

Almanac

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Penn Plan Extension

Currently enrolled students as well as incoming freshmen are to be covered by the new Penn Plan for internal financing of tuition payments. Senior Vice President Helen O'Bannon announced Friday.

A new component has been added to the internal financing plan created this year. It allows parents who now pay each semester in advance to spread a year's tuition in ten monthly payments between July and May, with finance charges at prime rate (presently 12%). At annual tuition of \$9600 the payments will thus come to about \$1000 a month, Mrs. O'Bannon said. For families who borrow toward tuition, the prime rate will likely reduce overall expense, since few families qualify for "favored borrower" status to achieve prime rate, she added.

Faculty and staff who will be sending their children here under the "new" tuition option are also invited to investigate the Penn Plan for possible use in spreading payments on the tuition not covered by the Faculty-Staff Scholarship program, Mrs. O'Bannon noted.

ATO House for Penn Plan: The vacant ATO fraternity house will be the summer home of the Penn Plan Agency. The Penn Plan staff is scheduled to move into the house at 39th Street and Locust Walk by the middle of this month and will leave by mid-August.

Eight Guggenheims for Penn

Eight Pennsylvania faculty members are among the 283 Guggenheim Fellows named this year across the nation—a number that ties the University for third place with Cornell.

The awards covering a year's travel and research in fields of the winners' choices went to:

Dr. Michael P. Cava, professor of chemistry, for his study of organic materials with unusual physical properties.

Dr. Peter Conn, associate professor of English, for work on essays in the cultural history of the American 1930's.

Dr. Elizabeth B. Dussan V., associate professor of chemical engineering, for work in the spreading of liquids on solid surfaces.

Dr. Igor Kopytoff, professor of anthropology, for studies on the social economy of secret

power.

Dr. Adrian R. Morrison, Jr., professor of anatomy, Veterinary School, for research into the physiology of sleep.

Dr. Samuel H. Preston, professor of sociology and director of the Populations Studies Center, for studies in population change.

Dr. Robert A. Rescorla, professor of psychology, for work on the behavioral, neurobiological, and cognitive interpretations of learning.

Dr. Frank Trommler, professor of German, for study on the decline of modernism in German literature between the world wars.

A ninth winner, Dr. Jerry P. Gollub, is a Haverford professor of physics who is adjunct professor here.

This year's other leading institutions on the Guggenheim list were Berkeley with 13 and Harvard with 9. Rutgers won 7, and there is a four-way tie at 6 awards each for Illinois at Urbana-Champaign, NYU, USC and Yale.

Council: Judiciary, Undergrad Ed

Council's April 11 meeting has two main agenda items: The third and final formative discussion of various proposals for changing the judiciary system will be completed, with a view to completing a proposal for vote at the May meeting. The Faculty Council on Undergraduate Education's Report (page 8 of this issue) is the first to be issued by the new group that brings all schools, including the professional ones, into planning curricular innovations for undergraduate students.

Dr. Gundersheimer for The Folger

Dr. Werner Gundersheimer, professor of history and former chair of the department, has been named director of the Folger Shakespeare Library in Washington, D.C. Dr. Gundersheimer becomes the fourth director of The Folger, a leading repository of scholarly material on the literature, drama and music of the Renaissance, Elizabethan and related periods. He will assume his new post in July according to the announcement made by the board of trustees of Amherst College, which administers the Folger Library under the will of Henry Clay Folger.

Dr. Gundersheimer, a 1959 graduate of Amherst, received his graduate degrees from Harvard University where is currently on leave this academic year. He is expected to return to Penn to teach in the fall in addition to holding his new post. He came to Penn in 1966 and served as chair of the history department from 1977 to 1979. He also served as the director of the Italian Studies Center from 1980 to 1983.

SENATE

Agenda for the Spring Meeting, Faculty Senate

Wednesday, April 18, 1984, 3-5:30 p.m. Room 102 Chemistry Laboratories

The agenda will include:

1. Approval of the minutes of November 16, 1983 (distributed by mail).
2. Report of the Chair.
3. Report of the President.
4. Report of the Provost.
5. Economic Status of the Faculty Annual Report and The Five Year Plan (in this *Almanac*). *For action.*
6. Report from Committee on Students and Educational Policy on fraternity/sorority system. *For action.*
7. Academic Freedom and Responsibility Report. *For discussion only.*
8. Grievance Commission Report. *For discussion only.*
9. Report of the Committee on Publication Policy for *Almanac*. *For discussion only.*
10. Report of the Committee on Administration. *For discussion only.*
11. Adjournment by 5:30 p.m.

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Leonore R. Williams, 82: A Chair as Memorial

Leonore Rowe Williams, partner with her late husband in the effort that produced a home for the languages at Penn in 1972, died April 5 at the age of 82.

On her death it was revealed that the couple had also provided support for a chair in FAS, to be called the Edwin B. and Leonore R. Williams Professorship in Applied Romance Linguistics.

Mrs. Williams, a native of Reading, Pennsylvania, was an active member of University life for more than sixty years, beginning with her marriage in 1921 to Dr. Edwin B. Williams, the lexicographer who was chairman of Romance Languages (1931), dean of the

Graduate School of Arts and Sciences (1938) and Provost of the University (1951).

She joined Dr. Williams in his academic pursuits, collecting material for language dictionaries that are still being reprinted. She also collected for their campus home—a gathering place for students, faculty and visiting scholars—antiques from France, Spain and Portugal, the countries whose languages Dr. Williams taught.

She was a founder of the Faculty Tea Club—now Penn Women's Club. After Dr. Williams' death in 1977, she retained her interest in the Penn Women's Club as an honorary board member until her death. She was also a supporter of the *Hispanic Review*.

Donations may be made to the University for the chair named to honor them and to further their work in linguistics.

Charles Wendell David, an historian and internationally-recognized authority on the design and use of libraries, died on April 2 at the age of 99. Professor of history and former director of libraries at Penn, Dr. David was the first to direct all library affairs on Penn's campus, and during the 1940s and 50s, played a major role in developing the Union Library Catalog of Pennsylvania and the present extensive library system here; his thinking and planning for a library building which would provide free and convenient access to scholarly resources is fully reflected in the present Van Pelt Library.

Born in Onarga, Illinois, in 1885, Dr. David was a Rhodes scholar at Oxford University, where he earned his undergraduate degree in 1911. He received an M.A. from the University of Wisconsin the following year and a Ph.D. from Harvard in 1918. From 1918-1940 he taught history at Bryn Mawr College, where he began his pioneering work with historian Conyers Read as a principal architect of the Union Library Catalog of Pennsylvania, and in 1940 was appointed to Penn's faculty as professor of history and the first full-time director of libraries, a position he held for 15 years. At his retirement from Penn in 1955, he was awarded the honorary degree of Doctor of Letters.

Dr. David is survived by his wife, Margaret Florence Simson David; two sons, Charles Newbold David and George Alfred Lawrence David; and five grandchildren. Contributions may be made to the Charles W. Memorial Library Fund at Penn.



An October crowd at the dedication of Edwin B. and Leonore R. Williams Humanities and Languages Hall in 1972. The building at 37th and Spruce Streets houses the language and language-related studies of Penn.

The Kahn Commemorative

When Jonas Salk and Louis Kahn met in 1959, Dr. Salk recalls, "It was amazing how quickly we understood each other. We resonated. We had an implicit understanding of the opportunity to create something." What they were creating was the home of the Salk Institute for Biological Sciences, which the renowned scientist had founded and the eminent architect would design. Last week Dr. Salk reminisced at the Kahn Archives in the Furness Building, on his way to the University Museum to deliver the second annual Louis I. Kahn Commemorative Lecture, which the Philadelphia Chapter of the American Institute of Architecture and the Foundation for Architecture sponsor in memory of the late Paul Philippe Cret Professor of Architecture at Penn. Professor Kahn was a Philadelphian who lived, studied and practiced his profession here, taking his degree from the School of Fine Arts in 1924 and returning to it in 1957 for the endowed professorship he held until his death in 1974.

What they were creating, Dr. Salk recalled, was "a place where creativity could flourish—institution-

alizing creativity but not that which is creative." An exponent of bringing science and the humanities' "two cultures" together, he suggested that a critical mass of people who have multiple intelligences occurs periodically—the "nonspecialized specialists" who have the capacity to do more than one thing. This is part of the theme of his new book, *The Anatomy of Reality: Merging of Intuition and Reason*, from which he drew a variation for the commemorative address: "The Architecture of Reality."

Search for UPS Foundation Professor

A search is now underway for a person to succeed Professor Britton Harris in the UPS Foundation Chair in Transportation. The search is not limited to any particular discipline, but the person appointed to this chair must be a distinguished scholar in the field of transportation. The search is limited to tenured persons on the University faculty. Nominations and applications should be received on or before April 24 by: Professor Edward K. Morlok, UPS Foundation Professor of Transportation, Graduate Group in Transportation, 113A Towne Building/D3.

Services

For Leonore Williams: A funeral service will be held at St. Mary's Church Hamilton Village, 3916 Locust Street, at 4 p.m. on Tuesday, April 10. Interment will be private.

For Jamison Swarts: A memorial service is scheduled for Thursday, April 12, at 3 p.m. in the Donaldson Room of Weighman Hall.

H. Jamison Swarts, director of athletics here for fifteen years and later director of purchasing for twenty years, died April 1 at the age of 82.

Mr. Swarts' career in athletics began early. As a senior in Wharton in 1925 he was producer of the Penn Relay Carnival and president of the Intercollegiate Association of Amateur Athletes of America. Never before, or since, has either position been held by a student.

