

# Almanac

Published Weekly by the University of Pennsylvania  
Volume 25, Number 12 November 14, 1978

- *Of Record: Confidentiality of Student Records • Bulletins*
- *Speaking Out: Reorganization of the Faculty Senate*
- *Recommendations Concerning the University Fellowship Program*
- *Council Committee Report, 1977-78: Community Relations*

## Decision Made in Wake of WXPB License Denial

The University will ask the Federal Communications Commission to reconsider its denial of the University's application for renewal of an operating license for WXPB-FM, the student-run radio station. (See *Almanac* October 24 and November 7, 1978 for coverage of the FCC decision.)

President Martin Meyerson accepted this and other recommendations adopted by the Council Steering Committee in a meeting November 9. The recommendations are:

"1. The University should file a petition for reconsideration to the FCC and, if necessary, seek a waiver of the rule prohibiting the University from filing a new application for a period of one year.

"2. The president should designate a small group to consider the preferred structure and budget of WXPB-FM in the future. This group should have as members representatives of the station, the students, the faculty and the administration who are conversant with the station's current operations.

"3. The group appointed by the president should report to the president in 30 days.

"4. The president should consult with Steering Committee and, if possible, with Council, before authorizing the taking of any subsequent legal action or the filing of a license application, if such application is necessary."

General Counsel Stephen B. Burbank said, "The effort to retain a license for WXPB-FM will not be easy, and the proceedings to this point provide little cause for optimism. However, we hope that we can persuade the commission that its decision imposes an unnecessarily harsh sanction which, because the commission refused to consider the governance and performance of the station since 1975 and appears to have been influenced by the content of broadcasts for which the University paid a fine some two and a half years ago, is difficult to reconcile with norms of justice that are presumably a part of the mandate to serve the public interest, convenience and necessity."

## Penn Women Gather for Conference

More than 125 women assembled in Houston Hall Sunday, November 5 to discuss a "Women's Program for the '80s at Pennsylvania." The conference, sponsored by the Women's Studies Program and the Penn Women's Center, attracted undergraduates, graduate and professional students, faculty members, administrators, A-3 employees and faculty and student wives.

The day-long session of workshops opened with a plenary session in which Janis Somerville, secretary of the corporation, spoke of women's presence at Penn. "I am one of the fruits of your labor," she began, and proceeded to pose questions for the future: "What is our list of what we will consider achievements? Are we providing opportunities and resources for ourselves? How do we cope with external pressures, too? How do we institutionalize our concerns? How do we find a framework for response? When we make our report on the conference, on whose desk does it go? And how do we get a response?"

Odessa McClain, office of personnel relations, discussed minority women at Penn. "The message I'm hearing from a lot of minority women is that the University is a nice place to visit, but not for long," she said.

Ann Beuf, director of women's studies, and Carol Tracy, director of the women's center, traced the history of the women's movement at Penn.

Morning workshops centered on employment, while afternoon

sessions focused on professional development—visibility, assertiveness and leadership training—and on the discussion of external pressures associated with dual-career marriages, single mothers and single women. Student life workshops featured discussions of student health, student governance and athletics. Another workshop was for Latina students.

The emphasis throughout the day was on recommendations for action. "At the end of the day we had dozens, just dozens of recommendations, suggestions, ideas for programs and what we could do," Tracy said. Some of the recommendations included: increased counselling and career advising services for women employees; workshops for women interested in changing careers; a "training session" for male administrators and faculty members to help increase their sensitivity to women's concerns; the hiring of an increased number of women and minority (including Latina) faculty and administrators; the establishment of a newsletter for women; the implementation of training programs by the personnel department; the establishment of a program for professional development for graduate students through the HERS Mid-Atlantic office; and strengthening the placement office's activities in finding positions for older students.

"The conference outstripped all my expectations," Beuf said. "We've come out of it with an increased sense of community among women in the University. All spectrums turned out for the conference. We had a heterogeneous group, with excellent representation from all constituencies. I hope that the resolutions bear fruit. The feeling I got Sunday was similar to that of the beginning of the movement."

## Work Continues on Levy Park

Director of Engineering and Construction Paul Greenberg estimates that the major walkways of Blanche Levy Park—and perhaps 36th Street—will be completed by the end of November. College Hall Green, however, will not be unveiled as Blanche Levy Park until next spring. Work will continue through the winter.

According to Titus Hewryk, director of facilities development, heavy rains last spring and summer slowed completion of the first phase—digging ditches for the chilled water system.

The second phase calls for installing concrete bases for walkways, grading paths for planting beds, laying bluestone, brick and granite, and installing underground sprinklers and drainage systems. During the third phase, lighting fixtures, signs, benches and bike racks will be installed and landscape plantings will begin. All three phases overlap, Greenberg said. Planting is under way, but some of the greenery will have to wait—probably until spring.

## Faculty Senate to Meet November 15

The Faculty Senate will meet Wednesday, November 15 from 3 to 5:30 p.m. in Room 200, College Hall. The agenda includes proposals for a new grievance machinery and for reorganization of the Senate and discussion of the Report of the Faculty Panel on Administrative Functioning of the University.

## SAC Announces Nominating Committee

At its October 4 meeting the Senate Advisory Committee selected its nominees for the Senate Nominating Committee for 1979-80.

In accordance with the requirements of the Senate Bylaws, Sec. 8(c) and Sec. 11(b), official notice of the nine-member slate of nominees is herewith given to the Senate membership. The

(Continued on page 2)

(Continued from page 1)

nominees, all of whom have indicated their willingness to serve, are:

*Regina Austin (law)*

*Helen C. Davies (microbiology)*

*Lancelot Donaldson-Evans (romance languages)*

*Murray Gerstenhaber (mathematics)*

*Robert F. Giegengack (geology)*

*Ralph Ginsberg (sociology)*

*Richard Herring (finance)*

*Ralph M. Showers (electrical engineering)*

*Roger H. Walmsley (physics), chairman*

Again pursuant to the bylaws, Sec. 8(c) Senate members are herewith invited to submit "additional nominations, which shall be accomplished via petitions containing at least 25 valid names and the signed approval of the candidate. All such petitions must be received no later than 14 days subsequent to the circulation of the nominees of the advisory committee. Nominations will automatically be closed 14 days after the circulation of the slate of the advisory committee. If no additional nominations are received, the slate nominated by the advisory committee would be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the advisory committee. The ballot shall be circulated no later than 14 days subsequent to the close of nominations. Voting shall be noncumulative. . . ."

