

## Salary Guidelines

On page two of this issue, a memorandum from the Provost gives 1986-87 salary increase guidelines for the faculty, followed by guidelines for nonacademics in a memorandum by the Senior Vice President. Also on page two is a discussion of salary policy in which the President joins.

The chair of the Senate Economic Status Committee gives additional views on page 3. On the back page are adjusted scales for A-1 and A-3 nonacademic staff.

# Almanac

Tuesday, April 22, 1986

Published by the University of Pennsylvania

Volume 32, Number 31

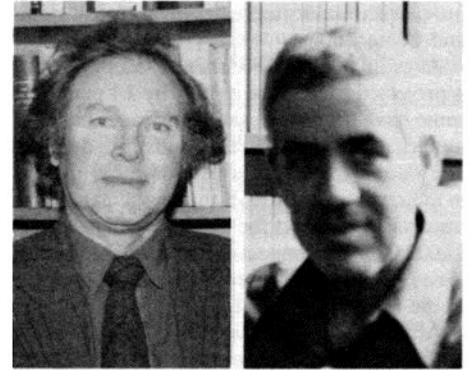
## University Professors: Marc Nerlove, Alan Watson

Two members of the faculty have been designated University Professors, bringing to 19 the number of Penn faculty who hold the University-wide chair.

**Dr. Marc L. Nerlove**, professor of economics in the School of Arts and Sciences, joined Penn in 1982 after holding the Cook chair at Northwestern University, full professorships at Chicago, Yale and Stanford, and Harvard's Frank W. Taussig research professorship. He has held fellowships and visiting professorships around the world—Beijing, Firenze, Canberra, Rio de Janeiro, and Mannheim among them. A winner of Fulbright, Guggenheim, Ford, Earhart and other fellowships, Dr. Nerlove won the John Bates Clark Medal of the American Economic Association in 1969 and India's Mahalanobis Memorial Medal in 1975. He was elected to the National Academy of Sciences, American Association for the Advancement of Sciences, American Academy of Arts and Sciences, American Statistical Association and other major societies, and served as president of the Econometric Society in 1981. In ten books and over 120

papers he has "undertaken pathbreaking work on issues involving time series analysis, agricultural change and demographic theory, and modeling household behavior," as Provost Thomas Ehrlich summed up in announcing to the Trustees his selection as University Professor.

**Professor W.A.J. (Alan) Watson** of the Law School came to the University from Edinburgh in 1979 as professor of law and classical studies. He became director of the School's Center for Advanced Studies in Legal History a year later, and in 1984 was made Nicholas F. Gallichio Professor. The author of 18 books (the most recent a massive, four-volume translation of *Justinian's Digest*, University Press) and over 75 articles is noted for his work in history and philosophy as well as law. "From insights gained in his extraordinary knowledge of European legal history, he has inquired into the nature of legal systems and the way they change over time as a result of challenges to traditional assumptions," the Provost said. "Most recently he has completed a book on slavery in ancient



Alan Watson

Marc Nerlove

Roman law with suggestions about its implications in terms of slavery in America." The former Douglas Professor of Civil Law at Glasgow and head of the Law Department at Oriel College, Oxford, has served as a visiting professor at Tulane, Virginia and Michigan, and abroad at Cape Town and Netherlands Antilles.

## Schools' Awards to Outstanding Teachers: A&S, Law, SSW

Three schools of the University announced teaching awards this week, and six more schools are expected to name a dozen or so outstanding teachers by Commencement.

• In the School of Arts and Sciences, the Ira Abrams Memorial Award for Distinguished Teaching, normally given to two members of SAS, will go to a single awardee—Dr. Elaine Scarry, professor of English, described by nominators as "original, inspirational, dynamic and dedicated." A plaque outside the Dean's Office in College Hall carries the names of all who win the Abrams prize, established in 1983 by the gift of a member of the College Class of 1931.

Also in SAS, 12 graduate students will receive the Dean's Award for Distinguished Teaching of undergraduates in 1985-86. Five are in English—Christopher Flint, Benjamin Goluboff, Philip Pedley, Patricia Redman and Athena Vrettos. The other six are Seth Brody, religious studies; Kathi Kern, history; Michael Schultz, German; Alden Smith, classical studies; Michael Speirs, anthropology; Matthew Sweetwood, mathematics; and Thomas Whitman, music.

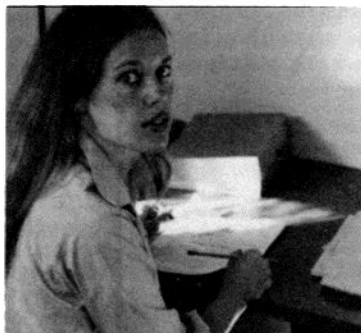
• The Law School's Harvey Levin Award goes to Professor Clyde Summers, chosen by the graduating class for his "sincere devotion to

his students, this law school, and the field of labor law." Third-year students vote the Levin Award annually, in memory of an alumnus (B.S. '55, LL.D. '58) who died at 43, and whose firm Schnader, Harrison, Segal & Lewis supports the award in honor of the late antitrust law specialist.

• In Social Work, students singled out Dr. June Axinn, professor of social welfare, for the School's Award for Excellence in Teaching—an award given periodically over the years. Dr. Axinn, an economist and former chair of the Faculty Senate, was cited as a "knowledgeable and demanding" teacher who commands the students' respect in the classroom.



Clyde Summers



Elaine Scarry



June Axinn

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**Liberal Studies: Interpretation**

# On Salary Guidelines for 1986-87

We are pleased to announce that for the academic year 1986-1987 the University's salary policy will again provide for significant real growth in the incomes of continuing faculty and staff.

At the request of the Senate Committee on the Economic Status of the Faculty, we have revised the format for the faculty salary guidelines to emphasize merit in the allocation of each School's salary pool above a minimum base increment. Those guidelines are published below. As in each of the last five years, there will be both School and central University faculty salary reserves to reward extraordinary academic performance, to fund promotions, to adjust salary inequities, and to respond to market conditions.

