

Almanac

Published Weekly by the University of Pennsylvania
Volume 25, Number 31 May 1, 1979

- *Affirmative Action Review: Speaking Out and a Progress Report*
- *University Council Committee on Faculty Affairs Statement on Faculty Responsibility*
- *Report on the Clinician-Educator Track in the Medical School*
- *News Briefs • Bulletins • Faculty Senate News*



Bob Brown presents The Art of Puppetry at the Annenberg Center, May 11-12.

University to Apply for New WXPB License

The University will apply for a new license for WXPB-FM, the student radio station, and ask the Federal Communications Commission to waive a one-year disqualification period for new licenses and grant the station interim authority to operate, President Martin Meyerson has announced.

Last month the FCC denied the University's petition for reconsideration of the commission's decision of October 27, 1978 to deny the station's license renewal application. (See Almanac, April 3, 1979 and October 24, November 7 and November 14, 1978.) According to the April ruling, the station had 60 days to remain on the air unless the University took further action.

Three alternatives faced the University at that point: to acquiesce to the decision, to go to the Court of Appeals of the District of Columbia, to apply for a new license. Meyerson accepted the recommendation of the Steering Committee of the University Council to apply for a new license.

"The University's lawyers are unanimously of the view that filing a new application is the best strategy for retaining a license over the long run, and I accept their advice," Meyerson stated. "In the present posture of the case, an appeal would not offer the University an opportunity to vindicate any important legal principle, and the Court of Appeals does not have the power to grant licenses."

Meyerson reiterated that the station has "made great strides" since it was fined by the FCC in 1976 for broadcasting obscenities. "I remain convinced that the commission's decision in this case is unduly harsh, that total denial of broadcasting privileges is neither required nor warranted in order to achieve the commission's regulatory objectives," he said.

Station supervision was the issue before the commission last October. The FCC investigative agency had recommended that license renewal be refused because of an "abdication of control over a period of years" culminating in the broadcasting of obscene language in January 1975.

Two Win Sloan Foundation Fellowships

Dr. James Gary Pruett and Dr. Kyriacos C. Nicolaou have each received grants exceeding \$20,000 from the Alfred P. Sloan Foundation to do basic research at the University. Established in 1955, the fellowships are given "to stimulate advances in fundamental research by young faculty scientists."

Pruett and Nicolaou are both assistant professors of chemistry.

Council Meeting Slated for May 2

The final University Council meeting of the current academic year will take place on Wednesday, May 2 from 3 to 5 p.m. in the Council Room of the Furness Building. Provost Vartan Gregorian will outline guidelines for implementing the University policy on observance of religious holidays. (See Almanac, February 20, 1979.) In his report to Council, President Martin Meyerson will provide a statement on the attendance of observers at Council meetings. Items under discussion and for action include the Council agenda for the next academic year, the Guidelines and Integrated Statement of the University Policy on Conduct of Research Programs (published in Almanac, April 24, 1979) and the Council Committee on Faculty Affairs Statement on Faculty Responsibility (published in this issue).

Hey Day 1979: Faculty and Students Honored

Outstanding Penn faculty and students were recognized at the 48th annual celebration of Hey Day on Friday, April 27. The traditional spring ceremony featured the collegiate changing of the guard, with members of the junior and senior classes joining one another in the straw hat and cane march, the planting of the class ivy and the unveiling of the class of 1979 stone at College Hall.

Lindback Awards

Nine Penn professors—five from non-health areas, four from health fields—received Lindback Awards for Distinguished Teaching. They will be honored by the Lindback Society at a reception on May 15. At that time, Lindback Society President Charles Dwyer will formally welcome the new members to the society, whose membership includes all the winners of the award since its establishment in 1961.

Selection procedures followed the same pattern as in past years. In the non-health areas, the Committee on Distinguished Teaching, comprised of former Lindback Award recipients and students, presented the Provost's Staff Conference with a list of eight finalists. The high caliber of this year's nominees led to the selection of five non-health area winners instead of the usual four, according to the Office of the Vice-Provost for University Life. In the health areas, an *ad hoc* committee of students and faculty representing the health schools selected four winners, who were approved by the vice-president for health affairs.

Non-health Area Lindback Recipients

Dr. Portonovo S. Ayyaswamy, assistant professor of mechanical engineering, College of Engineering and Applied Science. Ayyaswamy, who has taught at Penn since 1974, received the 1978 S. Reid Warren, Jr., Award for Distinguished Teaching in the College of Engineering and Applied Science and the 1979 American Society of Mechanical Engineers' Outstanding Faculty Advisor Award for Region II.

Dr. Robert F. Giegengack, chairman and professor of geology and assistant professor of landscape and regional planning, Faculty of Arts and Sciences. A respected scholar and teacher, Giegengack has taught here since 1968. He is director of the environmental studies major and chairman of the General Honors and Benjamin Franklin Scholars Program.

Dr. Herman R. Gluck, vice-chairman and professor of mathematics, Faculty of Arts and Sciences. Gluck has taught at Penn for 13 years and has a special interest in differential geometry and dynamical systems.

Dr. Robert C. Jones, associate professor of statistics, the Wharton School. Jones, who has taught at Wharton since 1954, received one

(Continued on page 3)

Speaking Out

On Affirmative Action Plans

To the Editor:

According to *Almanac* (April 17, 1979), President Meyerson "asked for advice and help from women and minority groups on the new policies" proposed in the University's revised draft affirmative action plan. The *Almanac* article continues, "Consultation would begin once the government completed its review of the programs and policies submitted by the University, he said."