Send nominations by petition to the Faculty Senate office, 303A College Hall/CO. Deadline for receipt is November 28, 1978.

### **Corl Appointed Community Relations Director**

Thomas C. Corl has been named director of community relations—a newly created position designed to foster relations between the University and the surrounding community.

An assistant professor of city and regional planning, Corl previously worked as a community organizer with Volunteers in Service to America (VISTA) in St. Louis and in Vermont. Corl currently lives in Powelton Village.

According to Vice-President for Administration D. Bruce Johnstone, Corl will serve as liaison between the University and community organizations and their members, and will try to promote "an appreciation of communities" within Penn's administration, operational units, schools and departments.

### **Haigh Joins Applied Research Center**

Robert W. Haigh has joined the Wharton Applied Research Center as associate director. At the Xerox Corporation, Haigh was president of the Information Publishing Group, a group vice-president and a member of the Xerox Board of Directors. A graduate of Bucknell University, Haigh earned an M.B.A. and a Ph.D. at the Harvard Business School, where he later served as a faculty member for six years.

The Applied Research Center works with companies and government agencies to, for instance, develop corporate and marketing strategies, introduce new products, restructure organizations and develop a business response to social concerns. Current clients include the Campbell Soup Company, American Telephone and Telegraph, Exxon Corporation, Cervecería Cuauhtémoc (Mexico), Pfizer, Inc., Columbia Picture Industries and the Office of Naval Research. James R. Emshoff directs the center.

### **Chemistry Department Receives Awards**

The Department of Chemistry has received two awards from the Camille and Henry Dreyfus Foundation. With the first award, Penn—one of 14 institutions in the country selected to participate in this new grant program—will invite a scientist-in-residence on campus for up to two weeks to lecture and meet faculty and students. The second award went to Amos B. Smith, III, associate professor of chemistry. He was one of 16 Dreyfus teacher-scholars chosen to receive a foundation research grant.

### **Grant to Go to Morris Arboretum**

The Morris Arboretum received a \$25,000 grant from the Institute of Museum Services, a new federal agency of the Department of Health, Education and Welfare. The arboretum is one of nine cultural institutions in the Philadelphia area and nationally one of eight arboreta and botanical gardens to receive such a grant. Rather than requiring the initiation of new programs, the grant may be used for ongoing ones.

## **Bulletins**

### **Conference on Child Abuse Scheduled**

The Annenberg School of Communications and the Bush Center in Child Development and Social Policy at Yale University will sponsor a national conference on *Child Abuse: Cultural Roots and Policy Options*, Monday and Tuesday, November 20 and 21, in the Annenberg School. Representatives from the academic community, government and the media will develop recommendations for action by the government, media and researchers. Lisa Richette, judge of the Common Pleas Court of Philadelphia and author of *The Throwaway Children*, will speak at the Monday luncheon. George Gerbner, professor of communications and dean of the Annenberg School, and Edward Zigler, Sterling professor of psychology and director of the Bush Center, will co-chair the conference. For information, call Ext. 6269 or 7037.

### **United Way Contributions Requested**

United Way representatives will canvass the University for contributions this week. The campus goal is \$85,000, according to campaign co-chairmen Andy Geiger, director of recreation and intercollegiate athletics, and Dr. Donald S. Murray, professor of statistics. Last year the University contributed \$82,700. The United Way hopes to raise \$25 million this year in the Philadelphia metropolitan area to support 250 United Way agencies and services.

### **Reserve Room Requests Are Overdue**

The deadline for submitting reserve requests for the 1979 spring semester has passed. We urge teaching staff who have not yet submitted their requests to do so immediately. Reserve request forms are available in the Rosengarten Reserve Room in the Van Pelt Library; they will be mailed upon request. For more information, call Ext. 7561 or 7562.

### **A-3 Benefits Program Reviewed**

The A-3 Assembly will sponsor a follow-up workshop on the new benefits program, Tuesday, November 14 at 1 p.m., in the Harrison Smith Penniman Room, second floor, Houston Hall. Vicki Mulhern, benefits counselor, personnel information, will discuss the new benefits program and answer questions. For information, call Inga M. Larson, A-3 coordinating committee, Ext. 5437.

### **Bell to Take Inventory of University Phones**

The Bell Telephone Company of Pennsylvania will conduct an inventory of the University's telephone equipment, now through January, 1979. Steven D. Murray, director of transportation and communications, says that the inventory will improve record keeping and expedite changes in telephone extensions. Call Thomas Hettinger, Ext. 4670, if you have questions.

### **Linking the University to the City**

The Center for Philadelphia Studies will sponsor *Links*, a one-day conference, on December 8, 1978, in the Annenberg School of Communications auditorium. According to the director of the center, Theodore Hershberg, the conference will "show people how knowledge about Philadelphia's past—the opportunities that were



available when different ethnic and racial groups settled here—can help explain their different positions in contemporary society.... In addition, we will use this as an opportunity to explore how the data and scholarly resources of the University might be linked to the concerns of the greater Philadelphia community." A part of the School of Public and Urban Policy, the center focuses attention on key issues in Philadelphia and the region. Call Ext. 8208 for further information.

## Cell Center Proposals Invited

The Cell Center of the University's Genetics Center requests applications for the support of genetically-relevant projects involving cells in culture. These short term grants (awards are for one-year periods) are intended as "seed money" for new projects or new directions in research. The deadline for application is January 1, 1979. For details, call Fred Gilbert at Ext. 5183.

## Please Note Almanac Schedule

The November 21 *Almanac* will mark the last issue before Thanksgiving. An issue will be omitted on November 28. The regular weekly publication schedule will resume with the December 5 issue.

## Deaths

**Albert E. Beam** (September 11 at 67), a custodian in the physical plant department from 1962 until his retirement in 1975.

**Margaret T. Burns** (October 3 at 79), supervisor of books in the University Bookstore. She came to the University in 1928 and retired in 1965.

