

Almanac

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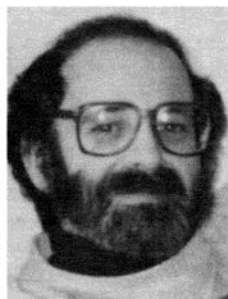
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CRC's Penn Printout

PHOTOS BY DENISE ANGELINI



Dr. Peter Conn



Dr. Alan Kors



Dr. Joanne Gillis-Donovan



Diane Cooper

Teaching Honors: SAS and Nursing

The School of Arts and Sciences' Ira Abrams Memorial Award for Distinguished Teaching goes this year to English Professor Peter Conn and History Professor Alan Kors.

The award, funded and named for a 1931 College alumnus, carries a \$1000 prize. It is given on the basis of the intellectual challenge the professors offer students, and whether they give students an informed understanding of a discipline. They must be teachers who are found by students and colleagues "to embody high standards of integrity and fairness, to have a strong commitment to learning and to be open to new ideas."

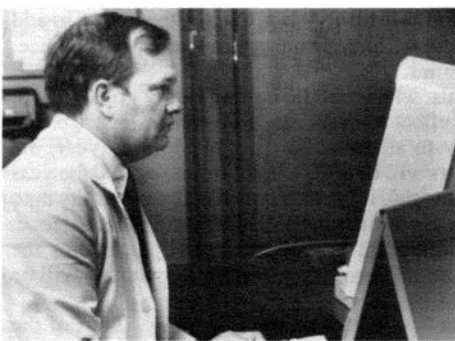
Dr. Conn, a 1973 Lindback Award winner, came to the University in 1967 after earning his B.A. from Providence College and his Ph.D. from Yale. While on the University faculty, he has served as associate undergraduate dean of the College and currently chairs the graduate division department. Dr. Conn is also faculty-member-in-residence of Community House in the Quadrangle.

Dr. Kors, the current chair of the Committee on Undergraduate Education in SAS, came to Penn in 1968. Dr. Kors, who specializes in 17th and 18th-century intellectual history, earned his B.A. at Princeton and his M.A. and Ph.D. from Harvard. Dr. Kors participated in the founding of the College House system, and lived for seven years in Van Pelt College House, serving for three years as house master.

The School of Nursing's Teaching Awards, which are presented at the School's Baccalaureate Service May 21, go to Dr. Joanne Gillis-Donovan and Ms. Diane Cooper.

Dr. Gillis-Donovan, a clinical assistant professor of psychiatric mental health nursing, receives the School's 1989 Teaching Award, based on such comments by students as, "Her clarity of purpose keeps students interested and enthusiastic.... Her dedication to what she teaches is infectious." Dr. Gillis-Donovan came to Penn in 1979 after earning a B.S. in Nursing at the UMass, M.A. in Nursing at NYU and a Ph.D. in clinical psychology at Temple.

Diane Cooper, a doctoral candidate and



Dr. David Sparks

Salaries for 1989-90

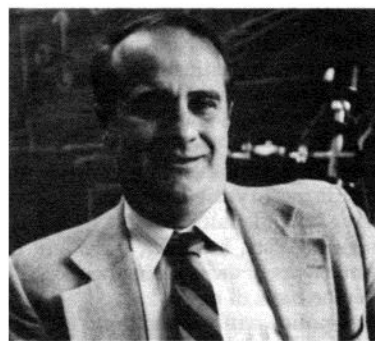
In this year's salary memo (*Of Record*, page 2), the President, Provost and Senior Vice President announce an all-merit policy for increases.

Lindback Celebration: April 28

All members of the University are invited to the reception honoring this year's eight Lindback Award winners and the two faculty members chosen for the Provost's Award (*Almanac* April 4). The party starts at 4:30 p.m. Friday, April 28, in the Rare Books Room of Van Pelt Library.

teaching assistant who has been with the University since 1984, receives the School's 1989 Teaching Assistant's Award. Students singled her out for "patience, guidance and general interest in the students [that] made an involved course more enjoyable and understandable...she is one of the most dynamic and exciting speakers/lecturers I've heard." Before coming to Penn Ms. Cooper earned her B.A. in biology from the College of the Holy Names in Oakland, and her M.A. in physiological nursing from the University of Washington in Seattle.

