

Almanac

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Athletic Director Geiger to Take Stanford Post

Athletic Director Andy Geiger has resigned his University post as of December 31, 1978 to become director of athletics, physical education and recreation at Stanford University.

"I consider Stanford the finest opportunity in my profession," Geiger said. "It combines the finest in athletics with the finest in education. It's a thrill to be at a university that has Stanford's prestige, and to be part of the athletic excellence of the Pacific-10 conference."

Geiger, 39, took over the directorship of the University's Division of Recreation and Intercollegiate Athletics in 1975. He was athletic director at Brown University from 1971 to 1975.

"Penn has a program to be proud of. The decision to leave was a difficult one for me, and I feel very good about the three-and-a-half years I've spent at Penn," Geiger said.

Geiger chairs two NCAA committees, including the prestigious Committee on Governmental Affairs, and is a member of the NCAA Division One Basketball Tournament Committee. He has been selected as a member of the U.S. Olympic Committee's Budget and Audit Committee.

Provost Eliot Stellar has announced that a search committee will be formed immediately to seek a successor.

"Andy Geiger has been a superb athletic director," Stellar said. "An Ivy-Leaguer all the way, he contributed immeasurably to the ambience of this University. He brought spirit and style as well as leadership and good management to the affairs of the Division of Intercollegiate Athletics and Recreation. He is a man of integrity and courage. We shall miss him and Elinor. We wish him every success in his new position at Stanford. Our affection and appreciation go with him."

At Stanford, Geiger will administer a \$4.2 million program and will have responsibility for 22 men's and women's varsity teams, intramurals, club sports, physical education, recreation and the Stanford Golf Course. Geiger was the unanimous choice of the Stanford search committee.

Kresge Grant to Aid Quad Renovation

The Kresge Foundation of Troy, Michigan has awarded the University a \$250,000 challenge grant to help renovate six Quadrangle dormitories. The Kresge grant will be used to provide new electrical, heating and plumbing systems for the four- and five-story brick buildings. Eight quad dormitories were renovated last year, largely through the gift of Trustee John H. Ware III. Renovation of the Quad's 39 adjoining dormitories is part of the University's Campaign for the Eighties.

The Kresge Foundation endowed the Sebastian S. Kresge Professorship of Marketing in the Wharton School and financed the building of the Kresge Library in the Chemistry Building and improvements in the biology and medical teaching facilities.

Founded in 1924 by gifts from Sebastian S. Kresge, the Kresge Foundation is not associated or affiliated with any corporation or organization.

Medieval Studies Center Formed

Provost-elect Vartan Gregorian has announced the formation of the Center for the Study of Byzantium, Islam and the Latin West. George Makdisi, professor of Oriental studies, will direct the center.

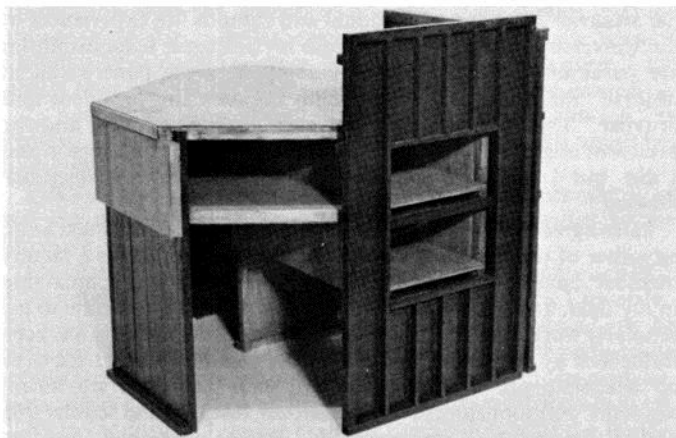
The center, to be organized during 1978-79 as part of the Faculty

of Arts and Sciences, will coordinate the work of 17 academic departments. The only center of its kind to integrate the study of medieval Byzantium, Islam and the Latin West, it will emphasize cross-cultural and inter-disciplinary study.

The center, which will train graduate and post-doctoral students, is seeking a permanent endowment and \$1 million to support its first five years of operation.

Director Makdisi, who came to Penn from Harvard in 1972, is a "leading Arabist," according to FAS Dean Gregorian. Makdisi developed a series of summer institutes on the Middle Ages at Penn that attracted a \$128,000 National Endowment for the Humanities grant this year.

The 17 departments participating in the center are: archaeology-anthropology, classical studies, ancient history, English, folklore and folklife, Germanic languages, history, history of art, music, Oriental studies, philosophy, religious thought, romance languages, linguistics, library, medieval Japanese studies, the Law School and the University Museum.



Siah Armajani: Model for House #3, from Dwellings, an exhibition at the Institute of Contemporary Art starting October 20.

Class of '28 Donates Gift to Library

The class of 1928 will donate its fiftieth reunion class gift to the University library. Director of Libraries Richard DeGennaro has announced. Part of the gift will be used to refurbish the main floor lounges and exhibit spaces in the Van Pelt Library; a new lounge will be named in honor of the class of 1928.

Library Director DeGennaro discusses the library's "Challenge of Retrenchment" in a formal report for the years 1976-77 and 1977-78. The report appears as an eight-page supplement to this week's *Almanac*.

I. B. Singer to Speak Here October 26

Isaac Bashevis Singer, winner of this year's Nobel Prize for Literature, will present a lecture at Irvine Auditorium, October 26, 8 p.m. Jointly sponsored by Hillel and Connaissance, the evening with the acclaimed Yiddish author is free and open to the public.

The lecture at Penn coincides with Jewish Book Month.

Singer, 74, is the author of numerous novels, collections of short stories and children's books. His most recent work is a novel, *Shosha*.

