

Almanac

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- THINGS TO DO

SUPPLEMENT: *Draft Revision of Basic Documents on Academic Governance of the University*

GUGGENHEIMS: NINE THIS YEAR

Nine of the 313 recipients who won the John Simon Guggenheim Memorial Foundation's \$4,602,000 in fellowship grants are from the University of Pennsylvania. Nationally the University tied for sixth place with the Massachusetts Institute of Technology.

Selected from among the 3,050 applicants in the 53rd annual competition were:

Dr. Joel Conarroe, associate professor of English, who will conduct a cultural and critical study of five modern American poets.

Dr. Erving Goffman, Benjamin Franklin Professor of Anthropology and Sociology, who will study casino gambling.

Dr. Nicholas A. Kefalides, professor of medicine, School of Medicine, who will do research on basement membrane chemistry and collagen synthesis.

Dr. Martin Ostwald, professor of classical studies, who will work on a study of ancient Greek political institutions.

Dr. Paul Rozin, professor of psychology, who will study the nature of human food habits.

Dr. Karl Shell, professor of economics and public policy, who will do research in economic theory.

Dr. Barbara Herrnstein Smith, professor of English and communications, who will study literary and aesthetic value and evaluation.

Dr. Oliver E. Williamson, Charles and William L. Day Professor of Economics, Law and Public Policy, who will conduct comparative studies in industrial organization.

Dr. Michael Zuckerman, associate professor of history, who will spend the year on character and community in early America. (Other HONORS: page 7.)

WAGE & PRICE PANEL: REGINALD JONES

President Jimmy Carter has named Penn Trustee and General Electric Company Chairman Reginald H. Jones to serve (along with AFL-CIO President George Meany) on a new informal panel to monitor wage and price increases.

SALARY INCREASE POLICY: TO COME

At Council Wednesday, Provost Eliot Stellar said the general features of 1977-78 salary increases have been sent to deans and that for 1978-79 the University plans a discretionary policy similar to that of peer institutions. A salary statement is expected in *Almanac* next week. (Other COUNCIL notes, page 2.)

'HANDBOOK' REVISIONS: DRAFT HERewith

The key document for Senate's April 27 meeting, *Draft Basic Documents on Academic Governance*, appears as a special supplement in this issue. The draft, widely referred to as the Faculty Handbook revision, covers Statutes of the Corporation and three Standing Resolutions of the Trustees that affect appointment, tenure and other factors in the status of the faculty.

The document is listed for "discussion and/or action," Senate Chairman Robert F. Lucid notes, because the administration will be looking for feedback whether formal or informal before tightening the draft to a final version this fall.

All faculty in tenured and tenure-accruing ranks are eligible to attend the meeting, 3 to 5 p.m. in 102 Chemistry Building.

HEY DAY: APRIL 22

Hey Day—the cane-march date for undergraduates, and Lindback Awards announcement day for faculty—is Friday, April 22. Provost Eliot Stellar and Vice-Provost Patricia McFate note that classes are not cancelled for the 11 a.m. to 1 p.m. exercises, but do request that "faculty meeting classes between 11 and 2 avoid scheduling examinations or requiring work to be finished in class on that date" so that junior and senior students can participate.



What
Horse?

... page 8

FAS: BROWNLEE, GREENE SLOTS OPEN

Dr. Robert H. Dyson, associate dean of FAS, will chair a search committee to advise on a successor to Dean R. Jean Brownlee, Dean Vartan Gregorian has announced. On the committee are Dr. Ronald Caridi, director of the College of General Studies; Dr. Robert Engs, assistant professor of history; Dr. Mary Coleman, professor of education; Dr. Richard Lambert, FAS dean of instruction; Dr. Malcolm Laws, professor of English; Beryl Dean, director of career advising and resources; and Dr. Patricia McFate, vice-provost for undergraduate studies and university life.

The search will be for an Associate Dean of FAS and Director of Academic Advising to direct the academic advising of approximately 5000 students, serve on FAS and University-wide committees and direct a staff of seven advisors with 15 support staff. Qualifications include the Ph.D., teaching and advising experience, and knowledge of Penn academic programs. Resumes go to the search committee c/o Jerry Gorman, 116 College Hall.

* * *

The University will seek a one-year interim coordinator for the Women's Studies Program as Dr. Elsa Greene leaves to pursue an independent writing project, Dean Gregorian also announced. Letters of inquiry and C.V.s for the July 1 opening may be sent to the Women's Studies Advisory Committee at 106 College Hall; the application deadline is May 15.

PRICE OF DIVINITY: \$608,000

The University of Pennsylvania will purchase the former Episcopal Divinity School property at 42nd and Spruce Streets for \$608,000 with financing terms to be agreed upon, if approved by the Executive Board of the Trustees meeting May 12.

The final date for signing an agreement of sale is May 16, with settlement to be made by June 30, 1977.

The five-acre property and its six buildings will be used for teaching and research programs yet to be determined, according

to the Office of the Provost. Portions may be leased to suitable users to provide revenues to assist with the maintenance costs, Vice-President and Treasurer Harold E. Manley said.

WXPB: FILING EXCEPTIONS

The University will file exceptions to the decision of a Federal Communications Commission administrative law judge denying the University's application for WXPB-FM license renewal. Until the FCC hears the appeal, which may be six months or more, WXPB can continue broadcasting.

"We do not feel that sufficient attention was given in the initial decision to those aspects of a university which distinguish it from other noncommercial licensees," University Attorney Stephen B. Burbank said. "Neither do we feel sufficient attention was given to steps taken in the last two years to ensure adequate control and supervision of the station," he said.

Mr. Burbank explained that "while the license was granted to a corporate entity known as The Trustees of the University of Pennsylvania, not to individual trustees, the fact is that Penn's station, like those of numerous other educational institutions, always has been intended as a student activity.

The FM license was granted at a time when demand was not great for them. "Whatever is determined now to be the proper operational mode for an FM channel licensed to an educational institution," Mr. Burbank said, "we do not believe future generations of students should be punished for the indiscretions of students involved in the station's affairs between November 1972 to March 1975, the period examined by the FCC administrative law judge."

PLANNING A CELEBRATION OF PLANNING

The Department of City and Regional Planning celebrates its 25th anniversary with a three-day conference April 21-23 on "Planning Today and Tomorrow." Former faculty member Lewis Mumford gives the keynote address opening night at the Museum, where certificates will be awarded to former Dean G. Holmes Perkins and former Chairman Robert B. Mitchell for "their instrumental roles in the creation of the department."

