

Almanac

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Bartram Chair: Dr. Li

Dr. Hui-Lin Li, professor of botany in the biology department and member of the Morris Arboretum, has been named Penn's first John Bartram Professor of Botany and Horticulture.

In announcing the appointment, Provost Eliot Stellar said the chair honors the contributions of the distinguished botanist of Revolutionary times, John Bartram, who established this nation's first botanical garden in southwest Philadelphia in 1728. His home still stands preserved on the site where he first cultivated, illustrated and catalogued the trees and plants of North America.

Dr. Li, who was born in Soochow, China, received his Ph.D. at Harvard and has served on the faculties of Soochow University, National Taiwan University and Chinese University in Hong Kong. He was first associated with Penn in 1943 as a research fellow in botany and returned in 1954 to join the faculty after three years as a visiting scientist at the Smithsonian Institution.

An internationally recognized expert in the flora of China and Taiwan, he is the author of three books and has published several hundred scientific articles in botanical and horticultural journals. Dr. Li was a Guggenheim fellow at the University of California in 1961; a Fulbright fellow in Taiwan in 1967 and a National Research Council fellow at the Smithsonian in 1968.

NOMINATIONS FOR DEAN OF LAW

The Law School Deanship Search Committee was established in November by President Meyerson. The function of the Committee is to identify, and to recommend to the President, persons felt by the Committee and the Law Faculty to be qualified for appointment as Dean of the Law School, in succession to Dean Wolfman. The Committee consists of four members of the Law Faculty, nominated by that Faculty; three members of other Faculties in the University; two second-year law students, nominated by the student body; and, *ex officio*, an alumnus of the Law School representing the Law Board. Up to now, the Committee has been considering the names of persons not currently members of the Law Faculty. In carrying out its work, the Committee has advertised; has solicited suggestions and evaluations from, among others, members of the Law Faculty, teachers at other universities, and alumni and non-alumni members of the bar; and has consulted with President Meyerson, Provost Stellar and Dean Wolfman. Those who wish to propose names are encouraged to submit their suggestions and supporting reasons in writing to Law School Deanship Search Committee, Professor Martin Aronstein, Rm. 157, Law School.

—Martin J. Aronstein and Louis H. Pollak, co-chairmen

The Committee:

Martin J. Aronstein, Professor of Law

Frederic L. Ballard, Esq., L '42, Member of the Law Board

Alan Beller, L '76

Martha Field, Associate Professor of Law

Vartan Gregorian, Dean of the Faculty of Arts and Sciences
and Turzian Professor of Armenian & Caucasian Studies

Howard Lesnick, Professor of Law

Louis H. Pollak, Professor of Law

Henry W. Riecken, Professor of Behavioral Sciences

Stephen Shapiro, L '76

Oliver Williamson, Professor of Economics

Possible Hiring Moratorium

In the face of almost certain budget reductions for 1975-76, guidelines are now being prepared for the handling of cost-cutting decisions which may affect personnel, Executive Director of Personnel Relations, Gerald Robinson, announced last week. "Our goal is to develop policies and guidelines which would be equitable and would be uniformly applied throughout the University, if it becomes necessary to use them," Mr. Robinson stated. A specific measure under consideration is a moratorium on hiring from the outside. One object of such a moratorium would be to make possible a concerted effort to relocate any present personnel whose budgets can no longer carry them because of program cuts, and to provide for rehiring as soon as possible if layoffs do occur.

"The administration and members of the Budget Committee will keep in close touch with faculty and staff organizations, and will publish full information as financial factors become clearer," Mr. Robinson said.

Regional HERS: Dr. Secor

The University of Pennsylvania has been chosen as regional headquarters for HERS (Higher Education Resource Services) for Women, an organization designed to enlarge job opportunities for women at colleges and universities in Pennsylvania, New Jersey, Delaware and Maryland.

Dr. Cynthia Secor, former assistant professor of English here, has been named director.