Although we are willing and eager to contribute our advice and help, we are appalled by the announcement that they will be welcome only after the new policies have been formulated and accepted. Despite attempts by representatives of women and minority organizations, the administration has not budged from its determination to exclude BFA

(Black Faculty and Administrators) and WEOUP (Women for Equal Opportunity at the University of Pennsylvania) from all deliberations. In fact, the administration has refused even to let us see what they are proposing.

This new policy of secrecy represents a strange departure from the University's past practice. At the time when the first affirmative action plan was being formulated, WEOUP and BFA were able to offer substantial help. For instance, we were able to inform the administration that some of the women faculty they had listed were really men, that others had already retired, and that still others were dead. These and other corrections helped greatly to improve the plan the University finally submitted. We cannot understand why the University has now decided to refuse our offers to review their revised plan for similar errors.

We are proud of the contributions we have made in the past to the University's affirmative action effort—in areas ranging from correction of statistical analyses to development of improved grievance mechanisms to the formulation of general policy. We are eager to continue to work cooperatively with the administration. But we wonder why they decided now to refuse our help and to exclude us from their deliberations on these issues which are crucial to all of us.

—*Adelaide Delluva for WEOUP*
(*Women for Equal Opportunity at the University of Pennsylvania*)
Sam Sylvester for Black Faculty and Administrators

A response is included in A Progress Report on the Affirmative Action Program, which appears below.

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.

A Progress Report on the Affirmative Action Review

Early this term, I stated that after the completion of the review of our affirmative action program by the Office of Federal Contract Compliance Programs of the U. S. Department of Labor (OFCCP), we would present a full report to the University community. The review was expected to last about one month, but it still has not been finished, and no one expected it to continue so long. Since the end of the semester is near, and since questions have been raised about the process, such as in the *Speaking Out* letter in this week's *Almanac* (see above), I have been asked to provide a brief interim report.

When the University's affirmative action program was approved by the Office for Civil Rights of the Department of Health, Education and Welfare in 1976, we were operating under a three to five year timetable to meet goals for the appointment of women and minorities to the faculty and staff. Recognizing that the timetable was due to expire and that it would soon be time comprehensively to evaluate our position, a small group began meeting last September. It was our intention to have a broadly based review of our affirmative action policies and an assessment of our progress in meeting our goals in the spring or early fall.

On December 22, however, we were notified that because the University had been proposed for a \$1.7 million research contract, OFCCP was required to conduct a pre-award compliance review of our affirmative action program. OFCCP assumed responsibility for monitoring affirmative action programs from HEW in October 1978, and their requirements for the format of a plan and for the presentation of data and analyses are quite different from, and much more detailed than, those of HEW. The deadline for completion of that review was originally said to be late January. A

team of about a dozen University people worked extremely hard from December 27 on to bring the plan into the required format and to conduct the required analyses of data by the announced deadline. There were no changes in affirmative action policy effected during this process, but vastly greater detail was required. The same goal-setting method used in the 1976 plan was used in updating goals, except that separate goals were set for tenured and for nontenured faculty, and non-faculty goals were set with less aggregation of groups of employees.

In mid-February, OFCCP requested further provisions in the plan, mainly changes in the presentation of data. We supplied all the additional material by the next deadline in late March, and we are now awaiting OFCCP's response. We expect the process to be completed shortly.

Because of the great pressures of time to meet OFCCP deadlines, and because of the need for confidentiality during the review process (which is recognized in OFCCP regulations), we did not formally consult WEOUP or BFA. However, members of both groups were interviewed by the OFCCP review team. Our main purpose in what was expected to be a relatively brief pre-award review was to meet the specific requirements of OFCCP for format, data and analyses. After the current review has been completed, we will release the revised affirmative action program and will invite comment and suggestions from the entire University community, including, of course, WEOUP and BFA. The Council on Equal Opportunity will have an important role in the process, which will be part of the required annual update of the plan to be conducted each year in the future.

—*James E. Davis,*
Executive Assistant to the Provost

(Continued from page 1)

of the first Anvil Awards for excellence in teaching in the Wharton School in 1974. Since 1976 he has been director of research of the National Health Care Management Center, and since 1974 he has served as director of research and development of the Leonard Davis Institute of Health Economics.

Clyde W. Summers, Jefferson B. Fordham Professor of Law. Summers has taught labor law at Penn since 1976. He has produced several influential texts and articles and has participated in numerous governmental study groups.

Health Area Lindback Recipients

Dr. Robert L. Barchi, associate professor of neurology, biochemistry and biophysics, School of Medicine. Barchi, whose primary appointment is in the neurology department, also teaches students in the biochemistry and biophysics department; he has taught at Penn since 1975.

Dr. Laurence H. Beck, assistant professor of medicine, School of Medicine. Beck, who has taught clinical medicine and served in numerous administrative capacities at Penn since 1973, received the Donna Kern McCurdy Housestaff Teaching Award in 1978.

Dr. Heber Thomas Graver, associate professor of restorative dentistry and histology and embryology, School of Medicine. Graver teaches histology, embryology, preclinical restorative dentistry and clinical dentistry. He has taught at Penn since 1968.

Barbara J. Lowery, R.N., M.S.N., Ed.D., who is associate professor of nursing and chairs the Department of Psychiatric Mental Health, has taught undergraduate and graduate students and has served on numerous University committees since she came to Penn in 1970.

Student Awards

Spoon Award—Tony Price, a senior in the Wharton School and co-captain of the basketball team.

Bowl Award—Steve Roth, a senior in the Faculty of Arts and Sciences and president of the class of 1979.

Cane Award—Steve Galetta, a senior in the Faculty of Arts and Sciences and captain of the lightweight football team.

Spade Award—Dave Lieber, a senior in the Faculty of Arts and Sciences, columnist for *The Daily Pennsylvanian*, *The Pennsylvania Gazette*, *34th Street* and a contributing editor to *Columns Magazine*.

