the last preceding review. With respect to all schools, the review of performance and mission should be on the basis of both the school's own objectives and its relation to the rest of the University. For this

reason, the normal reviews of professional schools for purposes of accreditation can assist the University's review, but cannot replace it.

Within schools and in special cases with respect to interschool programs, the various deans or the administration are requested to initiate similar periodic review procedures. In specific cases, such as the medical school, such review procedures are already in effect. In others, they will result from the decisions of school academic planning committees. In all cases, however, the procedures should be well defined and publicly known.

Under the terms of the Council resolution establishing the Educational Planning Committee, the central and school administrations should advise the EPC of progress in the establishment of these requested procedures, of the intention to undertake particular reviews, and of the results of these reviews. The EPC will endeavor to assist in the formulation of standards and where necessary in the conduct of the reviews themselves.

Consideration might be given to the initiation of similar review procedures for nonacademic administrative units within the University.

## PRESIDENT'S LECTURE: DR. LAWRENCE KLEIN

Dr. Lawrence R. Klein, Benjamin Franklin Professor of Economics and Finance, will give the President's Lecture today at 4:30 p.m. in the Annenberg School of Communications. In his address, "New Directions in Aggregative Economics," he will describe how techniques and policies of aggregate demand management have served many Western nations since World War II, and will urge national policy makers to look beyond pure demand management for the next 25 years.

Dr. Klein is the second faculty member in this year's series of lectures sponsored (and later to be published) by President Martin Meyerson's office to promote the exchange of scholarship across disciplinary lines.

## GRANT DEADLINES

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

### *U.S. Department of Justice*

The National Institute of Law Enforcement and Criminal Justice announced in its Program Plan for FY 1977 that it would sponsor research in perception and use of environmental elements by offenders, citizens and police. Solicitation of Concept Papers for Research on Environmental Correlates of Criminal and Crime-Prevention Behaviors of Offenders, Citizens and Law Enforcement Personnel is on file in ORA. (Deadline March 31, 1977)

### *National Science Foundation*

Apr. 15 U.S.-India Exchange of Scientist Program Proposals:  
Contact Gerald Edwards. (202) 632-5796.

Improved Understanding and More Productive Use of Scientific and Technical Information.—Program Solicitation in ORA.

Program Analytical Awards; Science Resources Data Bases and Related Studies.—Program Solicitation in ORA.

# Speaking Out

*Dean Gregorian wrote the following letter of clarification in response to an article in The Daily Pennsylvanian which covered a variety of issues including salary raise, hike of fees and projected cuts.*

## SELECTIVE EXIGENCY

The Faculty of Arts and Sciences has done its utmost in the past two years to balance its budget. We are doing likewise this year. Throughout all discussions about our budgetary problems I have maintained a consistent stand: if there is a budgetary crisis, it should affect *all* within the University. The budget crisis is also a time when faculty and University administrators should develop educational priorities. Within this context, I have suggested the following:

- 1) If cuts must be made, they should be made where they least hurt the quality and core of a program.
- 2) If the University does not have money to maintain support for programs while providing adequate raises (and expects raises to come primarily from personnel cuts in the faculty and staff), the faculty should be given an opportunity to assess its program needs, staff needs and its own priorities, to discuss the educational impact and moral dimension of raising salaries by removing fellow faculty and staff.
- 3) Since the formation of FAS, I have been forced to cut from various categories of our budget every year. Often, faculty and staff salary raises correspond to such cuts. In view of this I have raised the question whether or not *for one year only* each school should be provided an opportunity to use the very meager amount of money that would have gone for salary raises for such purposes as equalization in some salaries and categories, reinvestment in certain academic programs, and seed money for research programs.

Hence, next year I would use this money to improve our quality and to help us obtain added resources.

I did not offer the last suggestion capriciously. The proposed raises for next year are small; if given across the board they would be wholly inadequate and would only keep us where we are now. Such a meager increase would not help achieve equalization, or enable us to maintain distinguished faculty receiving competitive offers from other institutions. Wouldn't it be better, instead of cutting and raising, to consolidate and improve?

