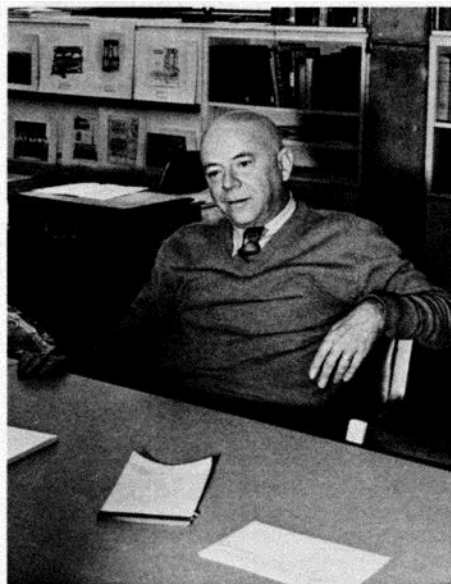


Anthony F.C. Wallace, Professor of Anthropology, Awarded 1979 Bancroft Prize for Outstanding Book in American History

Professor Anthony F.C. Wallace says he was surprised that his book *Rockdale: The Growth of an American Village in the Early Industrial Revolution*, was judged an outstanding work in American history since he is an anthropologist. But he adds that he is also an ethnohistorian and so combines anthropological and historical studies. The Edgar and Frederic Bancroft Foundation awarded its 1979 prize to Mr. Wallace for his study of the southeastern Pennsylvania town on April 5 at Columbia University.

Rockdale is the account of a small cotton manufacturing town from its founding in 1825 through the years of the Civil War. It was during this time that the industrial revolution changed the nature of American life from primarily agrarian to industrial. The Rockdale mills were opened at the beginning of this era but, as Mr. Wallace explains, the importance of cotton manufacturing went beyond the product itself. Because textile mills were among the earliest forms of technology, cotton mills were the "seed" of the industrialization process.

Mr. Wallace became interested in Rockdale because he lives nearby. His work spanned nine years. Assisted by many undergraduate and graduate students, he received financial support from a number of outside agencies as well as from the University. Mr. Wallace is on leave this year as a Guggenheim fellow. He plans to use the \$4000 prize to pay off his car which he refers to as "investing in technology."



Professor Anthony F. C. Wallace

Women's Services Organizations Include Women's Studies and the Women's Faculty Club

This is the final section of a two-part article on women's services organizations. The first part appeared in the March issue of the Personnel Relations Newsletter.

If you were a little baffled by the phrase "remember the ladies" or had a difficult time recalling Abigail Adams, you might be interested in discovering more about the history of women. The **Women's Studies** program enables you to do that; courses focusing on women are offered through the Faculty of Arts and Sciences.

To reach a variety of people on campus Women's Studies includes among its offerings conferences and lunch-time research workshops as well

as formal courses. The Women's Studies office, 106 Logan Hall, also houses a library which may be of particular interest to women; everyone is invited to drop by and browse.

An example of the types of conferences sponsored by Women's Studies was the recent weekend program on the female life cycle, "Age X Gender." Research workshops, designed to facilitate cross-disciplinary discussion, are held on Tuesdays from 12:30 to 2:00 p.m. at 106 Logan Hall. On April 24, Gail Rudenstein will speak on "The Mother-Daughter Relationship in American Fiction, 1918-1930." A conference in honor of the late Margaret Mead will be held next fall; the program will bring international women scholars to campus to address the University and also to work in small groups with faculty and students interested in feminist studies. A complete schedule of lunch-time workshops and additional information about future events, including the Mead conference, is available at the office, extension 8740.

The **Women's Faculty Club** (which is not affiliated with the University Faculty Club) is an organization for women with faculty, administrative, teaching, or professional status. Formed to provide an opportunity for professional women to meet and explore issues of mutual concern—not always easy at a school so large as this one—the group gathers regularly for lectures and discussions. The Women's Faculty Club also presents the Alice Paul Award to an outstanding woman student and supports special projects. This month Zita Goldfinger will speak on scientific research. If you would like to join, contact Eleanor Loomis, 111 College Hall.

This survey of the women's service organizations is necessarily brief. We urge you to contact these groups directly for more complete information about the many services and opportunities they offer.

Brown Bag Seminars Moved to B-3, Fine Arts Building

The last two brown bag seminars will be held in room B-3 of the Fine Arts Building. James Robinson, administrator of the office of equal opportunity, will discuss grievance procedures and affirmative action on April 23. The following week, Fred Shabel, vice president for operational services, will end the series of management programs; his talk is scheduled for April 30. While the location of the seminars has been changed, the time continues to be from 12:00 noon to 1:00 p.m.

