

Almanac

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For Spring: Ministers, Scholars, Statesmen

Eleven books—ranging from a technical discussion of *The Human Joint in Health and Disease* to a series of portraits of the University's scholars and teachers, past and present—will appear this spring under the aegis of the University of Pennsylvania Press.

University Press Director Robert Erwin predicts that the upcoming season's "hit" will be *From Office to Profession: The New England Ministry, 1750-1850*, by Donald M. Scott. "The book challenges our stereotyped image of the New England minister," Erwin said. "I expect church papers and journals to review it and take notice of it."

According to Warren Slesinger, marketing manager for the Press, books bearing the Penn Press imprint have been steadily receiving more attention from book reviewers—in such journals as *Publishers Weekly* and *American Scientist*—and sales have been on the rise. While the non-profit Press still operates at a deficit, it is aiming to break even, and in the last months it has been successfully moving towards that goal. Everyone at the Press is hoping for a good spring.

In any given season, Erwin said, "about half" the books published by the Press will be by Penn authors. This season there are five such books: *Gladly Learn and Gladly Teach: Franklin and His Heirs at the University of Pennsylvania, 1740-1976*, by President Martin Meyerson and Dilys Pegler Winegrad; *Interorganizational Relations*, edited by William M. Evan; *The Human Joint in Health and Disease*, edited by William H. Simon, M.D.; *Keynes, Keynesians, and Monetarists*, by Sidney Weintraub; and *Recycling the Past: Popular Uses of American History*, edited by Leila Zenderland, the third in an informal series of anthologies taken from *American Quarterly* magazine.

Erwin commented on the book by Meyerson and Winegrad, "I don't know of anything quite like it. Anyone interested in higher education will find much to like in this book."

One book that Erwin thinks might cause some stir is Phillip J. Baram's *The Department of State and the Middle East, 1919-1945*. "He says here that the United States before 1945 was one of the great Muslim powers because America so favored the Arab position over the Zionists at that time," Erwin said.

Other books scheduled to appear this spring include: *Finance and Enterprise in Early America: A Study of Stephen Girard's Bank, 1812-1831*, by Donald R. Adams, Jr.; *The Restructuring of Social and Political Theory*, by Richard J. Bernstein; *Triumph of Evolution: American Scientists and the Heredity-Environment Controversy, 1900-1941*, by Hamilton Cravens; and *Financial Markets in the Capitalist Process*, by Douglas Vickers.

For more information, or to order a book or catalogue, call Ext. 6261.

President's Report to Appear

President Martin Meyerson's report to the Trustees on the state of the University does not appear in today's *Almanac*, as previously announced. It will be printed, however, in a future issue.

For Snow: It's 102 and 2102

Executive Director of Personnel Relations Gerald L. Robinson reminds everyone that the University's snow numbers—for radio and television broadcasts—are 102 for daytime classes and 2102 for evening classes. The decision whether or not to cancel classes is made by the provost in consultation with the president and the executive director of personnel relations, Robinson said. Cancellation of classes because of weather conditions does not automatically "close" the University, he added. Hospital and Operational Services personnel in the University are expected to report to work as usual, and other non-academic personnel should check with their departmental heads.

Recommendations on CIA Involvement

President Martin Meyerson has released the following statement and letter on the involvement of a University employee with the CIA Project MK-ULTRA. For background information, see *Almanac*, October 4, 1977.

During the fall of 1977, a careful examination was made of the information provided by the Central Intelligence Agency (CIA) concerning the possible participation of University employees in CIA activities. On October 4, a committee composed of Stephen B. Burbank, general counsel for the University, Donald N. Langenberg, vice-provost for graduate studies and research, and Anthony Merritt, director of research and administration, indicated that the documents released to the University by the CIA and other investigation showed only that a decade or two ago, a single person no longer at the University had acted in a private capacity as a consultant to a subproject of MK-ULTRA. My preference was for public release of the documents on which these conclusions were based, provided that person, and the institution where that person is now employed, concurred. In the letter that follows this statement, the committee reports its efforts and its recommendations to me.