The department has produced 60 Ph.D.s in its twenty-five-year history, most of them now in university posts. Its 833 master's degree holders are scattered in 40 states and 35 foreign countries.

COUNCIL

Action and Discussion April 13

DISSERTATION FEE, REALLOCATION

Provost Eliot Stellar announced to Council April 13 that instead of increasing the dissertation fee to a whole course unit for 1977-78, the University will set it near two-thirds of a unit as part of a two-step increase to a whole one.

On the charge that work/study students have been used for surveillance by the Safety and Security Office, President Martin Meyerson said it would be "folly" to by-pass the Committee on Open Expression's investigation as groups have urged in *The Daily Pennsylvanian*.

Council passed with one amendment the resolution (*Almanac* April 12) spelling out procedures for reallocation review. The amendment specifies that reviews not be initiated or completed in the summer. A motion that challenged the concept that Council "invest" its advisory role in a committee was defeated. By-law amendments on the EPC and Research Committee charges passed without comment.

The Black Presence Task Force's four-part presentation identified problems in recruiting and enrollment, hiring and retention, and support services and environment, with an overview of recommendations the final report will make.

PENNSYLVANIA: FIFTH IN NATIONAL GIVING

The University's 1975-76 gift receipts of \$31,677,000 place Penn fifth in the nation, according to a recent report by Brakeley, John Price Jones. The New York firm, which has collected comparative data since 1920, calculates the standings on the basis of cash received and does not count pledges.

Penn comes after Harvard (\$59,026,000), California (\$57,481,000), Stanford (\$41,761,000) and Yale (\$37,725,000). Columbia ranks just under Penn with \$29,821,000, and other Ivy neighbors come later on in the list: Cornell tenth (\$26,187,000); Princeton 13th (\$22,235,000), Dartmouth 17th (\$16,244,000) and Brown 23rd (\$7,349,000). Penn's "top five" placement is down one from last year, when its \$33,966,000 beat Yale's \$27,379,000. (The Penn total reflected the first-year receipts of the Program for the Eighties.)

Penn outscores all of the Ivy schools, however, in percentage increase from 1961-62 to 1975-76: the University's 206 percent increase is topped by only three schools in the nation, all of them starting from smaller bases. (Case Western Reserve leads with a 344 percent increase from a base of \$4,786,000 in the early sixties.) Dartmouth increased 150 percent for the period, Columbia 54 percent, Yale 52, Harvard 45, Cornell 42, Brown 19, Princeton 17.

"Pennsylvania is one of only a handful of major universities whose gift support over the last fifteen years has increased at a pace more rapid than the Higher Education Price Index, which has slightly more than doubled from 1961-62 to date," according to Ronald H. Pfeil, director of information and records for the Development Office. "Penn's voluntary support has also very nearly kept pace with the more than four-fold increase in the University's budget—11 percent of FY 76's \$282 million budget, compared to 12 percent of FY 62's \$64 million budget."

The BPP study breaks down "sources of support" and "purpose of support" as does Penn's Program for the Eighties.

"Interestingly enough," said Mr. Pfeil, "the University of California has taken over first place in foundation totals from Harvard for two years in a row and for three of the last four years.

"California is dominant in support for current purposes, and Harvard is similarly dominant in capital support. Our support is unusually evenly divided between current and capital purposes, but we are relatively stronger on the capital side. This may be attributable to the emphasis in the Program for the Eighties on endowment and to our success to date in funding some of the facilities objectives."

COOLING THE COST OF COOLING

As the cooling season begins again electricity consumption becomes the critical factor in the University's energy consumption and costs.

Window air conditioning units, lights and other miscellaneous equipment are all electric loads which only you as a building occupant can control.

Please make sure that when you leave your office for an extended period of time that you turn the window air conditioner off and make sure that it is off when you leave to go home. (*Do not* leave the unit on overnight to cool your office for the next morning.)

Again, please turn off lights, both incandescent and fluorescent, whenever you leave an area even if you expect someone to be coming in to the room after you leave.

We really need your personal help in these efforts.

Note: If your window air conditioner still has the plastic cover and red label on it from the winter time, contact the energy office at Ext. 4644.

—Horace Bomar and Francine McQuade
Energy Office of Operational Services

Implementation of the New Clinical Track in the Medical School

March 2, 1977

This memorandum reports on our continued attention to the new clinical track in the medical school. Last year this committee made a detailed report on the proposed new track; that report (*Almanac* April 6, 1976), based on the thorough study by Professor Vincent H. Whitney (sociology and demography), was approved by the Senate at its spring 1976 meeting.

The Medical School has now established the new clinical track, and this year's committee has been requested to analyze this new system in relation to last year's report. Fortunately, Professor Whitney was able to continue with this work as chairman of a subcommittee that also included Professor William Kissick (research medicine) and Professor Vivianne Nachmias (anatomy). Below is a report of this subcommittee dated January 21, 1977, and a brief supplemental report dated February 10, 1977, which includes a letter from Dr. Edward Stemmler, Dean of the School of Medicine.

Dean Stemmler's letter reports that certain differences between last year's committee report and the new track were in the process of adjustment. The subcommittee reports that Dean Stemmler worked with the subcommittee in a helpful spirit of cooperation, and we are grateful for Dean Stemmler's comments that the review of the new program by the subcommittee had been helpful to him and to the medical school.

The following reports by the subcommittee show that, in addition to the current adjustments in the medical school program to conform with last year's report, there are points on which the school's program, while deviating from last year's report, are consistent with the spirit of that report.

There is one point that the subcommittee has regarded as more serious. The current medical school track provides that, under some circumstances, an Associate Professor or a Professor may transfer from a tenure to a nontenure track—a possibility that is inconsistent with recommendation (f) in last year's committee report. Reasons for this deviation are set forth in Dean Stemmler's letter of February 1 (third paragraph). While the subcommittee believes that recommendation (f) in last year's report should be reaffirmed, in the light of Dean Stemmler's explanation and the overall compliance with the spirit of last year's report, the committee unanimously is of the view that we have no objection to a three-year experiment with the new track as it now stands. We recommend that the Medical School be requested to report to the Senate Committee of this Faculty, at the end of three years, on the school's experience with the new track. It is asked that this review state whether transfers to the nontenure track, which Dean Stemmler considers unlikely, have actually occurred, and, if so, the considerations underlying such transfers.

