

# Almanac

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## Health Schools Face Decreased Federal Aid

A 20 percent cut in federal capitation funding for health schools has resulted in a loss of \$422,000 in federal aid to the University's health schools for the fiscal year 1980. Asserting that the shortage of health care professionals has ended, President Jimmy Carter and Secretary of Health, Education and Welfare Joseph Califano favor the elimination of all capitation funding; the decreased appropriation recently passed by Congress represents a compromise. Previously, the federal government had encouraged the expansion of health school admissions by allotting qualified schools a subsidy based on the number of students enrolled and to be used as unrestricted funding.

The medical school's assistant dean for resource management, Harry Halley, said that Penn's medical school will distribute its \$182,000 loss over the individual departments and projects which receive support from the dean's office. Each department will be asked to balance its loss of capitation funds by reallocating available resources. The decreased capitation grant will account for approximately four percent of the medical school's unrestricted funding in fiscal year 1980, one percent less than in the 1979 fiscal year.

The dental school's assistant dean for student affairs and resource management, James F. Galbally, said that the dental school, which will lose approximately \$200,000, will compensate by deferring hiring decisions and by depending more heavily upon grant funding for faculty salaries. At the time that the capitation cut was announced, the dental school had already projected a 10 percent tuition increase for the 1979-1980 school year; no further increases are anticipated, according to Galbally. The capitation grant provided approximately 10 percent of the dental school's unrestricted funding for the 1979 fiscal year; it will account for approximately eight percent in the 1980 fiscal year.

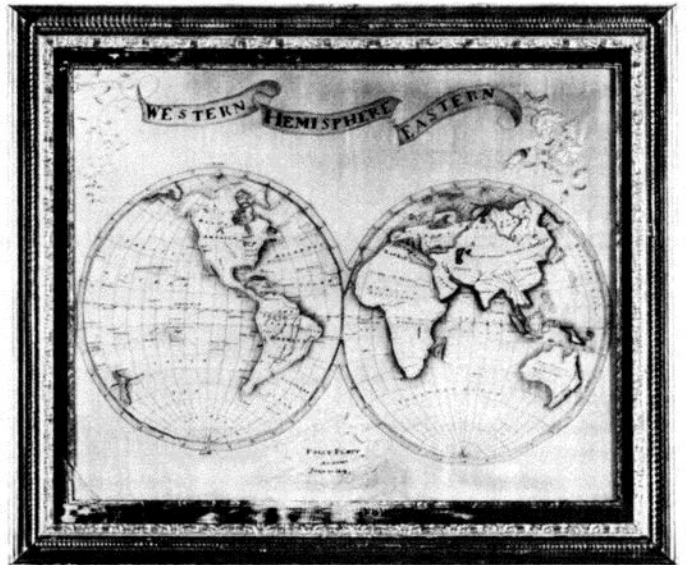
While the veterinary school's capitation grant was much smaller per student than the medical and dental school grants, the loss of \$60,000 increases the pressure on that school's already strained budget. Dean Robert Marshak expressed concern over the school's ability to balance its budget in the absence of increased state aid. The school has been forced to raise tuition for next year by close to 9 percent and to leave faculty positions unfilled.

W. J. Hickey, executive assistant to the vice-president for health affairs, said that the nursing school also faces losses of federal revenue.

## Manning Appointed Legal Officer

Provost Vartan Gregorian and Faculty Senate Chairman Irving B. Kravis have announced the appointment of James H. Manning, Jr., as the legal officer for the faculty grievance machinery. The independent legal officer is mandated by the faculty grievance procedure adopted by the Faculty Senate last fall (see *Almanac*, November 21 and December 5, 1979). According to the procedure, the independent legal officer will "assist the commission in its work" by relieving the panel, grievant and respondent of the burden of assembling documentary evidence.

Manning is associate professor of law at Villanova University School of Law. He received his undergraduate degree from Cheyney State College and his law degree from the University of Pennsylvania Law School. He has clerked for Judge A. Leon Higginbotham, Jr., and served as assistant United States attorney for the Eastern District of Pennsylvania and as principal trial attorney with the Philadelphia Office of General Counsel, Equal Opportunity Employment Commission.



Early American samplers such as the one pictured will be on display at the annual University Hospital Antiques Show, April 24 through 28 at the 103rd Engineers Armory, 33rd Street north of Market.

## Trustees Set Open Hearing on South Africa

The Trustee Committee on University Responsibility has scheduled an open meeting on the subject of investments in South Africa for Monday, April 30, 1 to 4 p.m. in the Wistar Auditorium. Anyone wishing to address the committee should call Matthew Hall, associate general counsel, at Ext. 7660. Excerpts from the open meeting on South African investments sponsored by the committee and the Council Steering Committee on February 26 appeared in the April 3, 1979 *Almanac*.

## A-1 Assembly Election Slated for April 26

The A-1 Assembly has scheduled its annual election for Thursday, April 26, 3:30 p.m. in the Nursing Education Building, East Auditorium. As *Almanac* goes to press, the candidates have not been selected; they will be announced on April 26. The assembly's present officers are Robert Ferrell, chairman, and Ruth Hugo, secretary. Nicholas Constan will serve as president and Virginia Scherfel as secretary for 1979-80. Executive Committee members whose terms run for another year include Kristin Davidson, Anthony Merritt and Joan Gotwals.

## Faculty Senate to Meet on April 25

The regular spring meeting of the Faculty Senate will take place on Wednesday, April 25 in Room 200, College Hall, 3-5 p.m. The agenda includes the Wharton School proposal for two untenured full professorships (see *Almanac* November 7 and December 12, 1978), admissions guidelines, University and Benjamin Franklin Professorships and changes in Senate rules.

## Faculty Grievance Hearings List Announced

At long last the new faculty grievance machinery is completely in place. In an earlier issue of *Almanac* (March 6, 1979) the appointment of Professors Sol Goodgal (medicine), Robert Summers (economics) and James H. Walter (finance) as past chair, chair and chair-elect, respectively, was announced. In this issue

(Continued on page 7)

# Faculty Compensation

In the accompanying table, the compensation per faculty member over the period since 1972-73 is tabulated with data relating to tuition and fees, consumer prices and per capita personal income. The period includes all the years for which the administration supplied data on faculty compensation in response to my request for comparable information for a period going back about 10 years.