Staff guidelines have also been revised to emphasize merit. They are published below—separately from the faculty salary guidelines, as recommended by the Senate Committee. Adjustments to provide staff salary increases to meet scale minimums and market conditions are provided in School and Center funds.

As estimated by the Standard and Poor's Consumer Price Index (CPI) for Philadelphia, inflation is projected to increase in 1986 by 2.1 percent, though other estimates may vary. We are aware that some have urged that salary increases be more in line with inflation. They have stressed the likely impact of anticipated reductions in federal funds for sponsored research. According to the best estimate currently available to us, the University's FY 1987 budget will include about \$4,700,000 less in indirect cost recoveries than anticipated under the principle of full reimbursement for the cost of research. We expect the University's losses in indirect cost recoveries for FY 1988 to be in excess of \$7,000,000. The impact of Gramm-Rudman federal budget reductions will only exacerbate those losses. Clearly, a substantial portion of the losses could be offset by limiting average salary increases to the Philadelphia CPI.

Although such a policy would reduce expenses over the short run, we believe limiting average salary increases to inflation is not in the long-term interests of the University. *Choosing Penn's Future* established four basic tenets to guide the University's planning:

- the University's quality is the strength of its faculty;
- the University must conserve its resources and protect its financial integrity;
- the University's special character is reflected in the diversity of interest and people it attracts to its community;
- the University's scale must ensure the highest academic quality of its students and research efforts.

Three special conditions were attached to the last tenet and should be repeated in the present context.

- Each School and program must preserve the strength and diversity of its student body.
- Each School and program must invest in new faculty, and, when necessary, in the refurbishing of basic research space.
- 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.

The salary policy we are adopting for FY 1987 is consistent with each planning tenet as well as the three conditions established in *Choosing Penn's Future* to guide us in determining the University's scale. As a community we must preserve our financial integrity by achieving real efficiency gains in the expenditure of scarce resources.

Next year's salary increases are possible in significant part because we were able to achieve administrative cost savings and a two percent reduction in our employee benefit rate without any decrease in benefits. Over the remainder of this decade, we will need to make equally substantial gains in our efficiency each year in order to continue to reward and retain our very best faculty and staff.

Penn should provide continued improvement in the economic status of the University's faculty and staff as well as continued funding for new research and teaching facilities, faculty research grants, additional graduate fellowships, and new undergraduate initiatives—investments essential to the future of the University. Along with other needed steps, however, we believe that this continued improvement depends directly on controlling University expenses. Otherwise, the institution will be in serious danger of growing beyond its means. To this end, we are beginning work immediately on budget planning to meet the difficult problems Penn faces in FY 1988 and future years.

*Sheldon Hackney*

*Thomas Ehrlich*

*Helen B. O'Bannon*

## OF RECORD

### Salary Guidelines 1986-87

#### For Standing Faculty

A. The minimum academic base salary for assistant professors will be \$23,000.

B. The base increment for the individual members of the continuing Standing Faculty will be 2.5%. All increments of less than the base increment for individual members of the continuing standing faculty must be reviewed with the Provost and receive his approval.

C. In addition, funds will be available to academic units (e.g., departments) to provide additional salary increases to faculty based on general merit.

D. Further, the University will establish a salary reserve for continuing standing faculty to cover special cases. Individual Schools will also have a salary reserve. The following categories will be used:

1. Promotions;
2. extraordinary academic performances;
3. market adjustments; and
4. adjustments of salary inequities.

—Thomas Ehrlich, Provost

#### For Nonacademic Staff

Highlights of the FY86-87 salary increase program for nonacademic staff are:

1. Annual salary increases for weekly and monthly paid staff to be based on job performance and internal equity. No increase to be given to an employee whose performance is less than satisfactory. Increases of less than 2.5% and over 7% must be documented.

2. Salary increase monies available for weekly paid staff (A-3) are to be utilized solely for weekly paid staff and may not be merged with salary increase monies available for monthly paid staff (A-1).

3. An approximate 3% increase to the salary grade hiring maximums with corresponding adjustments to the grade minimums and maximums. (Please see salary scales, page 8).

4. Employees' salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1986 before the application of any merit increase. Detailed guidelines will be distributed to schools/units this week.

—Helen B. O'Bannon,  
Senior Vice President

## Update Report of the Senate Committee on the Economic Status of the Faculty

April 16, 1986

The final report of the Senate Committee on the Economic Status of the Faculty for 1985-86 will be published in *Almanac* at a later date. At this point, however, it is urgent to acquaint all faculty with our comments on the salary increases guidelines set by the administration.

There are two innovations in these guidelines:

1. Increases for faculty are set *separately* from increases for staff and administration.

*Comments:* This change was recommended by the Committee as a first step toward a permanent policy of setting faculty salary increases on their own merit, without tying them to constraints exerted by other groups.

2. Instead of specifying an *average percentage* of total faculty increases (last year set at 5%), the guidelines stipulate that there will be a reserve for a *general merit increase*, without setting a specific percentage.

*Comments:* This change was recommended by the Committee for the following reasons:

a. It is our understanding that merit increases will indeed prove to be *general*; i.e., granted to all meritorious faculty fulfilling their obligations.

b. It is our estimate that such increases ought to amount to at least *several percents above* the basic increment increase; i.e., an across-the-board minimum.

c. We are assuming that, thus informed, all faculty who feel they are meritorious will expect, and indeed insist on, getting such increases, and that department chairs will insist to build-in such increases in their budgetary requests.

d. We intend carefully to monitor the actual distribution of increases next fall in order to assess the success or failure of this policy.

While we commend the administration for their cooperation on these basic changes, we must express our disappointment with a lack of cooperation on two other important issues:

1. As we understand it, the total increases for continuing faculty will *fall short* of the 9.8% that we requested to retain our salary increases rankings among peer institutions.

2. The basic increment increase, set at 2.5% in the guidelines, goes against our recommendations to the administration. We firmly believe that *no* faculty member, except for cause, should have his/her salary *de facto* reduced when given an increase below the increase in the cost of living. The increases in cost of living have been for many years calculated on the basis of the preceding year's data (and not projections for the current year). Last year's cost of living has increased by about 3.5%, and 3.5% is the across-the-board minimum increase we recommended.