With the aid of an \$85,000, two-year grant from the Ford Foundation, HERS will develop a placement referral service for women seeking academic positions and form a communications network for colleges and universities seeking female candidates. It is patterned after a similar project for New England institutions begun at Brown in 1972. In announcing the plans Dr. Adele Simmons, dean of student affairs at Princeton and chairperson of the HERS advisory committee for the Mid-Atlantic region, said the old and new projects complement each other and will maintain a close and cooperative working relationship.

As project director, Dr. Secor will visit Mid-Atlantic area campuses, interviewing key women faculty, senior administrators and department chairmen about how HERS can work with them. She expects to develop a referral service that will identify qualified women candidates and direct them to appropriate vacancies. Although notices of vacancies and resumes from other areas will be processed, the focus of HERS will be on the four-state region with possible expansion of services to cover New York and the District of Columbia.

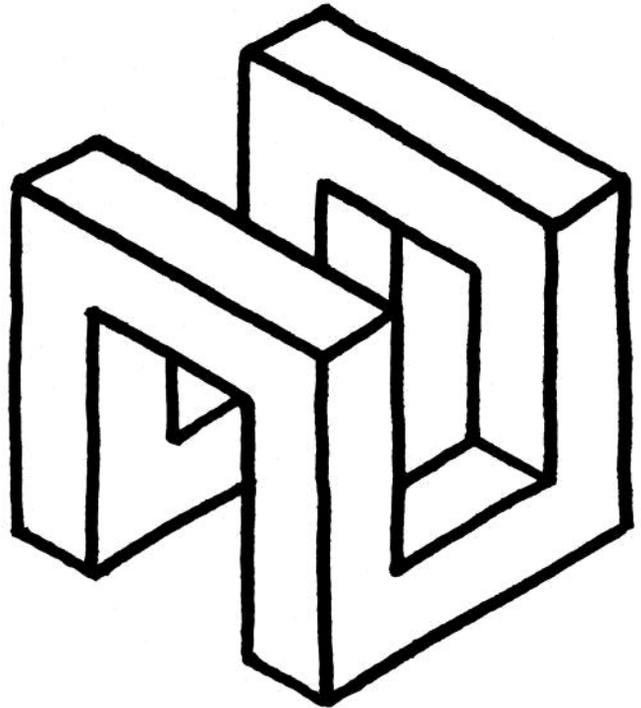
A former Woodrow Wilson fellow and a member of Phi Beta Kappa, Dr. Secor received her Ph.D. from Cornell in 1969. At Penn she coordinated the first women's studies courses, and organized the 1971 and 1974 regional conferences for academic women. She is currently co-chairperson of the Modern Language Association's commission on the status of women in the profession.

Inquiries about the project may be addressed to Dr. Secor at HERS—Mid-Atlantic Region, Fourth Floor, One University City.

WE LOST 10'8" x 10'8"

The piece exists here for the first time in three dimensions, although there have been enough coffee tables on this model. For me the scheme evolved from a series of projects done after FREE RIDE. It seemed too obvious to execute, even if I could have done so at the time. After abandoning COSA NOSTRA, however, I felt that it was worth doing on a larger scale.

—Tony Smith in the catalog of the Institute for Contemporary Art and the Wadsworth Atheneum of Hartford for their joint show *Tony Smith Two Exhibitions of Sculpture*, 1966.



We Gain 'We Lost'

For those who were at Penn between November 1966 and January 1967, the sudden appearance of *WE LOST* on the western end of the College Hall Green was perhaps as much a surprise as for the many who did not see the landmark show of his work . . . for Tony Smith is often called the "most private sculptor in America," a man whose work was seen before 1966 by only a handful of people in his house and back yard in New Jersey.

In acquiring *WE LOST*, Penn's Committee on the Visual Environment staged something of a coup in the American art world. The \$55,000 cost of acquisition and installation was made possible, in these economic times, by an unusual circumstance: in using land acquired from the Philadelphia Redevelopment Authority, over the past few years Penn built up a \$500,000 obligation to install works of art for public view. (The RDA contracts require that one per cent of the construction cost of all buildings set on the land so acquired must be expended for works of art.) Such funds had so far been used only to acquire two sculptures and a painting for the Annenberg complex, endow a fund for maintenance of art works here, and, with matching funds from the Lloyd P. Jones family, to create a gallery to house the renowned R. Tait McKenzie collection already owned.