The FAS did not raise the graduate dissertation fee. Graduate as well as undergraduate tuition rates and fees are set by the central administration upon recommendation of the Budget Committee and in

consultation with the Council of Undergraduate Deans and the Council of Graduate Deans, the offices of the Vice-Provost for Graduate Studies and Research and the Vice-Provost for Undergraduate Studies and University Life. The Dean of FAS cannot unilaterally raise or lower dissertation fees because the Ph.D. is a University-wide degree.

Finally, I did not say the last to come, the first to go. Rather, I stated that unfortunately, because our cuts have been unplanned, they will most likely affect our young faculty, women and minorities.

It is clear that one school alone cannot reassign its salary funds; such a decision must be a University-wide one. Any raise given must be uniform rather than school by school. I, like my fellow deans, try to be an advocate of my faculty without harming the University's overall interest and welfare.

—Vartan Gregorian, Dean  
Faculty of Arts and Sciences

## CLARIFICATION

The Sol Katz Professorship of Medicine (3/1) is intended to support the Department of Medicine's program in primary care. The first incumbent of the chair will be a distinguished physician who will head the Department's new Section of General Medicine, which will be devoted to the education of general internists and to the study of primary medical care.

—Arnold S. Relman, M.D.,  
Chairman, Department of Medicine

## CORRECTION

In the Senate notice on *Nominations for 1977-78* (3/1/77, p.1) committee terms listed as starting "May 1976" start *May 1977*.

## OPEN LETTER

Dear Mr. Barnes:

Your letter (2/22) disturbs me, for I feel it will create resentment and unrest among many of the University of Pennsylvania employees, especially the A3s. Even Mr. Gerald Robinson might resent your reference to the "uncontrolled excesses" mentioned in your opening paragraph. In the department where I work the leaves are controlled. In areas where they are not, the onus is on the administrator of that area or department, not on the employee.

Your second paragraph has merit. There were many of us "old timers" who looked

forward to our three weeks of paid vacation after fifteen years of employment, and then four weeks after twenty years. To see co-workers receive this benefit after their third year did rankle a bit!

As to our Christmas "bonus" of time off, I think I speak for most of us when I say we would rather have the time off than the usual cash Christmas bonuses given by most other employers in the area.

The University of Pennsylvania is reputed to be the third largest employer in this area, surpassed only by the City and Federal governments. If you will balance their paid vacation days, including Presidents Day, Martin Luther King Day, Columbus Day, Veterans Day, Elections, etc., against ours, I think you will find we are about even. As for the "marriage leave" just how often does an individual take advantage of that?

Enclosed is a portion of an editorial from *The Evening Bulletin* of last Saturday. Note the underscored references to a pension of 80% of top average pay; twenty paid sick days; fourteen paid holidays; three personal days, etc., for City employees.

—Myrtle L. Rice  
Administrator Aide, President's Office

## Enclosure

There has been a comparable escalation on the state and local level. The Pennsylvania Economy League, a respected private, watchdog unit, recently reported that Philadelphia pays its thousands of municipal workers, on almost every level more than they would earn in private employment, in some cases nearly 50 per cent more. And again, the lavish benefits remain — a pension up to 80 per cent of top average pay, 20 paid sick days, 14 holidays, three personal leave days, and the like.

## OVER-65 BENEFITS

The March 1 edition of *Almanac* carried a letter by Professor Saul Sack which was critical of the Personnel Benefits Committee and of me personally. At issue is the Medicare Part B premium for faculty over the age of 65 who have not retired. The University does not presently pay this premium, and Professor Sack believes that it should. The facts of the case are set forth in his letter. The purpose of this letter is to inform the University community of the steps taken by the Committee in dealing with this issue and of our decision.