*Nota bene:* It is important to note that our estimate of what should be the *general merit increase* pool is based on the assumption that the basic increment should be 3.5%.

—Jean Alter, Chair

For the Senate Committee on the Economic Status of the Faculty

## Spring Meeting Action

With economic status as the leading discussion topic (see report, left), the Faculty Senate's spring meeting April 16 had only one action item on the agenda—the Committee on the Faculty's proposed policy statement on Faculty Rights and Responsibilities (*Almanac* April 8).

The motion to adopt it was defeated, 45-4 with five recorded abstentions, after a formal statement from Law School Dean Robert Mundheim, several speeches from the floor, and a written objection by the Senate Committee on Academic Freedom and Responsibility.

Dean Mundheim called a letter by 19 of the Law School's faculty (*Almanac* April 15) "the unanimous view of all of the faculty who were available at the time," and added his agreement. He said the School would be happy to work with Senate on a future document but that it should be both "broader—not confined to criticism of research" and "hortatory—or, if mandatory, done with much more care."

Professors Edwin Baker and Clyde Summers of the Law School, and from other schools Drs. Robert Rutman, Alan Kors, R.E. Davies, Larry Gross, and Henry Hiz spoke against the motion. For SCAFR, Dr. Seymour Mandelbaum presented a statement which said the five members present at an emergency meeting April 15.

"... unanimously agreed that the Statement poses serious threats to academic freedom. The Guidelines on Open Expression (and, indeed, a variety of long-settled norms and procedures) already protect the freedom of researchers at the University of Pennsylvania. Faculty members who violate the Guidelines are vulnerable to administrative discipline. Verbal criticism within the Guidelines, however, is protected by

(continued on page 4)

## Annual Report of the Faculty Grievance Commission

April 16, 1986

The Grievance Commission has been extremely active and we think that the important and difficult work of the commission has proceeded as well as can be expected.

Two cases came to a conclusion last year—one involving a decision on tenure led to the granting of tenure to the grievant. Another was concerned with the affiliation of a faculty member to the appropriate division of the University. The panel recommended to the Provost that every effort be made to suitably locate this faculty member. Efforts are still being made to that end.

At present two cases are actively pursued, both involving denial of tenure to the grievant. It is expected that resolution of these cases will be accomplished before June of this year.

One case involving an adjunct faculty appointment was resolved informally by discussion among the parties concerned. A formal grievance procedure was thus avoided. At present two further grievances have formally been filed, one concerned with a tenure decision and one with the denial of a promotion. It is expected that the grievance procedures in these cases will be initiated early in the fall semester.

An unusual situation occurred in the case of one of the grievances now in progress. The respondent objected to the presence of two of the members of the commission on the basis of conflict of interest. The problem was dealt with by the substitution of the two members by two other faculty members (Professors Marten S. Estey and Lucienne Frappier-Mazur), both former chairs of the commission. They were

appointed by the Executive Committee of the Faculty Senate to serve for the duration of this particular grievance. Although this procedure appears to have been justified in this case, it did cause delay, and we believe strongly that what amounts in effect to setting up a special commission for a particular case should be avoided in the future except in most exceptional circumstances. We need more specific guidelines to deal with problems of this kind.

This leads us naturally to bring to your attention the existence of the committee, under the able leadership of Professor Robert E. Davies that currently is holding hearings and looking into all aspects of the functioning of the Grievance Commission. We can all look forward to the future report from this important committee.

Finally, the commission members would like to thank the Legal Officer of the commission, Mr. Eliot Platt, for his invaluable help and counsel, and to pay tribute to the wonderful work of the Panel Members as well as to a retired member of the commission, Professor Adelaide Delluva. She served with distinction for more than the allotted three years and her tireless efforts, deep concern and wisdom have been an inspiration to all of us. Her involvement with the grievance procedure has not ended yet. She is now serving as a panel member in one of the grievance procedures currently being conducted.

—Larry Gross

—Kenneth D. George  
—Niels Haugaard, Chair



the concept of academic freedom. We may individually or collectively rue certain forms of speech but we cannot proscribe them. We urge the Senate to reject the Statement as an expression of Faculty policy."

Also at the Spring Meeting: President Sheldon Hackney reported some amelioration for higher education in Washington, but continued concern over the OMB plan to cut overhead recoveries (see also the letter of Drs. Tomazinis and Soloway, right). He cited uptrends in applications (13,000 to the freshman class; rises in numbers and quality of Ph.D. candidates) and a flurry of press coverage of Penn as a "hot" school. Provost Ehrlich did a five-year stock-taking, with emphasis on the planning process and with thanks to the five Senate chairs of the period since 1981-82.

Dr. Anthony Tomazinis, chairing his last Senate meeting, congratulated the newly elected officers (Chair-elect Dr. F. Gerard Adams, Secretary-elect Dr. Ellen Pollak, and new SEC-at-large members Drs. Anna-Marie Chirico, Marilyn Hess, Robert Inman and Paul Liebman). As the meeting closed, Dr. Roger Soloway as incoming chairman gave a resolution of appreciation for Dr. Tomazinis.

## Council in April

At the April 9 meeting, Council voted a change of by-laws to add the chair-elect of Senate (who is also chair-elect of Council Steering) to the membership of Council committees.

Two other scheduled action items on the agenda, both from the Facilities Committee, were passed. One asks deans to set aside eating space for students in their buildings, provided it will not decrease classroom space. The other urges the administration to "include parking requirements and budgeting in the planning process for new facilities, renovations, and plans for new structures on existing surface parking lots." In discussion, it was noted that a source of rising fees for parking is the budgeting of costs to the parking office when a lot is taken over for construction. Council heard and commented on two information reports:

- The report of the Faculty Council on Undergraduate Education (*Almanac* April 8) on liberal arts and professional education; and
  - An Undergraduate Assembly report on Student Life in 1990 (excerpts to be published).
- From the floor under new business, Dr. Michele Fine cited incidents during Gay Awareness Week and introduced as a motion,

"Council expresses outrage at the recent verbal, physical and printed displays of discrimination toward lesbian women and gay men at Penn."

