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Management Analysis Service Report Shows Savings of \$600,000

The *Second Annual Report* of the University's Management Analysis Service indicates that potential dollar savings at the end of two years of operations are estimated to be almost \$600,000.

"We must stress again, however," says Dr. G. Jay Anyon, Director of the Service and Assistant Professor of Industry, "that much of our work lies in the area of service and other intangible benefits where it is impossible to allocate a dollar value."

The *Report's* summary for the year ending December, 1957, reads as follows:

Requisitions

Ahead	1
In Process	11
Completed	23
TOTAL	35

Annual Potential Savings

Estimated annual savings	\$314,665
Increase of actual annual savings realized over past estimate	15,300
TOTAL	\$329,965

Annual Expenditures

Total for year ending December, 1957 \$ 14,000

Cumulative Savings

Estimated cumulative savings from January 1, 1956, to December 31, 1957 \$599,505

Cumulative Expenditures

Total cumulative expenditures from January 1, 1956, to December 31, 1957 \$ 28,100

Personnel

Director	1
Senior Analysts	4
Junior Analysts	1
Specialists	2
Volunteers	9
Typist (part-time)	1
	18

Among the projects completed during the fourth quarter of 1957 were the following:

For Printing and Duplicating: a study of the costs of operating an electrical mimeograph machine at the University. Dr. Anyon says that a bulletin is being prepared, for distribution to the Departments of the University, which will demonstrate the "costs to the University and to a department of installing a new machine. It will also suggest ways of decreasing the unit costs of present installations."

For the Library: a change in the layout of catalogue cases in the main catalogue room providing for present and future expansion "with no increase in room allocation."

For the Business Office: an analysis of various types of dictating equipment. At present, the University has sundry makes of equipment in the different schools. Comparative operating data were gathered in a fact-finding report.

Continued on page two

Faculty Invited To Attend Placing of Club Cornerstone

On Monday, May 26th, the cornerstone of the James M. Skinner Faculty Club will be set in place during ceremonies held at the building site, 36th and Walnut Streets, at 4:30 p.m. All members of the faculty and staff are cordially invited to attend.

President Harnwell, members of the family of the late James M. Skinner, ChE-11, former Trustee for whom the club is to be named, and representatives of the Faculty Club Committee and of the University Senate will join in formally inaugurating the above-ground construction of the club building, which is to be completed around the end of this year. Generous gifts from Mrs. Skinner comprise the nucleus of the fund for the construction of the Club.

The Witness Box

Question:

How would retirement at age 65 instead of 70 affect the annuity payment of an individual, assuming normal 5%—7½% participation in TIAA and no change in salary after age 65?—Dr. Roderic D. Matthews, *Professor of Education*.

Answer:

In trying to answer this question, it is necessary to break the retirement income payments into the three basic parts of our present plan: TIAA-CREF annuity, past service credit, and Social Security.

Retiring five years early places a double disadvantage on one's annuity payment from TIAA. Not only must the accumulation at 65 provide payments for the additional five years but the individual would also lose the accumulation of the contributions that would have continued to accrue had he continued in service to age 70. Two rough measures will serve as a guide on these two losses. First, the accumulation at age 65 will provide an annuity of approximately 75% of the amount the same accumulation would provide if left until age 70. Second, the normal contribution on each \$1,000 of annual salary from 65 to 70 will buy an additional annuity of \$55 a year at age 70.

Most faculty members and administrative officers who were with the University in 1946 also have available credit in a "past service" plan with the Equitable Life Assurance Society. Under this plan all eligible members are entitled to receive at age 70, a single life annuity equal to 1% of annual salary on March 1, 1946, multiplied by the number of years of qualifying service. Retirement payments under this plan may be requested as early as age 65, but the annual payment is reduced by 1/15 for each year prior to age 70 so that a faculty member retiring at age 65 would receive as a single life annuity 1/3 less than at the normal retirement age.

The amount of the monthly payments from Social Security would not be affected by the decision to retire at age 65.

DR. FRED C. FORD,
Personnel Director

Medical Check-up Available

The University of Pennsylvania Diagnostic Clinic again offers annual examinations to members of the University Family at special summer rates. These examinations are conducted from June through September. The basic examination consists of a complete physical examination by a specialist in internal medicine, photofluorogram of the chest, electrocardiogram, blood count, urinalysis, blood sugar test, pelvic examination in women, and proctoscopic examination in older men. The charge for this basic examination is \$35.00. If the findings indicate the need of additional examinations or consultations, the charge will be at less than the usual rates. A complete report is sent to the family physician.