This is the seventh year that Nursing has given its Teaching Award and the fourth year for the Teaching Assistant Award.



Dr. Gerald Dolan

Death of Dr. Walter

At presstime the finance department advised of the sudden death of Dr. James Walter, 67, on Saturday, April 22. Funeral services will be held Saturday, April 29, at 2 p.m. at Ardmore Methodist Church. He is survived by his wife, Amy, and their three children. More information is expected next week.

Trustee Professors in Psychology and Physics

Two sought-after scientists have been brought to the SAS faculty as Trustee Professors this term—the newly arrived condensed-matter physicist Dr. Gerald J. Dolan, and the neuroscientist/psychologist Dr. David Sparks, who will complete the semester at Alabama before taking his post in the Psychology Department here.

They bring to five the number of Trustee Professors named so far in a program that is to

add 50 distinguished scholars from outside over a period of five years, while creating 150 chairs for outstanding present faculty.

Coming Home: Dr. Gerald Dolan is a Penn alumnus who graduated *cum laude* in 1967 and went on to Cornell for his M.A. and Ph.D., which he received in 1973. He took a postdoctoral fellowship at SUNY Stony Brook, where he was also visiting assistant professor, and

(continued next page)

Trustee Professors (from page 1)

from 1973-76 he conducted research there on the properties of superconducting thin films and weak links. He then moved to Bell Labs, where his work in thin film physics and device physics produced some 50 of his papers and abstracts. He was briefly at IBM when Penn Physics recruited him as Trustee Professor of Condensed Matter Physics and Professor of Physics.

As summed up by the department's chairman, Dr. Gino Segre: "Jerry Dolan is a pioneer in the construction and use of microscopic devices to test quantum mechanical phenomena in solids. Or, in lay terms, he builds and tests the world's smallest circuits—one one-millionth of an inch in diameter—in which we can see the effect of the motion of a single electron."

Joining a Community: To dislodge Dr. David Sparks from his dedicated career at the University of Alabama, Penn offered not only the Trustee Professorship of Neurosciences in Psychology, but also what Dr. Edward Pugh calls "the largest and most productive group of neuroscientists in the country." Across the University there are over 30 members in the vision community alone, and 140 in neuro-

ciences working from molecular level upward.

Dr. Sparks, who recently won the neuroscience field's Minerva Award, is considered an integrative figure or "systems neuroscientist" contributing enormously to the understanding of how the brain works, said Dr. Pugh, who is both co-chair of the psychology department's Biological Basis of Behavior program and acting director of the Institute of Neurological Sciences based at the Medical School. "For example," said Dr. Pugh, "in saccadic eye movements the range is up to 800 degrees per second (your visual field is 180 degrees) so the eye darts very rapidly—but despite that it lands on target. Dr. Sparks is very close to unravelling how that happens." Solving the mystery will help science understand perception, and psychological problems of attention.

The new Trustee Professor took his B.A., M.A. and Ph.D. from Alabama, and after a USPHS postdoctoral fellowship to the University of Mississippi Medical School in 1963 he returned to Alabama as a member of the psychiatry department. In 1969 he crossed over to become chair of the psychology department, and since 1981 he has been professor of physiology and biophysics there. He is the author of some 75 papers and abstracts.

Faculty/Staff D.P. Columnists

The Daily Pennsylvanian is currently accepting columnist applications for Fall 1989. We encourage faculty, staff and employees to apply so that the editorial page can represent the greatest variety of opinion possible.

The deadline is approaching quickly, so please contact me at 898-6585 in the evenings.

—Bret Parker, Editorial Page Editor

Salary Guidelines

1989-1990

For Standing Faculty

1. Funds will be available through schools to provide salary increases to faculty based on general merit: research, scholarship, teaching and citizenship in the University community.

2. The minimum academic base salary for assistant professors will be \$30,000.

3. This year, on an experimental basis, there will be no minimum base increment for the individual members of the standing faculty. The entire pool available for salary increases will be allocated on the basis of merit.

4. A significant share of these funds should be allocated to faculty members for outstanding teaching. In June, the Dean of each school will inform the Provost as to how this provision has been implemented.