Taking into account the projected salary increases for the academic year which will begin on July 1, 1979, average compensation will have increased by 60.1 percent over the period between 1972-73 and 1979-80. If the last two years are excluded and only the years for which all data are available are considered, compensation per faculty member increased 39.8 percent between the years 1972-73 and 1977-78.

How shall we assess this record? Concern has been expressed in some quarters that a larger than planned rise in tuition and fees for 1979-80 was occasioned by pressures from the faculty for an average increase in salary of 7 percent rather than the 6½ percent that had been planned.

There is no fully satisfactory way to judge the equity or inequity of the income level of any particular group. Nevertheless, it may be worthwhile to consider the possible criteria that might be applied in assessing Penn's faculty salaries.

## The Test of the Market

An economist can be expected to come very quickly to the test of the market. While no ethical implication can be attached to the levels of wages set in the marketplace, competitive markets provide at least an impartial determination of wage levels. One of the difficulties with this test is that faculty members do not come in standardized packages, and to a considerable degree quality will adjust to the salary paid. The University of Pennsylvania would be able to attract its full complement of faculty whether salaries were higher or lower than they are now. The quality of the faculty attracted would be adjusted to the level of compensation. The market test would appear to be met at various salary levels.

Rankings purporting to show that the average level of compensation at the University of Pennsylvania is among the highest in the Ivy League, most recently cited by President Meyerson in *Almanac* on March 27, 1979, do not provide a reliable guide to the relative salary levels of Penn faculty members. The reason is that the mix of disciplines represented by the Pennsylvania faculty includes a much larger proportion of high-salaried professional school faculty than is the case for the other universities. (The data cited exclude medical school faculty but include faculty in other professional schools such as law and dentistry.) The proper comparison of faculty salaries in different universities should standardize for the mix of disciplines. It is very doubtful that Penn's humanities professors, for example, receive the third highest salaries in the Ivy League, outstripping those of Chicago, Yale and Princeton, among others.

From a broader standpoint, the test of the market seems clearly to indicate that the salaries of the American professoriate relative to the rest of the nation are likely to decline. Two observations are in order with respect to this point. The first is that, as far as I have been able to sense from the knowledge I have of the market for economists and from the glimpse I obtain of the markets for other academics, the competition for outstanding academic talent is still keen. It does not seem to me to have become appreciably easier for us to recruit candidates of first choice. In many though not all fields, the weakening of academic markets seems to be bypassing the top *tranche* of the supply of academics that a university like Pennsylvania is most eager to attract.

Secondly, for the nation as a whole this may be one of the cases where wise public policy should not accept a market outcome. A

decline in the attractiveness of academic work will have far-reaching effects on the future quality of American education. This prospect should give pause even to the pragmatist, since it is likely also to have an adverse effect on scientific endeavor. There is substantial evidence that technological leadership is passing to other countries. One of the few things that public policy can effectively do to bolster the production of new technology in the United States is to support education and research in science and engineering. From the standpoint of higher education, further aid to one part of the educational establishment is likely to have benefits for the others.

## Equity in Terms of the Rest of the Country

It is of some interest also to compare the increase in the compensation per faculty member with the average per capita income in the nation as a whole. Over the period between 1972-73 and 1977-78 the percentage increase in Penn faculty compensation was nearly 30 percent less than the percentage of increase in incomes in the nation as a whole (39.8 percent increase in faculty compensation compared to 56.2 percent increase in per capita personal income). These comparisons are in terms of current dollars, so they do not take account of changes in the purchasing power of money. Allowance for price changes converts the 56.2 percent rise in per capita personal income in the nation as a whole to a real increase of only 5.7 percent, but for the faculty real income has *decreased* by 5.3 percent.

## Equity within the University

I do not have data on the incomes of the families of students, but it is probably not far off the mark to assume that the family income of our students increased at about the same rate as the national average. On this basis faculty compensation rose by nearly 30 percent less than the incomes of the families of our students.

The rise in tuition and fees during this period was 48.3 percent; this was less than the 56.2 percent increase in per capita personal income<sup>1</sup> but more than the 39.8 percent increase in the compensation of faculty members.

## Faculty Compensation and Related Data

	(1) Compensation Per Faculty Member	(2) Tuition and Fees	(3) Consumer Price Index	(4) Per capita Personal Income
1972-73	23,000	3000	129.2	4758
1973-74	24,297	3165	140.4	5226
1974-75	27,203	3450	154.4	5664
1975-76	28,970	3790	165.8	6148
1976-77	29,845	4125	176.0	6733
1977-78	32,163	4450	190.7	7432
1978-79	34,070	4825		
1979-80	36,834	5270		

## Percentage increases:

1977-78/ 1972-73	39.8	48.3	47.6	56.2
1979-80/ 1977-78	14.5	18.4		

Sources:

Cols. (1) & (2): University administration

Cols. (3) & (4): *Economic Report of the President*, January 1978 (Washington, D.C.) and *Survey of Current Business*, February 1979.



It is true that increases in the compensation of the faculty have to be financed in part at least by increases in tuition and fees<sup>2</sup>, but the record does not warrant any resentment on the part of students. This is true both for the period as a whole and for the changes in tuition and fees and faculty compensation that have just been announced. The rise in tuition and fees for 1979-80 is 9.2 percent over the previous year as compared with a rise in faculty compensation of 8.1 percent.<sup>3</sup> While no one knows for sure what the changes will be in per capita personal income in the nation as a whole or in the consumer price index, there is every indication that the pattern of the past will be repeated. That is, the rank order of increases (from high to low) will be the family income of students, tuition and fees, and compensation for faculty members. The consumer price index is very likely to increase by around 10 percent, thus again reducing the real income of the faculty.