Althea K. Hottel Award—Kathy Sklar, a senior in the Wharton School, a member of the senior class executive board and director of Spring Fling '78. This award was named for the University's former dean of women.

Gaylord P. Harnwell Award for Outstanding Service—Maria Shao, a senior in the Faculty of Arts and Sciences, editor-in-chief of *Columns Magazine* and a *Daily Pennsylvanian* staff member. This award is named in honor of the president emeritus and University professor of physics.

David R. Goddard Award for Outstanding Service—Debbie Silverman, a senior in the Faculty of Arts and Sciences and vice-president of the Class of 1979. This award was named for the provost emeritus and University professor of biology.

Jean Brownlee Award—Barri Bernstein, a senior in the Faculty of Arts and Sciences and president of the Mortar Board Senior Society. This award was named for the former dean of the College of Women.

Royal Society of Arts Silver Medal—Beth Abramowitz, a senior in the College of Engineering and Applied Science. This award is presented annually by the Royal Society of Arts of Great Britain in recognition of academic achievements and contributions to University life.

James Howard Weiss Memorial Award—Dave Simms, a senior in the College of Engineering and Applied Science and the Wharton School and a University Scholar, for outstanding academic achievement and campus leadership.

Sol Feinstein Awards—Judy Leventhal, a senior in the Faculty of Arts and Sciences and president of the Penn Women's Alliance; Peter Blood, a junior in the School of Nursing and organizer of health care worker programs; Leonard Ginsburg, a senior in the

Faculty of Arts and Sciences and founder of the Students Helping Students program. These awards are presented to students who have contributed to orderly social change.

Alice Paul Award—Margaret Childs, Loretta Murphy and Nancy Turner, seniors in the Wharton School who founded the Returning Students Club. This award is given by the Women's Faculty Club to a woman undergraduate in recognition of outstanding service to the University on behalf of women.

Class of '46 Award—Frank Hager, a senior in the Wharton School and University Scholar. This award is given in recognition of well-rounded service to the University in more than one area of campus life.

Philadelphia Alumnae Club Award—Kitty Leech, a junior in the Faculty of Arts and Sciences and coordinator of the costume workshops for all student performing arts groups. This award recognizes a woman undergraduate who demonstrates unusual creative talents.

Class of '15 Award—Steve Galetta, a senior in the Faculty of Arts and Sciences. This award honors the ideal student athlete in the senior class.

Faculty Senate

Admissions, Professorship Reports Adopted

The Faculty Senate adopted two reports at its annual spring meeting, Wednesday, April 25: Guidelines for Admissions Policies and Procedures and the Senate Committee on the Faculty Report on University and Benjamin Franklin Professorships.

The admissions guidelines represent an attempt to formalize admissions policies. (*The full text of the report appeared in Almanac, April 10, 1979.*) University admissions policies came under scrutiny two years ago when former state Senate Appropriations Committee Chairman Henry Cianfrani and former state House Speaker Herbert Fineman were convicted on charges related to alleged schemes to influence admissions at several professional schools, including Penn.

The report on University and Benjamin Franklin Professorships recommends that no further appointments be made as Benjamin Franklin or University professors and that the trustees make "a clear distinction . . . between . . . honorary titles and the distinguished professorships bestowed upon outstanding working scholars." The report further recommends that "great scholarly achievement, in one or more fields, be the primary criterion for appointment to distinguished professorships and that a mechanism of appointment involving both internal and external referees be evolved." The Senate Committee on the Faculty, which drafted the report, is charged with "developing procedures for nomination of chairholders." Herbert Callen chairs that committee. (*See Almanac, April 10, 1979 for the full text of the report.*)

In other business, the Senate approved a proposal calling for the creation of two untenured full professorships carrying titles of the form "Practice Professor in _____" in the Wharton School. Wharton Dean Donald Carroll assured the Senate that the two professorships would be in the associated faculty.

Faculty-Trustee Liaison Procedures Set

An arrangement has been worked out in the Task Force on University Governance whereby faculty members and students would be appointed to serve as non-voting liaison members of appropriate committees of the trustees of the University. The purpose is to improve the flow of information between the trustees and faculty and students. It is understood that the trustee committees may sometimes wish to meet without the presence of the liaison members. There is to be one faculty and one student member of each committee except for the Committee on Student Life, for which there will be one faculty member and two student members, one of the students to be an undergraduate and one to be a graduate or professional student. Each liaison member is to serve for one year from June 1, but may be reappointed for no more than

(Continued on page 6)

University Council Committee on Faculty Affairs

Statement on Faculty Responsibility

In the fall of 1977 it came to the attention of the Council Committee on Faculty Affairs that the University lacked a specific statement about the allocation of faculty time and effort. The committee felt that such a statement would be particularly helpful to new members who may come to the campus with vague and diverse ideas of what is expected of them.

After numerous meetings and consultations with colleagues, the committee has produced the following statement. If it is approved by Council and accepted by the president, it might then appear as a policy statement in the revised Faculty Handbook.

The committee recognizes the fact that a statement designed for the University as a whole must be fairly general. If the following statement is accepted, it should probably be supplemented by more specific policy statements for each school.

—Faculty Affairs Committee

William H. Boghosian; Mary Coleman; Michael H. Doll; Frank I. Goodman; G. Malcolm Laws, chairman; Seth Lerner; Ervin Miller; Eugene Nixon; Gino Segre; Harold Wurzel

An appointment to one of the standing faculties at the University of Pennsylvania implies the recognition of a scholar's professional achievements and promise. The relationship of the University to its faculties is not that of employer to employee but rather that of partners in a worthy enterprise. Although the final authority for the conduct of University affairs is vested in the board of trustees, much of that authority is delegated to the various faculties whose policies and decisions play the key role in determining the character of the University as an educational institution. Working with their deans and with the provost, the faculties conduct the affairs of their schools and departments to the mutual advantage of their students, the University and the scholarly community.