The earlier works acquired were small: deRivera's revolving *CONSTRUCTION #66* at Annenberg School; Lipton's *VOYAGER* and Langenstein's painting, *STARDOM*, at the Center.

WE LOST is the largest acquisition in the series and the most publicly placed, though fabrication of a monumental construction for Superblock is currently under way.

The Smith piece has not yet been photographed well enough for publication here (hence the drawing used), but a word-picture of the Smith approach it represents appeared in the catalog for the 1966 show, written by Samuel Wagstaff Jr. of the Wadsworth Atheneum:

"These heavy, primitive organisms embrace space through volume and deep thrusts . . . The geometry is lost in its earthiness, its corporeality. They are related to early cultures intentionally or

through sympathy—menhirs, earth mounds, cairns—and to this culture with equal sympathy—smokestacks, gas tanks, dump trucks, poured concrete ramps. No focus, no detail, no symmetry. They are plain but constantly changing. They are grave without being heavy, ordinary and mystical at the same time. If they were completely successful, they would merge in the general variety of nature."

To choose a site for *WE LOST*, its 62-year-old creator joined the Committee on the Visual Environment for a private tour of the campus, and the Committee concurred in his selection of the grassy triangle on the Green with its young and slender trees framing the open cube from the 36th street side.

"The piece is actually rather small," said a member of the tour, "and although we sensed it needed open space we were sure that our larger open plazas were *too* large to do the piece justice." Photographs of other Smith works also showed in advance his style's particular affinity with green settings.

Although Mrs. Albert H. Lloyd, chairman of the Committee, expressed some concern to *The Daily Pennsylvanian* about its reception ("I hope the students will love it" she said, "and not put graffiti all over it") by the end of its first week on campus not a mark had been made.

The Committee that found *WE LOST* is now negotiating for other works in a plan that will bring perhaps 20 to 30 works valued at \$1,000,000 to Penn over the next two years under a combination of RDA one-per-cent program funds, private gifts and loans. Its members include Dean Peter Shephard, GSFA; architect Vincent Kling; Professor John W. McCoubrey; Vice President John C. Hetherston; and 20th Century Art Curator Anne d'Harnoncourt of the Philadelphia Museum of Art, and a graduate student in GSFA. Among its advisors are Ms. Mary Kilroy, fine arts coordinator for the Philadelphia Redevelopment Authority; Samuel Green of New York City, former director of the ICA at Penn; and architect Titus Hewryk, associate director of the University Planning and Design Office.

THINGS TO DO

LECTURES

Immunology and Surface Science. Dr. Ivar Giaever of the G.E. Research and Development Center speaks at the David Rittenhouse Laboratory. January 29, 4 p.m., Auditorium A-1. Tea will be served at 3:30 p.m. in the Faculty Lounge. Sponsored by the physics department.

Later that evening at DRL, *Neutron Stars and Black Holes*, a popular lecture by Dr. Herbert Friedman of the Naval Research Laboratory, should intrigue even the seasoned reader of science fiction. January 29, 7:30 p.m., DRL, Auditorium A-1. Sponsored by the astronomy department. Although Saturn, Jupiter and the Orion nebulae are less mysterious, they're still spectacular—especially when viewed through a professional telescope. They can be seen now at the *Observatory* on the roof of DRL that is open Monday and Thursday, 8-9:30 p.m., *if the sky is mostly cloudless*. The staff reminds you to dress warmly when you come. For more information: Ext. 5996.

EXHIBITS

Please touch: the Egyptian hieroglyphs, the Chinese characters inscribed in bronze almost four thousand years ago or any of the other items in the exhibit that focuses on *the history of writing*. Designed for the visually handicapped, it invites blind and sighted alike to let their fingers do the walking. Museum, Nevil Gallery; no admission charge.