Part of the reason given for holding the salary increases to 7 percent despite the larger increase in consumer prices was the president's wage guidelines. If, as seems likely, the president's 7 percent limit is breached, Penn's academic salaries should be

reconsidered in the coming months. The time has come for the University of Pennsylvania and other institutions like it to put a stop to the decline in the real income of the professoriate. To say that faculty salaries must be given a sufficiently high priority so that they at least keep pace with the cost of living is to set a very modest objective.

—Irving B. Kravis,  
Chairman, Faculty Senate

<sup>1</sup>Matters are not very different if after tax rather than before tax personal income is used; the rise in the per capita disposable personal income was 55.7 percent.

<sup>2</sup>In the academic year 1977-78, 56 percent of faculty compensation was financed from unrestricted budgets with most of the balance from research grants. Tuition and fees provided 63.3 percent of the unrestricted budget, and undergraduates accounted for a little over half of the total tuition and fees. Undergraduate tuition and fees thus financed one-fifth of faculty salaries.

<sup>3</sup>The larger rise in compensation (8.1 percent) associated with the 7 percent increase in faculty salary reflects a rise in the cost of the same benefits, not an improved benefits package.

## Guidelines and Integrated Statement of the University Policy on Conduct of Research Programs

### A. Roles and Responsibilities of the University and its Faculty

1. The University accepts as one of its major responsibilities to society the maintenance and support of the programs of its faculty for the purpose of acquiring and disseminating new knowledge in all fields of interest lying within the faculty's competence. Programs of study and research toward this end are carried out by members of the faculty individually as well as in informal cooperative affiliations and also in structured groups having officers with defined responsibilities and authorities.

2. The University imposes no limitation on the freedom of the faculty in the choice of fields of inquiry or the media of public dissemination of the results obtained. It is the obligation of a faculty member to make freely available to his colleagues and to the public the significant results he has achieved in the course of his inquiries. The University expects that individuals and groups will devote their efforts primarily to their fields of particular professional competence and that they will assume full responsibility in the public dissemination of their results through appropriate media to ensure their maximum utility and to minimize the propagation of error.

### B. Implications of these Roles and Responsibilities for Externally Sponsored Research Programs

1. Research programs sponsored by individuals or organizations outside the University often involve participation by the corporate University as party to a contract or as administrator of granted funds. In this context, the correlative roles and responsibilities of the University and its faculty members imply that the University should participate in this manner when the purpose of the research program, from the point of view of the faculty member investigator, is academic—acquiring and disseminating new knowledge. Moreover, if the University is to avoid limiting the freedom of its faculty in the choice of fields of inquiry or the media of dissemination, it can best make the decision as to its participation by reference to a standard of normal academic procedure—whether the purpose of the research program is to produce results to be publicly disseminated in a manner usual in the particular field. This reference to normal academic processes in the relevant discipline permits the University scrupulously to avoid any regular institutional judgment as to the choice or validity of

subjects for or methods of investigation. It does this by—and as a means of—placing complete reliance upon the free choice of its faculty members. It thus posits and requires the independence of its faculty members and their research decisions from control or pressure. It seeks to maintain that independence even from University supervision because of the fundamental belief that the essential functions of a university can only be accomplished by freely permitting capable scholars to follow the hunt for truth wherever it seems to them to lead.

2. Research projects carried out under contracts or grants generally involve substantial participation of graduate students in degree-related research. It is desirable that they should do so, and indeed such furtherance of graduate and postgraduate education is an additional indication of the academic purpose of a project. The standard of free publication is no less fundamental to these educational purposes.

3. It is recognized as well that the expertise represented by the faculty and staff of the University may be called on from time to time to undertake activities which are applications of prior knowledge rather than the acquisition of new knowledge. Such projects, especially when they serve a clear public interest, are also a proper function of the faculty and University provided that they constitute at any given time (apart from a national emergency) no more than a small fraction of the scholarly effort of the University and faculty.

4. In its role as the beneficiary of gifts as well as the recipient of grants and contracts, the University must preserve the right to accept only that support which does not in any way compromise the freedom of inquiry of its faculty, the integrity of its scholarship or its commitment to nondiscrimination.

### C. Guidelines

The guidelines take cognizance of three types of external financial support and are based on divergent review procedures appropriate to each. Grants and contracts from domestic sponsors will share with those from foreign sponsors a common assessment of academic worthiness by those members of the University community best able to fulfill this function. Foreign-sponsored grants and contracts will then be subject to a special review of the coordinator of international programs and where appropriate by the Committee on International Programs prior to final approval. Gifts, whether from foreign or domestic sources, will be reviewed by the provost to determine whether they will have an impact on

academic programs of the University. The details of these reviews as well as the rationale for the decisions to be made follow:

### **1. Academic Evaluation**

The purposes to be served must be academically worthy, in accord with the needs and priorities of the University, and not impediments to the achievement of other academically worthy aims or programs.

Gifts to the University will be reviewed and evaluated by the provost to determine whether their overall impact on the University is favorable or detrimental.

Proposals for grants, contracts and other cooperative agreements must be approved by the appropriate department chairman, the dean of the school and the vice-provost for research acting for the provost. Where such programs lie outside the normal departmental or school structure the vice-provost for research has a special responsibility to consult with the Committee on Research. If the University is to avoid limiting the freedom of its faculty in the choice of fields of inquiry or the media of dissemination, approval cannot be denied if the proposed research follows the standard of normal scholarly procedure in the relevant discipline and if the proposal is in accord with the academic plans of the University.

### **Implementation and Administration**

Responsibility for the execution of University policy and the decisions as to compliance with this policy is delegated to the vice-provost for research, who acts with the advice of the Council Committee on Research.

It is the duty of the vice-provost for research to submit for consideration by that committee any proposed research contracts or grants which may raise any question of possible non-compliance with the University policy. In addition, any officer of the University whose office requires him to approve or sign a contract or grant may request the vice-provost to submit a project to the committee for its consideration; the vice-provost shall submit to the committee any project or project proposal as to which such a request is made. In addition, the vice-provost shall routinely submit to the committee any proposed contract or grant which may involve agreement, understanding or reasonable anticipation that (a) any of those working on the project will be required to have or receive the "clearance" of anyone outside the University (whether government or private) for employment on the project or for access to material relevant to it, or (b) that the investigators will feel called upon to submit the results of their research for clearance by anyone outside the University (whether government or private) prior to submission for publication.