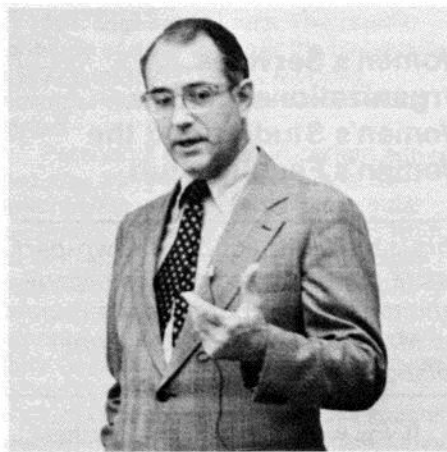


On March 19 Richard Paumen, vice president, University management information services, explained the computer system—the lifeline for much of our information. Noting that the use of computers began in earnest in 1967, Mr. Paumen said that the function of his office is to provide planning and resources, allocate services, work on feasibility and cost studies, and design and construct computer systems. The day-to-day operations of the information services consist of data processing, control, and maintenance of the security of the system. His office supplies technical support to the rest of the University.

James J. Keller, associate director of personnel relations, addressed the question of whether retirement benefits are greater for one classification of employees than another. Using a



comparison between hypothetical A-1 and A-3 employees, each making \$12,000 a year, Mr. Keller demonstrated that the retirement income of one would be nearly equal to the retirement income of the other. The benefit for employees who subscribe to TIAA-CREF is the money which the University contributes to the plan. For employees in the University's "Retirement Allowance Plan" the benefit is a guaranteed retirement income. Mr. Keller reminded us that anyone within three years of retirement should seek personal benefits counseling from the benefits office.



The director of communications services, Curtis L. Barnes, spoke on April 2. He provided the seminar participants with a "flow chart" of his office. Communications deals with the internal needs of the University as well as providing the services necessary for presenting the school to the larger world. These services consist of - *Almanac*, the weekly publication of record, information for visitors, the

news bureau, the publications office, radio, television, and visual services.

Following Mr. Barnes's talk on University communications services, James Shada, assistant vice president



for commonwealth relations, discussed, on April 9, communications with the state's legislators. He pointed out that while the University has been getting aid from the state since the colonial era, annual allocations of unrestricted funds began only in 1903. The \$18.1 million the University now receives is equivalent to more than \$300 million in endowment. Mr. Shada's task is to ensure that the University continues to receive state funds.

Gerald R. Robinson, executive director of personnel relations, addressed the topic of personnel and human resources. A summary of his remarks will appear in the May issue of the newsletter.

How useful have the brown bag seminars been? Should such lunch-time meetings be held next fall? Questionnaires asking these and other questions will be sent to everyone who has attended any of the seminars. We hope you will take the time to let us know what you want.

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Designed by Howard S. Kline
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Albert C. Baugh and Delma Brown Recognized for Long Service to the University

In 1908 a young man began his freshman year at the University. Today he is an internationally known medieval scholar and professor emeritus of English. Albert C. Baugh, after earning his A.B. and Ph.D. degrees, remained here to teach and do the research which has made him renowned. Among his best known works are *A History of the English Language* and *A Literary History of England* (which he co-authored).

Mr. Baugh's service began in 1912 when he became a "reader" in the English department. For the princely sum of \$300 a year, he taught five composition courses and read for Professors Schelling and Penniman. In 1913 he became an instructor and, when awarded his doctorate in 1915, was then appointed assistant professor. Mr. Baugh retired from full-time service in 1961.

Stating that he has never regretted staying at the University, despite offers of appointments elsewhere, Mr. Baugh mentions with pride that his is a family attachment. His children are Pennsylvania alumni, and he has two grandchildren presently enrolled here.

Delma Brown joined the University's staff a little later than Mr. Baugh—she began her service with the department of pathology in the School of Medicine in 1920. Considered "very special" by all who have known her, Mrs. Brown has worked with eight successive chairmen.

After close to a half century of service, Mrs. Brown retired from full-time employment but continues to work in pathology two days a week. She collects and binds reprints of department members' published works and, in this way, keeps up her acquaintance with all those associated with pathology.

Shirley Hill, business manager of the department, describes Mrs. Brown as "very capable, very busy, independent, and always helpful." Along with her dedicated services to the University, Mrs. Brown is active in the West Goshen Fire Auxiliary and its annual country fair.

Mrs. Brown and Mr. Baugh exemplify the loyal affiliation which many members of the University community share. It is this spirit which makes Pennsylvania a truly great institution.



Professor Emeritus Albert C. Baugh



Mrs. Delma Brown



Provost Vartan Gregorian talking with the A-3 Assembly members on April 3. Also speaking were Jon C. Strauss, vice-president for budget and finance, and George W. Budd, director of personnel and labor relations. The topics included equalization of benefits, training people for promotion, and University guidelines on salary increases.

Something on Your Mind?