Upon graduation, Mr. Swarts began working full-time for the University. He became director of the Penn Relays, and in 1935 he was appointed director of athletics, a position he held until 1950 when he became purchasing director.

Outside the Penn community he was equally active. Mr. Swarts was also president of the IC4A in 1941 and 1947, and held several posts with the U.S. Olympics. Mr. Swarts has left his Olympic memorabilia to the University and to the Olympics committee. In addition, he was president of the Eastern Intercollegiate Basketball League from 1938 to 1956; treasurer of the Eastern Intercollegiate Football Association from 1935 to 1945, and a member of the board of the Intercollegiate Rowing Association.

Mr. Swarts is survived by his wife, Edith; and a son, Hugh. A memorial service is planned (see box).

Joseph F. O'Connor, a doctoral candidate in the School of Education, died March 7 at the age of 60. Mr. O'Connor had planned to complete the requirements for the Doctor of Education Degree in May 1984. He is survived by his wife Kathleen O'Connor and eight children. His son John attended the Evening School in 1974 and 1977. His daughter Kathleen attended the Evening School 1971-1974, and his daughter Jeanne graduated from the College of General Studies in 1978.

To Report a Death

Almanac receives most its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University family. The Chaplain's Office can assist families in a number of ways including various notifications to Human Resources staff. For advice or assistance contact Lynn Caddey, Memorial Towers, 3700 Spruce Street/G8. Ext. 8456.

Almanac

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ALMANAC, April 10, 1984

I. A Five-Year Plan for Faculty Salaries

A Report of the Senate Committee on the Economic Status of the Faculty
April 10, 1984

Introduction

The success of the University of Pennsylvania in achieving its twin objectives of quality research and teaching distinction depends upon its recruiting and retaining high caliber faculty members, administrators, and support staff. Doing this requires personnel policies that make Penn an attractive employer in all aspects, not the least important of which is fair and competitive salaries. We recognize that demands upon the University's budgeting arise from many quarters apart from employee salary increases. Keeping tuition increases low, maintaining University facilities adequately, and being receptive to opportunities for educational innovation are all examples of competing needs. Collegiality demands careful attention to the needs of every constituency, but the University as a whole will suffer if the particular part that attracts its students and is responsible for its research activity is allowed to decline in quality.

This report formulates a salary plan for the faculty, the part of the University community most central to the University's missions.

Faculty Compensation Principles for the Long Run

The major considerations underlying a satisfactory faculty salary policy are: (1) the provision of real incomes in such a way as both to prevent inflation from eroding away the faculty's standard of living and to enable the faculty to share in the general public's increasing level of affluence over time; and (2) the setting of Penn salaries relative to those of our peer institutions at levels which will attract distinguished scholars, present and potential, and also keep our own distinguished faculty resistant to outside offers.

(1) Real income of faculty

Institutional loyalty of the faculty is essential to the continued well-being of the University. Indeed, the faculty has committed itself to the University for the long run. Nearly three-fourths are at the rank of associate or full professor, 96% of whom are tenured. Of all the associate and full professors, about three-fourths have been at the University at least ten years (and in fact a third have been here 20 years). When faculty members dedicated themselves to the University for the length of their careers, they expected their real lifetime incomes would be based at least on the salary level prevailing at the time of their arrival. In addition, they expected their salaries to increase at a pace matching the rise in income

enjoyed by Americans generally. In response, fairness on the part of the University calls for the provision of salaries that will preserve the faculty's economic status. But faculty salaries have not kept up with rising prices, much less kept even with rising American incomes. We would like to see a stated policy to move faculty salaries up in line with the rising salaries of comparable professionals outside of academe.

The Committee calls for an explicitly stated policy that over the foreseeable future—certainly the next five years—the continuing faculty's real income on average will not be allowed to decline.

Now that inflation seems to have slowed at least temporarily, maintenance of real salaries in the future seems practicable. In implementing this explicitly stated policy, the slate initially should be wiped clean over some reasonable period of time. The decline in Penn's average salaries in real terms since 1973 has been 9.5% (as measured by Penn's cumulative salary increase and the Bureau of Labor Statistics' all-U.S. Consumer Price Index. (See Table 1). The salary increases significantly in excess of the inflation rate over the last three years have kept the decline from being worse, and the Committee appreciates the Administration's efforts in this regard.

The Committee calls upon the University to raise salaries over the next five years to make up the remaining shortfall.

Higher education has fallen on hard times in the last two decades, and here at the University of Pennsylvania the effects are noticeable everywhere. Particularly, tuition increases and real salary declines have affected both students and faculty. It is important to recognize that the faculty will have borne a substantial part of the costs even if its salary level is restored to its previous real purchasing power. When that happens, within five years if the Committee's recommendation is complied with, current salaries will have the same purchasing power as

Table 1
The Decline in Real Income of the University of Pennsylvania Faculty
1973-1984

	Annual increases of continuing professors (%)	Change in the Consumer Price Index (U.S.) (%)
1973/74 - 1972/73	5.8	9.4
1974/75 - 1973/74	7.1	11.7
1975/76 - 1974/75	3.1	6.8
1976/77 - 1975/76	9.4	5.2
1977/78 - 1976/77	5.1	6.7
1978/79 - 1977/78	5.7	9.4
1979/80 - 1978/79	7.1	14.0
1980/81 - 1979/80	9.0	11.7
1981/82 - 1980/81	12.5	8.2
1982/83 - 1981/82	7.7	3.5
1983/84 - 1982/83	6.8 (approx)	3.6
Cumulative increase over the period	214.5%	237.0%
Cumulative change in real income	~	-9.5%

Data source: Faculty salaries: AAUP Bulletin (Various issues, 1974 - 1983)
Consumer price index: Bureau of Labor Statistics, U.S. Department of Labor

Table 2
A Comparison of Salary Increases for Continuing Faculty
at the University of Pennsylvania with a
Set of Peer Institutions

	Cumulative Salary Increase (%)					
	Five years 1977/78 - 1982/83			Ten years 1972/73 - 1982/83		
	Prof.	Assoc. Prof.	Assist. Prof.	Prof.	Assoc. Prof.	Assist. Prof.
1. Penn	1.495	1.569	1.633	2.008	2.209	2.418
2. Brown	1.614	1.719	1.774	2.114	2.207	2.522
3. Columbia	1.549	1.631	1.709	na	na	na
4. Cornell	1.580	1.696	1.782	na	na	na
5. Dartmouth	1.574	1.690	1.738	2.248	2.562	2.720
6. Harvard	na	na	na	na	na	na
7. Princeton	1.577	1.615	1.719	2.193	2.586	2.630
8. Yale	1.567	1.670	1.804	2.086	2.451	2.886
9. Chicago	na	na	na	na	na	na
10. Johns Hopkins	1.493	1.647	1.680	2.097	2.431	2.374
11. MIT	na	na	na	na	na	na
12. Northwestern	1.487	1.586	1.720	1.900	2.173	2.426
13. Stanford	1.654	1.832	1.890	2.345	2.734	2.879

Number of institutions
whose salary
increases were:

greater than Penn's	7	9	9	6	6	6
less than Penn's	2	0	0	1	1	1

na: not available.

Source: AAUP Bulletin (Various issues, 1974 - 1983)

before, but the shortfall along the way will still not have been recovered. Very roughly speaking, the University's viability over the last decade came at a cost to the faculty of the equivalent of the purchasing power of well over a year's salary from each faculty member.

(2) Salaries at Penn vs. elsewhere

Penn has a greater proportion of its faculty in professional programs than most of its peers, and faculty salaries are typically higher in these programs. Consequently, a direct comparison of our average salary level with that of others may very well be misleading. It is possible, however, to make a meaningful comparison of our salary *changes* relative to

others in recent years. The available evidence suggests that over the last five years Penn has slipped behind. (See Table 2).

The Committee recommends that the Administration devise a targeting procedure whereby the size of the pool for faculty salary increases be set each year so that the change over the current and previous three years be at least at the median of the corresponding changes of an appropriate group of peer institutions.

J. Abel
J. Axinn
M. Gerstenhaber
D. Hogan

R. Inman
J. Madden
R. Summers, Chair
A. Tomazinis

II. Implementation of the Five-Year Plan

A Report of the Senate Committee on the Economic Status of the Faculty

April 10, 1984

In the foregoing statement, the Senate Committee on the Economic Status of the Faculty has proposed a Five-Year Plan for faculty salaries. This report is concerned with the implementation of the Plan. In addition, guidelines are advanced for the administration of salary increases for 1984-85.

1. Implementation of the Five Year Plan

(a) The Five Year Plan calls for a rise in salaries for continuing faculty that matches the inflation rate, plus a catch-up amount spread over the next five years that restores the faculty's purchasing power to the level of a decade ago. The overall catch-up percentage based upon the Bureau of Labor Statistics Consumer Price Index is 9.5%.* (See Table 1 of the Five Year Plan.) This comes to 1.8% per year.

The inflation rate for 1984 is currently projected at about 5%, so the total increase this year required to meet the Five Year Plan is in the neighborhood of 6.8%. The extra cost, projected at .1%, in 1984-5, that the University must bear because of the granting of a one-time option for faculty tuition benefits last January reduces the salary increase called for by the Five Year Plan to 6.7%. (Note that this does not include any specific provision for making up the never-recovered year-plus of income that was not received during the 'seventies.)