Two Responses to the Report of the Faculty Panel on Administrative Functioning of the University

From Provost Eliot Stellar

I agree completely with the panel that the University needs a strong provost as its chief academic officer. (For the full text of the panel's report, see *Almanac*, October 10, 1978.) Pennsylvania has a long tradition of strong academic leadership in its provosts, and this is what I have tried to provide since 1973. Unfortunately, the report ascribes to me a view I do not hold; it describes me as believing that the provost is the president's "chief of staff or executive vice-president, having power and responsibilities coterminous with those of the president but subordinate to the president." I have never subscribed to that view; in fact, when I took office as provost in 1973, I declined the additional title of vice-president precisely because I believed the provost's academic responsibilities should be clearly distinguished from those of the president.

What I did tell the panel was that as part of his responsibilities as chief academic officer, the provost should be responsible to represent the academic viewpoint in all presidential decisions and thus should be the chief staff member and advisor (not chief of staff!) of the president. I told the panel that the provost, as chief academic officer, has responsibility to and responsibility for four major constituencies: 1) the *president*, as indicated above; 2) the *faculty* who carry out the educational and research activities of the University; 3) the *deans* who lead those activities in the schools; 4) the *students* and their educational and campus life experiences at the University. In each of these areas my academic responsibilities are paramount. Thus, I support completely the panel's call to observe "the traditional relationship between the president and provost." That doesn't mean, however, that the provost and the president ought not work closely together. President Meyerson and I did, but I took full responsibility for all academic decision-making.

I also agree that the provost, as chief academic officer, must be an advocate of the faculty. I came to the provost's office as a faculty member, have continued to teach and to keep up with scholarship in my field, and I am looking forward to returning full-time to my scholarly work. Each decision I have made during my term has been influenced by my perspective as a faculty member. I have tried to be an academic provost, and I believe there has been significant academic accomplishment—in education, research and scholarship and in the quality of University life—during my term as provost. Before I became provost, I co-authored the Development Commission Report of 1972 and presented it as an academic blueprint for the future. It was well received by the faculty and all other constituencies of the University. That report was my agenda as provost. During my term of office, I implemented almost all of the 94 recommendations of that report, and much else of educational and scholarly value besides. I am very proud of the contributions I have made to the educational mission of the University during my service as provost, and I am convinced that I have maintained the stature of the provost as the chief academic officer of the University.

Finally, I am deeply distressed by the report's reference, apparently to Don Langenberg, as being "too remote from the educational process to understand the special problems of the individual graduate groups...." While it is perfectly proper to the committee to disagree with the organization of graduate studies or Don's decisions on particular issues, it is just nonsense to suggest that he has been "remote from the educational process." When he was selected for his post through a faculty search committee, he was one of our most distinguished faculty members. Throughout his term as vice-provost he has remained an active member of the graduate group in physics, has taught and published regularly and has directed five Ph.D. dissertations, with others still in progress. Whatever differences of judgment may exist, they do not arise from any administrative remoteness from the educational process.

From Professor of Physics and Vice-Provost for Graduate Studies and Research Donald N. Langenberg

The report of the Faculty Panel on Administrative Functioning of the University, which I was first privileged to see only after it appeared in the pages of the *Daily Pennsylvanian* and *Almanac*, contains several elements which beg for response. I shall confine myself to one particular aspect of the report.

After stating that it had not sought to investigate the subject of administrative structure, the panel nonetheless went on to identify "the arrangements for coordinating graduate programs" as an important structural problem. It then proceeded to recommend "that the Educational Planning Committee develop a plan that would give the respective graduate faculties primary academic jurisdiction over their own graduate programs." It is with a melancholy sense of *deja vu* that I remind my colleagues that on November 17, 1976, the Faculty Senate approved a plan which does precisely that. This plan (see *Almanac*, November 2, 1976), together with the special arrangements for the biomedical graduate groups subsequently approved by the Faculty of Arts and Sciences and the Senate Advisory Committee (see *Almanac*, February 8, 1977), has served for the past two years as the basic charter for our present organization of graduate programs. Although this structure has some of the features of the proverbial committee-designed camel, nevertheless it is the result of almost three years of intensive debate by faculty, students and administrators in many forums. I believe it can serve us well if only we direct our efforts to making it work, rather than mounting yet another campaign to snare the unicorn of ideal graduate organization.

In its discussion of the graduate "structural problem," the panel stated, "The evidence seems clear that under the present organizational structure, the chief administrator of the graduate program is too remote from the educational process to understand the special problems of the individual graduate groups in FAS and the other schools of the University." I have sought, in vain, to believe that this statement should not be interpreted as a gratuitous personal attack. I have also sought, in vain, to understand why I was not granted the opportunity of responding to this attack at the same time that it was made public. My remarks may thus have a somewhat personal cast.

First of all, the use of the term "chief administrator of the graduate program" betrays a misunderstanding by the panel of the functions of the vice-provost for graduate studies and research with respect to graduate programs. This misunderstanding might have been avoided by a careful reading of the graduate organization documents previously mentioned. It might also have been avoided had the panel sought from me my views or any information about our present graduate organizational structure. It failed to do so at any time during its five months of deliberation.

Second, it is one thing to "understand the special problems of the individual graduate groups" and quite another to solve them. This vice-provost has a better understanding of these "special problems" than some seem willing to credit him with, but he also understands, as the panel apparently did not, that our present organizational and budgetary structure vests almost all of the authority, responsibility and available resources for solving those problems in the faculties which operate our individual graduate programs and the deans who lead them. If the deans and their faculties cannot or will not solve these "special problems," too often there is little the vice-provost can do to fill the gap.

Finally, there is my alleged remoteness from the "educational process." My record of participation in the "educational process" prior to my appointment as the University's first vice-provost for graduate studies and research will, I submit, bear comparison with

that of any member of our faculty. Of course my participation in the educational process has suffered during the period I have been vice-provost because of the demands of the position. It could hardly be otherwise. Nevertheless, during the four years of my tenure as vice-provost, I have seen five of my graduate students through to the Ph.D., actively assisted in the supervision of a sixth Ph.D. dissertation in another group, maintained an active research

program funded by several federal sponsors, published a respectable number of professional papers and taught three undergraduate courses. This record is hardly consistent with the panel's accusation that I was too remote from the educational process.

Needless to say, I am saddened that a body of my colleagues, some of whom I have known and respected, could publicly subscribe to such a statement as this.