Such reference to the faculty committee, and committee consideration and recommendation regarding a project, shall precede any commitment, formal or informal, for University participation. The committee may at any time review an existing contract which may present a substantial question of conformity with University policy and recommend appropriate action.

In order to carry out its responsibilities, the committee may undertake such inquiry as may be necessary to satisfy itself regarding any question of conformity to University policy. In accord with the objective that the freedom of inquiry shall never be abrogated, the committee shall in no circumstances consider the validity or soundness of the subject matter of any research project submitted for consideration.

Though they may, of course, choose what they will support, funding agencies are not permitted to occupy any supervisory or directing role in the progress and development of research at the University or to exercise influence on the manner in which research data are obtained or evaluated or on the conclusions to be reached. This is without prejudice to the University's right to invite outside advice on its operations. When the agency financing a research program is also the source of data necessary for its pursuit, then this rule becomes particularly sensitive, and its operations should be closely scrutinized by the investigator concerned and by appropriate faculty committees and administrative officers.

### **2. Sponsor Identification**

- a. The University requires open identification of the actual

sources of funding for all sponsored programs and will so advise potential sponsors at the time a proposal for funding is submitted. In order to assure adherence to this principle, the Office of Research Administration will make public at regular intervals the sources of support for each program, which will include a title, name of sponsor, name of principal investigator, period of agreement and funding amount.

- b. No donor or grantor shall have control, direct or indirect, over a program or project beyond that implied by mutually agreed upon requirements for financial accountability and preservation of the donor's or grantor's rights in data and/or patents. The terms of the gift, grant or contract shall clearly reflect the true relationships of the parties.

### **3. Academic Freedom and Nondiscrimination**

No conditions may be attached to the gift, grant or contract that would in any way jeopardize the University's commitments to the principles of academic freedom and nondiscrimination.

### **4. Dissemination of Results**

- a. Other than in exceptional circumstances described hereafter, the University as a corporate entity will accept and administer research agreements only for projects whose primary purpose is to produce results which will be freely available and publishable in the manner accepted in the relevant discipline. All agreements for research projects should clearly state that faculty investigators retain full and free rights to determine what they will publish. These publications may suitably protect the identity of the sponsor and its proprietary or confidential input data according to normal standards of professional ethics. It is also understood that the terms of an agreement may require the preparation of privileged reports to the sponsor so long as the principal purpose of the project is the generation of results that are freely publishable.

- b. The University may permit delay (normally not to exceed three months) but *not* denial of publication for the following reasons:

1. if a project involves use of privileged input data of the sponsor;
2. if a project is only one task or element of a larger program, and release of results must be coordinated with others; or
3. if a project involves the development of an invention which may be patentable.

### **5. Personnel Policy**

- a. Any academic appointment supported by gifts, grants or contracts shall be made in accord with established University procedures. Procedures and criteria for the appointment of academic staff are crucial to the independence of the University. No part of this responsibility can be surrendered to, or shared with, an external agency. The University will not accept any arrangement whereby an outside agency may place or appoint faculty members or others who play a role in the formulation of academic policy at the University.

- b. If any person should be nominated for any position on the campus as a result of his connection with, or designation or suggestion by, an outside agency, that appointment must pass through all normal procedures applicable to that position; throughout those procedures full disclosure shall be made of the individual's relation to the outside agency. Academic merit shall be the primary and dominating criterion for such appointment.

- c. No outside agency shall have the right to determine that particular individuals employed by the University shall be excluded from participation in work which does not involve privileged information.

### **6. Financial Obligations and Risks**

Acceptance of the gift, grant or contract should entail no University financial obligations in the present or any time in the future except those known and judged to be worth the expenditure or financial risk. The vice-president for budget and finance, the general counsel of the University as well as the office of research administration shall be consulted where appropriate to assure that this condition is met. Final approval of any proposal which presents uncertain risks shall rest in the office of the provost.



## 7. Contracts with the Federal Government

a. The above principles apply with equal force in relation to all outside agencies. Agencies of the federal government are of particular importance because of the magnitude of their support of research, their relations to political, military and economic problems and their importance to health and general welfare. The engagement in appropriate roles of faculty talent on the great problems that confront our society and government is surely in the interest of us all.

b. The breadth of its responsibilities and the extent to which government must operate through formal structures of laws and regulations inevitably produce rigidities with more pervasive impact than can be expected from other agencies. Its machinery for guarding its military and other secrets, the system of security classification and clearance, is thus far more elaborate and ramifying than any other body's; it alone employs full-scale investigation and advance official designation of individuals eligible to deal in any way with such material. When combined with the scale and scope of government research activities, these procedures pose a special problem for the University, particularly since in the course of their normal academic activities, some faculty members may require access to classified data.

c. The system, practiced by a few of our sister universities, more properly treats the problem as a matter of individual access to information. Under it, university personnel who wish and require classified information, obtain it by direct arrangement with the interested agency, often as cleared and unpaid consultants. They may write any classified reports strictly in this individual capacity. The contracts that support their academic research are entirely independent of this individual arrangement and are completely unclassified. The university is thus freed from involvement in faculty clearance, clearance of officers, clearance of students and from classified theses and reports. Problems of restrictions on scholarly enterprise and output on security grounds therefrom seldom arise. Since the system described above has decided advantages for the academic community, it shall be the policy of the University of Pennsylvania. In implementation of this policy the following rules should be observed:

1. University personnel and students who determine that they require access to classified data for the more effective pursuit of their academic research may, as individuals, apply for and receive security clearances and therefore become individually responsible legally for classified data under applicable federal statutes. In their individual capacity they may prepare classified or restricted reports for sponsoring agencies. Faculty members are urged to make this decision with great care since it is clear that restrictions of their ability to communicate freely with colleagues, research students and classes may result in their diminished participation in the academic community.