Traditionally, professional people have chosen university teaching posts partly because the posts allow for a flexible scheduling of time and an opportunity to pursue intellectual interests relatively free from distraction. In a research University, which has as its main functions the advancement and imparting of knowledge, teaching and scholarship may be said to have equal rank and to be interdependent. At the same time it must be recognized that all of this takes place in an institution of great complexity which requires a large expenditure of faculty time for its successful governance and operation. It is the purpose of this statement to indicate in a general way the minimum obligations of a faculty member toward his students and the institution. More specific obligations will be found in the policy statements of the various schools. Anyone accepting an appointment to the standing faculty of the University of Pennsylvania will be expected to abide by the principles stated herein.

Teaching and Related Activities

Unless granted official leave of absence, all faculty members are expected to teach during each regular term of the academic year. Teaching loads, which may vary from time to time, are determined by the dean of each school in consultation with the faculty, the department chairmen and the provost.

The teaching of students at all levels is to be distributed among faculty members without regard to rank or seniority as such. Basic level courses are not deemed the exclusive province of the junior faculty or advanced courses the unique domain of the senior faculty. It is important that undergraduates, including freshmen and sophomores, have significant opportunities to learn under eminent scholars. And junior faculty members should not be called upon to bear a heavily disproportionate share of the responsibility for large and pedagogically demanding basic level courses. This is

not to say that teaching assignments should be unrelated to research interests or teaching strengths. On the contrary, the marriage of teaching and research greatly enhances both enterprises. Moreover, to the extent that some professors are more adept at teaching small classes than large ones, or leading discussions rather than lecturing, those comparative advantages are an appropriate consideration in allocating teaching responsibilities. Naturally, teachers should be flexible enough to offer courses outside narrow fields of specialization. A teacher whose class is cancelled because of underenrollment or for other good reason is normally expected to make up this deficiency in his schedule. In addition to their formal course loads, faculty members are also expected to bear their fair share of the responsibility for supervising student research.

Availability

Becoming a full-time member of the University faculty implies a willingness to accommodate oneself to the reasonable scheduling of courses, laboratories, faculty meetings and committee assignments. Faculty members are expected to be available for advising and individual student conferences throughout the term by means of regularly scheduled office hours or appointments within a reasonable time after a student's request for a conference. It is inconsistent with a full-time appointment for a faculty member to be frequently unavailable to students and colleagues for days at a time. Only the most compelling of causes should prevent a faculty member from holding all his classes at the scheduled time. Classes missed because of a teacher's absence should be rescheduled if it is feasible to do so. Final examinations are to be given only during the time periods officially announced.

Research

Appointments are made to the standing faculties of teacher-scholars whose research and publications are expected to continue throughout their active careers. Teaching loads at the University of Pennsylvania generally reflect the assumption that a significant part of the faculty member's time will be devoted to research. Furthermore, many weeks of each year are free from regularly scheduled classes. Thus, the expectation that research will continue is based upon the availability of time to pursue it.

Service

Another important aspect of faculty activity is service to the department, the school and the University. The faculty is involved in all decisions affecting courses, curricula, degrees, appointments, promotions and in many others affecting the physical plant and the multifarious aspects of University life and activities. Thus, service as administrators and committee members is an inevitable concomitant of faculty status. It is assumed that all faculty members will do their share in these important areas of responsibility.

The three major activities—teaching, research and service—will normally keep a faculty member fully occupied.* Since some members may be called upon for extraordinary effort in one of these areas, such effort is consistent with adjustment in the others. Thus, exceptionally heavy administrative duties are often balanced by a reduction in teaching load. All these activities are of major importance, and all are considered in determining salary levels and eligibility for promotion.

*The University's policies for extramural consultation and other professional activities are stated elsewhere in the Faculty Handbook.

Report on the Clinician-Educator Track in the Medical School

The following report of the Senate Committee on the Faculty has been recommended to the Senate for adoption by the Senate Advisory Committee. It will be placed on the agenda for the fall meeting of the Senate.

In June 1976 the trustees of the University adopted a faculty classification system which established an associated faculty with "ranks equivalent to those in the standing faculty, whose salary support is limited to funds available for research, clinical or administrative budgets, and whose titles are appropriately modified" This action was in direct response to the action of the Faculty Senate in approving (spring meeting, April 28, 1976) a "Proposal for a New Clinical Track in the Medical School" (report of the Senate Committee on the Faculty, *Almanac*, April 6, 1976). Dean Edward J. Stemmler thereupon instituted the new track under guidelines which conformed very closely to the "proposal" approved by the Senate. These guidelines were studied in detail by the Senate Committee on the Faculty the following year (*Almanac*, April 19, 1977). The guidelines were judged to reflect "not only the spirit but the letter" of the Senate recommendations, except for one major discrepancy:

The current medical school track provides that, under some circumstances, an associate professor or a professor may transfer from a tenure to a non-tenure track—a possibility that is inconsistent with recommendation (1) in last year's committee report. Reasons for this deviation are set forth in Dean Stemmler's letter of February 1 (third paragraph). While the subcommittee believes that recommendation (1) in last year's report should be reaffirmed, in the light of Dean Stemmler's explanation and the overall compliance with the spirit of last year's report, the committee unanimously is of the view that we have no objection to a three-year experiment with the new track as it now stands. We recommend that the medical school be requested to report to the Senate Committee on the Faculty at the end of three years on the school's experience with the new track. It is asked that this review state whether transfers to the non-tenure track, which Dean Stemmler considers unlikely, have actually occurred, and, if so, the considerations underlying such transfers.