Committee Reports, 1977-78

Some University and Council Committees publish a single, year-end report while others release reports on specific issues as they arise. Others do both, and some do neither. The reports that follow are 1977-78 year-end documents. Almanac will publish the remaining year-end reports in future issues.

Educational Planning Committee

EPC, a child of two years, is now a functioning organization, prepared to deal with those problems of the University that come within its purview. This is due to many members and non-members of the Educational Planning Committee who have contributed so much of their time and talent to the work of this University. I take this opportunity to express my personal gratitude to them and I assume I speak for the University as well on this matter.

I should like to acknowledge by name some of the chairpersons of our subcommittees, for in doing so some picture of the activities of the Educational Planning Committee will emerge, and the Council will appreciate the variety of talented individuals who have made their time available to us.

First, the standing subcommittees:

1. Professor Humphrey Tonkin has been chairing the subcommittee on long-range planning, having succeeded Professor Britton Harris when the latter assumed the deanship of the School of Public and Urban Policy. This subcommittee has had the close and forthcoming cooperation of Associate Provost John Hobstetter.

The long-range subcommittee has been examining the process of five year planning and the specific plans of some of the schools—particularly Wharton, education, social work and engineering. The medical school plan has just been submitted to the associate provost. The subcommittee is now ready to submit recommendations. They will speak to the necessity for five year plans, as well as rolling two year plans, the necessity for persuading those schools which have not yet submitted plans to do so, and possibly point to some model plans.

2. The oversight committee, chaired by Professor Morris Mendelson, is collecting data on the processes and mechanisms of planning in the schools and University.

Ad-Hoc Subcommittees

1. School of Public and Urban Policy subcommittee—chaired by Professor Fay Ajzenberg-Selove. You are familiar with this report and its fate. I believe that it constitutes a basic document which has been and will continue to be useful, both in its specific contents and as a model.

2. Graduate School of Fine Arts subcommittee—chaired by Professor Phoebe Leboy. This report has been transmitted to the search committee for a dean of that school and we await the long-term results.

3. Doctor of nursing science degree subcommittee—chaired by Professor Robert Dyson. This report offered a constructive critique of the program, some of which has been implemented; and recommended approval of the degree, which has been accomplished by the board of trustees.

4. Dental school proposal subcommittee—chaired by Professor Frank Bowman. This subcommittee has encountered difficulties, perhaps intrinsic to a proposal for radical change, in accumulating adequate data on which to base informed recommendations. Issues still outstanding include economic feasibility, the type of academic structure and mode of implementation. Studies of an experimental model are to be made by the dental school, and the Educational Planning Committee will monitor the results.

5. The subcommittee on responsibility center budgeting has not reported. A new effort may be required.

6. Center for visual communication subcommittee—EPC worked expeditiously and sometimes frantically on this project. It has not come to fruition, but I believe the work we did, in cooperation with the administration and other bodies, may be utilized one day in a similar venture. It was certainly a case in which consultative procedures were utilized skillfully, and even if the efforts have not yet resulted in success, they were not wasted.

7. Academic innovation fund subcommittee—chaired by Professor Paul Taubman. As I reported last month, this report has been submitted to the administration.

EPC has resolved to form subcommittees on graduate education and on undergraduate education, tasks I have willed to my successor.

I have named only some of the important participants in EPC's work not only to acknowledge their contributions to the University, but also to emphasize the point that such talent should not be misused. It is necessary that matters be referred to such people with seriousness, and with serious intent to pay heed to their advice, particularly as they work so hard and long to give informed advice.

As to the future, I would point to the resolution of the Budget Committee requesting that the administration consult EPC directly on allocation of subventions. Another resolution calls for a joint EPC-Budget Committee subcommittee to be involved. Certainly some committee should be advising on setting priorities. I assert no jurisdictional claims in this area. Clearly, we do not want too much duplication of effort, resulting often in crossed purposes. The proper mechanism and linkages should be thought out in advance. EPC needs to be involved, certainly in reviewing proposals for reallocations, with which we are charged. Most important, however, is that the provost be the leader of such a group, meeting with it always for reasons too obvious to spell out.

There is important work to be done at our University. We must get on with the task—optimistically and expeditiously.

May, 1978

—Julius Wishner, chair

Committee on Facilities

The Council Facilities Committee met regularly and its meetings were well attended. It took action in the cases of many items brought before it, the more important of which are listed below:

1. The following were considered in the previous year and were reviewed and reexamined this year:

a. Renovation of the College Green under a grant of \$1 million from Blanche Levy. The endorsement which the Facilities Committee gave in the previous year was reconsidered in the light of certain student criticism. The committee reaffirmed its approval of the plans. Furthermore, it went into the plans for coordinating the introduction of a new "chiller system" and agreed on the method used to inform students and faculty of the upheaval to begin after May 15. More on this point below.

b. The committee attended the demonstration of the proposed standing lighting unit to be used on the campus as renovation proceeded on the College Green and beyond and raised certain questions, which will be investigated by the Department of Operational Services.

c. The committee, with the arborist in the Department of Operational Services, went over the matter of preservation of trees, particularly as affected by the new chiller pipe system. The committee was convinced that considerable care was being taken, that numerous trees dead or dying would be removed, and that the remainder of those trees in the path of lines would be few and would be ultimately replaced.

2. The proposal that the northwest corner of 34th and Walnut Streets be turned over to a private developer for provision of faculty housing and some commercial establishments is proceeding through the necessary red tape. There is no reason why complete agreement should not be reached within the next six months. The development will involve no cost to the University, although certain controls will remain.

3. Parking fees (save for minor adjustments) will not be changed in the academic year 1978-79. This was reported by the committee in *Almanac*, in order to reach faculty and students before the beginning of the summer interval. It might be noted that the parking finances are on a separate bookkeeping basis, and that any excess over costs goes toward capital improvements or toward amortizing previous investments.