The issue was discussed at the February 10 meeting of the Committee, but that discussion was not conclusive because it was based on approximate aggregate cost figures. When precise data were obtained, a memorandum

*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.

was prepared setting forth this information and providing a summary of the pros and cons of the issue. A ballot was attached to the memorandum, and the members of the Committee were asked to vote by mail on the proposal. The vote was very close, indicating that several members of the Committee do not consider the present University practice either discriminatory or inequitable. However, based on the vote and the issues involved, I have recommended that the University give serious consideration to paying these premiums. My letter to the Provost on this matter was mailed on February 25. I informed Professor Sack by telephone of the procedures being followed by the Committee in this case, but he chose either to disregard or disbelieve what I said.

I did not "ignore" this issue at the AAUP meeting of February 23. At that meeting, I was allotted fifteen minutes to speak on benefits issues and chose to limit my remarks to three of the most important issues facing the Committee. Several important issues, including the Medicare Part B problem, were not included in my address.

I believe that the Personnel Benefits Committee acted both promptly and fairly in this matter. Professor Sack's letter contributed neither to the cause which he espouses nor to the cause of general benefits equity at the University.

—J. David Cummins, Chairman  
Personnel Benefits Committee

## AGE AND WORK

With March 13 coming up I was going to write a letter to *Almanac*, but may I just quote one that says it better?

### A Proclamation

*Our prosperity as a nation rests on our productivity as workers. Our happiness as individuals begins with our ability to find useful, rewarding jobs.*

*That is why I feel it so important that jobs be available for all our people able to perform them—people in every region, of every religion and color, and of every age. Time and again in our history we have benefitted from the skill and dedication of our older workers. But too often prejudices and stereotypes—not limitations of ability—have kept older Americans from fulfilling their full potential at work.*

*The law now recognizes our special responsibility to assure older workers an equal chance for jobs and promotions. Many private groups and organizations are now working to improve prospects for older workers. These efforts deserve our vigorous support.*

*To encourage and support educational efforts designed to make*

*employers more aware of the advantages of hiring older workers, the Congress, by joint resolution approved April 21, 1976 (90 Stat. 396), has requested the President to issue a proclamation designating the week beginning March 13, 1977, as National Employ the Older Worker Week.*

*NOW THEREFORE, I, JIMMY CARTER, President of the United States of America, do hereby designate the week beginning March 13, 1977, as National Employ the Older Worker Week. I call upon State and local officials, as well as labor, business, veterans, farm, religious, scientific, professional and other groups, to join with older workers in making the American people aware of the value of employing older men and women. I urge all Americans to observe this week with appropriate ceremonies, activities and programs designed to promote employment opportunities for older workers.*

Hiring is getting rarer at Penn. of course, and some of our offices are making do with fewer people. But as we think about how to get the job done here I hope we are thinking about productivity without prejudice—and remembering that age can carry with it an irreplaceable value called experience.

—James H. Robinson,  
Administrator, Equal Opportunity

## OPENINGS

The following listings are taken from the Personnel Office's bulletin of March 2. 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

ASSOCIATE DIRECTOR (2-1-77).

BURSAR (2-22-77).

DIRECTOR (2-22-77).

FACILITIES PLANNER (9-28-76).

FISCAL COORDINATOR (2-8-77).

JUNIOR RESEARCH SPECIALIST (2-15-77).

JUNIOR RESEARCH SPECIALIST conducts and completes independent research from literature survey through final analysis of results; directs duties of a Research Lab Tech II and undergraduate research projects. *Qualifications:* B.S. in chemistry or related field. Background in chemical and biochemical techniques. \$9,100-\$12,275.

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

LIBRARY DEPARTMENT HEADS I & II (12-14-76).

RESEARCH SPECIALIST I prepares specimens for electron microscopy; darkroom work; takes pictures on electron microscope; supervises upkeep of laboratory; makes observations and reports them to supervisor. *Qualifications:* Two to three years' experience in electron microscopy. \$9,850-\$13,550.

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

STAFF NURSE to enter a one year training program in colposcopy which includes examining patients, pap smears and punch biopsies; interviewing DES and abnormal pap patients. *Qualifications:* B.S.N. required; at least one or two years' nursing necessary. Salary to be determined.