**William B. Carlile** (September 26 at 84), laboratory technician. He came to the University in 1946 and retired in 1960. Carlile served with the Pennsylvania National Guard against Pancho Villa on the Mexican border in 1916.

**Dr. Harold Dillon** (October 1 at 59), associate professor of clinical and neurological psychiatry. He was particularly interested in the psychological consequences of the survivors of marine disasters. Dr. Dillon was on the staffs of the Hospital of the University of Pennsylvania and Graduate Hospital. During his career, he was chief of psychiatry at Philadelphia General Hospital and acting chief of psychiatry at Graduate Hospital.

**James J. Galletti** (October 11 at 71), a senior gardener at the Morris Arboretum. He came to the University in 1938 as a label maker and grass cutter and retired in 1969.

**David Gardner** (October 16 at 46), a janitor from 1968 until 1976, when he was placed on long-term disability.

**Vorroux H. Haines** (August 27 at 72), shipping and receiving clerk in the University Museum. He started working for the University in 1947 and retired in 1972.

**Dr. Harry Mathias Martin** (October 19 at 86), professor emeritus of parasitology in the School of Veterinary Medicine. Dr. Martin received his doctorate in veterinary medicine from Penn in 1916, taught for more than 30 years and served as chairman of the Department of Parasitology. He was a recipient of two Fulbright fellowships in the 1960s for study in East Africa on the effect of parasites on African livestock.

**Dr. Walton Brooks McDaniel** (September 16 at 107), professor emeritus of Latin. Dr. McDaniel, who received his A.B. and Ph.D. from Harvard University, was the last surviving member of the Harvard class of 1893 and Harvard's oldest living graduate. His students included Franklin Delano Roosevelt, Ezra Pound and Thornton Wilder. He joined the classics department at the University in 1903 and was head of the Latin department before he retired in 1937. In 1975 the University awarded him an honorary doctor of laws degree.

**Dr. William F. Whelan** (October 15 at 89), professor emeritus of clinical otolaryngology. He began teaching at Penn in 1926 as an assistant in otology and became a full professor of clinical otolaryngology in 1949.

## Of Record

### Confidentiality of Records



Pursuant to the Family Educational Rights and Privacy Act of 1974, as amended, the University designates the following categories of personally identifiable information as "directory information" which it may (but need not) disclose from the records of an individual who is or has been in attendance at the University, without his consent:

*Name*

*Address (Local and Home)*

*Telephone Number*

*Date and Place of Birth*

*Major Field of Study*

*Participation in Officially Recognized Activities and Sports (including Social and Honorary Fraternities)*

*Weight and Height of Members of Athletic Teams*

*Dates of Attendance and Degrees and Awards Received*

*Previous Educational Institution(s) Attended*

Individuals in attendance have the right to refuse to permit the designation of any or all of the above categories as directory information with respect to them. In order to do so, they must notify the University in writing of the category or categories as to which designation as directory information is refused by November 17, 1978. Written notification should be addressed to the Office of the Registrar, Attn. FERPA, Franklin Building, 3451 Walnut Street/16, Philadelphia, Pennsylvania 19104.

This designation *has no bearing on the publication of the 1978-79 Student Directory*, the information to appear in which has already been specified by individuals in attendance.

*Failure to respond to this notice will not result in the routine disclosure of one or more of the designated categories of personally identifiable information. The University will continue to exercise informed discretion in responding to requests for information contained in records maintained by it which directly relate to students.*

—Eliot Stellar, Provost

## Holiday Schedule Announced

The Thanksgiving holiday this year will be observed on Thursday, November 23, and Friday, November 24. The Christmas and New Year's holidays occur on Monday, December 25, 1978 and Monday, January 1, 1979.

Personnel required to work on Monday, December 25, 1978 and Monday, January 1, 1979 will be compensated on an overtime basis as provided in Personnel Bulletin Number 180 of May 16, 1977. The special Christmas vacation period this year is Tuesday, December 26, 1978 through Friday, December 29, 1978. The University's first work day of the new year will be Tuesday, January 2, 1979.

Support staff personnel who are required to work on a day when a holiday is observed will be compensated at the holiday rate: the employee's regular daily pay plus one and one-half (1½) times the regular hourly rate for hours worked. Compensatory time off may be granted in lieu of holiday premium pay. Compensatory time off for work on a holiday is at the rate of one and one-half (1½) times the hours worked by the individual on the holiday.

Where departmental operating requirements necessitate the scheduling of individuals for work on holidays or during the special vacation period, supervisors are encouraged to design personnel assignments which are consistent with departmental needs and accommodate individual convenience as nearly as possible. Compensation for days worked during the special vacation period is at the rate of one hour's pay or one hour off for each hour worked.

For employees covered by collective bargaining agreements, the applicable provision of each agreement shall govern. Hospital personnel are not covered by this announcement.

—Gerald L. Robinson,  
Executive Director, Personnel Relations

# Speaking Out

## On Senate Reorganization . . .

*To the Editor:*

The Senate Committee on Administration has proposed a major change in the organization of the Senate in order to solve discrete problems which would be better addressed by modest revisions of present practice. The committee's recommendations—if adopted on the fifteenth of November—would weaken the Senate as a faculty body peculiarly dedicated to an integrated conception of this university.

The committee seeks to increase the coordination between the Senate leadership (SAC) and the faculty delegation in Council by making the two groups identical. In order to preserve the current balance in the Council, they have increased the size of the Senate leadership from 18 to 44 members. SAC now is an intimate body which commands high participation and a sense of mutual respect and responsibility among its members. These qualities allowed it to act effectively in the crisis of last spring and in a long prior series of less momentous crises. A group of 44 would not cultivate the same qualities. Participation would be skewed and control would devolve upon a small internal steering group.

The size of SAC may be preserved by retaining the present structure and encouraging the coordination of the Senate leadership and the Council delegation by a regular faculty caucus of the two groups. At least one of the other objectives of the Committee on Administration could be met with similar ease. The committee felt that there should be more communication between the Senate leadership and the individual school faculties. It proposes—in part at least simply to improve communication—the election of the Senate Executive Committee by departmental clusters or schools. The same end might be obtained much more effectively by a faculty caucus of SAC with the constituency representatives on Council or by occasionally asking SAC delegations to attend school or departmental meetings to discuss University-wide issues.