We wish to express our appreciation to Dean Stemmler for his cooperation with the committee.

Senate Committee on the Faculty

F. Hilary Conroy (history)

Jean Crockett (finance)

Peter J. Freyd (mathematics)

John O. Honnold (law), Chairman

William L. Kissick (research medicine)

Seymour J. Mandelbaum (city & regional planning)

Vivianne T. Nachmias (anatomy)

Vincent H. Whitney (sociology & demography)

Background

During the fall of 1975 a proposal was submitted to the Faculty Senate by Dean Edward J. Stemmler of the School of Medicine to establish an elective, nontenured track with continuing employment for certain clinical faculty in the school. The proposal had significant implications as well for the new faculty categories of Standing and Associated Faculty. After careful study by a subcommittee, the Senate Committee on the Faculty issued a unanimous report, dated February 27, 1976, (*Almanac*, April 6, 1976). That report was divided into three sections: *Background*, *Reasons for the Proposal*, and *Recommendations*. The report was accepted and the recommendations approved at the regular spring 1976 meeting of the Senate. Subsequent approval was given by the Provost of the University, who so informed Dean Stemmler, among others.

In the fall of 1976 the Senate Committee on the Faculty was asked to review the implementation of the recommendations which had been approved. Vincent Whitney, who has chaired the earlier subcommittee, was given this assignment, and he in turn requested that a new subcommittee of the Senate Committee on the Faculty be appointed. The members added were William L. Kissick and Vivianne T. Nachmias. This subcommittee has reviewed the way in which the several recommendations of the 1976 report are being put into effect. Full cooperation has been received from Dean Stemmler, with whom the subcommittee met in December, and who has in addition made available the documents on the new clinical faculty track which have been circulated in the School of Medicine. These are specifically:

- 1) A memorandum letter to the full-time faculty in the School of Medicine from Dean Stemmler, dated August 27, 1976, on the subjects of (1) Appointments and Promotions and (2) New Track for Clinical Faculty;
 - 2) An undated document (12 pages) entitled "Full-Time Faculty in the School of Medicine," which accompanied the first item and which provides a detailed explanation of the new track, its rights and obligations;
 - 3) A copy of an article intended for publication in *Penn Medical Notes*, November 1976, headed "Faculty Policies" and signed by Maureen Parris (Assistant to the Dean for Academic Affairs), intended to clarify earlier statements and answer common questions about aspects of the new track;
 - 4) A copy of a form letter dated November 30, 1976, signed by Dean Stemmler and sent to those faculty members who were required to choose either the new or the previously-existing track (that is, either the Standing or Associated Faculty) before a December 15, 1976, deadline.
- A copy of each of these documents is attached to the original of this report.

Follow-up

A) The committee has carefully compared the documents listed above, together with the additional information given in its meeting with Dean Stemmler and Ms. Parris. Here we wish to emphasize that the committee's charge did not include suggesting any changes in the recommendations approved by the Senate and the Provost. Rather, it was concerned only with the degree of correspondence between these recommendations and their implementation.

The committee believes that overall Dean Stemmler and the relevant committees in the School of Medicine have made a serious and successful effort to implement these recommendations in the spirit of the original document and generally have followed not only the spirit but the letter of these. We mention here only the discrepancies which have come to our attention. Of these the most serious in our judgment concerns a sentence in Recommendation (f). The relevant part of that recommendation states that:

(f) There will be an initial three-year appointment and a single track for all full-time medical faculty who are first appointed to nontenured positions. These faculty members will choose at the time of their appointment either a seven-year track or a ten-year track probationary period. Those on the seven-track, after three years of service, will be required to choose between the traditional tenure track or the new nontenure track for clinician-educators. No subsequent change from a tenure to a nontenure track will be allowed. Similarly, those on the ten-year track, after six years of service, will choose between the two tracks with no subsequent change from tenure to nontenure track permitted.⁴

Footnote 4, which provides the rationale for the recommendations, states that:

The purpose is to maintain a positive view of the proposed new clinician-educator track. It is necessary to protect against the possibility that individuals could shift to the new career track only because they failed to achieve University tenure after opting for it. On the other hand, it seems desirable in a university setting to encourage persons who have chosen the Associate

relationship to shift pathways if, in the course of their work, they undertake significant research and publish their findings and also demonstrate teaching competence.

It may be noted first that, although the Senate-approved document calls for a choice between a seven-year and a ten-year probationary period, the election to be made at the time of the original appointment, the Medical School documents indicate a variation. In document 2 above, on page 5, the statement is made for clinical faculty: "If the faculty member chooses the new clinical track, he/she is automatically placed in the ten-year probationary period." In conversation with the committee, Dean Stemmler stated that the majority of the clinical faculty already choose the ten-year option. He indicated further his own judgment that all clinical faculty members should be in the ten-year track in their own interest. What the new regulations do, however, is to take this choice away from the individual and make the ten-year track mandatory. The committee is inclined to agree with Dean Stemmler, however, that the single option is preferable, particularly since a faculty member may request consideration for promotion before the expiration of the period.

A second change is of greater concern. Document 2 (p. 5) states:

Having achieved the rank of Associate Professor in either track, transfer to the other track may be made only if, upon review by the Committee on Appointments and Promotions of the School of Medicine and the Provost's Staff Conference, the individual meets all the criteria for the appropriate rank in the track to which he/she wishes to transfer.

A chart showing the opportunity for transfer from either track to the other track at the Associate Professor level (and we understand that this would also be possible for persons who were already at the level of Professor) is found in Document 2, page 6. Thus, the regulations newly established in the Medical School would permit an Associate Professor or a Professor to transfer from a tenure to a nontenure track. It is our understanding from Dean Stemmler that this choice is not open to faculty members at the Associate Professor level. Indeed, in a letter to Vincent Whitney, dated February 26, 1976, Dean Stemmler has stated categorically:

I support your view that individuals who have chosen the new [clinical] track should retain an option for tenure consideration but I think we both agree that those who have chosen the tenure track should not have the option of switching to the new track. I do feel strongly about this latter point.