The increase in salaries presently projected is 5%. In addition, a reserve pool has been set aside for supplementing salaries under special conditions—promotions, exceptional merit, etc.—and some of this should be regarded for present purposes as being an offset to the needed salary increase. The Committee's assessment of the Administration's present intentions is that their proposed overall salary increase for continuing faculty for 1984-5 will fall short of the Five Year Plan's guideline.

(b) The Five Year Plan calls for salaries to be raised each year enough to insure that the University will remain fully competitive with our peer institutions. The Committee believes that the increase called for above will achieve our objective for the upcoming year.

2. Salary Structure

The Committee takes no position on the appropriate structure of salaries within or between ranks, except to advocate that minimum increases be set at 2.5% for professors, 3% for associate professors, and 3.5% for assistant professors. These figures are not at all to be construed as guidelines for average salary increases, but rather as constraints on

how low the increments can be. Average salaries of assistant professors relative to full professors have been remarkably stable over the last decade (58% in 1973-74 and 57% in 1982-83). For this relationship to be maintained—to provide recognition for professional growth of assistant and associate professors as they move through the ranks—it is necessary to provide greater average percentage increases for assistant professors than associate professors and greater average increases for associate professors than full professors. (Table 2 shows that, in fact, average increases have differed across ranks in the past as called for here).

3. Salary Increases Across Schools

In keeping with the general "One University" concept, the Committee wishes to see our salary policy again cover in a uniform way all of the schools. The increase in the salary wage fund should be used uniformly across the schools.

J. Abel
J. Axinn
M. Gerstenhaber
D. Hogan

R. Inman
J. Madden
R. Summers, Chair
A. Tomazinis*

*See dissenting opinion below.

A Note of Dissent

I cannot add my vote to the Committee's recommendations because of two issues. First, I disagree with the recommendation that the minimum increase for all ranks be way below the level of inflation and be much more limited for associate professors and full professors (3.5% for assistant professors, 3.0% for associate professors, and 2.5% for full professors). With 5% expected inflation rates, this level of minimum increases is in effect a reduction of salary for many of our colleagues for no explicit reason at all. The reduced minimum increases for associate and full professors are viewed as a means for assistant professors (and associate professors) to catch up with the salary levels of full professors. These are, in my view, unacceptable policies to recommend for our colleagues. The recommendation should be that minimum increases should be equal to the inflation rates, and assistant professors and associate professors should be able to catch up with the salary levels of full professors through substantial increases at the time of promotion, not through the reduction of the salaries of their senior colleagues, whose only sin is that they succeeded to rise to senior levels through achievements.

Second, I cannot agree with the interjection in this report of the meaningless reference to the cost of the one-time option for faculty tuition benefits. Besides the fact that the cost included in the Committee's report is just too inflated, it also represents an association of two items with no more reason to be associated than any other two items in the University's budget. The Committee did not include this consideration in its report to the faculty last November nor has it been explicitly authorized by the faculty at large to introduce this association in any new compensation negotiations with the administration. Its inclusion in this report represents, in my view, another attempt to saddle the faculty with past mishandlings of financial negotiations with the administration.

—Anthony R. Tomazinis

ALMANAC, April 10, 1984

*The Bureau of Labor Statistics computes a Consumer Price Index for the United States as a whole and for individual cities, including Philadelphia. The difference between the U.S. and Philadelphia indexes is attributable to one component of family spending, housing. This component has been measured improperly and is now under a revision which will bring the U.S. and Philadelphia indexes closer together. In any case, the BLS itself encourages for technical reasons associated with errors in measurement of the individual city indexes, that the U.S. index be used for escalator clauses. (Bureau of Labor Statistics, Region III (Philadelphia): Consumer Price Index release, December 1983.)

A Response to the Economic Status Committee

As you know, the Administration fully supports the concept of planning concerning all aspects of the University, including faculty salaries. Currently, as you are also aware, in collaboration with the Academic Planning and Budget Committee we are reviewing draft plans of each School and Resource Center—a process that is taking considerable time to ensure full discussions with all those involved. These plans naturally relate directly to issues of faculty salaries.

"Choosing Penn's Future" is the basic planning document issued by President Hackney for the University as a whole. After review and appropriate discussions of the plans of the various University components, the President expects to prepare a more detailed University-wide plan. In preparing that plan, your Committee's views and planning document will certainly be taken carefully into account.

In the interim, several points deserve emphasis. The President does stress in "Choosing Penn's Future" that the faculty is key to academic quality, and that "each School and Program must maintain its ability to attract and retain faculty on a par with the very best universities. Each School and Program must ensure growth of faculty real income at both junior and senior ranks." In the last three years, the University has met this goal of real growth in faculty income. As your statistics show, those increases have amounted to 28.6%, while the CPI increased only 16.0%. We will do all we can to achieve continuous real growth in faculty income not only next year but in future years as well.

"Choosing Penn's Future" also makes clear that in regard to each School and Program, if a choice must be made between maintaining academic quality and reducing scale, the former is our first priority. In short, we must do everything we can to ensure adequate resources for the faculty we have in terms not only of compensation—the particular focus of the Committee's report—but also of research assistants, library, computers, and other support as well.

We also underscore that in developing the University's plans for the next five years, and the budgetary dimensions of those plans, all issues must be considered and resolved together. As we have often said concerning each annual budget, every budgetary element must be set simultaneously. Faculty salaries are a vital component, but obviously not the only one. Difficult tradeoffs are inherent in every budget preparation.

In that context, the University administration supports fully the Committee's basic goal of real growth in faculty income over the next five years. As discussed with the Committee, we disagree with its retroactive approach and mode of analysis focusing on the past decade to a time when only about half the current standing faculty members were here. (Even in terms of those faculty members, we believe that confusion is compounded by the Committee's decision to omit all the references in its prior draft to the Philadelphia area CPI over the past decade in favor of exclusive reference to changes in the substantially higher United States CPI.) Since we concur on the basic goal for the future, however, we need not dwell on these issues.

One final point. As you have periodically reminded me, statistics can often be misleading. We see little point in extended exchanges on statistics cited by the Committee or the administration. We do stress two points discussed with you at length. First, in our experience, AAUP

faculty salary figures are often not reliable. (As you know, they are not compiled by AAUP.) Second, we think the attached table is a useful indicator. It is based on data from the "MIT Survey Group"—26 institutions of higher education. The Committee's plan suggests that inclusion of professional schools misleadingly inflates Penn's faculty salary figures. Almost all institutions in the Committee's Table 2 include numerous professional schools; the "MIT Survey Group" excludes health and other professional schools except in business. Further, as we reviewed with you, among all disciplines represented at Penn, the salaries of those on the Wharton faculty are relatively among the lowest compared to peers. This is, of course, the basis for current efforts to improve that picture. We continue to believe that sustained efforts to enhance the faculty's real income and continuous monitoring of specific problems will yield the results you seek.

In regard to the Committee's comments on Fiscal Year 1985, we will do all we can to provide the largest possible salary reserve. Further, as I explained to you, I raised with the Council of Deans the proposal to increase the "base increment" by the highest percentage for assistant professors, the lowest percentage for full professors, and an intermediate percentage for associate professors. Several deans immediately objected, urging that this approach would send the wrong message since faculty salaries for full professors were most in need of increased support. The other deans concurred in this objection. On reflection, I concluded that their concern is sound and am, therefore, continuing the past practice of a single percentage base increment.

More needs to be done in the future to increase faculty salaries at Penn, as all should recognize. We think the record over the past three years is impressive, and we will continue to do all we can to enable the maximum possible real growth in faculty income.

Thomas E. Eulich

Response from Economic Status Committee

The differences in viewpoint between the Administration and the Senate Committee on the Economic Status of the Faculty on faculty salary increases remain substantial. Here four factual points must be made in response to the Provost's statement.

(1) Three-fourths of Penn's present professors and associate professors, 785 in all, have been here at least ten years and have experienced the substantial decline in real income the Committee is concerned with.

(2) The Administration's suggestion that the AAUP figures are not reliable has been stated before, but despite invitations to provide documentation of this, no evidence has been offered. The AAUP collected all salary data itself until 1975. The National Center for Education Statistics has conducted the salary surveys since then but the AAUP still collects the continuing faculty salary figures. Furthermore, the AAUP does its own editing and checking of the NCES raw data.

(3) The choice of which Consumer Price Index to use, the all-U.S. or Philadelphia, in judging how much ground the faculty has lost might plausibly be left to the Bureau of Labor Statistics itself: "Local area CPI indexes are by-products of

Faculty Salary Comparison: University of Pennsylvania and MIT Survey Group*

	Salary 1980-1981			Salary 1981-1982			Salary 1982-1983		
	Full Prof.	Assoc. Prof.	Assist. Prof.	Full Prof.	Assoc. Prof.	Assist. Prof.	Full Prof.	Assoc. Prof.	Assist. Prof.
Pennsylvania	36619	25618	19475	41270	28750	22765	44465	30877	24914
MIT Survey	36687	25122	20344	40286	27728	22930	43101	29957	24666
Group	-68	496	-869	984	1022	-165	1364	920	248
	% Change 1980-81 to 1981-82			% Change 1981-82 to 1982-83			% Change 1980-81 to 1982-83		
Pennsylvania	12.7	12.2	16.9	7.7	7.4	9.4	21.4	20.5	27.9
MIT Survey	9.8	10.4	12.7	7.0	8.0	7.6	17.5	19.2	21.2
Group									

* Participants in Group: Amherst College; California Institute of Technology; Carnegie Mellon University; Case Western Reserve University; Columbia University; Cornell University; Harvard University; Howard University; Massachusetts Institute of Technology; Princeton University; Purdue University; Rice University; Rockefeller University; Rutgers - The State University; Stanford University; University of California, Berkeley; University of California, Los Angeles; University of Chicago; University of Illinois; University of Michigan; University of Minnesota; University of North Carolina at Chapel Hill; University of Pennsylvania; University of Texas at Austin; University of Wisconsin-Madison; Williams College; Yale University.

the national CPI program. Because each local index is a small subset of the national index, it has a smaller sample and is, therefore, subject to substantially more sampling and other measurement error than the national index. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in escalator clauses." (Emphasis mine.) *Consumer Price Index press release, February 1984.*

ary 1984.