A collection of *photographs of the American west* by Warren Wimmer Jr. is displayed weekdays through February 7 in the Philomathean gallery; fourth floor, College Hall. 1-5 p.m. Sponsored by the Philomathean Society.

Children five to twelve years old can spend a Saturday morning *making* television shows instead of watching them if they come to *The TV Eye* on February 1 at the ICA. Planned by Angela Kast of the Germantown Academy, the event includes a gallery tour of *Video Art* followed by a chance to tape with portapack equipment. Children must be accompanied by an adult and admission is free. 11-noon, ICA, Ext. 7108.

MIXED BAG

The foibles and trials of marriage are the subject of *Company*, the Tony Award-winning musical that opens January 29 at the Annenberg Center. Produced by Penn Players and Wharton and the Arts, it is the first venture to merge the talents of both groups. The musical runs through February 1 with performances at 7:30 p.m., opening night; 8:30 p.m., weekdays and Saturdays; and 6:30 and 10 p.m., Friday. Tickets, priced at \$5 opening night, \$3.50 weeknights and \$4 weekends with a \$1 discount for students, are available at the Annenberg Center, Ext. 6791.

Learn by doing: a twelve-week seminar in *West African folk dancing* begins February 6 at the Museum under Kofi Yamoah, a former member of the Ghana Dance Ensemble. Participants will learn drum language and the polyrhythmic patterns in African music during the first half of each weekly three-hour session; lessons in traditional African dance conclude the evening. The \$100 course fee may be paid to the instructor when the class meets for the first time February 6, 7 p.m. in room 138 of the Museum's education wing. To reserve a space, call Joe Minott, 224-216 from University phones.

The Christian Association Film Society brings a wide selection of new and classic cinema to campus this semester. On January 30, Jean Harlow, Elizabeth Taylor and—of course—Marilyn Monroe appear in *The Love Goddesses*, a study of the country's changing attitudes toward women as reflected in its films. The uninitiated have another opportunity to become acquainted with *The King of Hearts* on Friday, January 31 and Swiss filmmaker Alain Tanner's *Le Retour D'Afrique* is screened on Saturday. First showing for all films is 7:30 p.m., C.A., 36th and Locust Walk; admission: \$1. For additional times and a schedule of upcoming films, complete with program notes, stop by at the C.A. or call EV 6-1530.

A Boy Ten Feet Tall features Edward G. Robinson in an African adventure. Children's Film Program at the Museum, February 8, 10:30 a.m.

The Adult Film Festival continues at the Museum with *One Day in the Life of Ivan Denisovich*. Solzhenitsyn's story of a Stalinist concentration camp. Sunday, February 9, 2:30 p.m.

PSYCHIATRIC REFERRAL

The Department of Psychiatry has recently centralized its referral system. Doctors or self-referred patients can now call 662-2800 weekdays (227-2800 from University phones) for information or referral for any of the department's outpatient services.

A patient may be referred for inpatient care or may be put in touch with a doctor at once by calling the central number at any time. Information will be taken to expedite appropriate referrals within the department and, where recommended, an evaluation appointment may be made.

MUSEUM RESTORATION SERVICES

Collectors of archaeological and ethnographic objects have access to the services of the Museum's Conservation Laboratory. Open to both individuals and institutions, it will also accept a limited number of historic and modern pieces if similar services cannot be found in the area.

Services include cleaning, mending, repair and restoration, baking of unfired clay, stabilization treatments to prevent corrosion and fumigation against fungus and insects. Advice on mounting, display and storage is available.

The lab is prepared to handle glazed and unglazed ceramics, glass, stone, metals and objects made from such organic substances as wood, bone, ivory, leather and feathers. Bark cloth, textiles and baskets will also be accepted.

A staff member will examine objects and recommend necessary conservation services. A detailed report and cost estimate are covered by an initial fee; lab work will be charged at a standard hourly rate. For more information, call Virginia Greene or Gayle Weaver, 224-208, from University phones.