Appointments may be made by calling the Diagnostic Clinic Office in the Hospital.

U.S. Bond Purchases Encouraged

Cooperating in a nation-wide "Share-in-America" campaign to promote the purchase of U. S. Savings Bonds, the University has called attention to the fact that its faculty, staff and employees may buy bonds through a payroll deduction plan.



Some 300 University personnel are currently purchasing \$5,000 worth of bonds monthly through the plan—an increase of some 125 subscribers in the past three years. Literature inviting

others to avail themselves of this mode of saving was distributed in pay envelopes at the end of April.

Under the plan, a faculty member or employee may instruct the Comptroller's Office to withhold a stated amount from his pay regularly and apply it toward the purchase of bonds.

Application forms for payroll deduction may be obtained by calling the Personnel Department.

M. A. S. Report (Continued from page one)

For the Dean of Women: a departmental audit so that the work load anticipated from increasing enrollments may be distributed efficiently "without out-of-line increases in expenditures."

For the Institute of Urban Studies: a survey of the problems associated with the control of salaries and other budgeted expenses. "A satisfactory control system was instituted," says Dr. Anyon, "with the full cooperation of the Comptroller's Office."

Among projects worked on during the same fourth quarter are the following:

For the Office of the Secretary: a survey to determine the best methods and locations for keeping alumni records and a study that may lead to the establishment of an Alumni Data Processing and Addressing Center.

For the Treasurer's Office: an evaluation of the need for a University-wide system of inventory control for both durable and semi-durable items of equipment.

For the Vice-President for Student Affairs: a survey of the housing needs of male students at the University. According to the *Report*, "The results of this study will be presented to President Harnwell by Vice-President Gisburne to assist the Board of Trustees in planning for long-term development of housing facilities for undergraduate, graduate, and married students."

For Wistar Institute: continuing assistance in a variety of fields, including guidance on such matters as budgeting, patent policy, personnel insurance, and public relations.

Management Analysis Service projects were completed in numerous other departments of the University during the past year, including Education, Central Registration, Real Estate, the Graduate School of Medicine, the Graduate School of Social Work, the Wharton School, Personnel, Houston Hall Store, and the Development Office.

I Remember...



Dingoes, Skinks, and Frank Speck

by DR. MACEDWARD LEACH
Professor of English

I met Frank Speck in the twenties when I first came to the University as a graduate student and took courses with him in anthropology and primitive languages. As I came to know him, I spent many hours in his company on field trips and in his office. He was a unique and remarkable man.

I have often tried to analyze what it was that kept scores of people of all kinds bringing their friendship and admiration to him. Hunters, fishermen, and woodsmen, great scholars, book people in all fields, students—the plodders, and the brilliant young scholars and the “C” boys, Negro, White, and Indian,—all paid homage to him.

I have seen him go into an Indian village where he was not known and before an hour had passed have the whole village around him telling stories, singing songs, laughing with excitement.

His insistence on seeing brought him to closeness with all life. Or was it the other way around? His philosophy was a primitive kind of animism, for he keenly felt a subjective relation with all living things.

His habit of living with all sorts of odd creatures often led to amusing results. Once he had a skink in his office in College Hall. This is the largest of the lizards, some two feet long and, as I recall, built like a baby dragon. It disappeared. Some two months later it suddenly emerged from beneath the platform in room 315 in the midst of a class conducted by a staid professor of German. He was near-sighted and so was the skink; they stood for seconds transfixed, blinking at each other until the tension was broken by a student who knew Dr. Speck's menagerie and could reassure the professor.

He hated to see animals caged. How scornful he was of the visitors at the zoo looking in with their smug and superior expression at the unhappy prisoners. Once he got an Australian wild dog, a dingo, out of its cage and through the bars into Thirty-fourth Street, whence it gratefully made its swift way into the wilds of the Park.

I would not speak of Frank Speck's prodigious scholarly output of over 400 books, monographs, and articles in a wide variety of fields. That record is secure in libraries and in the works of numerous scholars making use of it. Equally important, though not now so obvious, is Frank Speck, the teacher, who inspired hundreds of students at the University, students who look on him not solely as a teacher but as a very special friend.