(4) Nothing in the three-year salary comparisons with the MIT Survey Group contradicts the Committee's conclusion that over the longer run Penn's salaries have lost ground to inflation and have deteriorated relative to our peer institutions.

—Robert Summers, Chair
Senate Committee on the Economic Status of the Faculty

SPEAKING OUT

Supporting Dr. Gross

We would like to take this opportunity to support in the strongest terms the candidacy of Larry Gross as Chair-Elect of the Faculty Senate.

Larry has been a consistent, courageous and eloquent spokesman for both faculty and student rights on this campus. We have admired his determined ethical stand on a number of controversial issues, for example, his concern over "human subject rights" in a variety of research contexts. He has participated vigorously in public forums in Philadelphia and throughout the country, raising the kind of questions that need to be asked about the integrity and autonomy of individuals in a society that is increasingly bureaucratized and depersonalized. He is politically experienced and knowledgeable. We believe he is fair and independent-minded in his judgments. As a tireless advocate of undergraduate education in what was originally a graduate school, Annenberg, he has succeeded in introducing and leading the Communications major. We have been impressed here as in his other endeavors by his interest in reaching out beyond the Annenberg School to other parts of the University, most notably FAS.

We believe he would represent us all with the same dedication and seriousness he has brought to his other activities at Penn.

—Frank F. Furstenberg,
Chair, Department Sociology

—Robert E. Kohler
Chair, History & Sociology of Science

—Samuel H. Preston,
Director, Population Studies Center

—Alfred Rieber
Chair, Department of History

—Barbara Herrnstein Smith
University Professor of
English and Communications

Democratic Process

I write in support of the slate of candidates for Senate offices and committees nominated by the Senate Nominating Committee. This slate is not, as some recently published statements have suggested, a group of hand-picked successors chosen exclusively by current (or recent) Senate leaders. The members of the Senate Nominating Committee are, in fact, chosen through a careful and democratic process that begins with names submitted by all members of the Senate Executive Committee, including all constituency representatives. The Executive Committee as a whole then selects eight of the names and presents them to the full Senate membership, which is invited to submit additional nominees through petition. The Executive Committee choices for the Nominating Committee were unopposed by the Senate membership this year. It is also worth noting, perhaps, that three members of the peti-

tion slate that is now running in opposition to the Nominating Committee's slate (Professors Fuller, Teune and Gaefke) were themselves members of the Senate Executive Committee that chose the Nominating Committee this year.

It has also been suggested that the Nominating Committee's slates over the past decade have come from a narrow group of "activists" and "idealists." Since 1973, the faculty members who have been selected by the Nominating Committee as candidates for Senate Chair have been (in addition to myself) Professors Paul Taubman, Phillip Delacy, Ralph Amado, Robert Lucid, Irving Kravis, Walter Wales, Phoebe Leboy, Murray Gerstenhaber, June Axinn and Jacob Abel. Whatever one may think of the relative strengths and weaknesses of these individuals, they surely represent a very broad spectrum of faculty views on important issues. It may also be relevant to point out in this connection that two members of the current petition slate (Professors Tomazinis and Fuller) were chosen by recent Nominating Committees for Senate positions (Fuller for Senate Secretary and Tomazinis for the Committee on Economic Status).

This is not to say that the Nominating Committee's slate should never be opposed. It seems to me, however, that this year's committee has chosen a remarkably strong group of candidates. Among those whom I know best, Larry Gross, the Nominating Committee's choice for Senate Chair, is an outstanding member of our faculty who has worked with great effectiveness over many years on a wide variety of important school, Senate and University Committees. My colleague Edwin Baker (a nominee for SEC) is a constitutional law scholar of national reputation who is enormously sensitive to academic values and concerns. And James Wheeler (another Nominating Committee choice for SEC) has previously served with distinction as Chair of the Medical Faculty Senate. Candidates like these, I think, deserve our enthusiastic support.

—Paul Bender
Professor of Law

Junior Faculty Note

To me the remarks of Professors Ghandhi and Leboy, as to the conscious search for balance on the official slate for Senate offices, are persuasive. I cannot speak for all junior faculty, but given the uncertainties that many of us perceive in the impersonal "market factors" affecting our academic futures, it is gratifying to find some personal concern among the senior colleagues who support the nominated slate.

—Antoine Joseph, Assistant Professor
of American Civilization

Supporting Dr. Tomazinis

As I review the prospect of Senate elections, two things become clear: (a) that the candidate

for Chair-Elect nominated by the Nominating Committee is one of those who has helped formulate Senate policies that have not been representative of faculty sentiment on several important issues; and (b) that the candidate for chair-elect nominated by petition, Professor Anthony Tomazinis, is new to the scene, has proven leadership qualities, and is a distinguished scholar. He has worked very effectively over the last year to build the trust and cooperation of his colleagues from all parts of the academic community in his efforts to provide us with a tuition benefits option.

He has demonstrated his commitment to matters of academic excellence and other central faculty concerns. I call upon my colleagues to vote for the Tomazinis slate.

—David S. McDewitt,
Professor of Anatomy (Vet.)

Out of Touch

In recent years, the Faculty Senate leadership has increasingly gotten out of touch with the needs and aspirations of the faculty at large. The lack of responsiveness to faculty concerns on tuition and other benefits (with issues such as the nonbeneficial aspects of the outside tuition benefit still unresolved) provides only one illustration. Many other issues remain, both economic and academic, which will require the attention of the Senate leadership as it represents faculty concerns vis-à-vis the administration.

Perhaps the most fundamental issue in this regard is the role of the faculty in the governance of the University. Pennsylvania has long recognized that faculty members are not employees in the usual sense; yet, recent decisions have tended to blur this distinction. Among other things, faculty members are and must remain unencumbered both in instruction and their pursuit of knowledge, and the means by which they are accomplished.

A second general concern is that University leaders not use the Senate as a base for championing social causes of peripheral concern to the faculty. All faculty should be completely free to take positions, and to actively promote various causes and/or points of view—but it is imperative that they not pretend to speak for others on such issues or for the University as a whole.

Having personally witnessed the results of such tendencies, I am truly delighted that a large number of concerned faculty have proposed by petition a new slate of candidates for the Senate leadership. While no good purpose would be served by challenging the qualifications of those nominated by the nominating committee, one cannot help but be impressed by the petition slate. There is little doubt in my mind that their election would go a long way toward moving the University in more positive directions.

—Joseph M. Scandura, Director
Instructional Systems, GSE

SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadlines for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.

Origin of Slate

Because of the unique Senate election that we face this year, I thought it would be helpful to my colleagues to recount how the Senate slate-by-petition came to be.

A group of us from departments throughout the University, who had encountered a disturbing unresponsiveness on the part of the Senate leadership in the tuition benefits debate, found equal cause for concern in the way the Committee on the Economic Status of the Faculty was dealing with the Administration on our behalf. (This is most recently evidenced in their report to the Senate* in which they recommend unequal treatment among ranks and minimum salary increases far below the inflation rate.) We thus believed that it was time to introduce new faces among those active in University governance to address not only major economic matters that are coming up for debate, but also the other traditional concerns of a distinguished

faculty.

To accomplish this, several of us suggested a number of names for consideration by the Nominating Committee. To our dismay, not one was accepted. We then took the step of proposing a slate-by-petition that we are confident will focus on issues of primary importance to the Faculty—academic excellence, the University's welfare and the Faculty's welfare. We believe that they will be vigorous, but responsible in their dealings with the Administration. We are certain that they will listen with open minds to all the faculty.

I hope that all with this agenda in mind will take the time to vote.

—Adrian R. Morrison
Professor of Anatomy

*Ed. Note: See pp. 3-4 for the Economic Status Committee Report and p. 5 for the Provost's response.

Thanks for a Rescue

Last week an extraordinary event took place at Penn—the most comprehensive conference on women in a decade, "After The Second Sex: New Directions."

Conferences do not just happen. They occur because of the hard work of caring colleagues. Last fall, when the initial efforts for this Conference seemed about to collapse, a group with remarkable talents quietly stepped forward and said, "Let us help." Debbie Levenson and Carol Tracy took over the administrative burdens. Ann Duffield and her colleagues assumed responsibility for publications and publicity. Ernesta Ballard and a score of committed patrons undertook the essential task of raising the required financial support. Finally, Lucienne Frappier-Mazur and Carroll Smith-Rosenberg provided superb intellectual leadership.

Thank you—on behalf of all who were privileged to attend. —Thomas Ehrlich, Provost

From the Benefits Office

By April 13: Take Care of Number One

Every member of the faculty and staff has a decision to make by April 13: to stay with the health insurance you have now, or change during the last of these Open Enrollment Days that come but once a year.

The important thing is to make a conscious, *informed* decision, based on what you and your family need for the way you live today. Families change; needs change; even health insurance plans change slightly over the years. And certainly, at this university, the range of choices has changed since many of us joined Penn.