4. There are presently about 40 major air-conditioning units in almost as many different buildings of the University. Studies have shown that centralization of some of the equipment (chillers) might have saved the University approximately \$600,000 per year for an investment of \$1,800,000 (a three-year pay-off). The plans for centralization of the chiller system into three main units were agreed upon last year. By a happy coincidence, it is possible to join the upheaval caused by a large amount of pipe laying with the new landscaping of the College Green (Blanche Levy Park). Very careful plans were made to inform students and faculty concerning the disarray during construction and the Department of Operational Services under Vice-President Shabel had taken great care to minimize the area which must be cut off during construction. It is hoped that all the pipe-laying for the first main chiller, to be located in the basement of the Chemistry Building, and to serve numerous nearby buildings, will be completed before the fall term begins. The landscaping of the College Green and some adjacent areas will not be completed by then, however.

5. The committee agreed on times when air-conditioning should be first available in the spring and when it should be shut off in the fall. Such times are of course subject to modifications caused by unusual weather, but the physical work of getting more than 40 good-sized air-conditioning units in operation requires several weeks; hence, some fixed times are desirable so that work may be regularized and building occupants may be aware of when air-conditioning should be available.

6. The PC 80 system is a combined telemetering and automatic control system. At present, it is installed in a few of the major University buildings and installation is proceeding in other important buildings. This control system, which has a central reporting center in the Franklin Building, is versatile: it can report stoppages, failure to respond to orders, excess beyond the limits of temperature of air-conditioners, trouble in a chiller, etc. The controller, sitting at a console in the center of the Franklin Building, can control main operations, such as heating, air-conditioning and lighting, from a desk before which messages come

automatically, describing troubles, or automatic action which the system has undertaken because of previous "instructions." Maintenance men can be sent out at once if needed—a considerable saving since the trouble will have been immediately identified. It is anticipated that this rather remarkable system will save the University money in numerous ways. To illustrate, it will keep buildings from becoming too hot or too cold; it will cut off service, as on weekends, when full energy supply is not needed; it can cut off electric supply, report the amount of electric energy being used, keep the peak demand for electricity under the limit over which a penalty is charged by the electric company; it can act in numerous other ways, but its designers have taken care that so far as is in their power it not be a cruel system. For example, it might cut off air-conditioning for a short time in one or more buildings to keep under peak demand limit, and so there may be short-time changes in room temperature, not likely to be noticed by the occupants. It may then switch to another building to perform the same function. The Council Committee on Facilities considers that this far-sighted installation will, in the long run, facilitate our control of big energy users and be of substantial service and saving to the University.

7. The Council Committee on Facilities works closely with the Administrative Committee on Space. Four members of the Facilities Committee, two faculty and two students, are appointed by the chairman of the Facilities Committee to serve on the Space Committee. In this way, closely coordinated effort is effected. During 1977-78 the chairman of the Facilities Committee made a brief report to the Council, and in turn called on the chairman of the Space Committee to mention its work.

There is a big demand for space within the University, much of which cannot be satisfied under the present conditions. On the other hand, there is a maldistribution of classrooms, such that readjustment by cutting the number of classes in the most heavily loaded hours (to be distributed elsewhere) shows promise of saving many rooms. The Space Committee has introduced a preliminary trial for fall 1978, and if successful, it hopes to gradually extend the efficiency of classroom use. It was reported by one member that the efficiency of classroom space use in the University was about 50 percent, whereas at one large institution it was nearer 75 percent. Of course, faculty members dislike losing favorite hours, and many also dislike leaving a particular building. The Space Committee and the Facilities Committee hope that a reasonable compromise will include the saving of a quite appreciable number of classrooms for research and office use, and even provide for the closing of some older buildings.

June, 1978

—John G. Brainerd, chair

Personnel Benefits Committee

The Personnel Benefits Committee dealt with a number of complex issues during the past academic year. The committee's primary charge for the year was to review the recommendations of the 1976-77 committee. This report describes the major issues considered by the committee and the actions recommended.

Changes in Retirement Allowance Plan for Non-Exempt Staff (A-3, A-4 and Certain Exempt A-1 Employees)

The Personnel Benefits Committee has for several years considered changes in the retirement allowance plan for non-exempt staff, more popularly called the A-3 retirement plan. The retirement allowance plan was instituted in 1948 and has not been substantially revised since that time. The 1977-78 Personnel Benefits Committee recommended that the plan be revised; the highlights of that revision are:

- The retirement benefit formula would be changed from a "career" average formula to a "final" average formula weighed by the length of service. This should provide a more realistic retirement income since benefits would be based on the best five consecutive years of the last 10 years of University service instead

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of being based on the earnings throughout one's career.

- Benefits from the University pension plan would be integrated with the retired employee's Social Security retirement benefits.

- Retirement benefits would be formulated so that a plan participant retiring after 30 years of full-time University service would receive combined benefits from the University and Social Security equaling about 72 percent of the participant's average annual final earnings (as defined above). Integrated benefits from the plan would vary by years of service as follows:

<i>Years of Service:</i>	15	20	25	30	35	40
<i>Benefits:</i>	51%	58%	65%	72%	79%	86%

The University's share of the benefits would remain fixed at the level determined at the time of retirement and would not be further reduced or increased to offset any changes in Social Security benefits (such as cost-of-living adjustments) that occur after retirement.

Proposed Revision of TIAA-CREF Retirement Plan

The current TIAA-CREF retirement plan is not integrated with Social Security retirement benefits, and the University administration has proposed that the TIAA-CREF retirement plan contribution schedule be changed so that the plan is integrated with these benefits. The proposed revision would apply only to newly hired employees and would not decrease any contributions made on behalf of current faculty. This proposal was intensively reviewed by the previous year's committee, which recommended that the University's integrated plan not be implemented for the reasons outlined in the February 22, 1977 *Almanac*.

A subcommittee of the 1977-78 committee was asked to again analyze the administration's proposal to integrate the University's TIAA-CREF retirement plan with Social Security retirement benefits for newly hired faculty.