It is, of course, not only a concern with communication which has led the committee to propose the election of the leadership group by departments or schools. The committee apparently felt that the legitimacy (and hence effectiveness) of the Senate leadership group would be enhanced if its members were elected by faculty constituencies whose "interests" they represented. Although

SAC has occasionally suffered from external attacks and from its own self-doubts when attendance at Senate meetings has been skimpy, I do not believe that there is any reason to fault its democratic legitimacy. SAC is elected by the entire faculty after a nominating process which balances many interest constituencies—not merely those defined by school and departmental boundaries. This process constantly brings new faces into the ranks of active faculty leaders. SAC's freedom is effectively tempered (as we have seen several times in the last few years) by the ability of small faculty groups to compel a special meeting of the entire Senate. The combination of open oligarchy and mass meeting encourages the creation of a leadership group which devotes an enormous amount of time to University business and which develops a perspective which enlarges departmental and school concerns. The committee's recommendations work in the opposite direction. They would reduce the base of effective participation, increase the number of faculty signatures required to compel a special meeting of the Senate, weaken the core of cosmopolitan leaders and narrow the definition of interest constituencies. Finally, they bring into the organization of the Senate the inequality in Council representation which accounts the standing faculty on one side of Spruce Street as more worthy than that on the other.

I urge that the Senate will defeat the Committee on Administration's recommendations for the reorganization of SAC.

—Seymour J. Mandelbaum  
(city and regional planning and history)

## . . . An Alternative Approach

*To the Editor:*

The Senate Committee on Administration has proposed that the present 18-member Senate Advisory Committee (SAC), elected on a University-wide basis, be replaced by a 44-member Senate Executive Committee whose members would serve as the faculty representatives to the University Council and who would be elected on a constituency basis. The purpose of this reorganization is to enhance the role of the faculty in University governance through increased communication and wider acceptance of the legitimacy of the faculty representatives.

It is our view that SAC has been an effective instrument for the representation of faculty perspectives on a broad range of issues and in the resolution of

University-wide problems. We are greatly concerned that its expansion in number and its selection on the basis of constituencies would largely eliminate those features of its present structure and operation which are the source of its vitality. First, by virtue of a membership of only 18, each individual accepts responsibility to contribute effort and talent to resolving issues that are brought to the committee. Second, the current process of nomination for election to SAC by the entire faculty provides assurance that the members of the committee not only reflect the breadth of the University but that they are individuals who have gained recognition for their competence and interest in University matters.

We believe that it would be judicious to retain the present structure of SAC and to attempt to achieve the proposed goals by less drastic means. We suggest that for an experimental period of two years there be established a faculty caucus consisting of SAC and the faculty representatives to the University Council. This caucus would meet periodically to discuss and, in some cases, to develop a consensus on matters which would profit from the broadest faculty participation. The relationships developed in such a caucus would, it is anticipated, encourage contributions from Council members to the deliberations and judgments of SAC. The caucus mechanism can provide a reasonable means both to ensure the continued viability of SAC and to enlarge the scope of faculty involvement in the specific problems of University governance.

—Phoebe S. Leboy (biochemistry,  
Dental Medicine)

Sol Goodgal (microbiology, Medicine)

Helen Davies (microbiology, Medicine)

Fred Karush (microbiology, Medicine)

Charles E. Dwyer (education)

Jameshed K. S. Ghandhi (finance)

Barbara Lowery (nursing)

John deCani (statistics)

Robert E. Davies (molecular biology,  
Veterinary Medicine)

## Penn's Credit Union Office

The *Personnel Relations Newsletter*, a supplement to the November 7, 1978 issue of *Almanac*, reported that the Penn Credit Union office was located in Room 418, 133 South 36th Street. Our readers have since informed us that the office is in Room 303, 4025 Chestnut Street, Ext. 8539. The office is open Monday through Friday, 10 a.m. to 3 p.m.

—The Editors



## CURIA: A Reminder

Donald Langenberg, vice-provost for graduate studies and research and chairman of the University Council Ad Hoc Committee on University Relations with Intelligence Agencies, invites interested members of the University community to attend the open meeting of CURIA, Friday, November 17 in the Franklin

Room, Houston Hall, to discuss the draft revision of the committee's report that appeared in *Almanac*, November 7, 1978.

## For the Record

In the *Almanac* article (October 31, 1978) on the trustees' meeting of October 26-27, John V. James's name was omitted from the list of newly elected alumni trustees. We regret the omission.

## Letters Welcome

*Almanac* invites all members of the University community—administrators, faculty, staff and students—to submit letters on relevant University issues to *Speaking Out*. Deadline for submission is the Tuesday before the Tuesday *Almanac* in which the letter may appear.

—The Editors

*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, Fred Karush, Charles Dwyer and Irving Kravis for the Faculty Senate; Valerie Pena for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly. Copies of *Almanac's* guidelines for readers and contributors may be obtained from *Almanac's* offices at 513-515 Franklin Building.

# Recommendations Concerning the University Fellowship Program

*On October 31 the Graduate Council of the Faculties unanimously approved the following recommendations concerning the allocation of University Fellowship funds. I have transmitted the Council's report to the provost and the provost-designate with my full endorsement and approval. In view of the high level of general interest in the University fellowship program, the Graduate Council agreed that its recommendations should be presented to the faculty and graduate students in these pages, with the suggestion that comments be made to the provost and provost-designate to assist them in their deliberations on the matter.*

—D. N. Langenberg,  
Vice-Provost for Graduate Studies and Research

## I. Categories of Support and Allocations

Central University funds for graduate student support should be divided into four categories in the proportions indicated. All fellowships should provide tuition, fees and an adequate, competitive stipend.

A. *University fellowships for first-year students* will be awarded to winners of a University-wide competition open to applicants nominated by any graduate group. Of the total funds available, 60 to 70 percent should be appropriated for these students.

B. *University fellowships for continuing students* will be awarded to winners of a similar competition open only to applicants nominated by graduate groups that are unable to support continuing students with teaching fellowships, research assistantships or employment closely related to students' educational objectives. Five to 10 percent of available funds should suffice to support these candidates.