Although a big part of the decision is between two basic kinds of health insurance—the "Blues" or the newer "HMOs"—there are also choices you can make within those categories. For example, those who came here under, or chose, the Blue Cross/Blue Shield/Major Medical plans (generally favored if physician choice is important to the family) in the days of the old Plan B might not know what the new 100 Plan is all about. We also have six Health Maintenance Organizations—some organized around associations of physicians, others as group practices—which emphasize preventive medicine, outpatient care, inclusive coverage for diagnostic fees, and virtually no paperwork.

On Wednesday, April 11, from 10 a.m. to 3 p.m. in the Bodek Lounge of Houston Hall you can ask questions of representatives of all the health plans offered at Penn. Counselors from the Benefits Office will also be there to help you think through the factors you might want to weigh, and get through the paperwork if you want to make changes.

We have mailed out to everyone a maroon-and-gray folder called "Take Account of Your Health." It gives comparisons of plans and their coverage. A rate table was published in *Almanac* April 3. By all means, if you have any questions that go beyond these printed materials, do come to Houston Hall April 11 and really "take care of number one"—yourself and your family—before this open enrollment period ends.

—James J. Keller, Manager

Research Standards: Drugs & People

The Second Annual Meeting on Drugs and Devices cosponsored by Penn and Public Responsibility in Medicine and Research, Boston, Massachusetts, will be held on April 23-24 at the Sheraton University Hotel.

Current issues on biomedical research and continuing dialogue between research investigators, administrators, Institutional Review Board members, drug and device industry representatives, and NIH/FDA spokespersons will be the focus of many workshops and plenary sessions.

The Office for Protection from Research Risks (OPRR), in cooperation with Penn will sponsor a one day Regional NIH/FDA Workshop on April 25 at the same location. A series of symposia designed to provide technical assistance to research personnel, Institutional Review Board members and institutional administrators and staff persons are scheduled. This meeting will provide an opportunity for representatives of OPRR and the FDA to assist those charged with the protection of human subjects in the discharge of their duties, and to further define and discuss the complex set of concerns about human subject protection.

Advance registration is required for either or both sessions. The conference fee is \$225 per person for the two day meeting but there will be no charge for the April 25 session. For further information regarding either conference, please contact Ruth Clark, Office of Research Administration, Ext. 7293.

Student Appeals to Faculty

Student-Faculty Interaction

The Student Committee on Undergraduate Education is pleased to announce that we will once again sponsor Take A Professor To Lunch Week. This week many local restaurants are offering lunchtime discounts to students who are accompanied by a faculty member.

Last semester, over 1300 students and faculty participated in Lunch Week. We believe that a greater interaction between students and faculty is needed in order to enrich Penn's educational environment. We hope that contacts made during Lunch Week will promote subsequent student-faculty interaction.

For further information, look for ads in the *D.P.* or call the SCUE office at Ext. 6945. Enjoy!

—The Student Committee on
Undergraduate Education

Non-discrimination Code

We are a newly formed organization which seeks the consistent enforcement of the University's non-discrimination code: the policy granting students equal rights and equal opportunity in all University programs, privileges, activities, etc. It is currently being violated by having discriminatory employment recruiters (specifically, the military and FBI/CIA which openly reject lesbian, gay, and handicapped applicants) use Career Planning and Placement Service, effectively denying all students equal employment opportunities.

We feel that the University should abide by its own policy (upholding the moral principles it set for itself), regardless of discriminatory anomalies in federal policy. Only through complete enforcement of the code (with discrimination viewed as a single unit—not immorally divided into separate "legal and illegal" definitions) does

it have any viability, effectiveness and value.

We are currently circulating a petition in support of the non-discrimination code to be presented to President Hackney and the Trustees. We ask you, our teachers, to document your support by signing this petition. In the next few days, petitions will be put in your mailboxes. If you don't receive one, or have any questions, please contact Elizabeth Schwarzburt at 222-2893 or Richard Moreau, 222-3069.

—Students Supporting Student Civil Rights
Petition for Student Civil Rights

We, the undersigned members of the Penn community, support student civil rights as are outlined by the University's non-discrimination code: denounce violations of the code specifically, the University's toleration of discriminatory employment recruiters who use campus facilities and support a system in which a statement of compliance with the non-discrimination code is required of each employment recruiter, as is presently utilized by the Penn Law School.



New Initiatives in Undergraduate Education: The Work of the Faculty Council

The Faculty Council on Undergraduate Education is exploring new initiatives in undergraduate education at Penn. Established in Spring 1983, chaired by the Provost, and comprised of twenty faculty members and three students representing all of the University's twelve schools, the Faculty Council has two mandates from President Hackney as outlined in his January 1983 strategic planning document for the University, *Choosing Penn's Future*:

As its first task, the Council should recommend a set of curricular options and instructional mechanisms for the University undergraduates that draw on the strengths, experiences, and academic perspectives of faculty from the liberal arts and the professions. In addition, the Council should consider the exciting possibility of designing common academic experiences to be shared by undergraduates across the University, no matter what their School or program, as one part of their general education requirement. We have long weighed the relative advantages and disadvantages of such curricular opportunities. Now is the time for purposeful experimentation. The result may well be yet another Pennsylvania first: sound and exciting options that take advantage of the diversity and richness of our academic community and produce a unique educational experience.

The Faculty Council has spent considerable time assessing Penn's existing strengths and resources in undergraduate education, studying programs at peer institutions, and considering the larger context of the undergraduate experience itself in which academic concerns are only a part, albeit the most important. The Council, however, has not restricted its activity to deliberation. While it continues to consider various issues (the freshman year, undergraduate research opportunities, the concept of Penn as an "undergraduate university," computers and technological literacy), the Council has also undertaken three specific initiatives in undergraduate education to help accomplish the goals set by the President. It has:

1. *Developed a University-wide, interdisciplinary course on applied ethics.*

Offered currently as a seminar through the General Honors Program, "Contemporary Ethical Issues" involves twenty-four faculty representing every school of the University. Often in teams of two or three, faculty lead discussions each week on a series of significant current ethical dilemmas. Each session focuses on a set of directed readings and case studies that have been developed by the faculty who lead the meetings. Topics include "Image Ethics" (Communications), "Plea Bargaining" (Law), "Risk Setting and Risk Taking" (Engineering), "Business Ethics" (Wharton), "Ethical Dilemmas in Nursing Practice" (Nursing), and seven others. Opening and closing sessions—led by two members of the Philosophy Department—provide an appropriate framework for the issue of ethics and serve to tie the entire course together. The students are evaluated on the basis of their participation in the seminar discussions and the preparation of a research paper that addresses an ethical issue that they have selected in consultation with one or more of the faculty participants. Plans call for offering the course again in Fall 1984, and developing a customized text for it. Since the course meets both mandates stated in *Choosing Penn's Future*, it may form the basis for a larger effort that reaches a greater number of students.

2. *Established a faculty group to design and implement a series of lectures organized around the theme "Discovery and Meaning in the Arts and Sciences."*

The "Discovery and Meaning" proposal stems from the premise that it could be enormously useful if undergraduates—particularly freshmen—were introduced to a range of different leading scholars and outstanding teachers who would state, in clear terms—understandable without academic prerequisites—the processes they follow in discovery and the means by which they attribute significance to the results. Several members of the faculty who exemplify these characteristics have been invited to prepare outlines of possible contributions to a lecture series that initially would be presented during the 1984 New Student Week.

In addition to providing a needed academic dimension to New Student Week, the lecture series will provide a bridge to the formal curricu-

lum through the voluntary integration into many of the Freshman Seminars some of the themes, materials and perspectives that are contained in the "Discovery and Meaning" presentations. Reflecting one of the basic premises of the "Discovery and Meaning Program," namely, that any curricular effort has the best chance of success if faculty are called upon to do what they do best, the Freshman Seminar outreach component relies upon the seminar instructors to recognize the value and appropriateness of using the lectures to complement their own courses.

The proposed New Student Week lecture series and the linkage with the Freshman Seminar Program reflects the Council's specific concern for the University experience of first-year students. Recognizing that the freshman year represents both a foundation in students' educational growth and a significant step in their personal growth, the Council supports the University's efforts to introduce and involve new students in Penn's living-learning environment and to facilitate their understanding of the choices and responsibilities that are involved.

3. *Established a Working Group to develop outlines for new courses in a proposed introductory liberal arts program for freshmen.*

Chaired by Irving Kravis, University Professor of Economics, this group is exploring the possibility of establishing several introductory courses each of which would give students insights into the principal fields of learning in the arts and sciences (Humanities, Social Sciences, Natural Sciences). The specific suggestion that the subcommittee is pursuing is the development of a set of three courses under the general rubric "The Interpretation of the Human Experience." The subjects selected within each of the three areas would be related to a governing theme, such as that suggested by the program title, that lends itself to the judicious sampling of various disciplines in the field and the exploration of different cultures and civilizations.

The Faculty Council recognizes the ambitious nature of this undertaking and the need to proceed cautiously. The immediate objective of the group is to design a course or two that would be offered on an experimental basis in Spring and Fall, 1985. The attractiveness and value of these courses might eventually lead to their being taken on an elective basis by a substantially larger proportion of the undergraduate population.

During the remainder of this year, and into the future, the Faculty Council will continue to review proposals for innovation in undergraduate education. At its most recent meeting, for example, the Council endorsed proposals to encourage establishment of both interdisciplinary and interschool course arrangements, termed "professional minors" or "University concentrations," to build on Penn's special strengths in the liberal arts and professional areas. The Council urges all those with innovative approaches to meeting the President's mandates to send their ideas via the Provost.