In discussion with the committee this fall the Dean indicated that the proposal for changing the recommendations to allow a shift in track in either direction came from a Medical School faculty committee and that some members of that faculty felt strongly that the change should be made. In answer to questions from the committee, the Dean expressed the opinion that it was unlikely that a move from the tenure to nontenure track would be approved except where the person involved had positive reasons for the move as well as strong credentials of a professional nature. He thought that there would probably be few such shifts but indicated that there were indeed some persons whose situations would make the change seem desirable to them. In effect, under the new regulations the burden of ascertaining that such a shift is made for academically desirable reasons (that is, that the shift is indeed in the spirit of the Senate-approved regulations) is placed on the Appointments and Promotions Committee of the Medical School.

The members of the Senate Committee on the Faculty note that this change opens the possibility that a person holding a tenured faculty position as an Associate Professor but lacking the qualifications set forth for promotion to Professor could secure promotion to the higher rank by meeting somewhat different standards promulgated for that rank in the nontenure track. Particular concern is expressed that, with the passage of time and under a different administration, the arrangement will come to be further modified so that it will apply to Assistant Professors who try for the Standing Faculty and, failing to receive it, fall back on the Associated Faculty. To sum up, the difference in implementation is that the Medical School rules as written permit a shift from a tenure to a nontenure track in the face of the statement in recommendation (f) that, beyond three or six years at the level of Assistant Professor, choice of the nontenured track is final and "no subsequent change from a tenure to a nontenure track will be allowed."

B) We turn now to other points. At different places (e.g., Document 2, p. 3) use is made of the phrase "appointments of indefinite duration" for persons appointed to the ranks of Associate Professor or Professor on the nontenure track. This is separated from any guarantee of continuing salary, which is stated to be "... dependent upon the resources of the home department." (*Idem.*) The 1976 Senate report does not deal specifically in any of its recommendations with the duration of senior-level faculty appointments except to indicate the reasons for allowable termination of employment of individuals. (Recommendation [d]) However the report

does speak of "... an elective, nontenured, continuing-employment track for certain clinical faculty ..."

The first point that has been raised by this phrasing is whether it implies an indefinite tenure of title for a person whose employment has to be terminated for lack of funds for salary. The Provost's Office informs us that further grants of tenure of title in the University were ended on July 1, 1976. Dean Stemmler stated to us that a person dismissed for a lack of funds would not be eligible to retain his professorial title.

The 1976 Senate report gave as one reason for termination of services "lack of funds from practice to pay ... salaries" (Recommendation [d]) and also referred to "the responsibility of the practice group for payment of all earned income and all specified benefits ..." (Recommendation [g]). As shown above, the Medical School statements speak of continuing employment as "... dependent upon the resources of the home department," which is broader than the practice group. According to Dean Stemmler, the reason for this change is that a department may have other sources of income beyond practice, in particular, research grants. The Dean pointed to the published criteria for appointment and promotion in the Associated Faculty to indicate that in his judgment no one could enter or continue in this category solely on the basis of salary support from research grants. He does not believe that this change of wording in any way changes the intent of the original report.

C) Finally, we call attention to these further changes in the recommendations of the 1976 Senate report:

1) Recommendation (d). To the four reasons for termination of employment of persons on the nontenure track a fifth is added: "failure to maintain a balance of excellence in clinical and teaching performance" (Document 1, p. 2).

2) Recommendation (e). This recommendation relates to the distinctive titles which are to be used for members of the Associated Faculty. It reads in full:

(e) To assure conformity with nomenclature approved for University faculty with an Associate relationship, appointees with a professorial rank will hold the modified title of Assistant Professor, Associate Professor of Medicine, Surgery, or other specialty, as appropriate. That is, a clear and correct modifier must be attached to the professorial title. * *Whatever title is chosen is to be written in full whenever used on documents, in listing of University personnel, and in correspondence.*

The sentence italicized here (but not in the original) has been omitted in all the documents listed above, which were distributed to the School faculty. The question of proper use of titles which conform to overall University regulations is of sufficient importance that the subcommittee recommended to Dean Stemmler that full and correct information on their usage be sent to all persons now or in the future appointed to the Associated Faculty. We believe this usage should continue to be monitored in the future.

3) Recommendation (g). This states that:

(g) All clinician-educators will have written contracts with the departmental (or interdepartmental) practice groups which employ them. The contracts may vary in detail by department to meet the needs of different types of practice groups. However, except for salary amounts, contracts within practice groups would be of the same kind for all appointees in this category and would include a clear statement of the conditions of employment; the circumstances under which the contract can be terminated; the responsibility of the practice group for payment of all earned income and specified benefits; and the right of the person to due process by mechanisms available to all University faculty in the event of grievances or alleged failure to protect the individual rights accorded a faculty member.

The 1976 Senate Committee on the Faculty considered it important to protect the rights and to indicate the obligations both of the individual members of the Associated Faculty and of the University. It considered that this was of particular importance for a group which lacked the protection of the well-known and broadly-accepted principles governing the relationship between universities and tenured members of their faculties. The subcommittee concurs.

The only relevant reference to the content of recommendation (g) appears in one sentence of the documents distributed (Document 1, p. 1), which reads: "[The individuals in the new clinical track] of course, will enjoy all the rights and privileges of academic freedom and responsibility, with access to the grievance procedures of the University." Dean Stemmler has informed the subcommittee that he has not implemented the remaining parts of the recommendation on advice of University legal counsel. We understand that written contracts are not used. We believe, however, that the materials in recommendation (g) could be included in regular letters of appointment or incorporated into the regulations of the University for all members of the

*The modified title subsequently chosen is Professor of (specialty) in (name) Hospital.

Associated Faculty and we call upon the proper members of the Administration to give consideration to doing so.

4) Recommendation (i). This recommendation calls for full professional time of the faculty member to be given to activities on behalf of his or her practice group, with earnings to be returned to that group. It also makes the faculty member subject to University conflict-of-interest policy "except that he or she will not be permitted to devote any time to employment in independent professional practice." This is not mentioned in the documents. To the best of the subcommittee's knowledge this recommendation was thought to reflect intentions of the administration and faculty groups in the Medical School. We consider this an item for determination within the School.

5) Recommendation (k). This states that "At no time shall the voting strength of faculty members on the new clinical track exceed 25 percent of the voting strength of the faculty of the School of Medicine as a whole." No mention of this recommendation is made in the documents distributed. In point of fact, these do not appear to be the kinds of documents into which this item would fit.

According to Dean Stemmler the faculty knows of this recommendation, but neither they nor he knows how it will operate in the future or whether it will prove workable. The subcommittee notes that the recommendation was inserted in the original report because of the stated intention of the School of Medicine to make the clinician-educator group voting members of the School faculty and the conclusion of the Senate Committee on the Faculty that a non-tenured group should not be in a position to achieve majority voting strength in any University school.