The subcommittee recommended that studies be conducted, especially in light of the 1977 changes in Social Security laws, to realistically evaluate the retirement benefits of current retirees, those retiring five to 10 years hence, and retirees further in the future. Once the committee has the necessary studies of the actual status of current and future retirees, it will be in a better position to comment on proposed changes in the TIAA-CREF retirement plan. The studies should be completed by the fall of 1978, and their evaluation should be a high-priority item for the 1978-79 Personnel Benefits Committee.

Retirement Contributions on Summer Salaries

The previous year's Personnel Benefits Committee raised the question of the University making contributions to TIAA-CREF for the summer salaries of faculty members. The University currently does not make such contributions. A task force was appointed to review the issues involved and to look at cost implications. The task force reported back and essentially recommended that the University consider making contributions on summer salaries. Additional information is being sought on the cost and equity considerations involved in such a proposal. The 1978-79 committee should be able to make a recommendation on the issue.

Revision of Blue Shield Program

Probably no University employee benefit program has received more comment than the current Blue Shield program. The University's present Blue Shield plan for surgical benefits covers only a small portion of the actual charges for most surgical procedures. Even though major medical coverage pays part of the difference between the amount listed in the schedule and the actual charge for a procedure, a significant gap in coverage remains. To remedy this problem, the committee has looked at the Blue Shield

100 program which pays the usual, customary and reasonable fees for surgical procedures. The committee has met with Blue Shield representatives and has obtained cost figures for a proposed change to Blue Shield 100. This is a high-priority item to be considered at the first meeting of the 1978-79 Personnel Benefits Committee.

Administrative Problems with Blue Cross-Blue Shield

Many complaints continue to be received concerning the filing of health insurance claims. Once again, meetings have been held with Blue Cross-Blue Shield representatives in an attempt to streamline and otherwise simplify the administrative complexities involved. This should also be a high-priority item for the 1978-79 committee.

Other Matters

Several other matters were discussed by the committee including sex discrimination in benefit plans, benefit plan changes because of legislative actions, proposals to change the faculty/staff scholarship program and a general review of all the employee benefit programs of the University.

Conclusion

This is a particularly difficult period in employee benefit planning both from the standpoint of the University's budgetary situation and the needs of the faculty and staff for increased and better benefits. The committee always looked at both these forces when trying to decide on benefit program improvements or changes.

The 1978-79 Personnel Benefits Committee has many important issues before it. As mentioned in this report, some of the more important include (1) the question of integrating the current TIAA-CREF plan with Social Security benefits; (2) the revision of the Blue Shield plan to a plan similar to the Blue Shield 100 plan to provide more adequate surgical benefits; and (3) a fresh look at faculty and staff scholarships. In addition, it seems probable that a dental insurance plan once again should be evaluated. Finally, the coordination among all benefits programs should be studied.

—Jerry S. Rosenbloom, chair

Library Committee

"In no forest," Desiderius Erasmus once remarked of a good library, "is there happier hunting." No scholar who has ever worked in a good library, great or small, can fail to agree with the good humanist. The Van Pelt Library of the University of Pennsylvania is a great library, greater by far than Erasmus' own library or those that he visited, and in no Mid-Atlantic forest is there happier hunting. The state of the University library is a matter of immediate, perhaps supreme concern to the University community. This is the report of the community's Library Committee.

Throughout the year the committee reviewed previous annual reports by the director of libraries and by its own predecessor committees. The committee met twice, on November 29, 1977, and on April 3, 1978. Before, between and after these meetings, the chairman and the director of libraries communicated frequently and circulated relevant information and queries by mail and phone to the committee as a whole.

The meeting of November 29, 1977 began with a brief report by the director of libraries on the state of the library (see final paragraph, below) and on the chief step taken by the Library Committee in 1976-77, the revised policy on library privileges for visitors. Both the director and the committee are satisfied that the step was necessary and that the limited access policy has gone smoothly. Although several communications to the *Daily Pennsylvanian* in February, 1978, criticized the new policy, the director responded in a letter dated February 23, emphasizing the library's scholarly responsibilities and fiscal limitations. The committee supports the director unanimously.

The most immediate problem facing this year's committee, however, was that of faculty loan policy. The installation of a new and more efficient circulation system necessitated the return of all books issued under the old IBM system. Of those books most difficult to retrieve, books charged to the faculty on an extremely generous loan policy proved by far the most elusive. Although the director, fully supported by the committee, made extensive, even heroic, efforts to retrieve these books, many were not returned. Therefore, the Library Committee took up as one of its major orders of business both in 1977-78 and 1978-79 the question of faculty loan policy. The committee expects to issue a suggested new policy sometime late in 1978 and circulate it widely before taking any action. There is no question but that some faculty members, through their indifference or worse, may force the establishment of a new, and considerably less generous, policy in this area. The committee will take this item as its first order of business in the fall of 1978.

The committee was kept informed of faculty loan problems and other items of business in the months between November and April, and on April 3 it met again, this time with the question of food vending machines as its primary concern. Certain contractual schedules gave this topic priority. After the director had outlined the history of the three-year experiment with food and drink vending machines in the Dietrich wing of the library, he urged, and the committee concurred, that such machines (and all food and drink in the library) be banned. Problems of sanitation (which does not appear to have been a major, or even a minor, concern of those who used the machines) and economy governed the director's decision, and these problems and their evident insolubility persuaded the majority of the committee. The library will continue to help the *mens* become *sana*, but the *corpus* will have to become *sanus* somewhere outside the library proper.

At the same meeting, Professor Carroll Smith-Rosenberg attended the committee on behalf of the Committee on Committees.