2. The University will in no event require or suggest that any faculty member, student or academic or other policy-making officer obtain government security clearance, nor will it exercise any initiative in seeking clearance for any such person; it will not be a party to imposing any disadvantage upon any such person because he seeks, or refuses to seek, or fails to secure security clearance (and will, indeed, seek to minimize any such adverse effects from others).

3. In view of the foregoing policy on publishability and rule on security clearances, the University does not accept contracts or grants that carry or may be reasonably expected to acquire formal security notification. Officials of the University no longer have a "need to know" the detailed content of any classified input data received by individually responsible professors nor any responsibility in the administration or execution of classified contracts.

## 8. Contracts with Commercial Organizations

a. The University feels that it is desirable for members of its faculties when they so wish to collaborate with commercial and industrial concerns in appropriate investigative work. The special circumstances of such collaboration, however, require the

following rules in addition to those generally applicable to externally sponsored research programs:

1. All such contracts must be approved by the chairman of the department and dean or director of the school, and by the vice-provost for research, who must be convinced of the good faith of the commercial firm.

2. It is the responsibility of department heads to insure that work of this character is not permitted to become of such magnitude as to give an unduly commercial aspect to the activities of their department.

3. No publicity by the commercial firm is to be given to the results of the work without approval of the University. All advertising or publicity matter based on an investigation at the University of Pennsylvania is subject to the approval of the head of the department in which the work is done, the dean of the school and the vice-provost for research insofar as the advertising or publicity material refers to or is an interpretation of work done at the University.

4. The name of the University of Pennsylvania is not to be used in advertising or publicity material unless authorized by the president. The names of the investigators are to be mentioned only in literature references.

5. Reprints of such publications as result from collaborative work are to be distributed by the University and not by the firm.

b. If relevant investigations sponsored by the firm are previously in hand in other schools or institutions, the nature and extent of these undertakings must be known by the University prior to the acceptance of collaborative work in the same field between the University and the firm. Likewise, if in the course of the investigation the firm should wish to enlist the assistance of another school or institution and to undertake related lines of investigation of the same problem, the University should be apprised of this intent and consulted in connection with it should the firm wish the work in progress at the University of Pennsylvania continued.

## 9. Foreign Sponsors and Donors

a. Foreign sponsors and the University will jointly sign a statement indicating compliance with the nondiscriminatory policy of the University. The statement, a copy of which is appended, will indicate that the University will accept no limitations on its policy of nondiscrimination according to race, religion or sex in any agreement in which University personnel participate.

b. For agreements involving foreign sponsors a separate review is indicated following its approval for academic worthiness by the appropriate members of the academic community. Academic programs must be distinct from parochial or ideological advocacy. Every effort should be made to provide representation to the full range of responsible academic opinion in a given field. Faculty in a particular discipline should represent fairly the diversity of methodologies and approaches within the field. Foreign donors should be informed fully and explicitly of the commitment to scholarly diversity. Following, or concurrently with their approval for academic worthiness, proposals involving foreign sponsors will undergo an additional review by the Coordinator of International Programs. If in his opinion there are among these proposals any which by their failure to abide by the guidelines indicated in this document may create problems, they will be referred to the Council Committee on International Programs for more detailed consideration and determination. Those programs not so designated will be subjected to further review only when, as specified below, formal objections are registered.

c. The coordinator will publish in *Almanac* the following information on all proposals involving foreign sponsors:

1. Sources of support
2. Name of sponsor
3. Name(s) of principal investigator(s)
4. Period of agreement
5. Funding amount
6. A brief outline of the project.

d. The listing will be accompanied by an announcement that the listed proposals will be available for inspection in the coordinator's

office and by an invitation to any member of the University community to contact the coordinator's office within two weeks of its appearance for registration of objections to any of the programs so indicated. Objections will be stated in written form with full documentation and will be forwarded to the coordinator.

e. A written response to the objections will be prepared by the proposers of the project. The coordinator will forward this response to the initiators of the objection and to the Council Committee on International Programs. In the event that the objecting parties are not satisfied with the response they will, upon request, be granted an appearance before the Council Committee on International Programs if, in the judgment of that committee, their objections have not been adequately answered. The committee will base its judgment on the compliance of the proposed project with the above guidelines. Its decision as to the acceptability of the project will be forwarded to the provost in conformity with its advisory function, and said decision will be reported in *Almanac*. The appeal procedure must be completed within one month of the initial announcement of the proposal in *Almanac*.

#### 10. Exceptional Public Need

Exceptional circumstances may arise when the urgent needs of the local, national or international community uniquely call for a University research project whose primary aim is service rather

than contribution to general knowledge. In such circumstances the University may participate in contract or grant arrangements not otherwise acceptable under University policy, but only upon approval by the president of the University after consultation with the departments involved and with the consent of the Committee on Research. That committee shall periodically review these arrangements. Only in a national emergency proclaimed by the president of the United States shall the aggregate of such contracts or grants in a particular department or school constitute an appreciable portion of total research contracts and grants in that department or school.

### Appendix

#### Statement of Compliance with Nondiscrimination Policy

The undersigned agree that in the course of fulfilling the agreement accompanying this statement they will practice no discrimination on grounds of race, religion or sex with respect to University members. Any such discrimination will be regarded as a breach of the agreement and will render the agreement void.

—*Ad Hoc Committee on Research Guidelines*

William M. Ayers; Alexander M. Capron; Peter J. Conn; Jean Crockett; Leigh Lisker; Peter M. McCleary; Franklin C. Southworth; Donald C. Wright; Howard M. Myers, co-chairman; Walter D. Wales, co-chairman

## Speaking Out

### Job Postings

*To the Editor:*

The Coordinating Committee of the A-3 Assembly has been made aware of a situation at the University which is causing much concern among its employees—in particular, the long-term employees.