In related developments, the University has been the recipient of a \$100,000 grant from the Philadelphia National Bank to support these and other initiatives in undergraduate education. Penn has also responded to the Sloan Foundation's "New Liberal Arts" funding program and has developed a preliminary proposal for a "Program in Technology and the Technological Society" that would involve significant interaction between Arts and Sciences, Engineering, and other Schools.

Throughout the first year of its work, the Faculty Council has sought, in President Hackney's words, to bring "more of the University's intellectual resources to bear upon undergraduate education." The successful pursuit of the Council's initiatives should greatly enhance the undergraduate experience at Pennsylvania and our competitive edge in attracting the best students from a diminishing pool of applicants.

—Paul Zingg, Coordinator
Faculty Council on Undergraduate Education

ALMANAC, April 10, 1984

Preparing for the Bicentennial of the U.S. Constitution

The University Coordinating Committee for the United States Constitution Bicentennial, appointed by President Sheldon Hackney and chaired by President Emeritus Martin Meyerson, has announced preliminary plans for a three-year effort to organizing the University's roles in the 1987-88 celebration. It will:

- Operate as a clearinghouse and information center for University activities;
- Cooperate with scholarly organizations, other colleges and universities, the mass media, city, state and national agencies, including the Committee on the U.S. Constitutional System of which Professor Meyerson is a director;
- Facilitate Bicentennial undertakings of schools, departments and centers;
- Sponsor activities under its own auspices;
- Serve as a resource guide for prospective program planners and for those programs that are now developed.

The committee has identified several programs that are already in various stages of development and has reviewed others that it may encourage and help plan. These include:

- A series of weekend symposia in 1987 on the

legal and philosophical origins and prospects of the Constitution, including a commemoration of James Wilson, Penn's own first professor of law, who played a vital role in framing the Constitution and who subsequently served on the Supreme Court (preliminary funding has been provided by the NEH);



James Wilson

University Council

Synopsis of Minutes, March 21 Meeting

It was announced that the proposed amendments to the bylaws to allow an item to be placed on the agenda by written petition failed to be adopted at the February meeting because they were not supported by a majority of the Council members present, the bylaws requirement for adoption of an amendment. It was noted that the normal avenues for the placement of business on the agenda, through request to the Steering Committee or under new business at the end of a meeting, remain.

The Council recommended approval of a two-day break proposed by the Student Committee on Undergraduate Education (SCUE) to relieve stress in the fall term, with the understandings that the break be tried on an experimental basis in 1984-85 and that the Steering Committee designate a committee to evaluate the effectiveness of the break in relieving student stress.

Consideration of recommendations regarding the Student Judicial System Charter was continued, discussion centering upon the issues of who should preside over meetings, the role of advisors, and how serious complaints should be dealt with. The sense reached was that the presiding officer should be a qualified judicial administrator who could be a faculty member and would have access to a faculty advisory committee; that advisors should be members of the University community, may be attorneys, and should be able to address the hearing panel; and that one set of procedures should apply in all cases, regardless of the gravity of the charges, with the addition of optional disposition by the dean concerned. —Robert Lomdale, Secretary

Newscasts from the Ancient Past

Buried Treasure, an original radio series of "newscasts from the ancient past," created and produced by the University Museum, premieres on Philadelphia's WHYY 91 FM on Monday, April 16, at 12:05 p.m.

Buried Treasure so far consists of two mini-series, each based on a major archaeological project conducted by the University Museum. The first, focused on the work in Ban Chiang, Thailand, airs on WHYY April 16-20. The second mini-series, looking at dramatic developments at the site of Hasanlu in Iran, will air Monday, April 23, through Friday, April 27, each day at 12:05 p.m.

The Museum plans to produce more episodes next year. Funding for the two pilot units of *Buried Treasure* was provided by the Pennsylvania Council for the Humanities and Philadelphia National Bank, a CoreStates Bank. Additional funding is being sought to produce a total of 13 mini-series to be aired nationally on public radio stations and also to be used by the Museum for its educational/outreach activities.

The project was conceived and co-produced by Museum Public Information Officer Phoebe Resnick and Mary Perot Nichols, former director of communications who is now director of WNYC Radio and TV in New York. Ms. Resnick serves as executive producer for the continuing series. Dr. Robert H. Dyson, Jr., director of the Museum, is project director, and the academic coordinator is Heather Peters, an assistant curator at the Museum. Production manager is Nancy Moses, a specialist in the public dissemination of scholarship.

Buried Treasure will be marketed and distributed in cooperation with the Office of Communications of the University.

- A major historical conference on "The Creation of the American Constitution" sponsored by The Philadelphia Center for Early American Studies here in conjunction with the Institute of Early American History and Culture in Williamsburg and the American Philosophical Society scheduled for fall, 1984;
- Cooperation by some Penn colleagues in a Constitutional Convention for Health Affairs, sponsored by Hahnemann University, that will consider the development of a Health Bill of Rights;
- A set of meetings on "Eighteenth Century Thought and the U.S. Constitution: American Embodiments of the Scottish Enlightenment" that is being initiated by the Institute for Advanced Study in the Humanities at the University of Edinburgh;
- A conference on the Constitution and its international perspectives, including its influence in other countries;
- A workshop on the future of the Constitution within the context of the evolving American political economy (preceded by a campus forum this spring on "The Need for Constitutional Revision");
- Exploration of the feasibility of a symposium on the Constitution as a literary document;
- Efforts to have scholarly organizations meet in 1987 in conjunction with the national effort of Project '87 and in other ways.

"The committee encourages members of the University to consider not only these programs, but also others that they may wish to see on the Constitution Bicentennial schedule," Professor Meyerson said. "Although 1987 is three years away, the planning of activities must commence now in order to find a place on what is certain to be a crowded calendar. Considerable advance time is also necessary to have papers or films ready for presentation or publication in 1987. We welcome all suggestions and assistance in this University-wide effort."

In addition to Professor Meyerson, the initial committee membership includes: Morris Arnold (Law); Richard Beeman (History); Richard Dunn (History); Elizabeth Flower (Philosophy); Renee Fox (Sociology); Frank Goodman (Law); Paul Korshin (English); Jeffrey Morris (Political Science); Murray Murphey (American Civilization); Robert Shayon (Annenberg); Henry Teune (Political Science); Paul Zing (ACE Fellow, President's Office).

Morocco-Penn Exchange Program

The University's Office of International Programs received a grant last year from the United States Information Agency for the exchange of faculty with Mohamed V University (Rabat, Morocco) in the areas of social sciences, humanities, education and communications. Funds for travel and per diem only are available for up to two Penn faculty to be exchanged each year for a 3-year period, beginning January 1984. Applications from interested University faculty are sought for two or more short-term (4-8 weeks) positions and one possible 4-6 month appointment for academic year 1984-1985. Those faculty members who sent in letters of application (resume, cover letter, times available) are requested to update their application if interested in 1984-1985. For more information, please call Amy Shargel, Ext. 1925. Deadline is May 1.

The University and the Greek System

Complaint

TO: Sheldon Hackney, President
Thomas Ehrlich, Provost
FROM: Bob Kramer, IFC President
Ken Meyers, U.A. Chair
DATE: March 19, 1984

Gentlemen:

We feel compelled to request from you a public statement concerning the administration's long-term plans in regard to the Greek system due to (1) several recent administrative priorities and (2) the administration's general mood toward fraternities which we have felt in our dealings. We will clarify our frustrations in the following paragraphs.

Three specific issues and the administration's handling of them have persuaded us that there is a general "anti-Greek" sentiment among your administration. First, we are confronted with a draft of a stringent alcohol policy which, though denied by the administration, is aimed directly at fraternities. Certain clauses in the policy draft ("A University security guard must be employed for outdoor activities when attendance is expected to exceed 50;" "Alcohol may not be sold at anytime without the proper license;" and "The amount of alcohol available at an activity must be based on a maximum of one drink per hour per person expected to attend.") lead us to believe that this is a direct assault on the Greek system. Such clauses are hardly directed at Wharton Women Wine and Cheese functions or GAPSA social hours. No one in the University will deny that there is a problem with alcohol awareness, but to focus any alcohol policies primarily toward the Greeks is the wrong way to begin.

Second, a resolution for the Trustees to

allow for the allocation of funds for the Phi Kappa Sigma house was almost railroaded through the Board of Trustees by your administration. Even when it was obvious at the March 2 Trustee Executive Board meeting that the undergraduate brothers did not know that a deal was in progress, Dr. Hackney himself recommended that the Board approve the resolution anyway. Luckily, the Trustees themselves were sensitive to the brothers' situation and consequently tabled the resolution. What is most frightening about moves such as this is that it appears to be the continuation of a trend to relocate or disband the Locust Walk fraternities. Trustee Vice-Chairman Eckman himself told a group of students that this did indeed appear to be the case.

Third, the administration is now moving quickly to increase adult supervision in chapter houses. Although we had recommended to you to establish a task force to study the problems in the Greek system and make recommendations to solve them, you have instead directed Vice Provost for University Life James Bishop and Director of Fraternity/Sorority Affairs Rebecca Reuling to formulate options for increasing supervision with "student consultation." We are opposed to this process which allows students only token, indirect input. Greeks have strong opinions on supervision in their houses, and unless this is pursued jointly, it will never succeed or be accepted by the Greek system.