The individual involved and the institution where he is now employed have asked that the University not release the documents. Following that letter I asked that an additional, fourth effort be made, urging the individual to agree to release. The attempt did not succeed. I regret his decision, for I believe that full disclosures of the facts will best serve the interests both of the individual and of the University by putting an end to uninformed speculation. However, since the work was not done under University auspices, and since our analyses and the individual himself have confirmed that it did not involve "laboratory research, such as development or testing of drugs, or any research involving human subjects," that person's wishes should be respected. Accordingly, I thank Mr. Burbank, Vice-Provost Langenberg, and Mr. Merritt and accept their recommendation not to release further information.

—Martin Meyerson, President

(Continued)

(CIA continued)

Committee Report

Dear Mr. Meyerson:

Mr. Burbank has had three telephone conversations with the former University faculty member who acted as a private consultant to the CIA on a subproject of what we now know was Project MK-ULTRA. After considerable discussion of the pros and cons of release of the documents in our possession, the former faculty member has made a final request that the University not release them.

The reasons for the individual's request, to the extent they have been articulated, are a conviction that identification would ensue and a fear that he would suffer unwarranted harm to his reputation. In that regard, the individual pointed out the difficulty of proving a negative, in this case that he was not involved in activities which have led to recent concern about the CIA. At the same time, the individual confirmed the conclusions expressed in our *Interim Report* which was published in the October 4 issue of *Almanac*, in particular the conclusion that his work did not include "laboratory research, such as development or testing of drugs, or any research involving human subjects."

We believe that the individual in question is correct in assuming that he would be identified if the documents were released in their

present form. Moreover, we are concerned that the process of seeking his identity might cause embarrassment to, and waste the time of, present faculty members of the University. Finally in this aspect, we are not sanguine that attempts further to censor the documents would forestall identification; we are sure that they would exacerbate the problems on campus to which we have alluded, and in any event we do not relish the enterprise.

More important than the considerations adumbrated above is the individual's concern for his reputation. In a letter to President Bok of Harvard, which has been published in the newsletter *Science Trends*, Director of Central Intelligence Stansfield Turner has noted "two . . . cases of unfair and prejudicial harassment . . . on other campuses." Given the possibility of such harassment in this case, and recalling that the individual in question was acting as a private consultant, we urge you to follow the recommendation of the *Interim Report* not to release the documents received from the CIA or to divulge further information regarding their contents. This, by the way, is the policy of the institution with which the individual is presently associated and which received the same documents from the CIA.

—Stephen B. Burbank, General Counsel
D.N. Langenberg, Vice-Provost for
Graduate Studies and Research

Anthony Merritt, Director, Office of Research Administration

Events of the First Half Year

President Martin Meyerson sent the following memorandum on "Events of the First Half Year"—the state appropriation to the University and the labor dispute—to the University's Trustees on December 23, 1977.

The University of Pennsylvania has been buffeted in recent months by the long delay in action by the general assembly on the higher education appropriations, by our labor dispute with Teamster Local 115, by the threat of loss in the senate of all Commonwealth funds due to the labor dispute, and finally by the action of the governor in removing \$1.3 million from our fiscal 1978 appropriation after it had finally passed the general assembly. Events have moved so fast that it has been impossible to keep you all informed as I would have liked. This memorandum summarizes as best I can the state of affairs as of December 23.

State Appropriation

On Monday, December 12, the Pennsylvania senate passed our \$17.7 million appropriation. However, the revenue-raising measures passed by the general assembly were not in themselves sufficient to fund the appropriations for the state-related and state-aided institutions. The governor, apparently unable to find funds elsewhere in the Commonwealth's budget to fund the universities, on December 22 cut these appropriations by approximately \$10 million. The University of Pennsylvania's share of these drastic cuts came to \$1.3 million, or nearly a 7.5 percent reduction. This was, of course, on top of what was already an effective cut of \$1 million in real purchasing power in the appropriation, which failed to take into account any increases for inflation in spite of our rising, and often uncontrollable, costs.