Ranks of Professional Schools

In the stated meeting of the Trustees on January 10, President Martin Meyerson reported on a study by Columbia's Peter M. Blau and Rebecca Zames Margulies, published in the winter 1974-75 issue of *Change* magazine under the title "A Research Replication: The Reputations of American Professional Schools," which followed up the same author's article of November 1973 in *Change*.

He noted the dominance of publicly-supported institutions in certain of Penn's strong fields (see Dentistry and Veterinary Medicine in Table I). Other commentators have noted in some fields a sharp falling-off of consensus among deans after the very highest scores are awarded, indicating that there may be a few acknowledged national leaders followed by schools with either regional reputations, or reputations in specialties close to some deans' interests but not to all.

Blau and Margulies note in their 1974 article several criticisms of their earlier study—including the one that ranking is not on the basis of quality of program as measured by accomplishment; they reply that "a shortcut for measuring professional quality is measuring professional reputation among experts." (Later in their article the authors did correlate reputation with resources, using data on resources from the first study; see excerpt, page 5.) The impetus for the new study, however, was criticism of the low response rate in the earlier one. In the first study, where rankings were "a minor part of a larger study," only 36% of the 1181 deans queried had answered their question about ranking. In the second, where the investigators confined themselves to the single question "What in your opinion are the five top schools in your profession?", 79% responded. In all but public health, half the deans in each field now supplied ratings; in the earlier study, only two out of 17 fields had such a response rate. (The first study

covered 17 fields, the second 18; music was added at the request of music deans.)

The respondents were not asked to rank the schools, but only to list five; Blau and Margulies ranked them by counting the number of times each school was listed. In the first study, self-nominations counted, but in the second these were eliminated and the number given for total respondents reduced by one.

Table I: Top-Ranked Schools by Profession

ALMANAC placed data from the 1973 ratings to the right of scores published in the 1974-75 article, showing some slight shifts in ranking as more deans' responses were recorded. The response rate for the 1973 study appears in the bold face for each field. Schools are listed in the order they ranked in the second study, with asterisks to the left of those that were in the top five (or six, where tied) in the earlier study. Not shown are schools of forestry, journalism, library science, music, optometry, pharmacy, public health and theology.

	Fraction of Choices	
Architecture (Return: 36/45)		
*1. Massachusetts Institute of Technology	29/35	14/21
*2. University of California, Berkeley	23/35	15/21
*3. Harvard University	20/35	13/21
*4. University of Pennsylvania	19/35	13/21
*5. Princeton University	8/35	6/21
6. University of Michigan	6/35	
7. Rice University	5/35	
7. Virginia Polytechnic Institute	5/35	
7. Yale University	5/35	
10. University of Minnesota	4/35	
10. North Carolina State University	4/35	
Business (Return: 133/151)		
*1. Harvard University	118/132	54/61
*2. Stanford University	111/132	50/61
*3. University of Chicago	93/132	32/61
*4. University of Pennsylvania	53/132	25/61
*5. Carnegie-Mellon University	44/132	24/61
6. Massachusetts Institute of Technology	36/132	
7. Washington University, St. Louis	21/132	
8. University of California, Los Angeles	18/132	
8. University of Michigan	18/132	
10. Columbia University	14/132	
11. Indiana University	13/132	
11. Northwestern University	13/132	
Dentistry (Return: 25/44)		
*1. University of Michigan	14/24	5/7
*1. University of North Carolina	14/24	6/7
*3. University of Kentucky	13/24	3/7
4. University of Washington, Seattle	11/24	
*5. University of Alabama	8/24	3/7
6. University of Pennsylvania	6/24	
7. Indiana University-Purdue University, Indianapolis	5/24	
*7. University of Minnesota	5/24	3/7
9. Medical College of Georgia	4/24	
9. University of Texas, Houston	4/24	
11. University of Oregon	3/24	
Education (Return: 146/179)		
*1. Stanford University	87/145	39/57
*2. Columbia University	80/145	33/57
*3. Ohio State University	60/145	16/57
*4. University of Chicago	55/145	25/57
*5. Harvard University	35/145	25/57
6. University of Michigan	33/145	
7. University of Wisconsin	31/145	
8. University of Illinois	25/145	
9. Indiana University	23/145	
9. University of Minnesota	13/145	
11. Michigan State University	21/145	
12. University of California, Los Angeles	19/145	
12. George Peabody College	19/145	