Debate was vigorous but brief, as a student moved to call the question. The question call carried, and Dr. Michael Cohen called for a quorum. With only 32 members counted, the Fine motion was then presented for straw vote and carried, 22-3 with two recorded abstentions. President Hackney agreed to frame an administration statement (right). Dr. Cohen entered an objection to the cut-off of debate; Dr. Hackney asked if members wished to stay for more discussion, but few so indicated.

## SENATE

### Calling on Washington, D.C.

It would be a fair assumption if one assumes that most of the faculty members are aware by now that many aspects of the welfare of the University and our own individual welfare depends on what is happening in Washington, D.C. Last year we experienced the impact of the changes in legislation establishing the non-taxability of undergraduate tuition benefits as well as the legislation that imposes taxability status on graduate tuition benefits for faculty and staff children and spouses. Additional changes are currently under discussion concerning pension funds of TIAA-CREF, KEOG, etc. which require those of us who would be crucially affected to be alert and ready to express our views to our elected representatives in Washington, D.C.

Following this thought, Professor Roger Soloway and I mailed the letter printed below to Congressman William Gray because we believe that the impact of the Gramm-Rudman-Hollings Act and the OMB directive, reducing administrative indirect costs of research grants from the current 37% to 26% after July 1, 1986, and to 20% a year later, will be severe on the University of Pennsylvania. We have reason to believe similar letters by our colleagues to Congressman Gray, Senators Robert Packwood, John Heinz, Arlen Specter, William Bradley, and the area Congressmen such as Thomas Foglietta, Lawrence Coughlin, Peter Kostmayer, and others will be very helpful indeed when specific measures are being discussed during the summer months and next fall. For this reason, we include the addresses of both the Senate and the House below and invite our colleagues to consider sending such letters worded in their own way to these Congressional leaders. Senator Packwood is the Chair of the House Budget Committee. Senators Heinz and Bradley are members of the Senate Finance Committee.

*Anthony R. Tomazinis*

Senator \_\_\_\_\_  
United States Senate  
Washington, D.C. 20510

Congressman \_\_\_\_\_  
House of Representatives  
Washington, D.C. 20515

Dear Congressman Gray:

We would like to call your attention to the severe economic impact of the recent legislative acts on this institution and the entire community of the University of Pennsylvania. The requirement of the Gramm-Rudman-Hollings Act will severely reduce the research effort of this university. As a result, hundreds of employees run the risk of losing their jobs—employees in all levels of the research effort, ranging from principle investigators to highly skilled research assistants and experienced support staff, in all diverse racial, ethnic, and age groups. Unfortunately, this requirement comes almost simultaneously with the recent directive from the Office of Management and Budget which reduces by one-third the indirect cost allowance to the University for research projects.

The University of Pennsylvania, as you well know, is the largest private employer in the City of Philadelphia and therefore the impact of these measures will produce a deterioration of the economy of the City of Philadelphia. The research effort of the University of Pennsylvania constitutes a major component of the national research effort. The University continues its long history of continuous innovation and discovery in many fields for the benefit of our country and humanity.

We call upon you to exercise all of your influence in making certain that the research effort of the University and its researchers receives its due consideration in the allocation of funds, pursuing one of the most cost-effective and closely monitored operations supported by the Federal government.

Sincerely,

Roger D. Soloway  
Chair-elect, Faculty Senate

Anthony R. Tomazinis,  
Chair, Faculty Senate

## From the President and Provost

### A Community of Diversity

Penn is a community of great diversity, a diversity of people and of points of view. We take justifiable pride in our active engagement in the life of this campus and in the issues that are of great importance in the world around us. We thrive on differences of opinion and we learn from our other differences from each other. By and large, our debates, forums, and protests have been civil and have shown respect for persons holding opposing views. That is our hard-earned tradition.

Against this record, the reported incidents that led to an informal resolution at the last University Council meeting are all the more troublesome. The resolution expressed outrage at verbal, physical, and printed displays of discrimination by a few against gay and lesbian members of the University. We reiterate our deep desire to build a single community out of many different groups and lifestyles—a community in which there is understanding and sensitivity for each person among us. In the very best sense, such an example on the part of Penn can continue to be a form of education from which others beyond our own campus will learn.

—Thomas Ehrlich, Provost

—Sheldon Hackney, President

## Research Fund Awards—January 1986

### School of Arts and Sciences

K.C. Nicolaou, Department of Chemistry, —*New Mass Spectroscopy Facility.*

Donald H. Berry, Department of Chemistry, —*Studies of the Interactions of Silylene-Precursors with Transition Metal Complexes.*

Eugene W. Beier, Department of Physics, —*Detection of Neutrinos Emitted by the Sun.*

Nigel S. Lockyer, Department of Physics, and Larry D. Gladney (postdoctoral student), Department of Physics, —*A VLSI Design Secondary Vertex Finding Trigger Processor.*

William Labov, Department of Linguistics, Robert Seyfarth, Department of Psychology, and Dorothy Cheyney, Department of Anthropology—*A Digital Spectrograph for the Analysis of Human and Primate Vocalizations.*

Edward R. Thornton, Department of Chemistry—*Control of Stereoselectivity by Chelation and Hydrogen-Bonding.*

Thomas E. Chapuran, Department of Physics—*A Neutron Detector Array for the Study of Exotic Nuclei.*

Alan P. Fiske, Department of Psychology—*The Representation and Logic of Models for the Construction of Social Relations.*

A. E. Dunham, Department of Biology—*Altitudinal and Seasonal Variation in Environmental Constraints on the Life Histories of a Desert Lizard.*

Alok Bhargava, Department of Economics—*Analyzing the Influences of Transitory Incomes on Food Consumption Patterns Using Panel Data.*

James Muhly, Department of Oriental Studies—*Early Mesopotamian Copper Production: Tracing the Raw Materials to Source.*