Of the \$1.3 million cut imposed by the governor, \$1.2 million was in the Veterinary school appropriation. This comes as a terrible blow to what is not only one of the finest schools of its kind in the world, but is a priceless asset to the Commonwealth at a price far less costly to the taxpayer than were it a fully state-supported school. We shall, of course, do whatever we can in concert with the other state universities to reverse this damage this year and to catch up in next year's (fiscal 1979's) appropriation, which is about to receive the attention of the general assembly and the governor's office. But neither the general assembly nor the governor has treated higher education particularly well in recent years, and the future may well hold, if anything, a further erosion of support for universities and especially for the University of Pennsylvania.

You ought to know that very serious and sobering contingency planning has been going on this fall to prepare for the possibility that the

Commonwealth might deny all or a major part of our appropriation—or, which I believe to be tantamount to the same thing, might attempt to exact so great a price from us in loss of autonomy that we would choose to forego state funds and ourselves break a tradition of support that dates back to colonial days. The University of Pennsylvania without Commonwealth support would be a very different university, and in almost all ways a lesser one. But this is a future we must be willing to contemplate. And even with continued Commonwealth support, we must remember that this support has not in recent years even begun to keep up with inflation—a situation requiring us each year to go through painful cuts.

Labor Dispute

Let me turn now to the dispute with Teamster Local 115. As you know, we terminated the 343 members of our housekeeping staff last August and turned to outside professional maintenance firms. We did so both because bids from these firms were far below our own costs and because Teamster Local 115, which last spring won the right to represent all of our housekeeping workers, was unwilling to discuss ways in which the savings we needed might be realized. We did so fully recognizing that a long and bitter dispute with the union would ensue, and that the National Labor Relations Board (NLRB) and the Pennsylvania general assembly could well get involved. We recognized with regret the hardships that termination would place on our staff, many of whom had long years of service, but we determined to ease those hardships through University-paid unemployment compensation, job counseling, and placement elsewhere (with protection of seniority) in the University or hospital.

Local 115 discouraged the workers from accepting jobs elsewhere, refused to bargain the effects of the terminations, and turned its energies toward Harrisburg, with the aim of defeating our appropriations, and toward the NLRB, with the aim of securing an unfair labor practice complaint that would lead to hearings and to possible board action against the University. After turning to the NLRB general counsel in Washington for advice and direction, the regional office of the board announced last November 4 its readiness to issue a complaint against the University and to proceed to a hearing. Unfortunately, press accounts of that announcement made it sound as though the University had been found guilty of the charge, rather than simply that sufficient cause had been found to move to hearing. (The press unfortunately reported much less of the NLRB's complaint against Local 115 which was issued on 25 charges of restraint and coercion of employees and illegal secondary boycott activities.)

Union efforts to block the University's Commonwealth appropriation gained force as time passed, as the general assembly became increasingly bogged down in its own fights over tax measures, and as the impending NLRB complaint prevented the AFL-CIO, normally a good ally of the University, from lending us its support.

In late November, the union for the first time stated its willingness to recognize the University's financial plight and to discuss savings at the bargaining table. On this basis, we agreed to reopen talks with Local 115 on a contract that could return the former housekeepers to their jobs. On December 5, with the NLRB complaint about to be issued, we presented the agency a settlement proposal that would re-employ the housekeepers except those who had taken early retirement or otherwise voluntarily left the unit, provide the same five percent wage increase given other University staff, and make up the difference between what they had received in unemployment compensation since August 8 and what they would have taken home in the absence of the terminations.

The regional NLRB director again postponed the complaint while seeking advice from Washington. The offer to reinstate, with the backing of the AFL-CIO, began to recover some of our lost support in Harrisburg. However, Local 115 continued through much of the week of December 5 to urge senators to vote against us unless there were an actual contract to the union's liking—meaning, among other things, restrictive work rules and prohibition against any use of outside contractors for any kind of maintenance task.

During that week of intensive discussions with various members of the general assembly, it became clear that our appropriation would come only with assurance that our reinstatement offer was genuine and that we had no intention of dismissing all the housekeepers and turning to professional firms the moment our appropriation was secured. To give this assurance, I authorized Executive Director of Personnel Relations Gerald Robinson and our chief labor negotiator, George Budd, to sign an agreement, with the union pledging reinstatement of those workers and recognition of Teamster Local 115 as their bargaining agent (as required by law, of course, after the spring election), but I directed them to refuse to agree to any provision that ought properly to be a matter for negotiation between the union and the University alone.