Engineering (Return: 132/159)

*1. Massachusetts Institute of Technology	119/131	48/52
*2. University of Illinois	84/131	28/52
*2. Stanford University	84/131	31/52
*4. University of California, Berkeley	67/131	30/52
*5. California Institute of Technology	62/131	23/52
*6. University of Michigan	58/131	23/52
7. Purdue University	42/131	
8. Georgia Institute of Technology	14/131	
8. University of Wisconsin	14/131	

Law (Return: 105/134)

*1. Harvard University	101/104	43/43
*2. Yale University	86/104	36/43
*3. University of Michigan	73/104	28/43
*4. Columbia University	60/104	28/43
*5. University of Chicago	58/104	22/43
6. Stanford University	45/104	
7. University of California, Berkeley	19/104	
8. New York University	15/104	
9. University of Pennsylvania	13/104	

Medicine (Return: 51/79)

*1. Harvard University	48/50	8/8
*2. Johns Hopkins University	29/50	7/8
*3. Duke University	20/50	5/8
*3. Stanford University	20/50	5/8
*5. Yale University	18/50	5/8
6. University of Chicago	15/50	
7. Washington University, St. Louis	12/50	
8. University of California, San Francisco	10/50	
9. University of Washington, Seattle	10/50	
10. Columbia University	8/50	
11. Case Western Reserve University	6/50	

Nursing (Return: 78/99)

*1. Case Western Reserve University	53/77	27/31
*2. University of Washington, Seattle	44/77	16/31
*3. University of California, San Francisco	43/77	23/31
*4. New York University	30/77	10/31
*5. University of Colorado	25/77	12/31
6. Wayne State University	21/77	
*7. University of California, Los Angeles	17/77	10/31
8. Boston University	11/77	
8. University of Maryland	11/77	
10. Catholic University	9/77	

Social Work (Return: 58/69)

*1. Columbia University	46/57	32/34
*2. University of Chicago	42/57	29/34
*2. University of Michigan	42/57	23/34
*4. Brandeis University	23/57	13/34
5. University of California, Berkeley	17/57	
6. University of Southern California	12/57	
*7. Case Western Reserve University	11/57	10/34
8. University of Wisconsin	8/57	
9. University of Maryland	7/57	
10. Washington University, St. Louis	6/57	

Veterinary Medicine (Return: 10/18)

*1. University of California, Davis	7/9	5/7
*2. Cornell University	6/9	5/7
*3. University of Pennsylvania	5/9	5/7
*4. Ohio State University	4/9	4/7
*5. Colorado State University	3/9	4/7
5. Iowa State University	3/9	
5. Michigan State University	3/9	
8. Kansas State University	2/9	
8. University of Minnesota	2/9	
8. Purdue University	2/9	

RESOURCES AND REPUTATIONS: *an excerpt from Blau/Margulies' study*

Higher education of good quality is an expensive enterprise. Indeed, research has shown that the affluence of universities is closely related to their academic standing. Are the financial resources of professional schools also closely related to their reputations? On which other objective conditions does the reputation of professional schools depend? To answer these questions, we shall examine data on the seven types of schools for which we have a large enough number of cases from the original study to permit computing reliable correlations to indicate how strongly a given characteristic of a school is related to its reputation. The seven fields are business, education, engineering, law, nursing, pharmacy, and social work.