### SUPPORT STAFF

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

ADMINISTRATIVE ASSISTANT I arranges conferences and meetings; maintains file system; records expenditures, pays bills; types. *Qualifications:* Excellent typing and shorthand or dictaphone skills. At least two years' secretarial experience. \$6,950-\$8,675.

ADMINISTRATIVE ASSISTANT I acts as liaison for Physical Plant and Building Security; assists with purchases and business office operation; monitors school facilities and equipment; instructs staff and faculty in the use of media equipment. *Qualifications:* Excellent typing; knowledge of duplication and media equipment necessary. \$6,950-\$8,675.

ADMINISTRATIVE ASSISTANT I performs administrative, supervisory and secretarial duties in research office; takes dictation (manual and machine); prepares quarterly reports on activities of office; manages mailing lists and distribution of reports. *Qualifications:* Knowledge of basic research methodology and statistics. Accurate typing and dictation. Graduation from high school, some college preferred. At least five years' secretarial experience. \$6,950-\$8,675.

CLERK (4); CLERK I (2-22-77). CLERK IV (6) (2-15-77).

CONTRACT ACCOUNTANT (1-18-77).

LICENSED PRACTICAL NURSE (2) (11-16-76).

MEDICAL RECEPTIONIST schedules office hours, appointments, meetings, admissions and tests; arranges transportation and reservations;



transcribes dictation; handles bills and insurance forms; compiles statistics for department. *Qualifications:* Excellent typing and dictaphone skills, shorthand helpful. 5 years' experience working in doctor's office; knowledge of medical terminology. \$7,475-\$9,350.

MEDICAL TECHNICAL SECRETARY (6) (2-1-77).

PSYCHOLOGY TECHNICIAN II (2-22-77).

RECEPTIONIST (2-22-77).

RESEARCH LABORATORY TECHNICIAN II for spectrophotometry, enzyme preparation, enzyme assay, column chromatography. *Qualifications:* Experience in spectrophotometry and chromatography necessary. Research lab technician experience, preferably in biochemistry. \$7,425-\$9,300.

RESEARCH LABORATORY TECHNICIAN II assists with research activities of principal investigator; computes statistical data; surgically prepares and monitors animals; makes analytical and chemical determinations; maintains and keeps inventory on supplies and equipment. *Qualifications:* B.A. or B.S. degree in science. Previous training in research laboratory. \$7,475-\$9,300.

RESEARCH LABORATORY TECHNICIAN III (2) (2-22-77).  
SECRETARY II (9) (11-16-76). SECRETARY III (13) (12-21-76).

### PART-TIME

CLERK/TYPIST (2-15-77).

LAB ASSISTANTS 7 months (1-25-77); 5 months (2-15-77).

RECORDS ASSISTANT (2-15-77).

### ASSISTANT TO THE PRESIDENT

High level of expository, administrative and interpersonal skills. Advanced degree with administrative experience in higher education preferred. Send resume, writing sample and current letter of reference to D. Bruce Johnstone, Vice-President and Director, Office of the President, 100 College Hall/CO.

### A-3 MEETING: MR. GADDIS MARCH 11

A special A-3 assembly meeting open to all A-3s takes place March 11 from 1-2 p.m. in Houston Hall's Ivy Room. Paul O. Gaddis, senior vice-president for management, will speak on *Financial Status and Management Problems at the University*. A short business meeting precedes him, and question-and-answer period follows him. Brown bag lunch is in order.

## THINGS TO DO

### LECTURES

Tomorrow: Professor N. Bloembergen of Harvard gives a Goodspeed-Richards Memorial Lecture, *Nonlinear Spectroscopy of Atoms and Condensed Matter*, 4 p.m. at DRL Auditorium A2. Tea at 3:30, Faculty Lounge (2E17).

*The Production of Culture—Reward Systems in Art, Science and Religion* is the topic for Diana Crane, Institute for Advanced Studies at Princeton, in the Annenberg Communications Colloquium series; Colloquium Room at 4 p.m. March 21.