6) In this latter connection, the Committee also calls attention to Recommendation 1, which reads:

Whether persons on the new track shall be voting members of the faculty and of the Faculty Senate will be determined by future decisions on the voting status of the Associated Faculty.

The subcommittee understands that a Joint Committee appointed by the Faculty Senate and the Provost is currently at work on a report concerned with the future voting status of the Associated Faculty.

The School of Medicine is granting voting rights within the School to faculty members on the nontenure clinical track. Although the *Manual of the Faculty Senate* (1972, p. 7) defines the Senate as consisting of the voting members of all faculties in the University, the Senate has interpreted this to include only assistant professors, associate professors, and professors who are members of the Standing Faculty. Thus, persons in the Medical School with these ranks who are on the tenure tracks are members of the Senate but will lose their membership if they are subsequently allowed to shift to the nontenure track.

Finally, the subcommittee calls attention to the fact that the recommendations referred to in this report have been approved by the Faculty Senate and by the Office of the Provost. We therefore understand that they are in effect until and unless modified by subsequent faculty or administrative action as provided by established rules of procedure.

William Kissick, M.D. (Research Medicine)

Vivianne Nachmias, M.D. (Anatomy)

Vincent H. Whitney, chairman. (Sociology & Demography)

SUBCOMMITTEE REPORT 2/10/77

On the basis of the report of the Subcommittee on the Implementation of the New Clinical Track in the Medical School and of a letter from Dean Edward Stemmler of the Medical School, dated February 1, 1977, a copy of which is attached, it is proposed that the recommendations of the report approved by the Senate in April 1976 be reaffirmed particularly with respect to (f) in the original, but with the following changes:

- that in the absence of contracts between the University and persons appointed to the Associate Faculty in the Medical School, the safeguards in (g) be included in letters of appointment and in statements of University or School policy with respect to such appointments;
- that the ten-year probationary period be used for all persons choosing to join the new clinical group rather than a seven- and a ten-year period.

Finally, it is proposed that recommendation (k) remain in its present form until and unless the matter of the voting strength of faculty members on the new clinical track does in fact come to exceed 25 percent of the voting strength of the faculty of the School of Medicine as a whole, at which time it can more plausibly be demonstrated whether or not this creates an undesirable situation.

LETTER TO SUBCOMMITTEE 2/1/77

Thank you for allowing us to review the draft report of the subcommittee of the Senate Committee on the Faculty which concerns implementation of the new clinical track in the School of Medicine. I am impressed with the

objectivity and thoroughness which you and Drs. Kissick and Nachmias have brought to this task and it is helpful to me to know how our efforts are perceived by an impartial review body. I shall now take this opportunity to clarify, or at least provide a rationale, for the various points that are mentioned in the report as discrepancies between the recommendations of the Faculty Senate and the implementation of the new clinical track.

Concerning Recommendation (f) that, "There be an initial three-year appointment and a single track for all full-time medical faculty who are first appointed to nontenured positions," that is indeed the policy of the School. A few exceptions have been made when the candidate had been in the Department previously and was definitely set on the type of career he wished to pursue, but in general we discourage such early decisions.

Concerning transfers from the tenure track to the nontenure track at the associate professor or professor levels, the reports' observations are valid. I should add, however, that it is clear to me from my conversations with our tenured faculty that it is likely that few, if any, will consider resigning their tenured position for a nontenured one. Personally, I believe that there are a number of tenured medical faculty whose career activities more closely resemble the definition of the new clinical track than the traditional tenure track and that it would "purify" the tenure track if they did voluntarily request a review to shift. As I said above, however, that seems very unlikely. You should know, furthermore, that shifts below the rank of associate professor, other than those now permitted to elect the new track, will not be approved. We have gone out of our way to make this clear to our faculty and department chairmen.

With regard to use of the phrase, "appointments of indefinite duration," (your report p. 6), I have authorized that p. 3 of my statement to the faculty be retyped to read: "Faculty at the rank of associate professor or professor in the clinician-educator category are eligible for a *continuing appointment*. Our intent from the beginning has been to disassociate this faculty category from any implied or inferred tenure commitment. Perhaps the new wording will be clearer. In any event, the reorganization of the University faculty which abolished limited tenure, and provides full tenure to members of the Standing Faculty only, relieves me of anxieties over any possible misunderstanding on the part of our faculty."

On p. 10 of my statement to the faculty, the following sentence will be inserted on line 3 following the word "performance." *This title is to be written in full whenever used on documents, in listing of University personnel, and in correspondence.* Similar statements will be added at appropriate places on pages 11 and 12, which deal with the titles of associate professor (CE) and assistant professor (CE). Future distribution of the statement on faculty appointments and promotions will include these revisions. In addition, at the January 26, 1977, meeting of the Standing Committee of Department Chairmen I reiterated this policy concerning titles, which we had taken for granted was understood. As soon as the faculty policy statement is revised, a copy will be sent to you.

The reports' observations with regard to the rights and obligations of faculty on the new track are well taken. In consultation with Dr. James E. Davis, Executive Assistant to the Provost, and Stephen B. Burbank, University Attorney, we have taken every measure reasonable to ensure that our CE faculty are informed of conditions of employment, circumstances for termination, responsibility of the group practice for payment of all earned income and specified benefits, and the right to due process in the event of grievances, etc. These matters are most effectively handled by the department chairmen just as they have the responsibility of transmitting this information to the tenured faculty. It was Mr. Burbank's opinion that inasmuch as other faculty do not enter into a formal contract with the University, the CE faculty should not be subject to this unusual procedure. So far, we have not experienced any serious difficulties in implementation of the new faculty track, and I think good faith prevails between the faculty and the administration.

For your information, I am including below the Provost's Staff Conference minute of a promotion to the new track (omitting the individual's name). The Provost's Office submitted the draft of this minute to us for review, and we found it satisfactory.

The promotion of Dr. _____ to Associate Professor of Radiology at the Hospital of the University of Pennsylvania in the clinician-educator track of the Associated Faculty, effective July 1, 1976 (full affiliation, full salary from Radiology Associates of the U. of P. without obligation on the part of the University to continue salary and benefits in the absence of these funds; not in tenure probationary status in this appointment).

Again, thank you for sharing with me a copy of your subcommittee's draft report. It is thoughtful and impartial and I am glad we are working together to untangle the complexities that implementation of a new category of faculty involves.