A final item of concern, not only for the director and chairman, but for this committee, its predecessor committees, its previous chairmen, and, in all likelihood, its successors, is the question of the relation of the state of the library to the University budget. This item has come to loom large over all aspects of library operations, including, in one way or another, the items specifically considered by this year's committee. The annual reports of the director of libraries and his own publications in library journals confirm this presence and document its effect on both visible and less visible library functions. A glance at the American Research Library statistics confirms our concern. Withal, the library of the University of Pennsylvania is probably the most self-scrutinized, efficiently managed and prudently directed major research library in the world. In happier and flusher times these virtues would be obvious and praised. In less happy and leaner times, they may be interpreted as anxious and parsimonious, their repetition unnecessary breast-beating and their expressions of concern a tiresome commonplace. They have indeed become a commonplace, and, like most commonplaces, they rest on truth. That truth, if the University community will but heed it, is ominous, both for those who use the library and those who do not. The library needs and deserves the concern of the whole community, for it is that community's center; it feeds the classroom and the study. This matter too will be among the committee's major tasks next year, so that we, your representatives, will not resemble the people of the Cities of the Plain, who, "regarding not wisdom, they did not only slip in this, that they were ignorant of good things, but they also left unto men a memorial of their folly."

Committees cannot write poems, nor should they make good prophets. The state of the library must become a central concern of the library's public. The committee plans to undertake a program to educate that public unto that concern.

—Edward Peters, chair

Committee on International Programs

During the academic year 1977-78 the Committee on International Programs did double duty as a standing committee of the University Council and as an advisory committee to the provost. The members of the committee were: Humphrey Tonkin, international programs office, English (chairman); Britton Chance, Johnson Foundation, biochemistry; David Dumville, English; Richard D. Lambert, dean of instruction and curriculum development, FAS, sociology; Noyes Leech, law; Charles C. Price, chemistry; Henry Teune, political science; Donald C. Carroll, dean, Wharton (ex-officio); Louise P. Shoemaker, dean, social work (ex-officio).

In addition to providing general advice on the operations of the office of international programs, the committee took up two principal subjects. First, it gave its approval and provided general guidelines for the establishment of a small advisory committee to identify and prepare candidates for major scholarship programs, such as Rhodes and Marshall scholarships.

Second, it composed and approved a statement of policy regarding the establishment of ties with foreign universities and the acceptance of funding from foreign sources. This policy statement calls for the regular review of such links by the committee on international programs. It has now been appended to the University's revised guidelines for the acceptance of gifts, grants and contracts. (See *Almanac*, September 12, 1978.)

As well as monitoring the new guidelines and the work of the new committee on fellowships, the Committee on International Programs will be faced with several new programs or activities in the coming year. The University's program for study in Seville, Spain, is being expanded; the office of international programs has initiated a program of faculty services to provide a range of new aids to faculty; an inventory of the University's international resources is currently under way, and there are several proposals for outside funding in the development stage.

The Committee on Committees reports that next year's committee will consist of the following people: Noyes Leech, law; Anthony Boardman, public policy; Joseph Bordogna, engineering; David Dumville, English; Jamshed Ghandhi, finance; Herbert Northrup, industry; Michele Richman, romance languages; Bernard Shapiro, pediatrics; Henry Teune, political science; and Humphrey Tonkin, international programs office, English.

—Humphrey Tonkin, chair

News Briefs and Bulletins

Faculty Grants Applications Due February 1

February 1, 1979 is the deadline for receipt of applications for summer fellowships (\$2,000) and grants-in-aid (not to exceed \$1,500) for 1978-79, the Committee on Faculty Grants and Awards has announced. Preference will be given to applicants of the rank of assistant professor. In general, awards will not be made to faculty members who have received support from the committee in the past three years, and a summer fellowship will not be given if the applicant has other sources of salary support for that period (including income from teaching summer session). Application forms may be obtained from the Office of Research Administration, 409 Franklin Building/16, Ext. 7293.

No Questions Will Be Asked . . .

The constant process of physical relocation of schools and academic departments since 1945 has resulted, inevitably, in the dispersal of University furniture and decorative arts of every sort. Pieces of furniture (desks, chairs, bookcases, lecterns) as well as

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sculpture and scientific instruments and even porcelains have "gone home" with faculty and staff members who wished to save them for sentimental reasons or who saw an opportunity to augment their own household furnishings. Some of these pieces had been on campus since 1872, others dated back to the Ninth Street buildings and the beginning of the nineteenth century. In one case eighteenth century furniture was involved.

Unlike Harvard, Dartmouth, Princeton and other institutions rich in early collegiate furniture, Penn has not kept track of its own. This situation has now been completely reversed. Careful inventories of University decorative arts are kept here; the fine arts are recorded by the Graduate School of Fine Arts (with the historical files on them here).

The archives has compiled a list of such of the alienated material as is known to be in the hands of present or former University personnel. There is more of which we have no knowledge. This is a plea to our colleagues to find a way to return to the University these artifacts which are so much more relevant in their original context than to a private owner. Generous tax deductions will be given to any such donors—and no questions will be asked!

—F.J. Dallett,
University Archivist

New Hypertension Treatment Programs Offered

The School of Medicine's Behavioral Treatment for Hypertension Unit has announced two new programs for hypertensive patients. One, a behavioral treatment for patients who are already on medication, determines whether or not the addition of behavioral treatment will normalize the blood pressure, or will make possible a reduction in medication. A second new program, weight control procedures for hypertensive patients, has been designed for use by patients who have completed the unit's basic behavioral treatment program. For information, call 662-2831 or 662-2822.

Intramural Mail for Fraternities and Sororities

Intramural mail for fraternity and sorority members may be addressed to the Fraternity Affairs Office, 3700 Spruce Street/G9. Mail will be delivered from there to the individual houses by work-study students. Previously, there was no intramural mail service to the houses.

Johnson Fellowship Nominations Requested

The National Academy of Sciences' Institute of Medicine has invited the University to nominate a health professional for the Robert Wood Johnson Health Policy Fellowship for the year beginning July 1, 1979. The program offers mid-career health professionals working in academic settings an opportunity to explore how federal health policies and programs are established. A three-month orientation program will familiarize fellows with the health-related activities and organizations of the executive branch and of congressional committees. A nine-month work assignment places fellows in the offices of senators and congressmen involved in health legislation and appropriations.

Deadline for nomination is November 15. The program is open to all faculty members in the health fields, including physicians, biomedical scientists, dentists and nurses, and to members of other health-related professions. Fellows receive stipends not to exceed \$30,000, and moving costs, within limits, are provided. For further information, call W. J. Hickey, executive assistant to the vice-president for health affairs, 110 College Hall/CO, Ext. 4811.