Summer Research Grants for 1958

The Committee on the Advancement of Research of the University of Pennsylvania has announced that twenty Special Summer Research Grants of \$1,000 each have been awarded to members of the Faculty for assistance on approved projects during the summer of 1958.

Those who received awards were Dr. Leendert Binnendijk, Associate Professor of Astronomy; Dr. T. E. M. Boll, Associate Professor of English; Dr. William B. Castetter, Associate Professor of Education; Dr. S. B. Chatman, Assistant Professor of English; Dr. Gustavo Correa, Associate Professor of Romance Languages; Dr. James C. Diggory, Associate Professor of Psychology; Dr. Elizabeth F. Flower, Associate Professor of Philosophy; Dr. William T. Fontaine, Assistant Professor of Philosophy; Dr. Emil Grosswald, Associate Professor of Mathematics; Dr. Neils Hugaard, Assistant Professor of Pharmacology; Mr. Norman Johnston, Instructor in Sociology; Mr. James P. Latham, Instructor in Geography; Dr. John P. Lutz, Assistant Professor of Finance; Dr. Robert W. Merriam, Assistant Professor of Zoology; Dr. Eugene R. Nixon, Assistant Professor of Chemistry; Dr. H. B. Ranken, Instructor in Psychology; Dr. S. D. Rodenberg, Assistant Professor of Microbiology; Dr. Nathan Rosenberg, Assistant Professor of Economics; Dr. George Schweigert, Associate Professor of Mathematics; and Dr. Norman P. Zacour, Assistant Professor of History.

The twenty awards for 1958 just equal the total for the previous four years since the program was adopted in 1954. Twenty-seven members of the Faculty made applications for these awards, the largest number received in any year since the program was established.

The response to Special Summer Research Grants has been so satisfactory that the Committee on the Advancement of Research will make every effort to continue them on a generous scale.

Fels Fund Fellowships Announced

Dr. Roy F. Nichols, Dean of the Graduate School of Arts and Sciences, reports that five students have received Fels Fund Fellowships for 1958-59. The successful candidates are Fred Adelman of Anthropology, Allen D. Grimshaw, of Sociology, Miss Jean Kirkpatrick of American Civilization, Alexander Murray of History, and John W. Sweigart of Philosophy.

The Fels Fund Fellowships, which pay up to four thousand dollars a year, are the most generous predoctoral awards available to students in the Humanities and the Social Sciences. The funds are made available from year to year and no commitments have been made for 1959-60, but potential candidates should keep in touch with the Graduate School office.

His classes, too, were informal, with much give and take, argument and question. Accused of overdramatizing his material, he freely admitted it, saying, “Most of these boys need stimulating; from there the ones that matter to anthropology will go on by themselves.”

Frank Speck was scornful of regulations, credits, grades, set courses—all the bureaucracy of a big, highly organized university. He belonged on one end of the log and the student on the other.

Among Other Things

ROUNDUP: President *Gaylord P. Harnwell* will be among sixteen presidents and chancellors of major privately-supported universities to receive honorary degrees at Northwestern University's 100th annual commencement on June 16th . . . *Dr. MacEdward Leach*, Professor of English, has been elected president of the newly organized Philadelphia Folklore Society. New members are welcome . . . Five copies of Volume I of the *University Manual* are available to faculty inspection in the Reference Department of the Main Library . . . *Dr. Carl C. Chambers*, Vice-President for Engineering Affairs, correctly takes us to task for recently referring to the Towne Scientific School. "The name Towne," he writes, "is simply reserved for the building. The Towne School has been out of existence for over three years." . . .

WORTH ANOTHER THOUGHT: "Peace and quiet and an absolutely free mind, although they are highly to be desired, are not always to be had and therefore we must not, the minute we are disturbed, throw aside our books and mourn the day as lost. We must struggle against interferences and make it our practice to overcome impediments through application which, if we direct it with singleness of purpose to the work at hand, will prevent those things which present themselves to our eyes and ears from getting through to our mind."—a rendering of Quintilian, *Education of the Orator* 10, 3, 28-9, by *Dr. Lloyd W. Daly*, Dean of the College and Professor of Classical Studies . . .