5. Additional funds will be set aside as a Provost's reserve for continuing standing faculty to cover special cases; schools also have the option to add to this reserve. These reserve funds are to be used for promotions, extraordinary academic performance, market adjustments and adjustment of salary inequities.

6. Individual salary decisions are made by schools, which will issue their own salary guidelines to department chairs.

7. All faculty continue to have the right to appeal decisions regarding their salaries to the department chair, dean and the Provost.

—Michael Aiken, Provost

For Nonacademic Staff

Highlights of the FY89-90 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% 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. Employees' salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1989, before the application of any merit increase. Detailed guidelines will be distributed to schools/units.

—Marna Whittington,
Senior Vice President

Nonacademic salary scales: past inserts

OF RECORD

On Salary Guidelines for 1989-90

The primary planning principle that has defined our priorities for Penn is the recognition that our faculty is our most valuable resource. It is essential that we maintain our ability to attract and retain faculty at a level of excellence equal to or better than that achieved by the very best universities; it is also important to attract and retain staff who can provide the support needed to help maintain our academic programs and facilitate the work of the faculty. To that end, we are committed to achieving real growth in salaries for continuing faculty and staff. Within the limits of our financial constraints we have tried to provide as large a salary increment as possible both to reward and retain individuals and to remain competitive with our peer institutions.

This year, as in the past, funds will be available through schools to provide salary increases to continuing faculty based on general merit—scholarship, research, teaching, and citizenship in the University community. A significant share of these funds is to be allocated to faculty members for outstanding teaching with the Dean of each school being asked to inform the Provost as to how this provision has been implemented. Furthermore, additional funds will be set aside as a Provost's reserve for continuing standing faculty to cover special cases (schools also have the option to add to this reserve). These funds are to be used for promotions, extraordinary academic performance, market adjustments and adjustments of salary inequities.

Individual salary decisions are made by the schools, which will be issuing salary guidelines to department chairs. These guidelines will obviously reflect relevant resource constraints. Certain uniform standards have been established that apply to all schools. For this coming year, the minimum academic base salary for assistant professors will be \$30,000, up from \$28,000 the year before. Since in recent years salary increases have been relatively more rapid for junior faculty than for continuing senior faculty, schools are being urged to consider partially redressing that balance. Unlike previous years, however, there will be no minimum base increment stipulated for the individual members of the standing faculty. The entire pool available for salary increases will be allocated on the basis of merit.

This new policy will be monitored by the Senate Committee on the Economic Status of the Faculty and a decision as to its continuation will be made prior to issuing next year's salary guidelines. In the meantime, both faculty and staff have the right to appeal decisions regarding their salaries: for faculty the appeal may be directed to the department chair, the dean, and the Provost; for staff the appeal may be directed through the appropriate chain of supervision, i.e., supervisor, center director, dean or vice president.

Salary guidelines for classified staff (A-1, A-3, part-time and full-time) also will continue to emphasize merit, with increases being based on job performance and internal equity; no increase is to be given to an employee whose performance is less than satisfactory. In addition, as a result of continuing discussions between the Office of Human Resources and administrative units of the University, a salary management program has been developed that encourages strategic salary increases, particularly for those in job titles that are in high demand within the regional labor market.

Sheldon Hackney
President

Michael Aiken
Provost

Marna Whittington
Senior Vice President

May at Penn

May at Penn

May at Penn

May at Penn

Human Resources/Compensation

In addition to the scales below, salary scales which show the breakdown by quintile are also available this year. These new quintile scales are designed as an additional tool to assist managers in making salary decisions. If you would like a copy of the quintile scales, please contact Laura Barnes in the Compensation Office at Ext. 8-3503.