Professor Edwin Layton of the University of Minnesota speaks on *Millwrights and Engineers: Social Roles and Science-Technology Interaction in 19th century America*, at a History and Sociology of Science Department lecture March 21, 4 p.m. Room 107, E.F. Smith Hall.

On March 22 the Graduate School of Education sponsors a colloquium on *Ethnography as Educational Methodology* with Drs. Dell Hymes, William Labov and John Swzed; Education Building, Room A-36, 2 p.m.

William Woods of BBN translates *Natural Language Processing* at Moore School on March 22, 3 p.m., Room 216.

### THEATER

*Krapp's Last Tape*, Beckett's playback of an old man's life, brings Vaughn Patterson of the Market District Theatre to the Wilma Cabaret Parlor on March 11-12 at 10 p.m.; \$1. Kay Carney's *New Roots: An Off-*

### ARTS HOUSE: RESOURCE STAFF & DIRECTOR

The Arts House, a living/learning residential program for undergraduates with interests in the visual arts, photography, dance, music, video/filmmaking and theatre, needs resource staff (*in exchange for housing*) and a director for fall 1977 (*salary to be determined*). Applicants must be graduate students or other University affiliates who have strong ability and involvement in at least one of the areas listed above. The director must also have organizational and administrative skills. *Applications:* 110 Bodine. *Questions:* Gail Chamberlain, 382-8473 after 5 p.m. *Deadline:* As soon as possible.

*Off Broadway Revue* comes to Wilma, 8 p.m. March 11-12 and 2 p.m. March 13. Call 382-0334.

Another look at the old Hollywood success story, Sam Shepard's *Angel City* previews at Annenberg Center on March 22 with regular performances March 23 through April 3. For tickets, call Ext. 6791.

### MIXED BAG

For *International Women's Day* (today) WXPB has turned all 24 hours over to descendents of the suffragettes who started it all in 1908. Poetry and music shows as well as discussions are done from a woman's point of view at 88.9 FM until 2 a.m.

The culture of *Korea*, including costumes, furniture, china and complemented by books from the collection of Korean literature in Van Pelt Library, will be on display March 21 through May 20 in Van Pelt's Klein Corridor, first floor, sponsored by the Korean Cultural Society.

### FILM

Eight Frederick Wiseman films focusing on specific American institutions will be shown in chronological order on Wednesday evenings at 8 p.m. from March 9 to May 4 at CA, \$1 for individual films, \$5 for a series ticket. Starting March 9 is *Titicut Follies* (1967) and on March 23 is *Law and Order* (1969).

PUC's only film until after Spring Break is *The Harrad Experiment* on March 10, FA B1, 7:30 and 10 p.m.

For children, the Museum has *Wee Geordie* March 12 and *Unknown Wilderness* March 19, Harrison Auditorium, 10:30 a.m.

John Wayne and Barry Fitzgerald take Eugene O'Neill's *The Long Voyage Home* to Harrison Auditorium March 13, 2:30 p.m. *Emperor Jones* follows March 20 same time and place.

In CA's Real to Reel series *O Povo Organizado (The People Organized)* documents the progress of the year-old government of Mozambique on March 16, CA, 8 p.m., \$1. Director Robert Van Lierop will be present.

### UPCOMING

Spring Break is a budget break for *Almanac*—no March 15 issue—so THINGS TO DO notes a few things to look forward to doing when the campus gets back to full speed. Details in the March 22 column.

March 24: Women's Faculty Club session on *security*, 11:45 a.m., Vet School . . . March 24-25: PUC *Art Sale*, Houston Hall . . . March 24-26: *Afro-American Studies Symposium*, Bennett/Annenberg School . . .

March 25: *Soul Night* at the Faculty Club . . . SSW all-day symposium, *Education on Strategies for Social Change* . . . alumni night at *Angel City* . . .

March 26: *Philo alumni weekend* lecture on Penn's past . . . alumni night at the Mask & Wig's *S/R/O!* (NOTE: The Alumni Relations Office says *all* such alumni-family affairs are open to faculty and staff.) . . .

March 27: *Spring Festival Concert* on and for the Curtis Organ, 2 p.m., Irvine.

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