On Monday, December 12, such an agreement—without the contract terms sought by the union, but including the dropping of all charges by both sides before the NLRB—was signed by the University and the union through the intermediary work of several senators. Our appropriation bill came up later that day, and passed by a vote of 45-2; as I have already recounted, the appropriation was then cut \$1.3 million by the governor as part of an overall \$10 million cut in the higher education appropriations.

The events of this fall are too complex, too close, and too unfinished to warrant conclusions at this time. But let me end this message with some observations on where things seem to stand today—knowing that events may change them at any time:

- Even if the Commonwealth appropriation holds in fiscal 1979 and beyond, and even with more cuts and with a generally successful fund drive, our financial situation remains grave. We are just beginning the process of budgeting for the fiscal year ending June 30, 1979. Our starting point is a \$5-6 million deficit—that we will work hard to eliminate, but not without costs, many of which will be in layoffs of staff.
- All Pennsylvania colleges and universities dependent to any significant extent on public support must be prepared for more hard times in the years just ahead. The next governor, the emerging leadership in the general assembly, and the state's fiscal situation will each have a great bearing on the likelihood of more positive action in the future.
- The "state-aided" category of schools remains particularly vulnerable to a general assembly or administration for which higher education is not a high priority, and a research university like ours, in spite of all it brings to the state and region, is especially so. In addition, we came perilously close in recent weeks to a degree of legislative involvement in our internal affairs that should make us question the cost of Commonwealth support. Yet the University badly needs the financial support of the Commonwealth. For all these reasons, we must (a) work hard to strengthen our Commonwealth relations; (b) seek alternative devices, such as expanded contracts for specific services, on which to base our Commonwealth support; (c) learn to live, if not to flourish, with a level of state support that continues to increase at a slower rate than our costs; and (d) consider seriously the very difficult steps we would have to take should state support for any reason (including our own choice) be drastically cut back.
- We made a very strong effort—and I still believe a correct one—to discontinue our internal housekeeping operations as a major economy move. We knew that our decision would cause hardships on some individuals and would be challenged on the picket lines, in Harrisburg, and in the courts. We were not able to hold to the decision to contract our housekeeping. But we continue firm in our insistence that the costs of housekeeping be brought under control, and that our contract with Teamster Local 115 give us opportunities for savings.

- Even though the union has publicly proclaimed its willingness to recognize our financial plight, we have as yet seen no evidence to substantiate this. While we accept back without reservation our housekeeping staff and their union, and while we hope for labor peace, we must be prepared for what could possibly be a very long and very difficult period of collective bargaining.

I wish I had been able to talk more with all of you during the past months. But I thank each of you for the support you lent your University in one of its most difficult periods. I should also recognize the magnificent work this fall of my colleagues—Jerry Robinson and George Budd on labor relations, Jim Shada and Craig Sweeten in Harrisburg, Steve Burbank on the many legal matters, Fred Shabel on keeping the campus functioning so well under such trying circumstances, Bruce Johnstone on communications, and many others. As I have cautioned in this message, our problems are far from over. But I believe we have the resources in staff, faculty, trustees, and tradition to meet them.

Correction: Grievance Review Board

In last week's *Almanac*, we omitted the names of the members of the Senate Grievance Commission Review Board. They are: Dorothea Hurvich; Philip Mechanick, chairman; Covey Oliver and Paul Taubman. Professor Mechanick requests that correspondence (see *Almanac*, January 17, page 2) concerning the grievance mechanism be addressed to:

Professor Philip G. Mechanick,
Chairman, Grievance Commission Review Board
919 Gates Pavilion/G1
HUP.

MDA Awards Medical School \$1.65 Million

The Muscular Dystrophy Association (MDA) has awarded the University's School of Medicine \$1.65 million to centralize the laboratory facilities of the Henry M. Watts, Jr. Neuromuscular Disease Research Center. Previous MDA grants established the center in May, 1974 and have supported it since.

The new centralized facility will be located in the University's Medical Education Building, currently under construction, and will house neuroscientists now working in various locations throughout the University's Medical Center.