E. Ward Plummer, Department of Physics—*Soft X-Ray Spectroscopy Using Synchrotron Radiation Sources.*

William P. Dailey, Department of Chemistry—

*Approaches to Cyclobutene.*

J. Kent Blasie, Department of Chemistry—*A Two-Dimensional Position-Sensitive X-Ray Detector for the LRSB High-Resolution X-Ray Scattering Facility.*

Xavier Vives, Department of Economics—*Noncooperative Entry Deterrence and Industry Structure.*

Radwan Ali Shaban, Department of Economics—*Explaining the Patterns of Agricultural Land Tenancy in Developing Countries.*

Larry G. Sneddon, Department of Chemistry—*Chemistry at Alloy Surfaces.*

Arjun Apadurai, Department of Anthropology, and Carol A. Breckenridge, Asian Section, Department of Anthropology—*Public Culture in Late Twentieth Century India.*

Albert Ando, Department of Economics—*A Study of Savings in Japan and Its Comparison with the U.S.*

Eugene Kroch, Department of Economics—*Education, National Wealth, and Intergenerational Transfers.*

### School of Dental Medicine

Phoebe S. Leboy, Department of Biochemistry, and Dr. Irving M. Shapiro, Department of Biochemistry—*The Role of Gene Expression in Initiation of Calcification.*

### School of Engineering/Applied Science

Ira Cohen, Department of Mechanical Engineering and Applied Mechanics—*Ball Formation Processes in IC Wire Bonding.*

David Pope, Department of Materials Science and Engineering—*Request for Matching Funds: Instron Universal Testing Machine.*

### Graduate School of Fine Arts

Robert M. Wirtshafter, Department of City and Regional Planning, Richard Hosier, Department of City and Regional Planning, and John D. Radke, Department of Landscape Architec-

ture and Regional Planning—*Computer Assisted Mapping for Biomass Management in Developing Countries.*

### School of Medicine

Solomon D. Erulkar, Department of Pharmacology—*The Role of Steroid Hormones in the Modulation of the Properties of Neurotransmitter-Activated Single Ionic Channels at the Rat Uterus.*

Franz Matschinsky, Department of Biochemistry/Biophysics, and A. McLaughlin (Lecturer), Department of Biochemistry/Biophysics—*A High-Field, Wide-Bore In Vivo NMR Spectrometer.*

John C. Haselgrove, Department of Biochemistry/Biophysics—*Development of Immunospecific Magnetic Resonance Imaging Contrast Agents.*

Francisco Gonzalez-Scarano, Department of Neurology, and James Burns, Department of Neurology—*Search for a Retrovirus Infection in Multiple Sclerosis Patients.*

Shama C. Bhat, Department of Neurology—*Monoclonal Antibodies to Oligodendrocyte Cell Adhesion Molecules.*

Denise M. Main, Department of Obstetrics and Gynecology, and Carolyn B. Hadley (Fellow), Department of Obstetrics and Gynecology—*Analysis of Possible Contributing Factors to Preterm Premature Rupture of Membranes: A Case Controlled Study to Identify Potentially Treatable Factors.*

Terrence G. Frey, et al (6 co-principal investigators), Department of Biochemistry/Biophysics—*An Advanced Freeze-Fracture/Freeze-Etch Unit for Structural Biology.*

Chiaho Shih, Department of Biochemistry/Biophysics—*Liver Neoplasia and the Integration of Hepatitis B Virus.*

Stanley Goldfarb, Department of Medicine—*Role of Alterations of Myo-inositol Metabolism in the Pathogenesis of Diabetic Nephropathy.*

Susan C. Weller, Clinical Epidemiology Unit, Department of Pediatrics—*Knowledge, Attitudes and Treatment-Seeking Behavior for Malaria in Guatemala.*

James C. Reynolds, Department of Medicine, Gastrointestinal Section—*Peptidergic Neurotransmitters in Diabetic Enteroneuropathy.*

Ann Ouyang, Department of Medicine, Gastrointestinal Section—*Autoradiography of Gastrointestinal Peptides.*

### School of Nursing

Ann L. O'Sullivan, Family and Community Section—*Fostering the Development of Teenage Mothers and Their Infants.*

Karen Buhler-Wilkerson—*Nurses Still Make House Calls: A Hundred Years of Visiting Nursing in America.*

### Wharton School

A. Craig MacKinlay, Department of Finance—*Measuring Investment Performance: An Econometric and Empirical Analysis.*

Alessandro Penati, Department of Finance, and Bulent Gultekin, Department of Finance—*Capital Controls and International Rate of Return Differentials: The Evidence from the American and Japanese Stock Markets.*

## OF RECORD

### Revision of Conflict of Interest Policy

The following revision of the second paragraph of Section V of the Conflict of Interest Policy for Faculty Members is approved, following earlier publication in *Almanac* (April 30, 1985), endorsement by the Research Committee, and approval by the University Council. It will be incorporated in the *Handbook for Faculty and Academic Administrators*.

Thomas Ehrlich, Provost

Sheldon Hackney, President

#### Original Text

All faculty members, including those in part-time employment, participating in externally sponsored research projects contracted with the University should refrain from any use of their employment that is motivated by, or gives the appearance of being motivated by, the desire for private gain for themselves or other persons, including particularly those with whom they have family, business, or financial ties. The potential for private gain is present when any private agencies or enterprises in which they have significant financial interests or consulting, managerial, or other employment relationships stand to benefit.

#### Revision

The University encourages its faculty members, including those in part-time employment, to participate in externally sponsored research projects whether supported by government agencies, foundations, associations, or other non-profit organizations; or by corporations, partnerships or other for-profit entities. In any sponsored project, faculty members are expected to avoid use of the project for their private financial gain other than in the form of salary support or of royalties resulting from commercialization of intellectual property rights in accordance with University policies. However, there may be unusual circumstances where the interests of the University would be served if a faculty participant in a sponsored project were to assume an entrepreneurial role, as, for example, by direct participation in a private enterprise providing funds in support of the project. Assumption of such a role would not be a violation of these guidelines if approved in advance and reviewed periodically by the relevant Dean and the Vice Provost for Research.