Monthly Paid Salary Scale (Effective: July 1, 1989)

| Grade | Minimum | | Midpoint | | Maximum | |
|-------|---------|----------|----------|----------|---------|----------|
| | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| PA1 | 17,000 | 1,416.67 | 21,250 | 1,770.83 | 25,925 | 2,160.42 |
| PA2 | 18,700 | 1,558.33 | 23,375 | 1,947.92 | 28,500 | 2,375.00 |
| PA3 | 20,575 | 1,714.58 | 25,700 | 2,141.67 | 31,375 | 2,614.58 |
| PA4 | 22,625 | 1,885.42 | 28,275 | 2,356.25 | 35,350 | 2,945.83 |
| PA5 | 24,875 | 2,072.92 | 31,100 | 2,591.67 | 38,875 | 3,239.58 |
| PA6 | 27,375 | 2,281.25 | 34,225 | 2,852.08 | 42,775 | 3,564.58 |
| PA7 | 30,100 | 2,508.33 | 37,650 | 3,137.50 | 47,050 | 3,920.83 |
| PA8 | 33,125 | 2,760.42 | 41,400 | 3,450.00 | 53,825 | 4,485.42 |
| PA9 | 36,425 | 3,035.42 | 45,550 | 3,795.83 | 59,200 | 4,933.33 |
| PA10 | 40,800 | 3,400.00 | 51,000 | 4,250.00 | 66,300 | 5,525.00 |
| PA11 | 46,925 | 3,910.42 | 58,650 | 4,887.50 | -- | -- |
| PA12 | 54,825 | 4,568.75 | 66,875 | 5,572.92 | -- | -- |

Weekly-Paid Salary Scale (35-hour work week) (Effective July 1, 1989)

| Grade | Minimum | | | Midpoint | | | Maximum | | |
|-------|---------|--------|--------|----------|--------|--------|---------|--------|--------|
| | Annual | Weekly | Hourly | Annual | Weekly | Hourly | Annual | Weekly | Hourly |
| G04 | 9,450 | 181.73 | 5.192 | 11,575 | 222.60 | 6.360 | 13,875 | 266.83 | 7.624 |
| G05 | 10,350 | 199.04 | 5.687 | 12,600 | 242.31 | 6.923 | 15,125 | 290.87 | 8.310 |
| G06 | 11,275 | 216.83 | 6.195 | 13,750 | 264.42 | 7.555 | 16,500 | 317.31 | 9.066 |
| G07 | 12,200 | 234.62 | 6.703 | 14,975 | 287.98 | 8.228 | 17,975 | 345.67 | 9.876 |
| G08 | 13,075 | 251.44 | 7.184 | 16,325 | 313.94 | 8.970 | 19,600 | 376.92 | 10.769 |
| G09 | 14,250 | 274.04 | 7.830 | 17,800 | 342.31 | 9.780 | 21,350 | 410.58 | 11.731 |
| G10 | 15,525 | 298.56 | 8.530 | 19,400 | 373.08 | 10.659 | 23,275 | 447.60 | 12.788 |
| G11 | 16,575 | 318.75 | 9.107 | 21,250 | 408.65 | 11.676 | 25,500 | 490.38 | 14.011 |
| G12 | 18,450 | 354.81 | 10.137 | 23,375 | 449.52 | 12.843 | 29,225 | 562.02 | 16.058 |
| G13 | 20,300 | 390.38 | 11.154 | 25,700 | 494.23 | 14.121 | 33,425 | 642.79 | 18.365 |

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 salary ranges. There are 12 PA grades (monthly-paid) and 10 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.

Salary Range: A salary range is a set of figures that reflect the upper, middle and lower limits for salary decisions. All salary offers must be approved in advance by the Office of Human Resources.

Almanac

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Volunteers: Psoriasis Treatment

For double-blind clinical studies to determine the safety and effectiveness of two drugs—cyclosporine and Piritrexim—as oral treatments for severe psoriasis, the Department of Dermatology seeks patients who have not responded to more conventional means of therapy.

Prospective patients will receive detailed information about expected benefits and potential risks, according to Dr. Cynthia A. Guzzo, Director of Penn's Psoriasis Center. Those admitted into the studies will not be charged for visits, medication or placebo, or diagnostic tests. *Females of child-bearing potential and nursing mothers are excluded from participation in both studies.*

Interested persons should call 662-6722.

To All Support and Technical Staff

In January the Committee on Committees issued a call for nominations to the many Council and Independent committees that study University issues and recommend new policies and procedures. Often the work of these committees significantly affects the staff as well as faculty, students and administration. The A-3 Assembly, established in 1971 as a communications link for support staff and technical staff who work in scattered units of the University, is eager to forward the names of A-3s who are willing to serve in 1989-90. We urge all A-3 staff to read the brief descriptions below, envisioning the role you or someone you know might play in carrying out the group's work. Then send in the names by May 9.