C. *Provost's fellowships for first-year students* will be distributed by the provost (in consultation with the deans) for specified graduate groups to award to applicants of their choosing. These groups should be selected according to (i) the excellence of their faculty and graduate programs; (ii) their demonstrated ability to attract viable numbers of able students or their potential for attracting such students if adequately subsidized; and (iii) their inability in past competitions to enroll a significant number of students awarded University fellowships. Funds in this category should be limited to 15 to 20 percent of the total.

D. *Provost's fellowships for continuing students* will be administered by those graduate groups selected for category C that also lack means of supporting continuing students. About 10 percent of available funds should be assigned for this purpose.

## II. Administration

A. The basic selection procedures used in past University fellowship competitions should be retained for first-year University fellowships.

B. The same procedures and committee can also allocate University fellowships for continuing students, except that the provost must first designate eligible graduate groups. He should base this decision on data showing how groups actually supported continuing students in the previous year plus any available

predictions of major changes in resources for such support.

C. In selecting groups for subsidy, the provost will need data about the programs and their national standing, their enrollments and student quality in the recent past and their success in past University fellowship competitions. The decisions of the provost in designating such groups shall be reviewed by the Graduate Council. In addition, the University Fellowship Committee should reconvene in May each year to review the qualifications of students awarded provost's fellowships. The committee may then recommend adjustments up or down in the quota of fellowships to be assigned each group in the following year. The committee shall then send a summary of its review and recommendations to the Graduate Council with whatever data the council requests.

D. The procedures suggested in B and C jointly determine groups eligible to award provost's fellowships to continuing students.

## III. Eligibility of Joint Professional/Ph.D. Students

A. Students seeking both a professional degree and a Ph.D. should be eligible to compete for University fellowships.

B. Joint students whose graduate objective is a terminal master's degree should not be eligible—except for students enrolled in a master's program that is a necessary prerequisite to a Ph.D. program, provided they do intend to seek the Ph.D.

C. Graduate/professional students who win University fellowships should receive each semester a fraction of the standard University fellowship stipend and tuition equal to the ratio of graduate courses to total graduate and professional courses in which they enroll during that semester. This ratio should be calculated using course unit equivalents. Courses cross-listed between a graduate program and a professional school should count as graduate courses. Students enrolled for dissertation tuition should be regarded as enrolled entirely in a graduate program.

## Comments on Section I

This proposal is premised on the belief that a "student-centered" competition offers some highly desirable advantages: (i) It maximizes the number of excellent students who can be attracted to Pennsylvania. (ii) It is responsive without central administrative intervention to factors that shape the ebb and flow of interest among excellent students, such as changes in the quality of programs and in the employment prospects of graduates of different programs. (iii) It rewards groups that recruit vigorously.

By allocating most University fellowships to entering students, the proposal magnifies the ability of the competition to attract excellent students to the University. In 1978, University fellowships supported 42 entering students; the proposal would give this aid to 60 or 70 new students at current funding levels.

The restriction of continuing student support to groups that lack other means lessens the tendency of the present system to enrich already "prosperous" groups. Even these groups have difficulty supporting first-year students without sacrificing educational goals

(as by prematurely making new students research fellows); therefore, their applicants should compete freely for first-year fellowships. It is unfair, however, to supply University funds to groups that are already able to support advanced students.

The provost's fellowships are designed to subsidize and reduce uncertainty for two categories of graduate groups: (a) groups of recognized excellence that cannot recruit many University fellowship winners because they face strong national competition for students of that caliber; and (b) new groups or rapidly improving groups that the administration wishes to assist. Groups eligible for provost's fellowships should be strictly limited in number.

The allocations we advocate between the four components are extrapolated from actual patterns of support in the 1978 competition, including FAS dean's fellowships. The 15 to 20 percent recommended for first-year provost's fellowships is similar to the proportion spent on FAS dean's fellowships and has a similar rationale. The five to 10 percent for University fellowships for continuing students is close to the proportion of 1978 funds received by such students in graduate groups that probably satisfy the criteria in section I-B. The proportion suggested for provost's fellowships for continuing students is about the amount of alternate continuing University fellowships received by groups that we expect would satisfy the criteria in I-B and I-C.

It may be useful to make several comparisons between our

recommendations and those of the FAS Committee on Graduate Education: The FAS Committee report is premised on the belief that any graduate group "worthy of existence should receive funds for recruitment." In an economy of severe scarcity, we regretfully reject that proposition. Both committees advocate mixed student-centered and graduate-group-centered systems; but the two plans differ sharply in the share of resources devoted to each subsystem, and the FAS Committee plan would give competitive fellowships only to continuing students. Both proposals urge that student support funds from other sources be taken into account, but in the present plan this information would affect only fellowships for continuing students. Finally, a goal of the FAS proposal is to improve the ability of groups to plan. Our suggestions facilitate planning in several ways. All groups will know where they stand with respect to support for continuing students: Groups with other resources know they will not get University funds; groups without other resources can expect continuing support for their University and provost's fellows who progress as expected. Groups eligible for provost's fellowships will be much more able to plan new enrollment as well. Other groups must survive the uncertainties of competition. Even here, however, the disadvantage is not great, for the wide dispersion of fellowships implied by the FAS Graduate Committee proposal would probably assure each group of only one or two new fellowships a year, which is not much help in planning a viable program.

## Council Committee Reports, 1977-78

*Other Council committee reports appeared in Almanac on October 17 and October 31, 1978. Remaining reports will appear in future issues.*

### Committee on Community Relations

As a result of the thesis of revolution of the 1960s and the antithesis of reaction of the middle 70s, this University may be more adequately prepared to appreciate our role in the community. What we have been trying to say as a committee of the Council on community relations is that we are no longer able to make demands—expressed in terms that are explicit and meaningful—on the community for our own needs without considering what we can do for the community. The commencement address of Secretary of Housing and Urban Development Patricia Harris is testimony to the perspective in which the University will be observed. Secretary Harris pointed out that urban universities, private or otherwise, could no longer live in selective isolation. She said, "I challenge urban universities of America to direct more work and study toward their immediate communities." From our point of view, it behooves us to keep the "pot" of community services on the front burner.