### For Stouffer College House

Stouffer College House seeks a Faculty Fellow to live in the house beginning in the fall of 1986. The benefits of such a position are multiple: they include a conveniently located, rent-free two-bedroom apartment, with all utilities paid; and, more importantly, the opportunity to interact with students in a stimulating intellectual environment. The apartments provide complete privacy, yet allow for as much contact with other residents as one wishes.

All full-time faculty members are eligible to apply; faculty with families are more than welcome! For more information, call Dr. Alan Fridlund, 387-2741 or Ext. 3066; Dr. Betsy Erkkila, 387-8276; or leave a message at the Stouffer desk, Ext. 6827. The deadline for applications is *April 25, 1986*.

### Rules Governing Final Examinations

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

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

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

4) No instructor may change the time or date of a final exam without permission from the appropriate dean or the Vice Provost for University Life.

5) No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the Vice Provost for University Life.

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

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

In all matters relating to final exams, students with questions should first consult with their Dean's offices. We encourage professors to be as flexible as possible in accommodating students with conflicting exam schedules.

—Thomas Ehrlich, Provost

### Call for Faculty Who Study the Delaware Valley Region

The Delaware Valley Faculty Exchange is in the exploratory stages of forming a working group of faculty who study the Delaware Valley (broadly defined) or localities within it. The group would be multidisciplinary, and its purpose would be to develop teaching, research, and action projects that can promote regional cooperation and make a difference in the region's quality of life.

Tentative plans include 1986-87 conferences to exchange recent work. As many readers will know, the DVFE (originally the Lilly-Pennsylvania Program) conducts programs at Penn for and with faculty from member colleges in the surrounding region. It is supported jointly by grants and by dues of member institutions.

In this case, a preliminary inquiry has been made to 40 member colleges to see if there is regional interest in this idea. The answer is yes: over 20 faculty have expressed direct interest to the DVFE, and another 40 have been recommended through their deans. Coming from

several disciplines, they divide roughly into groupings by issues: social, scientific/environmental, economic/financial, and cultural/historical.

Since DVFE faculty ready to work in such a group seem to exist in sufficient numbers, it makes sense to proceed to the step of assessing the level of interest among Penn faculty. If you work on the Delaware Valley's environment, population, infrastructure, transportation, finances, economy, education, human services, or politics; on regional cooperation and competition in this area; on Delaware Valley historical preservation, regional history, literature, art, architecture, or culture generally—and have a special concern with the present and future of the region in which we live and work—the Delaware Valley Faculty Exchange would like to hear from you.

—Dr. Margaret Connolly, director,  
112 Logan Hall/6304; Ext. 5809.

### Continuing Penn Paper

During the course of budget planning for 1986-87, consideration has been given to the possibility of achieving major economies by merging the *Penn Paper* into the *Almanac*. Both of the editors have presented the financial data necessary to examine this option. Based upon the modest savings that we now find could be expected from such a merger, and in view of my own feeling that the two publications have been successful in meeting the information needs of different University constituencies, I have decided that both publications should be continued next year. I believe that our examination of objectives, content and costs of both papers will lead to even more effective publications in the future.

—Sheldon Hackney, President

**Corrections:** In the list of Guggenheim recipients (*Almanac* April 15), Dr. Drew Faust should have been listed as *professor and chair of American civilization*. In the Lindback story, Dr. Ludo Rocher's title was also incorrect: (not only in the story but also the phone directory) it should read the *W. Norman Brown Professor of South Asian Studies*. The date of the Celebration dinner honoring Dr. E. Digby Baltzell was printed incorrectly—it will be held on *Thursday, May 15*. For reservations call Ext. 5262.

### International Mail to be "Forwarded"

Penn Mail Service has made arrangements with a private mail forwarding company to handle all international air mail for the University effective *April 21, 1986*. Under this pilot program, international air mail will be picked up at the University and sent overnight by the mail forwarding company to postal centers overseas (e.g. Amsterdam, Hong Kong). The mail will be posted from the overseas location the next morning. It will also be stamped with the supplemental return address of the overseas location to facilitate return of undeliverable mail.

The primary effect on University mail will be two-fold. First, the average mailing should arrive at its ultimate destination one or two days sooner than would have been experienced with the U.S. Postal Service. Second, because of the lower foreign postal rates, a 10% savings will be passed back to University departments on all qualifying air mail.

Any questions should be directed to Joycean Padovani, Ext. 8665.

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## DEATHS

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**Irwin Griffith**, a carpenter with Physical Plant from January 1957 until his retirement in July 1971, died January 31, at the age of 81. Mr. Griffith is survived by his niece, Ms. Ruth Stradley.

**Ida Kilby**, a custodian with Physical Plant from July 1943 until her retirement in May 1981, died on February 14, at the age of 67. Mrs. Kilby is survived by her daughter, Ms. Sydney Kilby.

**Dora Lemon**, a scientific glass washing attendant in the Human Genetics Department from February 1973 until September 1977, died on February 23, at the age of 63. Mrs. Lemon is survived by her daughter, Ms. Ruth B. Lemon.

**Mary Monge**, employed as a bookkeeper in the Parking Office in July 1958 and later became a clerk typist until her retirement in July 1971, died March 11 at the age of 77. She is survived by her husband, Matthew Monge.

## Almanac

3601 Locust Walk, Philadelphia, Pa. 19104-6224  
(215) 898-5274 or 5275.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

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## Recognized Holidays

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1986—June 30, 1987) on the dates listed below:

- Fourth of July, Friday, July 4, 1986
- Labor Day, Monday, September 1, 1986
- Thanksgiving, Thursday and Friday, November 27-28, 1986
- Christmas Day, Thursday, December 25, 1986
- New Year's Day, Thursday, January 1, 1987
- Memorial Day, Monday, May 25, 1987

The special vacation granted to faculty and staff between Christmas and New Year's Day will be December 26, 29, 30, 31, 1986. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation is rescheduled for some other time.