—Gloria Duca and Russell Muth,
Spokespersons, A-3 Assembly

Committees and Their Work

Communications has cognizance over the University's communications and public relations activity.

Community Relations advises on the relationship of the University to the surrounding community.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

Open Expression has competence to act on issues and controversies involving open expression.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security considers and assesses the means to improve safety and security on the campus.

**Mail to: Committee on Committees,
Office of the Secretary, 121 College Hall/6382**

Committee _____

Candidate _____

Title or Position _____

Campus Address _____

Committee _____

Candidate _____

Title or Position _____

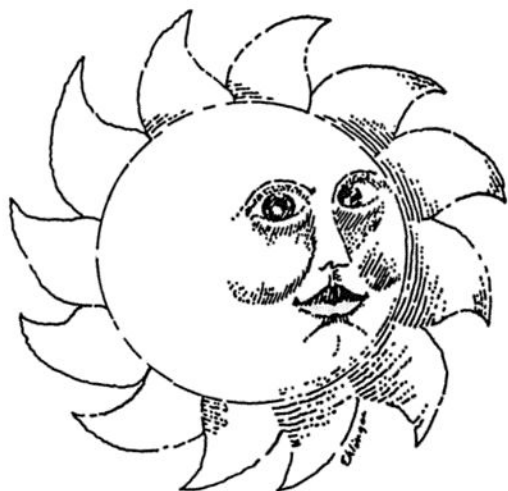
Campus Address _____

Committee _____

Candidate _____

Title or Position _____

Campus Address _____



1989 Summer Fair: June 7

The University will host the third annual Summer Fair on Wednesday, June 7, from 11:30 a.m. to 2 p.m. on College Green. For this faculty, staff and student event over the lunch hour, schools and departments both academic and nonacademic set up booths set up along Locust Walk featuring their programs or services. The Fair also has entertainment and a special lunch from Hospitality Services at old-fashioned prices. The theme of this year's Fair is *Visions of Penn's Future* and participants have been asked to feature some aspect of their long-range planning, in addition to the current products or services of interest to the Summer Fair crowd. Anyone interested in setting up a booth for the Fair can contact Theresa Scott, chairperson of the event, at Ext. 8-9155.

Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported between April 17, 1989 and April 23, 1989.

Total Crime: Crimes Against Persons—0, Thefts—21, Burglaries—2, Thefts of Auto—0, Attempted Thefts of Auto—0

| Date | Time Reported | Location | Incident |
|---|---------------|---------------------|---|
| 34th to 36th, Locust to Walnut | | | |
| 89/04/18 | 4:53PM | Van Pelt Library | Wallet/contents taken |
| 89/04/18 | 5:48PM | Van Pelt Library | Wallet/contents from unattended knapsack |
| 89/04/19 | 10:50PM | Van Pelt Library | Money taken from briefcase |
| 34th to 38th; Civic Center to Hamilton | | | |
| 89/04/18 | 2:30PM | Medical School | Unattended checkbook, licence & cash taken |
| 89/04/20 | 3:05PM | Nursing Ed Building | VHS-VCR taken |
| 89/04/21 | 8:35AM | Anat-Chem Wing | VCR taken from unsecured room |
| 34th to 36th; Spruce to Locust | | | |
| 89/04/18 | 8:33AM | Williams Hall | Forced entry to locked desk/ cash box taken |
| 89/04/18 | 11:22AM | Houston Hall | Purse taken from under newstand counter |
| 38th to 39th; Spruce to Locust | | | |
| 89/04/22 | 7:33AM | Harnwell House | Commissary gate broken, safe key taken |
| 89/04/23 | 10:12AM | Harnwell House | Secured bike taken from East rail |
| 32nd to 33rd; South to Walnut | | | |
| 89/04/17 | 12:50PM | Weightman Hall | Unattended back pack and athletic bag taken |
| 89/04/20 | 11:01AM | Franklin Field | Unattended knapsack taken from field |

Safety Tip: Look out for your neighbor. If you see something suspicious or someone being victimized, get involved and notify the campus police immediately.