On March 23 the committee heard Albert Gaudiosi discuss his views on the University and the community. The minutes of that meeting report the position of a University consultant who for almost seven years played a leading advisory role in the administration of the City of Philadelphia.

Gaudiosi pointed out that the University of Pennsylvania is the second largest employer in the city: city government itself being the largest. The city's commercial establishments benefit from student patronage, the adjacent neighborhood is stabilized because of the University's presence, real estate assessments rise and have a general salutary effect upon city government, and various types of grants to the University improve the general economy. Also, the University offers many services to the city, such as the University's hospitals and dental school clinic, the University Museum, etc.

Gaudiosi stressed that the University should render services to the community, and not always with the expectation of gain for itself. After all, it generates annoying traffic problems at times and is the cause of other problems for the community. He believes that University academicians, if called upon for advice, could help solve the city's problems. The various schools of the University should

pinpoint their contributions to the city's general welfare.

Gaudiosi has proposed that the University establish a "store front" in the community where a range of services to solve citizen problems might be offered on a walk-in basis.

Dr. Louise Shoemaker has, after consultation with Gaudiosi, initiated a campaign to establish a university information center in West Philadelphia. For the past few years the School of Social Work under Dr. Shoemaker has developed an organization designed to inform individuals and groups in the community of the availability of social, legal and health care services. The Family Maintenance Organization (FMO) acts as a center of information and as a research arm of the School of Social Work for evaluating the social needs of the community. The FMO has great potential for mobilizing social and physical resources for the needs of individuals and communities and we are pleased that this experiment is being developed to strengthen our own community.

The University of Pennsylvania has a president whose major area of scholarly interest is city planning, a department of city planning and some of the most distinguished city planners in the country, yet there is no detailed long range plan or programs in existence for the orderly conservation and development of the area adjacent to the University. The committee has attempted to locate individuals in the University who might be interested in addressing the question of planning needs for the West Philadelphia area, and has been fortunate in finding a well organized and flourishing section of city planning devoted to urban design under the guidance of Professor Norman Day. Dr. Day has developed a proposal which we hope will be supported by the West Philadelphia Corporation. I quote from the summary of the proposal:

"It is proposed that a planning study be initiated under the leadership of the West Philadelphia Corporation focusing on the conservation and improvement of the residential neighborhoods contiguous to major institutions that are members of the corporation and on institution-community interface problems and opportunities.

"Such a planning study is urgently needed, is long overdue and holds considerable promise for improving community relations, attracting increased public and private resources to the planning area and formulating an effective institutional, government and community collective strategy to achieve greater stability and overall improvement of the residential areas surrounding the major institutions. The planning effort will also provide a framework and



priorities for more detailed planning studies focused on key problems. The proposed planning effort will also lay the foundation for an ongoing planning organization and process that will consolidate and build on the accomplishments of the initial effort."

One of the major reasons for local concern is that the planning and community development efforts of the City of Philadelphia are not meeting the needs of the contiguous neighborhoods. The resources and efforts of the Philadelphia City Planning Commission and other city agencies available for this area are limited, tend to be focused on short term ad hoc problem solving and are not necessarily responsive to the special concerns and needs of the major institutions.

Because of the resignation of the executive director of the West Philadelphia Corporation, Dr. Day's proposal has not yet been brought before the West Philadelphia Corporation. However, we hope the proposal will become a part of the program of the new executive director of the West Philadelphia Corporation.

Our efforts in the area of education can be summarized by a letter on the subject sent from the committee to President Meyerson on March 16, 1978.

*Dear Dr. Meyerson:*

As you are aware, the University Council Committee on Community Relations for the past few years has been actively engaged in developing its proposals for a campus-based secondary school, as part of its continuing concern for improving educational opportunities in the University City community. Consequently, we were encouraged to learn that the School District of Philadelphia is interested in securing University support and cooperation in its plans for a science-mathematics magnet school in the University area. Our committee wishes to express to you and district officials its strong endorsement of this activity.

We believe that a strong secondary educational program, offered in an appropriate environment to a racially integrated student body, is a vital part of a viable University City community and will play an important role in making the community an attractive place to live for University faculty and staff. We are indeed interested in cooperating with district officials in the planning for this school. We also hope that the University, within the constraints of its budget, can make appropriate campus facilities available to the school.

Our committee is continuing its efforts to stimulate institutional cooperation in the development of educational opportunities for children and youth in the University City community and would greatly appreciate any suggestions you may have on the subject.

The proposal for a magnet school has not yet been implemented and our specific role still needs to be more clearly defined, but we feel that we have resources in the Graduate School of Education and elsewhere that can be of great help in the planning and development of educational opportunities in University City. There is no doubt in our minds that the benefits of cooperation will accrue, mutually and progressively.

A subcommittee on housing under Professor Fred Karush has been actively involved in the planning of a housing project for the site bounded by 34th, Walnut, Moravian and Sansom streets. This project was designed to encourage University faculty to live in the University area and help create a closer relationship between the student body, faculty and the community. The project has been actively supported by the administration and has undergone a number of trials and tribulations including a long confrontation with the Sansom Street committee. Unfortunately, the plans for the project presented last June had a number of inadequacies that have not, to our knowledge, been resolved. We hope that further details of the plan will be forthcoming and we can look forward to its rapid and successful completion.

I wish to personally thank all the members of the committee for their time and devotion. I look forward to the continued activity and progress of the new committee. —*Sol H. Goodgal, chair*

## Openings

*The following listings are condensed from the personnel office's bulletin of November 9, 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).

**Assignment Officer** (10-31-78).

**Assistant Chairman for Administration** (10-31-78).

**Assistant Director for Contract Accounting** (10-31-78).

**Assistant Program Director** develops programs to recruit minority undergraduates. College graduate, one year of experience. \$10,050-\$14,325.

**Associate Director for Maintenance Operations** (9-12-78).

**Benefits Counselor** disseminates information on benefits program. College graduate, experience in benefits or personnel. \$10,050-\$14,325.