The most striking finding is that the reputations of professional schools depend on different conditions in different types of professions, and not on the school's financial resources in all fields. The first row in Table 2 shows that a school's annual budget is substantially related to its reputation in engineering, law, nursing pharmacy, and social work, but not in business and education. In contrast, the size of a school's separate professional library is strongly related to its reputation in business, education, and law; considerably less in nursing; and almost not at all in engineering, pharmacy, and social work (row 2). An ample budget and an ample library seem to be alternative routes for acquiring a superior reputation in different types of professional schools. In engineering, pharmacy, and social work, a school's reputation is closely related to its operating budget and unrelated to its library. In business and education, superior reputations are much more closely related to an ample professional library than to a large budget. In law and nursing, both factors make a difference for the reputation of a school, though the library is more important in law, and the budget in nursing. The academic resources embodied in a large library are important for successful training and research in some professions, but other resources, such as technical equipment and laboratories, are more important than books for the success of schools of engineering, nursing, pharmacy, and social work.

The legal profession has a codified body of knowledge that is distinct from the basic knowledge of any other discipline. Business and education, however, largely rely in their work on the basic knowledge of other disciplines, notably economics, psychology, and sociology. Hence, one would infer that advanced work in law requires a specialized legal library, whereas advanced work in business and education can be carried out utilizing the general university library. Indeed, such an inference seems to underlie administrative decisions on whether to establish a separate school library. All law schools have their own libraries, while only one quarter of the schools in business and those in education do.

Yet our data suggest that the inference is wrong and that an inadequate library hurts a school's reputation not only in law but also in business and in education and, somewhat, in nursing. (This conclusion rests on the assumption that school libraries affect reputations rather than being merely affected by them.) A distinctive body of

knowledge seems to have emerged also in these professions, which makes a good specialized library essential for reputable advanced work. The same is not the case in social work, which may come as a surprise. The practical implication of our conclusion, granting the assumption it makes, is that the reputations of schools of education and business schools can be enhanced by building up their specialized libraries.

The same types of professional schools whose reputation is more influenced by their libraries than by their budgets are also most dependent on their universities for their operating budgets and most adversely affected by this umbilical dependence. A school's library and reputation are strongly correlated in business, education, and law; weakly correlated in nursing; and there is practically no correlation in engineering, pharmacy, and social work (row 2 in Table 2). The average share of the school's budget that comes from the university is highest in the first three types (82 percent); less in nursing (68 percent); and lowest in the last three types (62 percent). If a large proportion of a particular school's budget comes from its university, this has a substantial adverse effect on its reputation in the first three types—business, education, and law (row 3 in Table 2); a weak adverse effect in nursing; and only a slight one in the last three types—engineering, pharmacy, and social work. Professional schools whose reputations depend primarily on their budgets probably make greater efforts to supplement the funds they get from their universities with funds from other sources. Their greater financial independence from their universities appears to make their reputations less dependent on the financial resources they do receive from their universities.

Universities are academic communities that make intellectual as well as financial contributions to their professional schools. The stimulating academic atmosphere at a major university helps to attract good faculty and students to its professional schools and enhances the schools' reputations. One might therefore expect that the reputations of professional schools are closely related to the reputations of the universities to which they belong. This expectation is strengthened when one looks at the data in Table 1, which show that five universities with outstanding reputations—Berkeley, Chicago, Columbia, Harvard, and Michigan—have the greatest numbers of top-ranking professional schools. Nevertheless, the data on all professional schools do not support this expectation. The reputation of a professional school and that of its university (based on the Roose-Anderson ratings) are only weakly correlated, as row 4 in Table 2 shows, and these correlations are probably spurious. But there is a condition in universities that is substantially correlated with the reputation of professional schools of all types, with the partial exception of nursing, and that is the size of the university library (row 5 in Table 2). A university's large library is indicative of a strong academic climate in which professional schools flourish. Such a climate provides incentives for mobilizing whatever resources are necessary to improve a school's quality and its reputation.