—Edward J. Stemmler, M.D., Dean

Speaking Out

PLANTED NEWLY WITH THE THYME

This is to reassure those who may be concerned about the removal of shrubs from the Shakespeare Garden outside Furness building last week: Our landscape architecture students are *restoring* the Garden, not paving it over. We shall have flowering trees, healthier shrubs and—most important of all—restoration of the rich ground cover of herbs mentioned in Shakespeare, which gave the Garden its name.

—Carol Franklin, Assistant Professor
Landscape Architecture
& Regional Planning

NOT HOME FREE

Recently violence invaded our campus. A paroled felon, suspected of raping a center city resident at gunpoint, attempted to escape apprehension by running to the rear of the McNeil Building. The suspect died during an exchange of gun fire with Philadelphia Police. Neither the victim nor the assailant were affiliated with the University.

The incident was most unfortunate. We recognize the precise judgment and professional concern of the police at the scene, and we note that the campus community in the immediate area cooperated fully as expected.

This incident does not mean that we on the campus can relax our vigilance. The slain rapist is one whose photograph was shown to student victims of assault earlier this year, and he was not identified. One man has been identified and is being held without bail for the rape of one student—but police investigation indicates the rapist/s who assaulted the other four victims has/have not been apprehended.

Philadelphia and University Police continue an intensive investigation. We ask that you continue to be security conscious and follow these safety tips:

1. Activate a "buddy-system." Know your neighbors; let them know your whereabouts. Travel with another person if possible. If alone, utilize the escort service. Keep your doors and windows locked. Do not open your door until you know who is there.
2. If you feel you are being followed, change directions, walk toward other people and lighted areas.
3. Don't advertise that you live alone. Use your first initial on your mailbox and in the telephone directory.
4. Don't enter elevators with strangers; wait for an empty car.
5. Don't answer personal questions on the telephone or state that you are alone.

6. If you receive an obscene telephone call, quietly hang up and notify University Police.

7. Report immediately any suspicious sounds or activity.

8. Utilize the emergency telephones on campus.

9. Obtain a Safety Tips booklet and other helpful information from University Police.

Remember, safety is everybody's business.
—Ruth Wells, Security Specialist

KEEP ON SQUEAKIN'

Thank you, Mr. Robinson, for your lucid explanation of A-3 retirement pay and why it is so little in dollars (*Speaking Out* 3/12/77). If one of the reasons our retirement income (which apparently is apportioned equitably after all), *seems* so low is that it is based on our salaries, then we had best get busy and see how we can get those salaries improved.

In this letter, however, I have a greater concern than money and that is: why has it been three-and-a-half years since the A-3 Assembly first expressed its concerns about the A-3 retirement plan before anyone took the trouble to officially (Is *Speaking Out* official?) explain that things aren't so bad after all? Why did it take a letter (*Speaking Out* 3/29) which gave the specifics of a real case—starting salary, years of service, final salary, and retirement income—all except the individual's name, to elicit Mr. Robinson's excellent statement of the factors involved in A-3 retirement pay?

One reason that letter was written to *Speaking Out* was because when the writer (Yola Green) questioned Mr. Robinson about A-3 retirement pay at our March 11 A-3

Assembly meeting, in front of over 200 concerned A-3's he gave an unsatisfactory, partial answer; and when questioned at the same meeting by the undersigned as to why it has taken over three years for the administration to look at this question with a serious eye to improving the plan, he blamed the all-too-familiar ERISA, which was conspicuous by its absence from his April 12 letter to *Speaking Out*.

What does it take to get the administration, particularly Personnel, to communicate with us? Especially when they *have* the answers, *and* the vehicle for communicating them? All I can figure out is that the "squeaking wheel" gets oiled! If that is indeed the case, A-3's would be well-advised to "keep on squeakin."

—Virginia Hill Upright, Secretary,
Bequest & Deferred Gift Program

Mr. Robinson responds: "I have just two comments: First, we do these specific calculations for individuals upon request and we've done them for years. Models of retirement income estimates are also available, to individuals as well as to the A-3 Assembly. Second, the requirements and effects of ERISA on our benefit plans are real and have taken substantial time and money to implement."

COMPLEAT YET?

It has been a pleasure to see "The Compleat Campus Reader," the directory of campus publications that you have published, in the April 5 issue of *Almanac*. I regret that no one has told you of *The Penn Chemist*, the alumni communication put out by the Association of University of Pennsylvania Chemists once each year. Enclosed is a copy of our most recent issue, our ninth. We have a mailing list of over 3,000. For copies, call Ext. 8302 (my number) or write to me at Room 243, Chemistry Building/D5.

—John G. Miller, Professor of Chemistry

25 YEARS LATER . . .

In preparation for the April 26 dinner of the 25-Year Club we mailed invitations to the 472 quarter-century veterans of faculty and staff we know are still active on campus, and to a hundred or so retired "twenty-fivers" whose addresses are current.

Did we miss anybody? If so, please contact me at Ext. 7297 or Marion Pond at Ext. 6811. Cocktails are at 5:30 in the Faculty Club followed by dinner, followed by entertainment, reunion, nostalgia.

—Raymond Saalbach, Chairman

PENN SECRETARIES DAY

is April 27. . . page 8



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.

SUMMER/SABBATICAL HOUSING

The Faculty Tea Club is preparing a Sabbatical Housing List to serve as an information exchange between campus members who have houses or apartments to rent (for a summer, a semester or a year) and visiting faculty/staff or new arrivals who seek rentals. Those who want to list housing should send \$1 to Mary Powers, 14 Iona Avenue, Narberth, Pa. 19072, with the following information: *location* (neighborhood as well as postal address); *rent*, *size*, *dates available*, and *special features or assets*, and the *name and phone number* of the person to contact.

Those who want copies of the housing list should send a stamped, self-addressed envelope to Mrs. Powers. Copies will also be posted in the Faculty Club, and telephone inquiries will be accepted weekday afternoons at MO 7-7986.

The Faculty Tea Club will serve as an *information point only*; all arrangements are between interested parties, and the Club assumes no responsibility for the authenticity of listings.

HONORS

Dr. Bernard E. Anderson, associate professor of management, was elected chairman of the National Council on Employment for 1977-79. He was also elected to the executive board of the Industrial Relations Research Association for a three-year term.