One of 10 major university-based MDA neuromuscular disease research centers here and abroad, the Watts Center's goal is the discovery of the causes and cures for muscular dystrophy and other related diseases.

Mail Service

Effective immediately, intramural mail will be delivered to Children's Hospital. The building code is S9.

—Steven D. Murray, Director of Transportation and Communication

OF RECORD



Distribution of W-2 Forms

Distribution of 1977 W-2 forms began Monday, January 23, 1978. They will be forwarded through intramural mail for active employees; inactive employees will receive their W-2's via U.S. mail at the last known home address.

Should your department receive W-2's for an *inactive* employee (because the Personnel Action Form was not updated) please return them *immediately* to Room 116, Franklin Building/16.

Inquiries regarding W-2's should be made by calling extension 7278 or 6729.

—Alfred F. Beers, Associate Comptroller

Openings

The following listings are condensed from the Personnel Office's Bulletin of January 19. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards in thirteen locations throughout the campus list full descriptions. Those interested should contact Personnel Services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). An asterisk (*) before a job title indicates that the department is considering promoting from within.

ADMINISTRATIVE/PROFESSIONAL

ASSISTANT TO DIRECTOR (12-20-77).

ASSISTANT DEAN involves program development and writing of grant proposals; counsels students. M.S., training or experience as researcher, grant proposal writer and counselor. \$10,050-\$14,325.

ASSOCIATE DEVELOPMENT OFFICER I (1-17-78).

ASSISTANT GENERAL COUNSEL (1-17-78).

CONTRACT ADMINISTRATOR I (12-20-77).

EDITOR (10-4-77).

FISCAL COORDINATOR (12-6-77).

*HEAD NURSE (1-17-78).

JUNIOR RESEARCH SPECIALIST I has responsibility for rat colony with induced mammary tumors, lactating animals, ovariectomized and hormone-treated animals. Medical technician or B.A. degree in science, at least two years' experience. \$9,275-\$13,000.

PROGRAMMER-ANALYST II maintains and extends a large collection of FORTRAN programs. Bachelor's degree, preferably with background in sciences, mathematical programming and numerical analysis. Experience with more than one computer. \$13,250-\$18,575.

SPACE AUDITOR (1-17-78).

STAFF NURSE/CLINIC COORDINATOR (12-6-77).

STAFF WRITER II responsible to editorial supervisor for conceiving basic format, tone and length of information items (e.g. proposals, brochures). College or university graduate; three to five years' experience in fund-raising, newspaper, magazine or promotional writing. \$11,525-\$16,125.

Part-Time

Five positions are listed. See bulletin boards for details.

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT TO THE CORPORATION SECRETARY (12-6-77).

ADMINISTRATIVE ASSISTANT I (three positions) (a) performs bookkeeping duties, monitors budgets (high school graduate, two years' college or business school); (b) types manuscripts and correspondence, checks expenditures and pays bills (at least two years' college, excellent typing); (c) involves work in budget, general administration, secretary/receptionist (B.A., M.A., five years' experience). \$7,150-\$9,150.

COMPUTER FACILITIES SECRETARY (12-20-77).

*ELECTRON MICROSCOPY TECHNICIAN I includes fixing, sectioning use and maintenance of electron microscope. \$6,775-\$8,675.

RECEPTIONIST, MEDICAL/ DENTAL (two positions) (1-17-78).

RECEPTIONIST (1-17-78).

RESEARCH LABORATORY TECHNICIAN II (two positions) (a) (1-17-78—care and feeding of snails); (b) responsible for care of rabbits and cats in research (one or two years' experience in lab procedures and animal care). \$7,650-\$9,800.

RESEARCH LABORATORY TECHNICIAN III responsible for nuclear magnetic spectrometer facility operations. B.S. degree in chemistry, biochemistry, experience using analytical instruments. \$8,625-\$11,050.

SECRETARY II (two positions) \$6,225-\$7,975.

SECRETARY III (three positions) \$6,700-\$8,575.

SECRETARY III (1-17-78).

SECRETARY IV involves extensive telephone and public contact within and outside the school. High school graduate, several years' experience. \$7,700-\$9,850.