Penn Football Games to Be Broadcast

Can't get tickets for the game? Watch the University of Pennsylvania Quakers fight Lafayette, Saturday, October 21 at 12:30 p.m., on Channel 12 (WHYY) in Philadelphia. A taped broadcast will be shown Sunday, October 22 at 11 a.m. on Channel 39 (WLVT) in Allentown. The Penn-Princeton game can be seen Saturday, November 4 at 12:30 p.m. on Channel 12, and at 10:30 p.m. in Allentown.

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Openings

The following listings are condensed from the personnel office's bulletin of October 12, 1978. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards at 14 campus locations 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

Applications Programmer (9-12-78).
Assistant Director, Wharton Graduate Alumni (9-12-78).
Assistant to Director (9-12-78).
Assistant Registrar is involved in all aspects of registration process. Ability to write Mark IV programs, knowledge of standard programming languages, JCL and University data processing systems. \$10,050-\$14,325.
Associate Director of Maintenance Operations (9-12-78).
Business Administrator I (9-19-78).
Business Administrator IV (10-10-78).
Coach (9-12-78).
Controller (9-12-78).
Coordinator, Alumni Placement (9-12-78).
Director of Facilities Management (9-12-78).
Director of Fraternity Affairs (9-26-78).
Engineer, Pressure Chamber (9-19-78).
Financial and Administrative Officer (10-10-78).
Group Practice Administrator (10-3-78).
Insurance Manager (10-3-78).
Librarian I (10-3-78).
Library Department Head III (9-19-78).
Manager of Auxiliary Services (9-26-78).
Office Manager manages the annual giving office. Three to five years' experience in administrative capacity, knowledge of University policies and procedures. \$9,275-\$13,000.
Placement Counselor (9-12-78).
Project Coordinator provides administrative and staff support for a program to develop a workshop on health services research methods for non-researchers. Full-time for a minimum of eight months; extension of position is contingent on funds. \$14,400-\$20,550.
Research Coordinator (10-10-78).
Research Specialist I (three positions) (a) (9-26-78); (b) (10-3-78); (c) provides administrative and program development support within the National Health Care Management Center (full-time for a minimum of five months; background in chemistry or biochemistry). \$10,050-\$14,325.
Research Specialist II (9-12-78).
Research Specialist III (two positions—10-10-78).
Senior Systems Analyst (three positions) (a) (9-12-78); (b) (two positions—9-19-78).
Staff Auditor (two positions—10-3-78).
Staff Nurse is responsible for data collection and aggregation, preparation of reports, regular nursing duties. Ability to work with chronically and acutely ill patients, must understand medical terminology in the G.I. field. \$9,275-\$13,000.
Staff Writer I (9-26-78).
Systems Analyst (10-3-78).
Terminal Manager (9-12-78).

Support Staff

Administrative Assistant I (four positions) (a) (9-12-78); (b) (two positions—9-26-78); (c) directs incoming correspondence to appropriate staff member (high school graduate, four years' secretarial experience). \$7,150-\$9,150.
Administrative Assistant II (two positions) (a) (9-12-78); (b) (10-10-78).
Bookkeeper (9-26-78).
Cashier (9-12-78).
Clerk III (9-19-78).
Coordinating Assistant I (two positions) (a) (9-12-78); (b) (10-10-78).
Dental Technician II (9-12-78).
Electronics Technician III (10-3-78).
Gardener (Chestnut Hill) (10-10-78).

Gardener I is responsible for cutting grass, weeding, fertilizing, mulching and irrigating. Vocational-technical school graduate, three years' experience. \$7,925-\$10,125.

Groom, Stables (New Bolton Center) (10-3-78).

Head Cashier (10-3-78).

Instrumentation Specialist (9-12-78).

Junior Accountant (eight positions) (a) (seven positions—9-26-78); (b) is responsible for bookkeeping work involving University owned land and rented real estate on campus (high school graduate, two years' bookkeeping experience). \$7,150-\$9,150.

Lab Assistant, Head (New Bolton Center) (10-3-78).

Maintenance Man (New Bolton Center) (10-10-78).

Network Supervisor (9-19-78).

***Office Automation Editor** (10-10-78).

Operator, Telephone PBX (New Bolton Center) (10-10-78).

Programmer I (10-3-78).

Receptionist, Medical/Dental (10-3-78).

Research Bibliographer I (9-12-78).

Research Bibliographer II (9-12-78).

Research Lab Technician I (10-10-78).

Research Lab Technician II (two positions) (a) (9-19-78); (b) (10-3-78).

Research Lab Technician III (nine positions). See campus bulletin boards. \$8,625-\$11,050.

Secretary I (two positions—10-3-78).

Secretary II (10 positions). \$6,225-\$7,975.

Secretary III (eight positions). \$6,700-\$8,575.

Secretary IV (9-26-78).

Secretary Medical/Technical (six positions) \$7,150-\$9,150.

Services Coordinator disseminates information concerning the arboretum. High school graduate, degree in plant related field. \$7,150-\$9,150.

Supervisor I, Gift Shop (10-10-78).

Typist II (10-3-78).

Part-Time

Details on five administrative/professional and 23 support staff positions can be found on campus bulletin boards.

Things to Do

Send listings for *Things to Do* to Almanac, 515 Franklin Building/16. Deadline for inclusion is the Tuesday before the Tuesday of the issue in which the listing will appear. Announcements that are typed double-spaced are particularly welcome.