18th Police District

Reported crimes against persons from 12:01 a.m. 04-10-89 to 11:59 p.m. 04-16-89 in portions of the 18th District from Schuylkill River to 49th St., and Market St. to Schuylkill/Woodland Ave.

Total: Crimes Against Persons-7, Robbery/gun-2, Robbery/strongarm-2, Aggravated Assault/strongarm-1, Aggravated Assault/gun-1, Aggravated Assault/knife-1, Arrests-2

| Date | Location/Time Reported | Offense/weapon | Arrest |
|----------|------------------------------|------------------------------|--------|
| 04-11/89 | 4600 Market St., 9:11 AM | Robbery/gun | No |
| 04/11/89 | 4040 Market St., 10:30 AM | Robbery/strongarm | Yes |
| 04/11/89 | 4000 Market St., 12:45 PM | Aggravated Assault/strongarm | No |
| 04/13/89 | 3925 Walnut St., 1:50 AM | Robbery/strongarm | Yes |
| 04/14/89 | 4800 Woodland St., 8:41 PM | Aggravated Assault/gun | No |
| 04/15/89 | 4041 Baltimore Ave., 2:18 AM | Aggravated Assault/knife | No |
| 04/16/89 | 4529 Spruce St., 5:00 AM | Robbery/gun | No |

Update

APRIL AT PENN

FILMS

Latin American Visions; a series sponsored by the Neighborhood Film/Video Project at International House; \$5, \$4 members, students and senior citizens. Information: 895-6542.

25 *La casa del angel*; set in Argentina in the 1920s; 7 p.m.

26 *La casa del angel* plus *La mano en la trampa*, a gothic mystery that won the International Critics Prize at Cannes; 7 p.m.

27 *La mano en la trampa*, 7 p.m.; and *La pelicula del rey*, a satiric portrait of obsession and of men who would be kings; 9 p.m.

28 *Tire die* and *Los inundados*; two historically significant films previously unavailable in the United States; 4 p.m.

La pelicula del rey; 7:30 p.m.

29 *La pelicula del rey*; 7 and 9 p.m.

MUSIC

26 *Early Music at Penn*; the final concert of the 1988-89 season offers Italian Baroque music; 8 p.m., Rare Book Room, Van Pelt Library (Department of Music).

28 *University Choral Society*, conducted by William Parberry; the first American performance of the *Messe pour les Trepasses* by Marc-Antoine Charpentier, plus Faure's *Cantique de Racine*; 8 p.m., Church of the Saviour (Department of Music).

30 *Kaplye*, Yiddish klezmer band from New York, 8 p.m., International House, \$10; students and senior citizens \$8, members \$7. Free at 3-5 p.m. is a *Jewish Calligraphy and Paper Cutting* workshop by Karen Schain-Schloss.

SPECIAL EVENT

29 *Philadelphia Trees with Tropical Cousins*; a tour focusing on trees native to Borneo but found here; held in conjunction with the University Museum's exhibit on the Dayak peoples of Borneo; 2 p.m., Morris Arboretum. Admission: adults \$2, children, students and senior citizens \$1 (The Morris Arboretum).

TALKS

25 *Transgenic Mouse Embryos: In Situ Cell Lineage Markers*; Rosa Beddington, Imperial Cancer Research Fund Labs, Oxford, 4 p.m., Wistar Auditorium (Wistar Institute).

Health Care Decisions: Preserving the Right of Self-Determination; panel discussion of medical, ethical and legal aspects of decision-making in health care; explores living wills, durable power of attorney and other topics; 6:15-8 p.m., Room 111, Annenberg School (Social Gerontology Alumni Association).

26 *Water, Law and Politics in the Middle East: The Hidden Dimension of Peace*; Thomas Naff, Oriental Studies at Penn; 12:45-1:30 p.m., Faculty Club (Faculty Club).

27 *Function and Topology of the Nicotinic Acetylcholine Receptor*; Arthur Karlin, Neurology at Columbia; 4 p.m., fourth floor, Physiology Library (Department of Physiology).

ALMANAC April 25, 1989