We concur with the 1976 and 1977 committee that the clinician-educator track serves a special need within the medical school. It can provide an attractive career option for physicians who are interested in teaching, in clinical research, or in innovation in health care delivery. Furthermore, we recognize that the University has an obligation to operate the hospitals, and that the academic standing of the University is enhanced by the quality of the clinical services delivered. In particular, the University operates Children's Hospital under a contract which specifies that the medical staff shall consist of physicians holding faculty rank at the University.

We are committed to the continuation and strengthening of the clinician-educator track. Despite this we note certain concerns which have been expressed. Faculty appointments of indefinite duration, but without tenure of salary, are feared to circumvent the traditional protections of tenure and to establish a precedent which might threaten the entire tenure system. Furthermore, it has been charged that the granting of faculty titles and indefinite appointments to those who do not meet the traditional criteria of creative scholarship constitutes a lowering of academic standards. All judgments on the operation of the clinician-educator track must be made in the light of these countervailing considerations.

Briefly, the guidelines specify that all fully affiliated faculty appointed at the assistant professorship level are appointed in the standing faculty. At the end of three years, the faculty member must choose either to continue in the standing faculty or to be considered in the clinician-educator (associated) faculty. Those who choose the latter are subject to a 10-year probationary period (inclusive of the three years already spent), after which they must be promoted to associate professorship or terminated. Promotion to associate professorship within the clinician-educator track is for an indefinite

term, which may be terminated only because of: "failure to maintain a balance of excellence in clinical and teaching performance"; "failure to generate an appropriate level of practice funds"; "for 'just cause' as customarily determined within the University"; or by retirement. Appointments may also be made in the clinician-educator track at the associate or full professorship ranks. All promotions and appointments are made through the standard procedures involving the Committee on Appointments and Promotions of the medical school. It is specified that clinician-educators shall be:

subject to the same annual review as is customary for other faculty in their departments. Individuals in this track will have voting rights in their respective departments and in the (medical) school and will be eligible for any administrative office in the school, including departmental chairman and dean. They, of course, will enjoy all the rights and privileges of academic freedom and responsibility, with access to the grievance procedures of the University.

Transfers from the clinician-educator track to the tenure track must then compete without preference against all other candidates, internal and external. Transfers from the tenure track to the clinician-educator track are permitted "only if upon review (by the Committee of Appointments and Promotions of the Medical School) he or she is found to have met the teaching and clinical qualifications required for appointment and promotion in the track."

The clinician-educator track is still in its initial phase-in period; it has been in formal operation only two-and-a-half years, and it has been fully operational in a practical sense for only perhaps one-and-a-half years. It is growing rapidly. Of some 504 fully affiliated medical school faculty in April 1978, 67 were in the clinician-educator track. That number rose to 94 by January 1979. In some clinical departments, notably anesthesia and pediatrics, there have been massive transfers to the clinician-educator track (19 and 15 respectively). The 94 clinician-educator faculty members, as of January 3, 1979, consisted of 48 assistant professors, 37 associate professors and 9 professors.

Of the 37 associate professors:

25 were transfers from the standing faculty, with simultaneous promotion; 3 were transfers from the standing faculty, with subsequent promotion; 3 were transfers from the standing faculty, without promotion as yet; 2 were lateral transfers from the clinical faculty; 4 were new appointments.

Of the 9 professors:

2 were transfers from the standing faculty, with simultaneous promotion; 1 was a transfer from the clinical faculty, with simultaneous promotion; 1 was a lateral transfer from the clinical faculty; 5 were new appointments.

Thus five transfers from the standing faculty at the senior ranks, disfavored by our predecessor committee and deemed unlikely by Dean Stemmler, have in fact occurred. The interests and commitments of some faculty members shift, and early predominant interest in research may be replaced by a greater involvement with clinical practice and teaching. Furthermore, there is a widespread belief among faculty in the clinical departments that the stability of clinical funds may well exceed the stability of the central University budget. We see no evident ill consequence of this relatively small number of transfers at the senior ranks.

Although the issue of senior rank transfers was the origin of our mandate to review the clinician-educator track, three other issues have been brought before us:

1. The Faculty Classification System

The faculty classification system adopted by the trustees in June 1976 distinguishes the standing faculty (the traditional track) and the associated faculty. The latter classification encompasses both the clinician-educator faculty and the general gamut of visiting faculty, partially affiliated faculty (including the clinical faculty) and loosely associated adjunct faculty. Members of the clinician-educator faculty object to this classification, seeing themselves as more closely akin to the standing faculty than to the adjunct and partially affiliated faculty in that they identify the University as the primary focus of their professional activities. Dean Stemmler has expressed the opinion that reclassification of clinician-educators in the standing faculty would encourage stronger institutional identification and would be a major contribution to the academic strengthening of the medical faculty. On February 23, 1979, Dean Stemmler formally notified us of his recommendation to include Clinician-Educators in the Standing Faculty.

We recommend that the clinician-educator faculty be designated as standing faculty-medical school, a subset of the standing faculty.

2. Membership in the Faculty Senate

A second issue of great concern to at least some members of the medical school faculty is the question of membership and voting rights in the Faculty Senate. Members of the clinician-educator faculty have full voting rights in their departments in the medical school and in the medical Faculty Senate, and they are eligible for departmental chairmanship or deanship. As assistant professors, before exercising their option for the tenure or clinician-educator tracks, they are members of the Senate. In the past year, one such member of the Senate Advisory Committee was required to resign when he exercised his choice of the clinician-educator track. The clinician-educator faculty resent this exclusion, and the Senate has demonstrably lost at least one devoted and dedicated member. On the other hand, there is concern among some of the Senate leadership that tenure problems may become increasingly important in the future, and that non-tenured faculty may bring a different perspective to such questions.