The last point we will address is the attitude problem in the administration regarding Greeks. As both Greek and non-Greek student leaders, this "hostility" has been apparent to both of us in our dealings. Administrative comments such as "It would be nice to get the Phi Kap house out from under the eyes of College Hall;" "It would be nice to have academic buildings all along Locust Walk;" and

"There is a definite attitude problem among the Greeks" instill a fear in us that the administration is more concerned with diluting the Greek system rather than working with us to build a stronger Greek force on campus. The Provost's memo authorizing the feasibility study requests options for "mature adult supervision." The Provost's stereotypical attitude of the entire Greek system is a gross misrepresentation of the system and reflects the administration's direction.

We find that this negative attitude prevails in the office of the man who is "supposed to" be most understanding of student concerns, James Bishop. Dr. Bishop has totally disregarded our advice by trying to push this through the Fraternity/Sorority Advisory Board. We have been told that Dr. Bishop wants supervision in the Greek houses by September 1984. Is this feasible? NO! Yet, Dr. Bishop has built barriers between himself and the Greek alumni and students. James Bishop has had a deaf ear to our "so-called" input throughout this entire circus-like process.

The Greeks have always been a very positive segment of the University community which is apparent in the large sums of money our Greek alumni donate to the University. We are not denying that there are problems in the system—there is certainly room for improvement.

We want to work with you in maintaining and improving the Greek system, but first there must be some serious evaluating of both your actions and attitudes before we can proceed.

cc: Executive Committee of the Board of Trustees
Vice Provost for University Life James Bishop
Director, Fraternity/Sorority Affairs, Rebecca Reuling
Daily Pennsylvanian
Almanac (March 28, 1984)

Response

Mr. Robert Kramer
President, Interfraternity Council
Mr. Ken Meyers
Chair, Undergraduate Assembly

Dear Bob and Ken:

Your March 19, 1984, public memorandum underscores our need both to correct misperceptions that you and others have about the administration's views on sororities and fraternities, and to provide factual background on the specific issues addressed in your memorandum.

As each of the three of us has stated before on many different occasions to many members of the University community, we fully support fraternities and sororities on the Penn campus.

At their best, they provide one important option for Penn students to establish close friendships and to build the sort of fully rounded life that contributes to wholesome personal growth. The sorority and fraternity system at Penn has had a long record of useful service to its members and to the University, and we firmly believe that—through the joint efforts of students, alumni/ae, and others within the University—the system will continue for many years to play a key role in the educational, cultural, personal and social development of Penn's young men and women.

We agree with your comments that "there are problems in the system" and "certainly room for improvement" that would enable the full potential of fraternities and sororities to be realized. We are convinced that strengthening

the fraternity and sorority system will assist the University in achieving its goal of enhancing the quality of undergraduate life and increasing the opportunities for informal education for students.

We have consistently stated these precepts to members of the community who have sought our views on fraternities and sororities. For instance, the Vice Provost and the Director of Fraternity and Sorority Affairs gave similar views in a panel discussion in Bodek Lounge last November. The President emphasized these views to you, Bob, and your predecessor in a brief conversation on February 9 and then in a more extensive discussion on February 27. The President informally expressed the same sentiments to Ken and Bob Wilson on February 17, and both the President and Provost repeated

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these judgments during a conversation on March 5 with Ken and a group of interested members of the UA.

Our judgments have not changed and we have scrupulously followed the agreements we reached in these recent conversations with regard to the process to be used in consulting with students on the issues of the alcohol policy and adult involvement in fraternities and sororities, and we confirm once again our desire to build upon the past record of accomplishments of our sororities and fraternities and to enable them to do even more for their members and the University.

The Office of the Vice Provost for University Life is the administration's focal point for promoting all aspects of student life—including those relating to sororities and fraternities. Vice Provost Bishop is personally committed to providing strong support within the administration for student interests. He will continue to make good on that commitment, with the full encouragement of the President and the Provost.

Your concerns about the administration's intentions were shaped, in large part, by three specific issues. We hope the following response to those concerns will enable you to understand better our actions and the direction in which we hope our sorority and fraternity organizations would go.

1. Draft Alcohol Policy We are not formulating an alcohol policy "aimed primarily toward Greeks." Following earlier informal discussions about campus use of alcohol, the Vice Provost's Office in the spring of 1983 began drafting a possible new University policy on alcohol use. The Alcohol Concerns Committee, which took on this responsibility, sought "to create within the University community an environment conducive to responsible, considered decision-making regarding all aspects of the use of alcoholic beverages." Among the Committee's members is Bob Wilson, former President of the Interfraternity Council and currently a campus leader of Bacchus. While some committee members explored resources and educational programs, a subcommittee drafted for further discussion a possible policy to govern the social use of alcohol on campus and at events sponsored by any constituency within the University. We believe that this draft policy requires considerable discussion and revision. In reviewing the many questions and suggestions that have been raised about the draft, we are asking the Committee to examine carefully the impact of any new policy on all campus organizations.

2. Resolution on the Purchase of 3539 Locust Walk. In May 1983, the alumnus who is President of the Alpha Chapter of Phi Kappa Sigma Fraternity, Inc. expressed an interest in exploring the feasibility of conveying the title of 3539 Locust Walk to the University. During subsequent discussions, fraternity alumni representatives explained that, because of the high cost of maintaining the Locust Walk property, they were interested in selling the house to the University and in relocating. In that event, a new house for the fraternity would obviously be needed. University officials then identified several possible sites for a new fraternity loca-

tion. After exploring these, the fraternity representatives expressed a preference for 3805-07 Walnut Street, which they hoped would meet the fraternity's needs within the fraternity's budget. By early fall, the University had begun to look for a location for a new Lauder Institute and officials began to think that the house at 3539 Locust Walk might be suitable.

When the administration thought that negotiations had proceeded to the point that a possible agreement was in sight, it prepared for submission to the Trustees a resolution that would have authorized the administration to proceed with the negotiations for the acquisition of 3539 Locust Walk. The administration thought that the undergraduate members of the house had been kept abreast of the discussions by their alumni chapter, and did not learn of any problems in this area until just before the meeting of the Trustees. During the discussion of the resolution at the Trustee meeting, Mr. Walter Arader, a Trustee and an alumni member of the fraternity, requested that the resolution be tabled and considered in April. Following a discussion of the resolution and Mr. Arader's request, the presiding officer, Mr. John Eckman, asked if the administration had any objections to postponing a vote on the resolution for a month. As the record will show, the President said "that the University favored the alumni members of Phi Kappa Sigma communicating fully with the undergraduate brothers." He agreed to postponing the vote.

The University has no plan or intention of relocating or disbanding the Locust Walk fraternities.

3. Increasing Adult Involvement in Fraternities and Sororities. On February 8, in a statement to the University community, the President and the Provost said, "We particularly believe that *increased adult involvement* in the activities and operations of fraternities and sororities is needed and we will press for appropriate arrangements to that end in consultation with the various groups involved." Although you and others have frequently used the words "adult supervision," it is not in our public statement or, to our recollection, in any other of our correspondence or conversations.

We spoke to you about your suggestion that a task force be set up to review this matter. After considering your suggestion, we concluded that the Fraternity/Sorority Advisory Board would be best suited to this task, keeping in mind that of the nine voting members of the Advisory Board, four are students and three are fraternity and sorority alumni/ae representatives. You are, therefore, incorrect in stating that the process we have proposed "allows students only token, indirect" participation. We also promised that in laying out the options to be considered, we would seek student advice. We have done so. In fact, Bob's March 8 memorandum to Ms. Reuling indicates the extent to which members of the administration have sought proposals from the Interfraternity and Sorority Councils for increasing mature adult presence in the Greek organizations. In this memorandum, Bob wrote, "Dr. James Bishop asked the Presidents of the Undergraduate Greek Councils to present ideas on proposals

to increase adult involvement in fraternities and sororities. We were asked to evaluate any idea within the realm of possibility, and specify preferences as soon as possible." Bob then wrote to Ms. Reuling that "I regret to inform you that I will not be able to comply with this request."

The Vice Provost will be requesting that the Fraternity/Sorority Advisory Board lead the University's study and evaluation of opportunities for increasing adult involvement in our fraternity/sorority system, following formal concurrence by the Intrafraternity Alumni Council which, with the University, created the Advisory Board. We continue to believe that this process should provide full opportunity for the incorporation of advice, suggestions, and evaluation of students, alumni, faculty and administrative groups concerned about ways of strengthening our sorority and fraternity organizations. As we have on numerous past occasions, we urge you to make constructive suggestions to that end, rather than refusing to act on the "problems in the system."

Finally, we endorse wholeheartedly your request that we all work together to maintain and improve our Greek organizations. We suggest we begin by understanding and confronting the differences that lie between us, the range of perceptions that exist, and your belief that we may not be as understanding of student concerns as is desired. With this in mind, we warmly invite the two of you and the officers of the other campus fraternity and sorority councils to meet with us as soon as possible to discuss those issues and to determine how to achieve our shared goals of improving the quality of life and furthering the education of all our students.

In closing, we underscore two basic propositions in which we firmly believe. First, fraternities and sororities are an essential component of student life at the University. Second, fraternities and sororities are also part of the whole University and its community, and must operate with that in mind. You have our commitment to the first proposition and to collaborative efforts in strengthening the Greek system on the campus. We need your commitment to the second proposition and to collaborative efforts to resolve the problems that exist in the system, problems that you agree exist.