Lectures

Professor C. Georgakis of the Massachusetts Institute of Technology discusses **An Order of Magnitude Approach to Process Dynamics and Control** October 17, 3:30 p.m. and Penn Professor D. J. Graves gives a **Demonstration of Microcomputer for Chemical Engineering**, October 23, 3:30 p.m., in the Department of Chemical and Biochemical Engineering seminar, Alumni Hall, Towne Building (coffee 3 p.m.). § **The Hon. Shirley M. Hufstедler**, U.S. Court of Appeals judge for the Ninth District, will speak on the *Invisible Search for Intangible Things: Regulations of Governmental Information Gathering*, in an Owen J. Roberts Lecture, October 17, 5:30 p.m., University Museum, Harrison Auditorium. Call Ext. 8721 or 6321 for free admission tickets. (Reception, cocktails and dinner follow; \$20). § The Political and Social Transformation in South Asia seminar series presents **The Congress Model, Did It Fail?** with Myron Weiner of the Massachusetts Institute of Technology, October 19, 11 a.m., University Museum. § Dr. Neville Kallenbach of the Department of Biology reviews the **Internal Structure of Nucleosomes** in the Department of Microbiology lecture series, October 19, 11:30 a.m., Medical School, Room 161-62. § The National Health Care Management Center research seminar series presents **A Model of Patient Flows in Obstetric Services for Resource Planning** with Morris Cohen, John C. Hershey and Elliot Weiss of the Wharton School, October 19, 4:30 p.m., Colonial Penn Center auditorium. § Dr. Stephen Shapin of the Science Studies Unit at Edinburgh University analyzes **The Politics of Observation: Cerebral Anatomy and Social Interest** in a Department of History and Sociology of Science colloquium, October 23, 4 p.m., Edgar Fahs Smith Hall (coffee 3:30 p.m.). § John Leonard, chief cultural correspondent for the *New York Times*, recalls his **Life in Television on Both Sides of the Screen**, October 23, 4 p.m., Annenberg School Colloquium Room. § The Respiratory Physiology Seminar series examines **Biochemical Aspects of Hyperoxygenation in Rat Brain Slices** with Dr. G. B. Kovachich of the Department of Pharmacology

October 24, 12:30 p.m., physiology library, fourth floor, Richards Building § The Institute of Contemporary Art offers a film and lecture by artist **Charles Simonds**, October 24, 8:30 p.m., Fine Arts auditorium. § Dr. David McAlpin discusses **Language and Origins: the Mystery of the Dravidians in South India** in the Department of South Asia Regional Studies and University Museum lecture series, October 25, 5:30 p.m., Rainey Auditorium, University Museum.

Exhibits

Dwellings, an exhibition of sculpture and drawings by 15 artists, opens the Institute of Contemporary Art's 15th anniversary year, October 20 through November 25, ICA galleries. For information call Ext. 7108. § The Crafts Gallery of the Women's Cultural Trust presents painted fabrics, embroidered paintings, stained glass and watercolors by the late **June Groff**, October 20 through November 2 in the Christian Association building (opening reception: October 20, 5-7 p.m.).

Films

The Gray Panthers, International House and the Neighborhood Film Project sponsor **Cycles: An Intergenerational Film Festival**, a series of films about aging, October 19 through November 4, Thursdays at 1 p.m., International House. § International Cinema features Wim Wenders' **The Wrong Move** (October 19, 7:30 p.m.; October 20, 4 p.m. and 10 p.m.) and Haile Gerima's **Harvest: 3,000 Years** (October 19, 9:30 p.m.; October 20, 7:30 p.m.). Hopkinson Hall, International House (evening \$1.50, matinee \$1). § The Penn Union Council offers Donald Sutherland and Elliott Gould in **MASH** (October 20, 7:30 and 10 p.m.) and Dustin Hoffman in **Little Big Man** (October 21, 7 and 10 p.m.), Irvine Auditorium, \$1. § Exploratory Cinema presents Margaret Mead and Gregory Bateson's **Trance and Dance in Bali** and Robert Flaherty's **Man of Aran**, October 25, Studio Theater, Annenberg Center, 7 and 9:30 p.m. (students \$1, others \$2).

Music/Theater

The Penn Union Council sponsors **Quiet Riot: Innovative Mime Theater**, October 21, 8 p.m., Houston Hall, \$3. Tickets are available at Houston Hall ticket agency. § Deborah Carter and William Smith present an afternoon of **Flute and Harpsichord Music**, October 22, 3:30 p.m., Saint Mary's Church, \$5. Send mail orders to 3601 Locust Walk. § An Irish folk band, **De Danann**, performs in concert, October 22, 8 p.m., International House (members \$2.50, non-members \$3.50). § The Faculty Tea Club will view excerpts from Neil Simon's play **The Good Doctor**, October 24, 10:30 a.m., Faculty Club. § Tammy Grimes and Paul Hecht star in Ivan Turgenev's **A Month in the Country** at the Annenberg Center October 25 through October 29 (preview October 24). Call Ext. 6791 for reservations.

Mixed Bag

An **Early Morning Swim Program** is offered at Gimbel Gymnasium, Sheerr Pool, from 7:30 to 8:30 a.m., Mondays and Wednesdays. § The Department of Recreation sponsors **Children's Saturday Morning Classes** in swimming, gymnastics and fencing. Call Bob Glascott, Gimbel Gymnasium, Ext. 6101. § The first follow-up **A-3 Assembly Workshop** on reclassification and promotion features Odessa McClain. Houston Hall, second floor, today at 1 p.m. § Franklin Field will be the site of the nation's largest **Field Hockey** event October 19 when Penn battles Swarthmore at 7 p.m. and West Chester meets Ursinus at 8:30 p.m. Information: Ext. 6128. § **Morris Arboretum** offers a workshop on exotic ferns, October 20, a fern festival, October 21, and a course on plant classification, beginning October 24. Call CH7-5777 for details. § The Quad Activities Council sponsors a **Fall Festival** October 21 at noon in the Lower Quad. § El Circulo Espanol sponsors a **Fiesta de la Hispanidad**, October 22, 6 p.m., at the Old Covered Wagon Inn. Call Luis M. Garcia-Bazzio at 649-6874 for reservations. § The Women's Center and the Women's Studies Program sponsor a **Pre-Conference Meeting** October 23, 4 p.m., in the Women's Center, Houston Hall, to help plan for the November 5 conference *Women's Program for the 80's at Pennsylvania*. § Help save a life by donating blood, Vance Hall, 11 a.m. to 5:30 p.m., on October 24; sponsored by the **Blood Donor Program**.

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