Dean Stemmler's letter of February 23, 1979, proposes full voting rights in the Faculty Senate for clinician-educator faculty.

We recommend that membership in the Faculty Senate be extended to the standing faculty-medical school. However, on issues directly related to tenure, or on issues involving the compensation of tenure faculty, voting shall be exclusive of the standing faculty-medical school. The Senate chairperson, with the advice of the Senate Advisory Committee, shall identify issues subject to this regulation.

3. The Limitation of Numbers in the Clinical-Educator Track

The original "Proposal for a New Clinical Track in the Medical School" approved by the Faculty Senate, April 6, 1976, and the medical school guidelines for the clinician-educator track specified a limitation to not more than 25 percent of the fully affiliated medical faculty. The purpose of that limitation was to protect the dominant character of the medical school faculty. As of January 1979, in just two-and-a-half years the clinician-educator track

encompassed 19 percent of the fully affiliated medical school faculty (94 out of 507), and the numbers appear to be growing rapidly. On February 23, 1978, Dean Stemmler notified this committee of his intention to petition for an amendment to the fractional limitation, while maintaining the clinician-educator track as "less than a majority" within the medical school.

We recommend against alteration of the 25 percent limitation at this time. Our experience with the clinician-educator track is of short duration in a formative period; it seems prudent to maintain the numerical limitation for perhaps two additional years, subject to continued review of the development of the clinician-educator track. This review should focus particularly on the operative criteria for appointment and promotion within the track. There have been some indications that these operative criteria have stressed clinical research and creative contributions to health care delivery as well as clinical service and teaching. We commend such a breadth of criteria, suggest that the validity of our inference be explored further, and that the published criteria for appointment and promotion within the clinician-educator track should reflect this range of criteria.

—Senate Committee on the Faculty
Herbert Callen, chairman; Elizabeth B. Dussan; Frank Goodman; Werner L. Gundersheimer; Lawrence Hirshhorn; Robert Inman; Irving B. Kravis, ex officio; Ellen Prince; Stanton Segal; Oliver E. Williamson. Dissenting: Fred Karush; Walter D. Wales

I dissent from the above report of the Senate Committee on the Faculty on the following grounds:

1. The stipulation of a limit on the size of the clinician-educator faculty constitutes interference in the internal affairs of the medical school. The faculty and administration of that school are best qualified to assess the suitable size of the clinician-educator faculty.

2. It is premature to render a judgment about the appropriate relationship of the clinician-educator faculty to the standing faculty and to the associated faculty. Its rapid expansion, particularly during the past year, has not yet permitted an adequate characterization of its academic functions.

—Fred Karush

The report of the Senate Committee on the Faculty recommends that membership in the Senate be extended to the clinician-educator faculty. However, that recommendation suggests that these faculty members be excluded from voting in the Senate on issues of tenure or of compensation of tenured faculty. Although the professional priorities of the clinician-educator faculty may be somewhat different from those of a typical member of the current standing faculty, I do not believe this difference is large enough to justify creating a second class of Senate membership. We are setting a dangerous precedent whose implementation is likely to be clumsy and embarrassing.

The members of the clinician-educator faculty are colleagues who have committed their professional careers to the University. I believe they should be accorded unrestricted membership in the Faculty Senate.

—Walter D. Wales

(Continued from page 3)

two additional terms. The liaison persons are to be chosen by a committee consisting of the chairman of the trustees, the president and the chairman of the Steering Committee of University Council from candidates nominated by each of the constituencies. It is understood that if for some reason this committee does not select the preferred candidates proposed by each constituency, the chairman of the Steering Committee of University Council will return to the constituency concerned to discuss the matter.

The Senate Advisory Committee, acting on behalf of the Senate, accepted these arrangements at its meeting of April 18, 1979. It decided also to select the candidates for the faculty liaison positions itself on the basis of recommendations to be made by the Standing Committee on Consultation.

The rules of the Senate permit the Senate Advisory Committee to act on behalf of the Senate. Such an action must be published in *Almanac* and announced at the next Senate meeting. If 20 Senate members protest in writing within two weeks, the action does not take effect unless it is ratified at a Senate meeting or, if the Senate Advisory Committee so chooses, by referendum.

—Irving B. Kravis

At its April 18 meeting the Senate Advisory Committee also adopted the following recommendation, proposed by the Senate Committee on the Faculty.

A special section of *Almanac* shall be designated *University Regulations*. Publication in this section should be a standard and required step in the adoption of new University regulations. The provost shall be responsible for forwarding to *Almanac* those

Senate and Council actions which are accepted by the administration. His failure to submit for publication shall be construed as disapproval. Provost's memoranda, intended by the provost as University regulations, shall be forwarded by the provost for publication in the *University Regulations* section of *Almanac*. Each University regulation published in *Almanac* shall carry an identifying numerical code designating its appropriate place in the Handbook of University Regulations.

News Briefs and Bulletins

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.

Public Policy Program Offered

Historians and social scientists on campus are organizing an informal program on the relationship between historical knowledge and the development of public policies. Faculty and doctoral students interested in shaping the program—which will include courses, colloquia and collaborative research—are invited to a reception and discussion on May 2 at 3 p.m. at the Center for Philadelphia Studies, sixth floor, 4025 Chestnut Street.

Interdependence Center Sets Conference

The Global Interdependence Center will sponsor *Pennsylvanians in an Interdependent World*, a community assembly, May 5 from 9:30 a.m. to 4:30 p.m. in the Newman Center, 3720 Chestnut Street. Speakers include Harlan Cleveland of the Aspen Institute; historian Ralph Ketcham, Syracuse University; journalist Jeremiah Novak; Howard Perlmutter, professor of multinational enterprises at Penn; and Robert Muller, Secretary of the Economic and Social Council, the United Nations. A \$5 fee covers registration and lunch. Call LO3-5363 for reservations.