SECRETARY, MEDICAL/ TECHNICAL (two positions) \$7,150-\$9,150.

SECRETARY TECHNICIAN, WORD PROCESSING (1-17-78).

TYPIST (1-17-78).

Part-Time

Five positions are available. See bulletin boards for details.

School of Dental Medicine

TEMPORARY LAB ASSISTANT (1-17-78).

Things to Do

Lectures

Today at 3:45 p.m. in Room A18 Education Building, Dr. Denis Stott, emeritus professor of psychology, University of Guelph, Ontario, presents a *Developmental-Historical View of Social Class and Ethnic IQ Differences* in a Graduate School of Education colloquium.

Stress Generated Potentials in Bone: A New Piezoelectric Model is analyzed by Dr. Edward Korostoff, professor of restorative dentistry, in a Department of Bioengineering seminar on January 25, 12 noon, in the Bioengineering Seminar Room, 554 Moore Building.

The University Museum's Women's Committee explores *Cave Archaeology* with Dr. R. Stefan Solecki, professor of anthropology, Columbia University, January 25, 5:30 p.m., Rainey Auditorium.

Dr. Marylou Butler Kincaid, counseling psychologist, discusses *Assertiveness in Professional Women* at a meeting of the Women's Faculty Club, January 26, 11:30 a.m. in Rooms 151-152 Gladys Rosenthal Building, School of Veterinary Medicine.

Where Now for Saving Lives: Life Valuation and Directions for Health Policy is discussed by Dr. Richard Zeckhauser, professor of political economy, Harvard University, January 26, 4:30 p.m., Boardroom, fourth floor, Colonial Penn Center.

The Department of Bioengineering seminar, January 30 explores *Chemical Sensing Devices* with Dr. Jay N. Zemel, professor of electrical engineering, 12 noon, 554 Moore Building.

Mixed Bag

Faculty and staff may now contract playing time at *Levy Tennis Pavillion* any weekday from 7 a.m. to 4 p.m. Reservations: Ext. 4741.

Artist *Judith Rothschild* will open an exhibit of her work, January 26 in the Philomathean Society Art Gallery, fourth floor College Hall, from 5 to 7 p.m. The exhibit runs through February 10, Monday through Friday 11 a.m. to 5 p.m. Information: Ext. 8097.

Comic strips, comic books and cartoons are the themes of *Pow! Zowie! Zap!*, the 90th annual musical production of the Mask and Wig Club, to be performed January 26 through March 4 at the Mask and Wig Clubhouse, 310 Quince St. Ticket information: WA3-4229.

Rules of the Game (January 26, 7:30 p.m.; January 27, 4 and 9:45 p.m.) and *Working Class Goes to Heaven* (January 26, 9:30 p.m.; January 27, 7:30 p.m.) are screened by the Christian Association and International House Cinema Series 4, in Hopkinson Hall. \$1.50 (matinee, \$1).

The University Museum's children's film for January 28 is *Escapade in Japan*, 10:30 a.m., Harrison Auditorium.

Have lunch at the University Museum's Potlatch Restaurant before the *Penn vs. Princeton* basketball game, January 28, 1:30 p.m. at the Palestra. Call Ext. 7811 for details.

Your Veterinarian and Your Dog is the theme of the Veterinary Hospital's eighth annual symposium, January 28 from 9:30 a.m. to 4 p.m. Registration fee, including lunch and parking, is \$12.50. For information, call Dr. M. Josephine Duebler, Ext. 8862.

To help children from 6 to 12 enjoy the exhibit "Architecture: Seven Architects," ICA designed *Real Buildings and Dream Buildings*, a matching-game tour, January 28 at the ICA Galleries, 11 a.m.

Two physicians from Children's Hospital and a professional cellist will perform a *Concert of Chamber Music* to benefit the Hospital's Joseph Stokes, Jr. Research Institute, January 29, 3 p.m., Children's Hospital (adults \$3, children \$1). Call EV7-6000 for reservations.

Abuse of power is studied in the French film *Special Section*, to be shown January 29, 2:30 p.m., University Museum's Harrison Auditorium.

ALMANAC: 515 Franklin Building (I6) Ext. 5274

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