Dr. Houston A. Baker Jr., professor of English and director of the Afro-American Studies Program, has been named a fellow of the Center for the Study in the Behavioral Sciences at Palo Alto for 1977-78.

Dr. Martin L. Bariff, assistant professor of accounting and decision sciences, has been elected to a two-year term as a founding trustee of the EDP Auditors Association Foundation for Education and Research and was elected chairman of a project to develop a common body of knowledge for EDP auditing.

Dr. D. Walter Cohen, dean of the School of Dental Medicine, will be awarded an honorary Doctor of Philosophy degree at the annual convocation of the Hebrew University of Jerusalem on July 4. Also among the 10 people receiving the doctorate is *Leonard Davis*, who created the Leonard Davis Institute of Health Economics at the University in 1967 and helped to establish Colonial Penn Center here in 1973.

Dr. Irwin Friend, professor of finance, has been elected a fellow of the Econometric Society.

Dr. Allan A. Glatthorn, associate professor of education, has been awarded a Fulbright-Hays fellowship for 1977-78 to consult with the Ministry of Education in Portugal on matters of curriculum and teacher training.

Dr. Harry Harris, department of human genetics, School of Medicine, was awarded the degree of Dr. Honoris Causa by the Université René Descartes, Paris.

Dr. Christian J. Lambertsen, director of the Institute for Environmental Medicine, professor of medicine and professor of pharmacology and experimental therapeutics, has been elected to membership in the National Academy of Engineering.

Dr. Wilfred Malenbaum, professor of economics, has been appointed a member of the Scientific Working Group on Research in Epidemiology of the Special Programme of Research and Training in Tropical Diseases.

Dr. David N. Ness, associate professor of decision sciences and vice-dean of Wharton Undergraduate, has been appointed to LaSalle College's Business Advisory Council.

Dr. Herbert R. Northrup, professor of management, has received a citation from the National Urban League for *Racial Policies of American Industry and Studies of Negro Employment*.

Dr. James M. Sprague, professor of anatomy and director of the Institute of Neurological Sciences, was elected an honorary member of the Japanese Association of Anatomists.

OPENINGS

The following listings are condensed from the Personnel Office's bulletin of April 13. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. The full description 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

ASSISTANT TO CHAIRMAN (4-12-77).

ASSISTANT TO THE DIRECTOR (3-22-77).

ASSOCIATE DEAN (3-29-77).

ASSOCIATE DIRECTOR (2-1-77).

BURSAR (2-22-77).

DIRECTOR, CENTRAL GIFT PROCESSING (4-5-77).

DIRECTOR, STUDENT SERVICES (4-5-77).

JUNIOR RESEARCH SPECIALIST (2-15-77); (3-8-77); (3-22-77).

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

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

SOCIAL WORKER (3-22-77).

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

STAFF NURSE (3-8-77).

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT I administers departmental and intradepartmental budgets; regulates work flow to support staff and manages teaching and research activities. Competent typist with command of English language and bookkeeping experience. Preferably college graduate. \$6,950-\$8,675.

ADMINISTRATIVE ASSISTANT I (3-8-77); (3-29-77); (4-12-77).

ADMINISTRATIVE ASSISTANT II (2) (4-12-77).

CLERK I (2-22-77).

CLERK IV (4-12-77).

CONTRACT ACCOUNTANT (1-18-77).

GROOM (New Bolton Center) (4-5-77).

HISTOLOGY TECHNICIAN III (3-29-77).

LICENSED PRACTICAL NURSE (11-16-76); (3-29-77).

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

PSYCHOLOGY TECHNICIAN II (2-22-77).

RESEARCH LABORATORY TECHNICIAN II (3-8-77); (2) (3-22-77).

RESEARCH LABORATORY TECHNICIAN III (3) (4-12-77).

SECRETARY II (3) (11-26-76).

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

SENIOR ADMISSIONS ASSISTANT (4-12-77).

PENN/ISRAEL SEMINAR

Would you like to experience an intensive encounter with the land, people, and challenges facing Israel today? If so, join the faculty and administrators of colleges and universities in the Greater Philadelphia area on a mission to Israel, May 30 to June 12, sponsored by the Jewish Campus Activities Board and subsidized by the American Zionist Federation and Israel Seminars Foundation. This is an attempt to bring intellectuals in the United States and Israel into contact and communication with each other. Accommodations are first class and there is an option to extend your stay in Israel or Europe. If you are interested, call at the number below. Space is limited.

—Harriet Luskin, Ext. 8265

HORSING AROUND AT NEW BOLTON

What is that horse doing in midair, and why are they taking him to a swimming pool anyway?

So he won't hurt himself when he wakes up from surgery, of course. Hauling the occasional horse by overhead monorail, or standing in a pit to operate on a cow, are just a couple of the odd facts of life at New Bolton Center. Visitors can see it all—the research labs, animal care and recovery units, the Colonial farmhouse that is the nucleus of Penn's famous 750-acre spread in Kennett Square—at Open House Saturday, April 23.

Though Penn groups often use the grounds and Allam House for meetings and picnics, this is one of the twice-a-year days when the casual visitor can get a tour or lecture-demonstration. Hours are 10 a.m. to 3 p.m., and the cafeteria is open for light lunch—but picnic parties are welcome. (To get there: take 82 north out of Kennett Square, turn left onto 926 and look for the Center on the left about two miles down 926.)

FOOLING AROUND THE NEIGHBORHOOD

Penn takes part in three of the 14 activities of University Citiweek April 30-May 7. On April 30 and May 1 Annenberg Center finishes its season with final performances of *Design for Living*; call Marcella Beresein, Ext. 6683. May 3-7 the *University Museum* will conduct special free-of-charge tours; for information: Margaret Pugh, EV6-7400. The *International Folk Dance Festival* May 6-7 is sponsored by the Janosik Polish Dance Ensemble and the University of Pennsylvania Folk Dance Club: Friday evening and all day Saturday there are Polish, Balkan and American Clogging workshops at Houston Hall, and on Saturday evening there's an international dance concert in Zellerbach Theater, Annenberg Center—call Betsy McCreary, EV6-5757.

For further information on University Citiweek events in general contact Carol Richter, EV6-5757.

THINGS TO DO

LECTURES

Today at 4 p.m. in Room 105 Auditorium LRSM Building Dr. Alexandra Navrotsky of the National Science Foundation and Arizona State University takes on *Transition Metal Silicates; Crystal Chemistry, Thermodynamics, Geothermometry, and Partition of Trace Elements* in a Department of Metallurgy and Materials Science and LRSM colloquium. Coffee at 3:30 p.m.