**Business Administrator IV** (10-10-78).

**Coach** (9-12-78).

**Controller** (9-12-78).

**Director of Facilities Management** (9-12-78).

**Director of Recreation and Intercollegiate Athletics** schedules intercollegiate varsity football, determines internal policy, recommends expenditure of funds for capital improvements. College graduate, experience in coaching and athletics. Salary to be determined.

**Engineer, Pressure Chamber** (9-19-78).

**\*Electrical Engineer II** maintains, develops and documents existing computer network. Five years' experience. \$13,250-\$18,575.

**Group Practice Administrator** (10-3-78).

**Insurance Manager** (10-3-78).

**Junior Research Specialist (four positions)** (a) (10-31-78); (b) grows cells in culture (B.S. in biology or biochemistry); (c) researches cell biology (college graduate, knowledge of tissue or cell culture techniques); (d) studies RNA methyltransferases (B.A. or M.A. in biochemistry, two years' experience). \$9,275-\$13,000.

**Librarian I** (10-3-78).

**Library Department Head III** (9-19-78).

**Office Manager (two positions)** (a) (10-31-78); (b) (11-7-78).

**Placement Counselor** (9-12-78).

**Project Coordinator** (10-17-78).

**Research Specialist I** (11-7-78).

**Research Specialist II** (9-12-78).

**Research Specialist III** (10-10-78).

**Senior System Analyst (two positions—9-19-78).**

**Senior Systems Programmer** (9-12-78).

**Staff Writer I** (9-26-78).

**Statistician-Scientific Programmer** (10-31-78).

### Support Staff

**Administrative Assistant I** arranges appointments, edits, prepares budgets. High school graduate, four years' experience, typing. \$7,150-\$9,150.

**Administrative Assistant II** (10-24-78).

**Cashier (two positions)** (a) (9-12-78); (b) manages post office window (one year of post office window experience). \$6,225-\$7,975.

**Clerk IV** (10-31-78).

**Duplicating Machine Operator II** (11-7-78).

**Electrician** (10-24-78).

**Filterman** replaces filters on equipment, maintains records and schedules of filter replacements. Able to climb ladders. Union wages.

**Gardener I** (10-17-78).

**Information Control Clerk** (11-7-78).

**Junior Accountants (four positions—9-26-78).**

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

**Programmer I** (10-3-78).

**Project Budget Assistant** (11-7-78).

**Psychology Technician I** (10-31-78).

**Research Laboratory Technician III (six positions)** (a) performs experiments involving polymorphonuclear leukocyte functions (medical technologist's certificate); (b) involves instrumental analysis (bachelor's degree in

biology, chemistry or medical technology, lab experience); (c) includes tissue culture, cell fractionation, enzyme assays (experience in spectrophotometric enzyme assays); (d) performs complex analyses, assists investigators (college degree in science, four years' experience); (e) performs chromatographic analysis of gas samples (bachelor's degree in biochemistry, biology or chemistry, three years' experience); (f) prepares cellular and subcellular organelles (bachelor's degree in biochemistry, biology or chemistry). \$8,625-\$11,050.

**Secretary I** helps in registration. Must work until 6:45 p.m. one assigned evening each week during the academic year, two evenings a week during spring and fall registration. High school graduate, typing. \$5,800-\$7,400.

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

**Secretary III** (12 positions). \$6,700-\$8,575.

**Secretary IV** (three positions) (a) (9-26-78); \*(b) (10-31-78); (c) serves as senior secretary, coordinates work flow (college degree, eight years' secretarial experience). \$7,700-\$9,850.

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

**Senior Admissions Assistant** (two positions) (a) (11-7-78); (b) arranges admissions recruitment meetings and trips (high school graduate, some college). \$7,700-\$9,850.

**Sergeant** (11-7-78).

\***Stockkeeper II** maintains materials, makes pickups and deliveries. Driver's license, machine shop experience. \$6,225-\$7,975.

**Supervisor, Assistant** responds to inquiries, supervises department in manager's absence. High school graduate, experience. \$7,150-\$9,150.

**Typist II** (10-3-78).

## Part-Time

Details on two administrative/professional and 13 support staff positions can be found on campus bulletin boards.

## Things To Do

*Because of the Thanksgiving holiday, Almanac will not be published November 28. The November 21 issue will include listings for November 21 through December 5. Send listings to Almanac, 515 Franklin Building/16. The special deadline for this issue is Thursday, November 16.*

## Lectures

November 14 and November 16, Ruth Wells, crime prevention specialist, Department of Public Safety, discusses how to **Walk without Fear**, 3:30 p.m., Room 121, Tri-Neb Building. § Today at 6:15 p.m. Spanish novelist Juan Goytisolo speaks on **El Escritor Contemporáneo: Critico Practicante o Teorizador de la Fortuna**, Houston Hall, Benjamin Franklin Room. § The Graduate Program in Folklore and Folklife, Department of Sociology and Hillel Foundation present Dr. Shlomo Deshen of Tel-Aviv University on **Mutation of Symbolism in the Course of Political Change among Oriental Jews in Israel**, November 15, noon, 401 Logan Hall. § The South Asia Seminar series studies **Guided Democracy, Why It Failed** with Manzoordin Ahmed of the University of Karachi and Columbia University, November 16, 11 a.m., University Museum. § Dr. Pieter Wensink of Brandeis University reviews the **Organization of Moderately Repeated Sequences in D. Melanogaster**, November 16, 11:30 a.m., Lecture Room D, Medical School. § French writer and philosopher Jean-Marie Benoist discusses **New Philosophy, New Ethics and Their Influence on the French Intellectual Scene** November 16, 4:30 p.m., Rare Book Room, Van Pelt Library. § **Ancillary Services Review: Current Status and Future Directions** is the topic for John M. Eisenberg of the National Health Care Management Center, November 16, 4:30 p.m., Boardroom, Colonial Penn Center. § Dr. Norman D. Palmer of the political science department explains **New Political Experiments in South Asia**, November 16, 5:30 p.m., Rainey Auditorium, University Museum. § The Institute of Contemporary Art visits artist **William Daley** as part of its Artists in Their Studios series, November 16, 6:30 p.m. (Admission is by series subscription only. Call Ext. 7108.) § Jorge Soto of the University analyzes **Statistical Mechanics of Adsorption in Molecular Sieves**, November 20, 3:30 p.m., Alumni Hall, Towne Building. § Robert Fox, of the University of Lancaster and visiting fellow at the Institute for Advanced Study, Princeton, speaks on **Recalcitrant Savants: the Ideal and the Reality of Centralization in French Science, 1815-1914**, November 20, 4 p.m., Room 107, Edgar Fahs Smith Hall. § Dr. Takashi Yonetani, of the biochemistry and biophysics department, reviews **Oxygen Binding in Myoglobin and Hemoglobin**, November 21, 12:30 p.m., physiology library, fourth floor, Richards Building, for the Respiratory Physiology Seminar series.