It appears that long-term, loyal A-3 employees, who have spent many years working for the University, have been displaced when new administrators or department heads, or those who have been promoted into higher positions, select or bring with them their own secretarial and/or clerical staffs, thus causing involuntary transfer of the present staffs. This does injustice to any employee who must transfer or relocate in this way, but a particular hardship is placed on the employee who has devoted many years to the attainment of higher rank and salary who then must search for an equivalent position elsewhere. It is rarely possible to find an equivalent position, and the employee must settle for something less, or in some cases, unemployment.

*Available positions are often not posted through the personnel office, and*

*many times positions are filled from within the department without prior publication of their availability. Thus, no opportunity is provided for qualified employees to interview for the senior positions.*

The committee certainly recognizes the right of top administrators to choose their own staff. We believe, however, that the rule that all job openings be posted should mean "posted in sufficient time to allow qualified interested persons to apply," and we urge that this rule be strictly adhered to. Further, we firmly believe that the personnel office has a strong obligation to work diligently to help the displaced person to relocate in a position as close in rank and salary to his/her former position as possible. Top priority should be given to this task.

We invite anyone who has experienced this situation to come to one of our meetings to discuss it. Please contact Mrs. Una Deutsch, Ext. 8456, for details.

—*Coordinating Committee of the A-3 Assembly*

*Gerald Robinson, executive director of personnel relations, responds:*

From time to time, changes in faculty or administrative posts, as well as staff

reorganizations, create the need for transferring employees to other University positions. Often the process of matching people and jobs takes time, and this is particularly true with those who have special skills or special requirements of their own. In each case, the personnel department takes responsibility for guiding the individual through the reassignment process. Employees with long service frequently are maintained in pay status even after regular benefits terminate; short-term assignments are made for interim periods; benefits are continued during these periods. In short, everything reasonable is done to assist employees who must relocate.

Before any job can be posted it must be given careful scrutiny by the Hiring Review Committee. Only after approval has been granted by that committee can it be posted; and at that point it must be posted. We are often aware of (and certainly encourage) promotions within departments, but job openings are posted faithfully each week, and careful records of placements are maintained.

The suggestion that long-term employees are not given very special treatment, and that job openings are not being posted, is not supported by the facts.

*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; Curtis L. Barnes, director of communications services; 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.

## News Briefs and Bulletins

(Continued from page 1)

Provost Gregorian and I are able to inform the faculty of the appointment of James H. Manning, Jr., as the legal officer. The other major component of the grievance machinery, the Hearings List, appears below.

The provisions of the grievance machinery may be found in *Almanac*, November 21 and December 5, 1978. Faculty members are reminded that grievances should be submitted to Professor Robert Summers, chair, Faculty Grievance Commission, 329 McNeil/CR, with a copy to the provost.

—Irving B. Kravis,  
Chairman, Faculty Senate

### Hearings List for the Faculty Grievance Machinery

- \*\*\*Roger M. A. Allen (Oriental studies)
- \*\*Lucy E. Creevey (city and regional planning)
- \*\*Ahmet Evin (Oriental studies)
- \*\*\*Lucienne Frappier-Mazur (Romance languages)
- \*\*\*Lila Gleitman (education)
- \*\*Ellen Golub (English)
- \*\*William R. Graham (engineering)
- \*\*William Hanaway (Oriental studies)
- \*\*\*Robert Hanna (landscape architecture)
- \*Arleigh Hess (economics)
- \*\*Edward Irving (English)
- \*Anne Keane (nursing)
- \*\*Leena Mela (medicine)
- \*\*Wallace Miller (radiology)
- \*Phyllis R. Rackin (English in general honors)
- \*\*\*Peggy Sanday (anthropology)
- \*\*Carroll Smith-Rosenberg (history)
- \*\*\*Cecil Striker (history of art)
- \*\*Bernard Wailes (anthropology)
- \*\*Roger H. Walmsley (physics)
- \*\*\*Joseph R. Washington (religious studies)
- \*\*\*James Wheeler (medicine)
- \*\*\*Oliver R. Williamson (political science)
- \*\*\*Ernest Wilson (political science)

\*Term expiring September 30, 1979

\*\*Term expiring September 30, 1980

\*\*\*Term expiring September 30, 1981

### For the Record

In the April 17 issue of *Almanac*, one of the eight University recipients of Guggenheim awards was incorrectly listed as Dr. Robert T. Towers. Dr. Robert T. Powers, professor of mathematics and physics, will pursue studies in functional analysis and mathematical physics. We regret the error, one which we inadvertently exacerbated by repeating the misspelling contained in our source material.

### A-3 Assembly Election Scheduled for May 22

The seventh annual A-3 Assembly elections will take place on Tuesday, May 22, 1979. All A-3 employees are eligible to vote. The assembly invites nominations for the A-3 Coordinating Committee. Send candidate names by May 1 to Harry Hance, Room 12, Veterinary School/H1, or Inga M. Larson, Room 105P Franklin Building/16.

### Concert Recognizes Constant Vaucrain

The music department presents a concert of recent music by Dr. Constant Vaucrain of the music department in honor of his retirement after 32 years at the University on May 1 at 8 p.m. in the Harold Prince Theater of the Annenberg Center. The program features premieres of *Chronologue* for soprano and piano, *Trio* for violin, cello and piano, *Accompagnement to a Vision* for solo piano and *Phoenix* for piano, percussion and strings. Admission is free.

### Bookstore Autographing Set for April 26

The University Bookstore welcomes Donald L. Barlett and James B. Steele, authors of *Empire: The Life, Legend and Madness of Howard Hughes*, at an autographing there, April 26, 4 to 6 p.m.

## Openings

The following listings are condensed from the personnel office's bulletin of April 17, 1979. Dates in parentheses refer to the *Almanac* issue in which a complete job description appeared. Bulletin boards at 13 campus locations list full descriptions. Those interested should call personnel services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. 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

Accountant III (two positions) (a) (1-16-79); (b) (3-27-79).

Assistant Basketball Coach (4-10-79).

Assistant Director, Personnel Relations (4-3-79).

Assistant Football Coach (3-6-79).

Assistant Manager (3-20-79).

Associate Development Officer I raises funds for FAS, works on NEH challenge grant and organizes mailings and publications. B.A. or equivalent experience, three years' fund raising experience. \$11,525-\$16,125.