If you have questions, comments, notices, or suggestions, send them to "Something on Your Mind?" All inquiries and remarks sent to 737 Franklin Building will be kept confidential. Comments or questions of sufficiently broad interest will appear in this column.

Question: I've been called to jury duty; do I accept?

Answer: The University encourages its employees to accept the assignment of jury duty. If you are called at a time when it may be a hardship for you to accept, you should discuss the situation with your department head. It may then be desirable to begin steps, through prescribed channels, to request that you be allowed to report for jury duty at a later time.

Question: When I'm on jury duty, does the University pay me for the days I'm away from work?

Answer: The University pays the difference between your normal salary and the compensation you receive from the court. You endorse the pay check you get for jury duty to the University and give it to the payroll department. Payroll will then issue you a pay check covering your full University pay for the time you were absent on jury duty.



Fifteen new campus police officers were commissioned on April 2. The names of the new officers are: (alphabetical order) Jane M. Curry; Angel De Jesus; John W. Dougherty, Jr.; Steven E. Heath; Leonard W. Jones; Richard J. McBrearty, Jr.; Nora Nelle; Thomas J. Oettinger; Lawrence W. Richards; Lawrence J. Salotti; Leo Santiago, Jr.; Samuel L. Singer; Frank J. Surotchak; Joseph Wilkins, III; and William W. Wood. A wine and cheese reception followed the administration of the oath.

Faculty Club Celebrates 20th Anniversary on May 7

The pop of champagne corks will provide the background music for a celebratory dinner when the University Faculty Club marks its twentieth anniversary on May 7. Established in 1958 "to advance the interests of the University of Pennsylvania and its schools, departments, and committees by providing a place for meeting to facilitate University business, and by promoting acquaintance, fellowship, cohesiveness, cooperation, and communication among the members of the University's faculty and administrative officers," the Faculty Club proves that business can be mixed with pleasure. For more information about the dinner and to learn how you can join if you are not now a member, call the club office at extension 4618.



We'd Like to Remind You

Performance reviews for office, technical, and other support staff should have been completed by the end of March and sent to the assistant director of personnel relations in your school or to the director of personnel planning, 737 Franklin Building, 16.

If you have not yet sent your performance reviews for administrative staff to 737 Franklin Building, this should be done before they get lost, spindled, or otherwise mutilated.

Memorial Day will be observed as a holiday on Monday, May 28. University employees who work in HUP must observe the hospital regulations regarding holidays.

University Employees who Work in HUP Follow Hospital Hours

During the snowstorms of last winter, when the University was closed but HUP was not, a number of University employees assigned to work in the Hospital asked whether they should report to work. The answer to this question is yes; everyone who works in HUP must abide by the policies of the Hospital with respect to hours of work. The snow code numbers, 102 for day classes and offices and 2102 for evening classes, apply only to the University. The policy covering standard work hours follows:

301. Standard Hours. The regular schedule of daily hours at the University is 9:00 a.m. to 5:00 p.m., Monday through Friday, with a one-hour lunch period.

Personnel engaged in certain activities may be required to follow schedules which are different from regular University hours. Such departures from the prevailing work schedule are communicated to the Office of the Executive Director of Personnel Relations after approval by the appropriate Responsibility Center Head and to the employee at the time of his/her employment.

Hours for persons who have special problems with prevailing schedules may be adjusted on an individual basis with appropriate departmental approval.

University employees assigned to work in the Hospital of the University of Pennsylvania are governed by the policies of the hospital with respect to hours of work.

Hours of work for employees in collective bargaining units are governed by the terms of their respective labor agreements and the prevailing practices thereunder.

Twenty-Five Year Club Feted on April 30

On Monday evening, April 30, over three hundred staff members will gather at the Faculty Club to celebrate their twenty-five years and more of working at the University. Each year Penn recognizes its long-service employees with a cocktail reception and dinner. A special welcome will be given to the forty-five people who join the club this year; they will be presented with the Twenty-Five Year pin.

Established in 1956 by President Gaylord P. Harnwell "to bring together in one organization all persons who have served the University of Pennsylvania twenty-five years or more, to promote esprit de corps and a better understanding among the various classifications of such personnel, and publicly to recognize those who have given loyal and devoted service to the University over a quarter of a century or more," the Twenty-Five Year Club is a congratulatory organization with no dues. Its annual events are the dinner and an election of officers.

University employees who have worked for twenty-five years are automatically made members. People who have been affiliated with the University for this period of time, but who may not have spent all or even any of that time as employees may be elected as honorary members.

This year's dinner will include retired as well as active members of the University community. Some members began working as early as 1912! Current club officers are Professor of Statistics Morris Hamburg, chairman, Una Deutsch, chairwoman-elect, and Marion Pond, secretary. If you have not yet received your invitation to the dinner, contact Miss Pond at extension 6811.