Sincerely,
Sheldon Hackney, President
Thomas Ehrlich, Provost
James J. Bishop, Vice-Provost

XC: Executive Committee, Board of Trustees
Ms. Rebecca Reuling, Director, Fraternity and Sorority Affairs
Ms. Alice Dick, President, Panhellenic Association
Ms. Rhonda Dorsey, President, Black Inter-Greek Council
Mr. Peter Pakradooni, President, Interfraternity Alumni Council
Ms. Mary McMonagle, Chair, Fraternity/Sorority Advisory Board
Ms. Rebecca Teitz, President, Intersorority Council
Daily Pennsylvanian
Penn Paper
Almanac
Gazette

Update

APRIL ON CAMPUS

CONFERENCES

12 J. S. Bach Symposium; morning session: *The Compositional History of Bach's Art of Fugue* (Christoph Wolff), *Tempo and Dynamic Indications in the Bach Sources* (Robert Marshall), *Bach's Concerto Ritornellos and the Question of Invention* (Laurence Dreyfus), 9:30-12:30; afternoon session, round-table discussion focusing on the major issues of Bach research, 2-4 p.m.; Benjamin Franklin Room, Houston Hall (Department of Music).

13 14th Annual Financial Research Seminar, results of two new surveys of the financial and investment behaviors and expectations of major corporations and investors; 9:45 a.m.-4:45 p.m., Room 351, Steinberg Hall-Dietrich Hall (Rodney L. White Center for Financial Research).

14 Renaissance Faculty Symposium; Vasari (Prof. D. Cast), Monteverdi (Gary Tomlinson, assistant professor of music), Shakespeare (Prof. A. Kernan); 9:30 a.m.-3 p.m., Rosenwald Gallery, Van Pelt Library. Fee: \$12, includes registration and luncheon. Info. Ext. 7428 (Renaissance Faculty Seminar).

FILMS

International Cinema

Films are shown in the International House. Admissions: \$2.50; \$2 for House members, students, unemployed, senior citizens; \$1 children under 12 unless otherwise noted.

11 The Whitney Biennial Film Exhibition; recent films from fourteen of today's finest vanguard filmmakers; 7:30 p.m.

12 The Good Fight; the story of 3000 Americans who fought in the Spanish Civil War with little popular support and the official disapproval of the government; 7:30 p.m.

13 The Good Fight; 4 p.m. (\$1), 7:30, 9:15 p.m.

14 Workshop: The Country Auction Film; 1-4 p.m., \$5.

The Good Fight; 8 and 9:45 p.m.

15 The Good Fight; 4, 7, 8:45 p.m.

Movies in Video

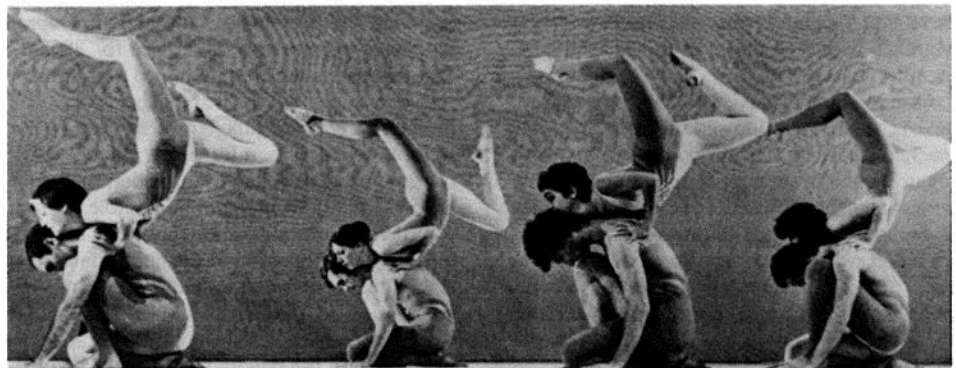
19 All Screwed Up, an Italian comedy about a group of immigrants who live communally in Milan; 9 p.m., Lounge 411, Modern Languages College House.

MEETINGS

10 Annual Meeting of the Education Alumni Association; reception 5:30 p.m., dinner 6 p.m., program 7 p.m. includes: *Wit and Character*, Patricia Alberg Graham (Harvard Graduate School of Education); presentation of EAA's National Award of Distinction to Patricia Graham; recognition of 1984 recipients of EAA's Helen C. Bailey Alumni Award of Distinction, Faculty Club.

ON STAGE

20 Murray Louis Dance Company; performances at 8 p.m. and April 21 at 2 and 8 p.m. Zellerbach Theatre, Annenberg Center. Tickets: Ext. 6791.



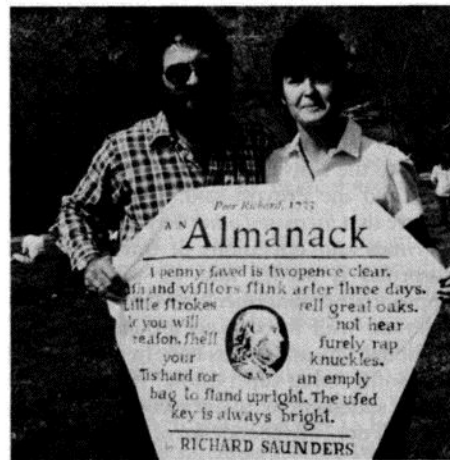
Murray Louis Dance Company; part of Dance Celebration '84, a contemporary dance series.

SPECIAL EVENTS

11 Crafts Fair, Locust Walk, through April 13.

12 Spring Fling Weekend; parade from College Green to the Quad led by President Sheldon Hackney and the Penn Band at noon. Food booths, student groups, entertainment, performers, games; noon-6 p.m., 7-11 p.m., at the Quad through April 14. Full schedule available at Houston Hall information desk.

14 Fun Fly: Kite Festival, 1-4 p.m., Morris Arboretum. Spruce Hill and Kingsessing Morris Dancers will perform ritual English fertility dances, dating back to the 15th century, celebrating spring's arrival; there will be tours and refreshments. General admission \$2 for adults, \$1 senior citizens and children. Half-price to those with kites and prizes for the most original. Raindate April 15.



TALKS

10 A New Look at Cell Volume Control: Use of Cells from the Shark Rectal Gland; Arnost Kleinzeller, department of physiology; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Group, Department of Anesthesiology.)

Gishat Brenner Ve' Agnon Le Folklor, Hebrew Language Circle; Dan Ben-Amos, chairman and professor of folklore and folklife; 2 p.m., 8th floor lounge, Williams Hall (The Middle East Center).

11 Gardening; noon, Faculty Club. Buffet luncheon available for \$2.50 (Faculty Club Program Committee).

Time as a Dynamical Variable; Tsung Dao Lee, Enrico Fermi Professor of Physics, Columbia University; 4 p.m., Auditorium A1, DRL (The Henry Primakoff Lectures: Department of Physics).

George Orwell's "1984": Literary and Historical Perspectives; Alfred Rieber, history department chairman, and Peter Conn, professor of English, associate dean, Undergraduate Studies; 7-8:30 p.m. (buffet 5:30-7 p.m.), Mosaic Gallery, University

Museum. Reservations: Ext. 7320 (International Programs).

12 Internalization of Vesicular Stomatitis Virus; Dr. Richard Schlegel, Division of Cancer Biology, National Institutes of Health; noon, Room 196-A, Old Med Labs (Microbiology Graduate Group).

13 A Model of Family Change Through Development: The Turkish Family in Cross Cultural Perspective; Cigdem Kagitcibasi, professor of psychology, Bosphorus University, visiting Fulbright Scholar at Harvard, Laboratory for Human Development; 1:30 p.m., 4th floor Lounge, Williams Hall (Middle East Center, Graduate School of Education).

16 Sociology in Context: Ideological Conflict in the Gilded Age; Dorothy Ross, history department, University of Virginia; 4 p.m., 1st floor Conference Room, Van Pelt Library (Department of History and Sociology of Science, Department of History).

17 The Fetus as Graft: A Continuing Enigma: Maternal Antibodies, T Cell Responses and the Immunoregulatory Properties of Placental Tissues; John C. Rodger, department of immunology, The John Curtin School of Medical Research, Australia; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Group, Department of Anesthesiology, Division of Reproductive Biology-Department of OB, GYN).

Additions, changes and cancellations for the weekly On Campus Update must be received by noon Tuesday prior to the Tuesday of publication. The deadline for the May pullout calendar is noon, April 10. Address: 3601 Locust Walk C8 (second floor of the CA).

Economics Day: April 11

The Economics Department will be sponsoring Economics Day on April 11, a day-long program whose central theme is Deregulation. *Deregulation in Theory and Practice* will begin at 10 a.m. with introductory remarks by Andrew Postlewaite, chairman of the economics department, and will wind up with a symposium on the most pressing economic issue of the current period: the budget deficit and its impact on credit markets. Below is a list of the planned events which will take place in Room 350, Steinberg Hall-Dietrich Hall. All interested faculty, staff and students are welcome.

Contestability and Competition as Guides For Regulation and Deregulation; Robert Willig, professor of economics, Princeton; 10:15 a.m.

Efficient Pricing, Regulations and Public Ownership: Henry George and Harold Hotelling; William Vickrey, professor of economics, Columbia; 11:30 a.m.

Deregulation in Theory and Practice; Alfred Kahn, professor of economics, Cornell; 2 p.m.

Panel Discussion: Lawrence Klein, Benjamin Franklin Professor of Economics and Finance; Robert Mundheim, Law School Dean; Almarin Phillips, professor of public policy and management, economics and law; 3:15 p.m.