NAMES: Congratulations to *Dr. Ruth E. Smalley*, Professor of Social Case Work, on her election as Dean of the School of Social Work, and to *Dr. Ned B. Williams*, Professor of Microbiology at the School of Dentistry, who will be the next president of the International Association for Dental Research . . . *Dr. Seymour Feshback* and *Dr. Albert Pepitone*, Associate Professors of Psychology, will participate in the Interdisciplinary Program in the Behavioral Sciences to be held at the University of New Mexico June 16th to August 9th. The meetings will be conducted under the auspices of the Air Force Office of Scientific Research . . . The yearbook of the German Goethe Society contains hitherto unknown letters by Goethe's friend, *Countess Auguste Stolberg*, selected from documents discovered in Copenhagen by *Dr. Detlev W. Schumann*, Professor of German Literature. *Dr. Schumann* has succeeded Emeritus Professor *Ernst Jockers* in the chair for 18th century German literature . . . Among Faculty members recently featured on "The World of Books," Pennsylvania's contribution to WFIL-TV's University of the Air series, are: *Dr. Samuel Noah Kramer*, Professor of Assyriology, *Dr. Ralph Preston*, Professor of Education, *Dr. Frederick Gruber*, Associate Professor of Education, *Dr. Digby Baltzell*, Assistant Professor of Sociology, *Dr. Sculley Bradley*, Vice-Provost and Professor of English, *Dr. Allen Chester*, Professor of English, and *Drs. Theophilus Boll* and *Thomas Haviland*, Associate Professors of English . . . *Dr. Reavis Cox*, Food Fair Stores Foundation Professor of Marketing, is president-elect of the American Marketing Association and will head the organization during the 1959-1960 fiscal year beginning July 1, 1959 . . . *Dr. A. Irving Hallowell*, Professor of Anthropology, has just been made a member of

the Committee on Public Health and Behavioral Sciences of the American Public Health Association.

INSIDE GUNTHER: points from *John Gunther's* chapter on education in his new book, *Inside Russia Today* (Harper): The Soviet has 213,000 schools, operating in more than sixty different languages . . . The USSR graduated 70,000 engineers in 1956 (the U. S. 30,000) . . . The Russians are so strong in the field of abstracting that they make American efforts seem "puny" . . . About 70% of all Russian doctors are women . . . Unpleasant Gunther joke: "We have either got to learn physics and mathematics—or else Russian." . . .

CATCHING UP WITH THE NEWS: *Dr. Julius Wishner*, Associate Professor of Psychology, participated in the recent Second Annual Meeting of the New York University Institute of Philosophy held in New York . . . *Dr. Nathan J. Fine*, Professor of Mathematics, delivered an address before the Symposium on Banach Algebras and Harmonic Analysis at Stanford University late last month . . . *Dr. Paul Gyorgy*, Professor of Pediatrics, received the annual Osborne and Mendel Award of \$1,000 at a dinner commemorating the 25th anniversary of the founding of the American Institute of Nutrition . . . *Dr. I. S. Ravdin*, Professor and Chairman of Surgery, was recently honored at a testimonial dinner tendered him by the China-Burma-India Veterans Association . . . *Dr. Edward D. DeLamater*, Research Professor of Microbiology, spoke on "The Intrinsic Structure of the Bacterial Cell" at the recent all-campus convocation of the University of Nebraska College of Medicine . . . *Dr. Murray Gerstenhaber*, Assistant Professor of Mathematics, spoke last week before the Symposium on Combinatorial Designs and Analysis at Columbia University . . .

STATISTICS DEPARTMENT: According to the Office of the Registrar, total student enrollment for the spring term showed an increase over enrollments one year ago. For 1958: 15,924. For 1957: 15,420. Most of the increase was registered by women enrollees. There was a slight decline in the total figure of full-time students (from 8936 in 1957 to 8878 in 1958), but a more than compensatory rise in the total of part-time students from 6484 in 1957 to 7046 in 1958) . . .

COMMENT: "Since World War II in the United States we have spent about twice as much for research as in all the previous years of our history. It is a startling fact that our national level of research expenditure—approximately three billion dollars—is as much as our total budget a little more than a quarter of a century ago."—*Dr. James R. Killian, Jr.* in *The Will to Think* (Farrar).

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