

UNIVERSITY of PENNSYLVANIA

Published monthly by the University for  
the information of its faculty and staff.



# Almanac

VOL. 2, NO. 8

SPECIAL ISSUE 1956

TO

Non Profit Org.

## A Letter From The President

DEAR COLLEAGUE:

I am very happy to inform you, prior to public announcement, that the Executive Board of the Trustees has authorized the first in a series of steps to improve the financial position of our faculty.

Effective July 1, 1956, fully affiliated, fully salaried professors and associate professors will receive a 10 per cent salary increase up to a maximum salary of \$10,000. Similarly qualified faculty members in the grades of assistant professor, associate, and instructor will receive a 5 per cent salary increase.

We are aided in making the announced increases by the addition to the University's resources provided by the grant from the Ford Foundation which the University expects to receive in part by July 1, 1956 and in part by July 1, 1957.

The above action is felt to be essential immediately, but it is also recognized as being only the initial step in the implementation of the more comprehensive plan for faculty benefits which was previously announced as being contingent upon receipt of the full appropriation requested of the Commonwealth. It is hoped that adequate resources will be made available through this appropriation to enable us to do the following:

1. Make the above increases applicable through the entire biennium.
2. Establish the following minimum salary levels for our academic grades: instructors who have completed their graduate training, \$4,000; assistant professors, \$5,000; associate professors, \$6,000; and professors, \$7,000. This would raise the present minimum level \$1,000 in each category.
3. Increase to 7½ per cent the University's present contribution of 5 per cent to the retirement allowance plan for faculty and administrative personnel. This contribution is based upon the annual salaries of the participants who would continue to contribute a minimum of 5 per cent as in the past.

Further salary adjustments will be made during the coming year, including increases in recognition of meritorious service by individual faculty members and other personnel, and funds will also be provided to furnish the necessary additional tools for scholarship and research in the University's libraries, laboratories, and museums.

Very sincerely,

GAYLORD P. HARNWELL  
President