Henry D. Mirick, F.A.I.A., F.A.A.R., tells of his *Search for Prehistoric Art of the Sahara; Tassili Cave Paintings* on April 20, 5:30 p.m., in the University Museum's Rainey Auditorium. Admission: \$1.

The Middle East Center offers four perspectives on *The Middle East: Geneva and Peace in 1977?* with Hanon Bar-On, minister, Embassy of Israel to the U.S., April 20; Ashraf Ghorbal, ambassador, Embassy of Egypt to the U.S., April 21 (Ghorbal was one of three ambassadors who negotiated the recent release of hostages held by Hanafi Moslems in Washington, D.C.); Mowaffak Allaf, ambassador, Syrian delegation to the United Nations, April 26; Harold H. Saunders, director of intelligence and research, U.S. Department of State, April 28. All at 4:30 p.m. in Room 100 Law School.

Dr. Edward O. Wilson, professor of zoology and curator in entomology at Harvard's Museum of Comparative Zoology, delivers a Leon Lecture on *Sociobiology and the Idea of Human Progress* April 21, 8 p.m., FA B1.

Computer science colloquium calendar: April 21 Frank Germano, Jr. of Penn on *Medical Consultation* and April 26 James Thatcher of IBM on *Theory of Computation*; both at 3 p.m. Room 216 Moore School.

Dr. Herman N. Eisen, professor of immunology at the Cancer Research Center at MIT, delivers the second annual M.H. Samitz Lectureship in Cutaneous Medicine sponsored by the Department of Dermatology on April 22 at 4 p.m. in Medical Alumni Hall. His topic: *Specificity in Cell-Mediated Immune Reactions*.

The Future of Black Higher Education in America is the topic for Dr. Andrew Billingsley, president of Morgan State University, Baltimore, at the Moton Center for Independent Studies' first annual public lecture on April 22 at 7:45 p.m. in Room A-1 David Rittenhouse Laboratory. A reception at the University City Holiday Inn follows.

Rabbi Fabian Schoenfeld, the national chairperson of Emunim, the American counterpart to the Israeli Gush Emunim group, and Rabbi Arnold Jacob Wolf, national chairperson of Breira, are principal speakers at *Responses to Israel and the Mid-East Situation: Emunim and Breira*, a forum sponsored by the Hillel Faculty Group on April 26 at 3 p.m. in the Peniman Room of Houston Hall.

Tell it to the 360? *Computer-Assisted Counseling* is explained by Roger Myers at a Graduate School of Education colloquium on April 26 at 2 p.m. in Room A-36 Education Building.

North-South Disparities in Regional Economic Development are sorted out at a symposium of the School of Public and Urban Policy and the Committee on Urban Public Economics on April 28 at 8 p.m. in SPUP, Fels Center in Government.

FILM

Filmmakers Joan Churchill and Nick Broomfield participate in the screening and discussion of the controversial *Juvenile Liaison* on April 21 at 7:30 p.m., CA Auditorium; \$1.

Gabriel, artist Agnes Martin's first feature-length film, is screened by ICA on April 26 at 8 p.m., Fine Arts Auditorium; \$1.

Ramparts of Clay is a Documentary Film Lab's selection April 27, 4 and 7 p.m., Studio Theater, Annenberg Center.

Both client and caseworker are victims of the system in Frederick Wiseman's *Welfare* (1975) on April 27, 8 p.m., CA Auditorium; \$1.

MIXED BAG

Where There's Hope There's Music: A series of *benefit concerts for WXPN* begins tonight at 8 in Houston hall with the *Cherry Tree Folk Music Coop and Friends*. The Friends: Mick Maloney and Eugene O'Donnell, Jack McGann and the Swing Band, Lex Romaine and Kevin Roth. On April 23 there's *An Evening of Women's Music* at CA with Joanna Cazden, the Anna Cursis Women's Choir, Maxine Weiner and members of the Philadelphia Women's Music Collective; 8 p.m. Coming up: *Mother Mallard's Portable Masterpiece Company* and *Night Music* at St. Mary's Church, 3916 Locust St., 8 p.m. on April 29. Donation for each is \$3—proceeds to WXPN, for summer operations as the appeal for license renewal goes forward (page 1).

The General Alumni Society has a Saturday night at the theater with reception, dinner and performance of *Design for Living* on April 23. Call Ext. 7811. Regular performances of the show continue until May 1 with additional Inter-Acts Discussions after the April 21 matinee (Henry McIlhenny and Edgar Scott), April 22 evening (Larry Swindell, literary editor of the Philadelphia *Inquirer*), April 26 evening (Joseph Leonardo, assistant professor of theater at Temple), April 28 matinee (Hobart Berolzheimer, head of the literature department and curator of the theater collection of the Free Library of Philadelphia). Call Ext. 6791.

Behavior therapy is the subject for the April 23 seminar in Psychiatry in Medical Practice and Related Health Professions, 9 a.m. to 5 p.m. Stiteler Hall; \$25. Call the Department of Psychiatry at 227-2849 from campus phones to register in advance.

The Faculty Tea Club holds its *spring luncheon* in the lower level of the Faculty Club, April 26, 12 noon, \$5. Call MU8-4168 for reservations.

Secretaries are the guests of honor at the Faculty Club on *Secretaries Day* April 27 from 11:30 a.m. to 1:30 p.m., when \$5.45 covers a steamboat roast buffet, carafe of wine and corsage for your secretary. If an equal opportunity boutonniere is preferred (see page 6), say so when phoning for reservations, Ext. 4618.

HAPPENINGS

You thought only students flung? Faculty and all staff are invited to the Fifth Annual *Spring Fling Festival* from April 21-23 in the Quad: Glee Club... Quad R.A.'s...Quadramics' production of *A Funny Thing Happened on the Way to the Forum*...Arbel chorale...Mask and Wig...WQHS Record Hop...square-dancing and a movie festival. There also will be craft exhibits in the lower Quad, live music and ethnic foods. For details call 387-8789.

Art and politics are the focus for this year's *Women's Cultural Weekend*, including exhibits, forums, workshops, discussions, films, readings, performances and entertainment, on April 29, 30 and May 1 at the Penn Women's Center. Work to be exhibited should be submitted by April 23. Call Ext. 8611 for information.

ALMANAC: 515 Franklin Building (16) Ext. 5274

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