Penn to Sponsor China Conference

The University will sponsor a conference on the role of the United States in China on May 5 at the Barbizon Plaza Hotel in New York City. David Dean, director of the American Institute for Taiwan, will lead a session on American policy. Participants in the all-day conference include Penn professors Dr. W. Allyn Rickett and Dr. Adele Rickett, both of whom were imprisoned in China in the 1950s on espionage charges; Dr. Nathan Sivin, professor of Oriental studies; and Britton Harris, dean of the School of Public and Urban Policy. Wesley A. Stanger, Jr., a University trustee and executive director of MacKay Shields Financial Corporation, will host the conference.

Do It In The Dark

Philadelphia will observe the first annual Energy Awareness Week with an Energy Fair on Kennedy Plaza, April 30 to May 6. University "Do it in the Dark" T-shirts, posters and general energy conservation information will be available daily at the University City Science Center booth at the fair. For information about the University's energy program or the week's events, call Horace Bomar, Ext. 4644.

Volunteers Needed

The Rosenbach Museum and Library seeks qualified individuals to serve as volunteer weekend or weekday guides beginning in September. A seven-week training program begins on June 5. Call 732-1600 for information.

Rules Governing Final Exams

1. No student may be required to take more than two final examinations on any one day during the period in which final examinations are scheduled.

2. No instructor may hold a final examination except during the period in which final examinations are scheduled and, when necessary, during the period of postponed examinations. No final examinations may be scheduled during the last week of classes or on reading days.

3. Postponed examinations may be held only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be ready to offer a make-up examination to all students who were excused from the final examination.

4. No instructor may change the time or date of a final exam without permission from the appropriate dean or the vice-provost.

5. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the vice-provost.

6. No classes (covering new material) may be held during the reading period. Review sessions may be held.

7. All students must be allowed to see their final examinations. Access to graded finals should be ensured for a period of *one semester* after the exam has been given.

We encourage professors to be as flexible as possible in accommodating students with conflicting exam schedules.

—Vartan Gregorian, Provost

Openings

The following listings are condensed from the personnel office's bulletin of April 25, 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 (1-16-79).

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 (4-24-79).

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) (4-17-79); (c)

(two positions—4-24-79); (d) keeps records, studies calcium metabolism in

bacteria and animals, develops projects (B.S., experience). \$9,275-\$13,000.

Manager (4-10-79).

Marketing Assistant prepares copy, handles direct mail promotion,

advertisements and exhibit scheduling. Writing ability, some typing.

\$9,275-\$13,000.

Programmer Analyst II (1-16-79).

Research Administrator coordinates projects and interdepartmental

research, counsels students and supervises staff. M.A. in economics or

business, clinical research experience, knowledge of research protocol.

\$14,400-\$20,550.

Research Dietician (12-12-78).

Research Immunologist (2-27-79).

Research Specialist I (four positions) (a) (4-3-79); (b) (4-10-79); (c) (4-24-

79); (d) grows cells, immunizes animals, performs immunological and

biochemical studies (B.S., two years' experience in medical technology).

\$10,050-\$14,325.

Research Specialist II (*four positions*) (a) (*three positions*—4-17-79); (b) designs and administers questionnaires and surveys, develops lectures and reading material, collects and analyzes data (B.A., experience in health care delivery). \$11,525-\$16,125.

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

Research Specialist IV performs chemical and immunochemical analyses of cell wall polysaccharides and isolates enzymes. Ph.D. and experience in chemistry, immunology and enzymology. \$16,625-\$23,725.

Senior Administrative Fellow (12-12-78).

Senior Research Coordinator (3-20-79).

Systems Analyst (4-24-79).

Technical Support Programmer (4-17-79).

Support Staff

Accounts Payable Clerk audits invoices, prepares forms for input to data processing, reviews and reconciles data output. High school graduate. \$6,700-\$8,575.

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

Clerk II (2-27-79).

Clerk IV (*two positions*) (a) (4-3-79); (b) coordinates and maintains files on students, does correspondence, provides information on policies and procedures (high school graduate with some college or business courses). \$6,700-\$8,575.

Coordinator, Services develops brochures, labels, signs, administers tour program, recruits and supervises volunteers. College graduate in plant related field, experience with the public. \$7,150-\$9,150.

Data Control Clerk (3-27-79).

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 (4-24-79).

Programmer I (10-3-78).

Programmer II (3-20-79).

Research Bibliographer I types manuscripts and mathematical tables, transcribes tapes, does correspondence, filing, laboratory work. Ability to abstract articles, good typing, figure aptitude, administrative experience. \$7,150-\$9,150.

Research Laboratory Technician I (4-24-79).

Research Laboratory Technician II (*two positions*) (a) (3-27-79); (b) (4-10-79).

Research Laboratory Technician III (*eight positions*) (a) (2-20-79); (b) (2-27-79); (c) (*two positions*—3-20-79); (d) (3-27-79); (e) (4-3-79); (f) purifies enzymes from calf thymus tissue, performs ion-exchange column chromatography, semi-micro assays, polyacrylamide gel electrophoresis, uses radioisotopes (college graduate with knowledge of basic biology); (g) maintains and freezes cells, prepares agarose plates, buffers and biological solutions (B.S. in biology and cell culture, experience). \$8,625-\$11,050.

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

Secretary II (*13 positions*) \$6,225-\$7,975.

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

Secretary Medical/Technical (a) (*three positions*); (b) (4-10-79). \$7,150-\$9,150.