Business Administrator II (4-3-79).

Curriculum Coordinator (11-21-78).

Director (3-27-79).

Director of Administrative Affairs (3-27-79).

Director of Admissions (School) (1-16-79).

Director, Computer Center (12-12-78).

Junior Research Specialist (five positions) (a) (10-31-78); (b) (3-20-79); (c) (4-17-79); (d) sets and maintains tissue, amniotic fluid and skin cultures, harvests cultures and prepares chromosomes (M.S. with one year's experience); (e) assists with biochemical experiments, prepares and purifies membrane components, performs assays (B.S. in chemistry, biochemistry or biology, research experience). \$9,275-\$13,000.

Manager (4-10-79).

Programmer Analyst II (1-16-79).

Research Coordinator implements research projects, analyzes data, counsels families in tracheotomy care. R.N. with five years' experience in research, pediatric care, counseling and operation of technical equipment. \$11,525-\$16,125.

Research Dietician (12-12-78).

Research Immunologist (2-27-79).

Research Specialist I (three positions) (a) (see support staff—4-3-79); (b) (4-10-79); (c) performs microbiological experiments with bacteriophage T4, analyzes recombinants. M.S. in the biological sciences, background in information sciences. \$10,050-\$14,325.

Research Specialist II (three positions) (4-17-79).

Research Specialist III (two positions—4-3-79).

Senior Administrative Fellow (12-12-78).

Senior Research Coordinator (3-20-79).

Staff Nurse (two positions) schedules appointments, interviews patients, assembles and maintains patient records. Clinical experience with cancer patients, knowledge of current melanoma research. \$9,275-\$13,000.

Systems Analyst determines users' needs, prepares feasibility studies and programming specifications. B.A. with 3-5 years' data processing and two years' systems analysis experience. \$13,250-\$18,575.

Technical Support Programmer (4-17-79).

### Support Staff

Administrative Assistant I (three positions) (a) (2-13-79); (b) (3-20-79); (c) (4-17-79).

Clerk II (2-27-79).

Clerk IV (4-3-79).

Custodian (two positions—3-20-79).

Data Control Clerk (two positions) (a) (3-27-79); (b) (4-17-79).

Driver/Clerk (4-3-79).

Duplicating Machine Operator I (2-20-79).

Editorial Assistant (3-20-79).

Electrical Operator (3-20-79).

Electron Microscope Technician II (3-20-79).

Engineer, Pressure Chamber Operator (see administrative/professional—9-19-78).

Fellowship Assistant (2-27-79).



**Medical/Technical Receptionist** (40 hours per week) answers inquiries, schedules appointments, handles bookkeeping, patient billing, insurance forms. High school graduate, two years' experience. \$7,125-\$8,750.

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

**Programmer II** (3-20-79).

**Psychology Technician I** assists in designing language, cognitive and problem-solving research on chimpanzees, collects data, compiles reports. Two years' experience in animal research, one with chimps. \$8,625-\$11,050.

**Research Laboratory Technician I** prepares biological samples, performs chemical and spectrophotometric analyses and biological assays. High school graduate with some college work. \$6,775-\$8,675.

**Research Laboratory Technician II** (4-10-79).

**Research Laboratory Technician III** (six positions) (a) (2-20-79); (b) (2-27-79); (c) (two positions—3-20-79); (d) (3-27-79); (e) (4-3-79).

**Residence Hall Clerk** (two positions—3-20-79).

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

**Secretary III** (11 positions). \$6,700-\$8,575.

**Secretary IV** (4-10-79).

**Secretary Medical/Technical** (a) (two positions); (b) (4-17-79). \$7,150-\$9,150.

**Senior Admissions Assistant** (3-27-79).

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

**Typesetting Operator** types technical, scientific and mathematical material on AM Varityper keyboard, operates equipment for mass production of letters and reports, helps produce negative film. High school graduate with typesetting experience, knowledge of printing and typesetting terminology. \$7,150-\$9,150.

**Typist I** (4-10-79).

## Part-Time

One administrative professional and 13 support staff positions are listed on campus bulletin boards.

# Things to Do

## Lectures

The Writing Program presents novelist **Carlos Fuentes**, professor of English and Romance languages and author of *The Hydra Head* and *Terra Nostra*, on **Novels and Histories**, April 24, 4 p.m., Alumni Hall of the Towne Building. § Dr. Sharon Bachinski addresses the Geology Seminar on **Trace Element Contents and the Origin of Minettes**, April 25, 4 p.m., 104 Hayden Hall. § The dermatology department's fourth M.H. Samitz Lectureship in Cutaneous Medicine features Rudolf L. Baer, M.D., on **The Langerhans Cell: Historical and Immunologic Aspects**, April 25, 4 p.m. in the Medical Education Building Auditorium. § The East Asian Studies Program presents Dr. Anthony Yu, University of Chicago, on **Translating and Interpreting a Chinese Novel**, April 25, 4 p.m. in the Franklin Room of Houston Hall. § The College of General Studies and the Smithsonian Institution present history professor Alfred Rieber on **The Origins of Modernism in Russia: Art, Poetry and Music**, April 26, 8 p.m. at the University Museum. § Dr. Roberta J. Goldberg discusses **Children's Learning in the Family Context**, April 26 at 2:30 p.m. in the Graduate School of Education Colloquium Series, Room D9/10 of the Education Building. § The Wharton Graduate Alumni Affairs Lifelong Education Seminar sponsors a discussion of **Financial Planning for the Medium and Small Financial Institution** in Boston on April 26. For information call Ext. 8478. § **The Medical Student Research Colloquium** examines the research activities of medical students, April 26, 1-5 p.m., Lecture Room D, School of Medicine. § HUP and CHOP Interfaith Chaplaincy Services sponsor the third annual Elizabeth Baker Moffett Symposium, April 26, 8:30 a.m. to noon, Medical Alumni Hall. This year's topic is **The Child's World: A Developmental Perspective on Health and Illness**. For information call 227-2591 (from campus phones). § The School of Medicine offers a symposium on **Nutrition Update—1979**, April 26 and 27 in Dunlop Auditorium of the Medical Education Building. For information call 227-2089 (from campus phones). § The Society of the College's annual spring program features a panel discussion on **Inside the Soviet Union**, April 28 beginning at 9 a.m. in the Annenberg School Auditorium. For information and registration call Ext. 7811. § Dr. N.G. Nath examines the **Analytical Approach to Investigating Non-Linearity in Physiological Systems** in the Bioengineering Seminar, April 30 at noon, Room 554 of the Moore School. § Dr. Edwin N. Lightfoot of the University of Wisconsin explains **Systematic Description and Design of Separation Processes** in a Chemical and Biochemical Engineering Seminar, April 30, 3:30 p.m., Alumni Hall of the Towne Building. § This week's Brown Bag Seminar is **Personnel Policy and Procedures** by Gerald Robinson, executive director of personnel relations, April 30, noon, Room B-3 of the Fine Arts Building. § **Coleman O. Parsons**,