In addition, an employee is eligible for a floating day off each fiscal year which may be used on any day for any reason, scheduled mutually with one's supervisor. Floating days are not cumulative.

Vacations and holidays for Hospital employees or those employees in collective bargaining

units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

**Reminder:** Memorial Day, the remaining holiday of the current 1985-86 fiscal year (ending June 30, 1986) will be observed on Monday, May 26, 1986.

## WATU Essay Awards

In an effort to recognize distinguished student writing, Writing Across the University announces the Undergraduate Essay Awards. Any essay written for a course during this academic year is eligible, and either faculty or students may submit essays.

WATU expects to offer awards in five categories: writing in the humanities, the social sciences, the natural sciences or technology, business writing and the informal, personal essay. A committee of distinguished faculty with experience in writing in each of these areas will select the winning essays, all of which will be published next fall in the University's Essay Awards Book. In addition, each winning writer will receive a cash prize of \$100.

The deadline for submissions is May 15. Essays may be brought or sent to the WATU office, 414A Bennett Hall/6273.

## Department of Public Safety Crime Report—Week Ending Sunday, April 20

The following report includes a weekly count of all reported crimes on campus, a listing of all reported crimes against the person(s), as well as the campus area where the highest amount of crime has occurred that week with a listing of those crimes.

### Total Crime

\*Crimes Against the Person—1, Burglary—2, Theft—24, Theft of Auto—0, Criminal Mischief—5, Trespass—5  
\*4-19-86 4:08 AM High Rise East Three (3) males forced their way into a dorm & assaulted the resident

### Area/Highest Frequency of Crime

Date	Time Reported	Location	Incident
<b>Spruce St. to Locust Walk, 38th St. to 39th St.</b>			
4-15-86	2:00 PM	High Rise East	Jewelry taken from locked room
4-15-86	5:38 PM	High Rise East	Jewelry taken from locked room
4-18-86	1:14 PM	Zeta Beta Tau	Camera and watch taken from fraternity room
*4-19-86	4:08 AM	High Rise East	Three (3) males forced their way into a dorm room & assaulted the resident
<b>Locust Walk to Walnut St., 34th St. to 36th St.</b>			
4-14-86	12:40 PM	Meyerson Hall	Wallet taken from unattended bag
4-14-86	1:13 PM	Van Pelt Library	Wallet taken from unattended purse
4-16-86	3:06 PM	Van Pelt Library	Wallet taken from unattended carrel
4-17-86	11:49 AM	Van Pelt Library	Knapsack taken from unattended carrel
<b>Spruce St. to Walnut St., 33rd St. to 34th St.</b>			
4-14-86	10:22 AM	Bennett Hall	Phones (2) taken from two (2) rooms
4-15-86	10:32 AM	Smith Walk	Secured bike taken
4-16-86	12:34 PM	Bennett Hall	Secured bike taken from rack
4-17-86	2:15 PM	Moore School	Jacket & purse taken from unattended lab
<b>Spruce St. to Locust Walk, 36th St. to 37th St.</b>			
4-16-86	3:23 PM	Steinberg/Dietrich	Wallet taken from unattended jacket
4-17-86	5:53 PM	Steinberg/Dietrich	Wallet taken from unattended briefcase
4-18-86	4:22 PM	Steinberg/Dietrich	30 potted plants missing from building
<b>Locust St. to Walnut St., 39th St. to 40th St.</b>			
4-15-86	1:12 PM	High Rise North	Ring and watch taken from unsecured room
4-19-86	4:28 PM	Low Rise North	Two (2) gifts and purse taken from unsecured room

**Safety Tip:** Last week, three men admitted into a residence by a student who vouched for them, were arrested for burglary. Fortunately no one was injured, however, admitting a stranger(s) into a campus facility is a dangerous practice. It has the potential for violence and a possible tragedy. Don't compromise your security, enhance it!

# Update

APRIL ON CAMPUS

## CONFERENCES

**29 Humanities Programs for Older Adults:** David Shuldiner, humanist in residence at the Connecticut State Department on Aging will present a colloquium on aging; 3:30-5 p.m., Folklore Department, 4th Floor, Logan Hall. Information: Ext. 5389 (Social Gerontology Program, Center for the Study of Aging).

**Interpretation;** third in an on-going series of conferences on ways of knowing; 8:30 a.m.-3 p.m., Bodek Lounge, Houston Hall. Food will be provided throughout the day at no charge. Information: Ext. 6967 (Liberal Studies Graduate Group).

## FILMS

**27 Parsifal:** Hans Jurgen Syberberg's 4½ hour adaptation of Richard Wagner's classic opera; 2 p.m., Zellerbach Theatre, Annenberg Center. Tickets: \$10, \$8 for students and senior citizens. Information: Ext. 6791

## FITNESS/LEARNING

### Department of Recreation

Lifetime sport classes are offered by the department of recreation beginning April 28 and ending June 14. Classes are taught in aerobics, exercise and yoga. Fees: \$15, students, \$25, faculty and staff, \$35 community. Registration will be held April 21-23, noon-4 p.m., Hutchinson Gym, Room 210. Information: Ext. 8383 or 6101.

### International House

**26 PIFVA Workshop: Location Sound Recording;** instructor Bruce Litecky, Philadelphia Independent Film and Video Association; 11 a.m.-3 p.m., and April 27, 1-5 p.m., International House. Information: 387-5125 ext. 201.

## MEETINGS

**22 Black Administrators, Faculty, and Staff,** general meeting; noon, Ben Franklin Room, Houston Hall.

**25 Lesbian/Gay Staff and Faculty Association,** luncheon meeting; noon. Information: Ext. 5044.

## MUSIC

**27 University Choir,** to present Bach's St. John Passion; 3 p.m., Tabernacle Church. Tickets: \$3-5. Information and tickets: Ext. 6244.

## TALKS

**22 Managing the Modeling Process;** Saul I. Gass, department of management, University of Maryland, 4:30-6 p.m., Room 202, Steinberg Hall-Dietrich Hall (The Institute of Management Science).