## Films

The struggle for power is the subject of four films to be shown by the Exploratory Cinema series, November 15, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students, \$1; others, \$2): Joris Ivens' **The Spanish Earth**, *France Libre Actualities* **Camps of the Dead**, Bruce Conner's **A**

**Movie** and Henri Storck's **Histoire d'un Soldat Inconnu**. § The Neighborhood Film Project's Real to Reel series features two films by young black filmmakers November 15: Warrington Hudlin's **Black at Yale** and Robert Gardner's **I Could Hear You All the Way Down the Hall**, 7:30 p.m., Christian Association Auditorium. The project sponsors a weekend of workshops and screenings with members of **Kartemquin Films, Ltd.**, a Chicago filmmakers collective, November 17 through 19. Call 386-1536. § The Department of Computer and Information Science will show a collection of **Computer-Animated Films**, November 15, 7:30 p.m., Alumni Hall, Towne Building. § The Philomathean Society sponsors a showing of Kenji Mizoguchi's **Ugetsu Monogatari** ("Tales of the Pale and Silvery Moon after the Rain"), November 16, 8 p.m., Room 105, Hayden Hall. § Penn Union Council features **The Story of O** (November 17, 8 p.m.), the **Creature from the Black Lagoon** in 3-D (November 18, 7:30 and 10 p.m.) and **Shampoo** (November 21, 7:30 and 10 p.m.), Irvine Auditorium, \$1. § The University Museum's children's film selection is **Captain Horatio Hornblower**, November 18, 10:30 a.m., Harrison Auditorium. § **Christmas in July** is the University Museum's Sunday film, November 19, 2:30 p.m., Harrison Auditorium.

## Music/Theater

International House presents a **Special Concert** featuring John Breslin's Jazz Band with Carol Harris, and Michael Pedicin, Jr. and his Quartet, November 15, 8 and 10 p.m., Hopkinson Hall, International House (members, \$2.50; non-members, \$3). § Penn Players' presentation of **Guys and Dolls** completes its run at the Harold Prince Theater, Annenberg Center, November 16 and 17 (8:30 p.m.) and November 18 (6:30 and 10 p.m.). Call Ext. 6791. § The Performing Arts Society brings guitarist **Eduardo Fernandez** to the University Museum, November 17, 8 p.m. Call DA 9-0151 for information.

## Sports

The **Varsity Soccer** team closes the season when it plays Cornell at Cornell, November 17, 7:30 p.m. § The **Quaker Varsity Football** team close its season against Cornell, November 18, 1:30 p.m., also at Cornell. Tickets are available at the Franklin Field Ticket Office, Ext. 6151. § Penn's **Sailing team** sets sail in the Fiske-Harriman-Sleigh Atlantic Coast Championship, November 18 and 19, SUNY-Maritime College. § The **Quaker Cross-Country** runners participate in the NCAA finals at the University of Wisconsin, November 20. § For sports information, call the Sports Information Office, Ext. 6128.

## Mixed Bag

The Faculty Club exhibits the paintings of **Jan Baltzell**, November 14 through December 15 (opening reception November 14, 4:30 to 7 p.m.). § The Associates of the Morris Arboretum present Judy Zuk of the Arthur H. Scott Foundation in **China: A First Look**, a horticulturist's view of China, November 15, 8 p.m., Woodmere Art Gallery. § The Morris Arboretum offers a workshop on **Houseplants with Fabulous Foliage**, November 16, 10 a.m. Call CH7-5777. § **Women for Equal Opportunity at Penn (WEOPUP)** invites all Penn women to attend its meeting on November 16, noon to 1:30 p.m., Penn Women's Center, Houston Hall. Bring your lunch. § **The Women's Faculty Club** meets November 16, 4 p.m., Room 152, School of Veterinary Medicine. Dr. Anna T. Meadows and Dr. Leena Mela, affirmative action officers of the School of Medicine, and James H. Robinson, the University's equal opportunity administrator, are the guest speakers. § **Donate blood** in Hill Hall, November 16, from 11 a.m. to 6 p.m. and in High Rise North, November 21, from 1 to 7 p.m. (Sponsored by the **Blood Donor Program**.) § The General Alumni Society invites all alumni to a **Guys and Dolls Theater Party** (cocktails and buffet, 5:30 p.m., Faculty Club), November 17, 8:30 p.m., Harold Prince Theater, Annenberg Center. For reservations call Ext. 7811. § Alumni meet for cocktails prior to the **Penn-Cornell Football Game**, November 18, 1:30 p.m. (Ithaca, N.Y.). Call Ext. 7811. § The Institute of Contemporary Art presents **Imaginary Shelters**, a program for children, in conjunction with the exhibition **Dwellings**, November 18, 11 a.m., ICA gallery. § International House sponsors a **Discover America Trip** to Washington, D.C., November 18 (members, \$20; non-members, \$25). For reservations call 387-5125, Ext. 204. § The Cafe of the Five Continents presents a **Middle Eastern Dinner**, November 19, 6 p.m., International House. § The Faculty Club offers a **Thanksgiving Dinner**, November 23, 2 p.m. Call Ext. 4618 for reservations. § The **Penn Women's Center** provides free counseling. For an appointment, call Ext. 8611.

ALMANAC: 513-515 Franklin Building (16) Ext. 5274

Editor..... Diane Cole  
Associate Editor..... Marilyn Ackerman  
Editorial Assistant..... Karen Dean  
Staff Assistants..... Elaine Ayala, Louis Pasamanick