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

Sergeant (11-7-78).

Supervisor of Accounting takes charge of business and budgeting operations, supervises billing, collection, disbursement and record keeping. High school graduate, bookkeeping experience. \$7,700-\$9,850.

Typesetting Operator (4-24-79).

Typist I (4-10-79).

Part-Time

Clinical Laboratory Technician (2-13-79).

Electron Microscope Technician I (2-6-79).

Permanent Extra Person (3-27-79).

Permanent Part-Time coordinates the volunteer guide program, conducts two tours a day, coordinates fund raising activities, assists in writing press releases and gallery labelling. Anthropology background, knowledge of Spanish. Hourly wages.

Project Budget Assistant (4-17-79).

Research Laboratory Technician II (2-6-79).

***Temporary Laboratory Assistant** takes care of rat-breeding colony, makes solutions, sterilizes glassware. Ability to handle laboratory animals,

knowledge of laboratory procedures. Hourly wages (*10 hours a week for six weeks*).

Temporary Secretary (1-30-79).

Typist II (1-30-79).

Things to Do

Almanac will omit the May 15 issue. Please send notices of campus events occurring between May 8 and May 22 to Almanac, 515 Franklin Building/16 by May 3, for inclusion in the May 8 issue. Announcements that are typed double-spaced are particularly welcome.

Music/Theater/Films

Annenberg's Exploratory Cinema shows **Four 1979 Documentary Film Lab Productions** by student filmmakers, May 2, 7 and 9:30 p.m., Studio Theater of the Annenberg Center. General admission \$2, students \$1. **§ Themes from the Philadelphia Museum of Art**, a multi-media concert by the Collegium Musicum, takes place on May 2, 8 p.m., University Museum. Students and senior citizens \$1, others \$3. **§ The Penn Composers' Guild and the Peabody Conservatory of Music** sponsor a concert of contemporary music, May 3, 8 p.m. at the New School of Music, 21st and Spruce Streets. **§ The Gay Cultural Festival** presents **The Women's Bath Fantasy**, a play for women only, May 4, Christian Association, 8 p.m., \$4. **§ The Marygold Theater Company** performs **Jacques Brel is Alive and Well and Living in Paris**, May 4-5, 7:30 p.m., 3916 Locust Walk. Tickets are \$7.50 (includes a French dinner and the play) and are available at the Christian Association or by calling 386-3916; tickets for the play without dinner are \$2. **§ The Penn Union Council** features **Dr. Strangelove**, May 5, 7:30 and 11 p.m. and **The Mouse That Roared**, May 5, 9:15 p.m., Irvine Auditorium. Tickets \$1. **§ Pianist John Pennink** performs on May 9, 8 p.m., University Museum. For ticket information call DA 9-0151.

Mixed Bag

Respiratory Physiology Seminars include **Collagen Biosynthesis: Implications for Diseases of the Lungs** by Dr. Darwin Prockop of Rutgers Medical School, May 1 and **Local Mechanical Properties of the Endothelial Surface** by Dr. Dali Patel of the National Institutes of Health, May 8; both seminars begin at 12:30 p.m., Physiology Library, fourth floor, Richards Building. **§ Ruth Hermina Krakower's Paintings and Drawings** are on exhibit at the Faculty Club. **§ Late 20th Century Art: The Sydney and Frances Lewis Foundation Collection** is on display at the ICA galleries through May 2. **§ The Morris Arboretum** sponsors the Barnes Lecture at the Woodmere Gallery on May 2, 8 p.m. For information call CH7-5777. **§ The University Museum's** guided tour features **Mesopotamia**, May 2, 1 p.m. **§ The Circolo Italiano and the Italian Studies Center** present the **Vittorini Prizes** at a reception, May 2, 4 p.m., sixth floor, Van Pelt Library. **§ The** recreation department offers **Swimming, Fencing and Gymnastics Lessons** for children, May 5. Call Ext. 6102 for details. **§ The Education Alumni Association, Phi Lambda Theta and Phi Delta Kappa** honor education students at the **1979 Awards Luncheon** with guest speaker Jacqueline Grennan Wexler, president of Hunter College, May 5, noon, Holiday Inn, 36th and Chestnut Streets. Call Ruth Reichard, Ext. 8445, for reservations.

Sports

Men's Baseball: Penn plays William Paterson at Bower Field, May 1, 3 p.m. and Wagner at Wagner May 2, 3:30 p.m. **§ Men's Heavyweight Crew:** Penn takes on Navy and Harvard in the Adams Cup at Navy, May 5. **§ Men's Lightweight Crew:** the team competes with Navy in the Callow Cup at Navy, May 5. **§ Men's Golf:** Penn tees off against Lafayette and Rider at the Kimberton Golf Club, May 1, 1:30 p.m. and in the Eastern Intercollegiate Championships at the Wilmington Country Club, Wilmington, Delaware, May 5-6. **§ Men's Lacrosse:** the team plays Hofstra at Franklin Field, May 5, 2 p.m. **§ Sailing:** Penn competes in the Schuylkill Laser Invitational at Drexel and the Women's Tiger Bowl at Princeton, both May 5-6. Call Coach Jack LeFort at 923-8427 for details. **§ Women's Softball:** Penn closes the season in a game against Penn State (Ogontz), May 1, 4 p.m. at Penn State (Ogontz). **§ Men's Outdoor Track:** Penn competes in the HEP's at Brown, May 4-5. **§ For information on all Penn sports events, call the Sports Information Office, Ext. 6128.**

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

Editor.....Diane Cole

Assistant Editor.....Karen Dean

Editorial Assistant.....Adele Wolfe

Staff Assistants.....Elaine Ayala, Louis Pasamanick