**The Philippines: Islands in Turmoil;** Kim Wil-lenson, Pentagon correspondent for Newsweek

(continued on page 8)

# Update

(Update continued from p. 7)

Magazine; 6:30 p.m., Christian Association Lounge. Information and reservations: 563-5363 (World Affairs Council).

**23** *Computer Simulation Techniques: The LINK Project*; Christian E. Peterson, project LINK; 3 p.m., Room 169, McNeil Building (Data Analysis and Modelling Workshops).

**24** *Offense versus Defense in the Nuclear Age*; Professor W. K. H. Panofsky, Stanford University and SLAC; 4 p.m., Auditorium A1, DRL (Physics Department).

**25** *Modelling the Dynamics of Aging*; Dr. David Featherman, John Bascom Professor of Sociology and director, Institute on Aging, University of Wisconsin-Madison; 3:30-4:30 p.m., Room 285, McNeil Building (Center for the Study of Aging, Department of Sociology).

*A Critique of Economic Explanations of Military Regimes*; Youssef Cohen, assistant professor of political science; 4 p.m., Room B-32, Stiteler Hall.

**28** *Why do Men Disagree?*; first part of the 1986 FELS Lectures in Public Policy presented by Daniel Bell, Henry Ford II professor of social sciences, Harvard University, titled *Neither Left Nor Right: A Plea for the Public Household*; 1:30-4:30 p.m., Rainey Auditorium, University Museum.

**29** *Studies of Proteins and Nucleic Acids by Proton NMR and Isotope Labeling*; Alfred G. Redfield, department of biochemistry, Brandeis University; noon, Room 404, Anatomy-Chemistry Building (Department of Biochemistry/Biophysics).

*Inositol Phospholipids-Rate of Synthesis and Coupling in Carbamoyl Choline-Stimulated Muscle*; Carl Baron, department of physiology; 12:30 p.m., Physiology Library, 4th Floor, Richards Building (Respiratory Physiology Group, Department of Anesthesiology).

*Three Logical Proofs of the Impossibility of Utopia*; second part of the FELS lecture series presented by Daniel Bell; 1:30-4:30 p.m., Rainey Auditorium, University Museum.

**30** *Liver Regeneration*; Dr. Carroll M. Levey, professor and chairman, Department of Medicine, UMDNJ, New Jersey Medical School; 5:30-7 p.m., Medical Education Building, Dunlop B Auditorium. Information: Ext. 4409 (School of Medicine).

*What is to be Done?*; third and final part of the FELS lecture series presented by Daniel Bell; 1:30-4:30 p.m., Room B6, Stiteler Hall.

*Heparin-Induced Thrombocytopenia*; Paul Addonizio, department of surgery, HUP; 4:30 p.m., Conference Room, 7 Silverstein, HUP (Hematology-Oncology Section).

*Calcium Currents in Isolated Gastric Myocytes*; David A. Katzka, gastrointestinal section; 2:30-3:30 p.m., Hope Auditorium, 2nd Floor, CHOP (Gastrointestinal Section).

## Deadlines

The deadline for the weekly calendar update entries is Monday, a week before the Tuesday of publication. The deadline for the Summer pullout is Monday, May 12. Send to *Almanac*, 3601 Locust Walk/6224 (second floor of the Christian Association).

# OF RECORD

## Human Resources/Compensation

### Monthly Paid Salary Scale

Effective: July 1, 1986

Grade	Minimum		Hiring Maximum		Maximum	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
PA1	14,825	1235.42	19,000	1583.34	22,800	1900.00
PA2	16,300	1358.34	20,900	1741.67	25,075	2089.59
PA3	17,925	1493.75	23,000	1916.67	27,575	2297.92
PA4	19,725	1643.75	25,525	2127.09	30,600	2550.00
PA5	21,700	1808.34	28,075	2339.59	33,650	2804.17
PA6	23,875	1989.59	30,875	2572.92	37,025	3085.42
PA7	26,275	2189.59	33,975	2831.25	40,725	3393.75
PA8	28,900	2408.34	37,375	3114.59	44,800	3733.34
PA9	31,800	2650.00	41,125	3427.09	49,275	4106.25
PA10	35,625	2968.75	46,075	3839.59	57,150	4762.50
PA11	40,975	3414.59	52,975	4414.59	69,150	5762.50
PA12	47,125	3927.09	60,925	5077.09	—	—

### Weekly-Paid Salary Scale (35-hour work week)

Effective: July 1, 1986

Grade	Annual	Minimum		Hiring Maximum		Annual	Maximum	
		Weekly	Hourly	Annual	Weekly		Weekly	Hourly
G3	8,400	161.56	4.616	10,000	192.33	5,495	12,000	230.79
G4	8,750	168.28	4.808	10,725	206.26	5,893	12,875	247.63
G5	9,550	183.68	5.248	11,600	223.09	6,374	14,325	275.49
G6	10,300	198.10	5.660	12,550	241.36	6,896	15,450	297.15
G7	11,100	213.47	6.099	13,600	261.56	7,473	16,650	320.22
G8	11,950	229.81	6.566	14,750	283.68	8,105	18,100	348.11
G9	12,900	248.08	7.088	16,025	308.18	8,805	19,500	375.03
G10	13,950	268.28	7.665	17,425	335.13	9,575	21,050	404.81
G11	14,825	285.11	8.146	19,000	365.40	10,440	22,800	438.48
G12	16,300	313.50	8.957	20,900	401.94	11,484	25,700	494.24
G13	17,950	345.21	9.863	23,000	442.33	12,638	29,875	574.53

## Terms:

**Salary Scale:** A pay structure based upon pay grades. There are two salary scales (PA and G).

**Grade:** The pay grade to which a job title is assigned. All grades have dollar minimums and maximums. There are 12 PA grades (monthly-paid) and 11 G grades (weekly-paid).

**Work Week:** The Standard work week at the University is five 7-hour work days during the period beginning 12:01 a.m. Monday and ending 12 midnight Sunday.

**Hiring Maximum:** The highest starting salary which may be offered to a fully qualified candidate for a position in that grade. All salary offers must be approved in advance by the Office of Human Resources.