emeritus professor of English at the City University of New York, author, and donor of rare books to the University's library, speaks on his experiences as a book collector, April 30, 4 p.m., Van Pelt Library.

## Music/Theater/Films

Annenberg's Exploratory Cinema shows Dusan Makavejev's ode to Wilhelm Reich **WR: Mysteries of the Organism**, April 25, 7 and 9:30 p.m., in the Studio Theater of the Annenberg Center. General admission \$2, students \$1. § The Penn Union Council features **Five Easy Pieces**, April 27, 7:30 and 10 p.m., Fine Arts Building B-1; **Dial M for Murder**, April 27, midnight at Irvine Auditorium; and **Saturday Night Fever**, April 28, 7:30 and 10 p.m., Irvine Auditorium. Tickets \$1, 75¢ at midnight. § **The University Choral Society and Symphony Orchestra** perform Purcell, Beethoven and Brahms, April 27, 8:30 p.m., Irvine Auditorium. § The Annenberg Center Associates present Joshua Logan's mini-musical **Joshua Logan's Broadway Scrapbook**, April 27, 8:30 p.m., Zellerbach Theater, Annenberg Center; all proceeds go to the Annenberg Center Theater Series 1979-80 season. For reservations call Ext. 6791. § Annenberg Cinematheque welcomes **The 13th International Animation Tournée**, April 28, 7 p.m. and April 29, 9:30 p.m.; and **God Created Woman**, April 28, 9:30 p.m. and April 29, 4:30 and 7 p.m., Studio Theater, Annenberg Center (students \$1.50, general admission \$2.50). § **The University Wind Ensemble** performs an afternoon concert, April 29, 2 p.m. on College Green.

## Mixed Bag

**Late 20th Century Art: The Sydney and Frances Lewis Foundation Collection** is on display through May 2 at the ICA galleries. § Career Planning Services and Placement sponsors a **Conference on Alternative Careers for Advanced Degree Holders**, April 24, beginning at 6 p.m. For information call Jo Porter at Ext. 5261. § **The 85th Pennsylvania Relay Carnival**, the largest track and field event of its kind, continues through April 29. For schedules and information on this and other Penn sports events call Ext. 6128. § **Ruth Hermine Krakower's Paintings and Drawings** are on exhibit at the Faculty Club, April 24—May 18. The exhibit opens with a reception on April 24, 4:30-7 p.m. § **The Undergraduate Assembly Coffee Hour** convenes every Tuesday at 11 a.m. in Houston Hall. § Anna Calabresi speaks to the Foodways Group and the graduate group in folklore and folklife on **Foodways on an Italian Farm**, April 25, noon in the Folklore Lounge, Logan Hall. § **Donate Blood** on April 25, Houston Hall, 10 a.m. to 5:30 p.m. § The Faculty Club invites you to celebrate **Secretary's Day: Take Your Secretary to Lunch**, April 25, 11:30 a.m. to 1:30 p.m. at the Faculty Club. § The Interfaith Project on Working Women commemorates Secretary's Day with a discussion on **Promotions, Not Promises!** April 25, 5:30 p.m. at the Red Oak, 1427 Walnut Street. Tickets for the program and beverages are \$3 in advance, \$3.50 at the door. Call 561-1873. § The University Museum's guided tour features the **Persian Archaeological Site of Hasanlu**, April 25 at 1 p.m. § **Meet the Democratic Candidates for City Council at Large**, April 25, 4 p.m., West Lounge of Houston Hall. § The Morris Arboretum short course series offers **Plant Pests and Diseases** every Thursday from April 26 through June 14, 10 a.m.-noon (members \$40, others \$45). The **Arboretum's Arbor Day**, April 27 through April 29, features tree seedlings, films, an exhibit on tree uses and a **Tree Planting Workshop**, April 28, 10 a.m. to noon (\$6, non-members \$8). Call CH7-5777 for information. § **MEChA's Fifth Annual Banquet** honors its graduates, April 27, 7 p.m., Faculty Club (tickets \$8.50). For reservations call Ext. 6906. § The Gay Cultural Festival presents singer and guitarist **Phyllis Kline** in concert, April 27, 8 p.m., St. Mary's Parish Hall (tickets \$4). § **The Energy Club** sponsors a field trip to Washington, D.C. for ACT '79 (Appropriate Community Technology Fair and Conference), April 28. For reservations call Adam Levine, 382-9117. § The Department of Recreation offers **Swimming, Fencing and Gymnastics Lessons** for children, April 28. Call Ext. 6102 for details. § ICA sponsors a trip to New York City to visit corporate and private art collections, April 29 (\$55 fee includes transportation, meals and a \$25 tax-deductible contribution to ICA). Call Ext. 7108 to sign up. § The Festival of Jewish Life presents an **All-Day Jewish Folklife Festival and Evening Concert**, April 29, 1-6 p.m. (concert at 7 p.m.), International House, \$2.50. § **The Twenty-Five Year Club** celebrates its annual meeting and dinner, April 30, 5 p.m., Faculty Club. For information call Ext. 6811.

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