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Table 2. Correlations With Reputation

	<u>Busi- ness</u>	<u>Educa- tion</u>	<u>Engi- neering</u>	<u>Law</u>	<u>Nurs- ing</u>	<u>Phar- macy</u>	<u>Social Work</u>
1. Total Budget (\$)	.18	.24	.63	.82	.56	.53	.73
2. Separate Professional Library (# Books)	.83	.78	.09	.86	.35	.07	-.06
3. Percent of Professional School Budget from University	-.50	-.48	-.23	-.41	-.31	-.10	-.17
4. University Reputation (Dummy Variable)	.21	.35	.20	.18	.27	.21	.23
5. University Library (# Books)	.70	.68	.39	.75	.16	.50	.62
Number of Cases	(72-114)	(91-146)	(76-125)	(55-92)	(43-75)	(36-56)	(38-55)

THE QUICKER BROWN FOX AT MOORE SCHOOL

For the slow, sloppy or simply overworked writer or typist, EDIT—a computerized document preparation service at the Moore School—can reduce the time lag between inspiration and final product. Especially effective for proposals, project reports or any manuscript that requires several revisions, it can also produce personalized form letters.

Roughly three double-spaced pages of text and format information are stored on a single magnetic card. Once entered into the computer, proof copy is provided quickly and can be revised almost as fast as it is read. The system automatically reformats material so that cutting and pasting are eliminated. Automatic page numbering, line centering and the ability of several typists to work on the same document simultaneously accelerate initial text input.

Typical cost for a 16-page booklet generated from rough copy through first proof is \$20 with a charge of approximately 10¢ per page for copies. Letters are priced at \$1.60 for each original and 55¢ per copy thereafter. For more information: Mrs. Ann Duffield, M-76 Towne Building, Ext. 8405 or Diane Hawke, Ext. 8124.

Travel Reimbursement Policy

COMPTROLLER'S BULLETIN No. 40 (REVISION # 7)
December 10, 1974

TRAVEL EXPENSE AND ADVANCES

It is the policy of the University to reimburse persons traveling on official business on the basis of actual and necessary expenses incurred. It is the purpose of this bulletin to summarize certain procedures and guidelines that are to be followed in this connection.

1. Individuals with a need to travel in connection with an activity budgeted through the University, at their option, may be issued a University Travel Authorization (UTA form). This form indicates exactly what would be paid for by the University; e.g., tourist airfare, moderate price hotel, etc. The cost of first class accommodations may be charged with the approval of the President, Provost or appropriate Vice-President. The UTA is signed by the Budget Administrator who will verify the necessity of the trip, the anticipated expenses, and so forth. The form is then presented in triplicate to the participating travel agent (Appendix 1) who will issue the tickets or other items that are requested. When the UTA is prepared, it should indicate the traveler's name and address, the budget to be charged, and the tickets or other items to be furnished. In presenting the form the traveler signs the form and indicates his University ID Number (Social Security number). A copy of the UTA with prices entered thereon will be given or sent to the traveler along with tickets and other items. Receipts for air travel must be submitted with request for reimbursement if UTA procedure is not used. If UTA procedure is used, no request for reimbursement should be submitted.

2. All travel advances, Form C-3, and travel requiring expense reimbursement must be accounted for by submission of a "Request for Reimbursement of Travel Expenditures", Form C-1, which may be secured from the Accounts Payable Section of the Comptroller's Office. *Travel advances must be accounted for within ten (10) days after the completion of the trip.* Expense reports must be submitted even if the exact amount of the advance has been spent.

3. If travel is by private automobile, reimbursement will be made at the rate of 12 cents a mile (Comptroller's Bulletin #40, Rev. 6). Reimbursement may also be requested for toll road and bridge charges and for parking fees. If an individual elects to travel by automobile (although alternative means of public transportation are available) to a point more than 150 miles from the University, the maximum mileage allowance may not exceed the price of transportation by tourist accommodations on jet aircraft in the case of long trips or the price of coach rail fare in the case of short trips.

4. Local transportation expenses, including taxi fares and/or airport limousine charges, will be reimbursed when such expenses are necessary in connection with official business.

5. The use of rental cars may be authorized where other transportation is not available or when their use results in savings of cost. When rental cars are used without prior authorization, an explanation for the use must be attached to the Travel Expense Report. Compact or economy cars are expected to be used if feasible.

6. Reimbursement will be made for the cost of hotel accommodations or other lodging while in travel status and for the cost of meals, including tips. Receipts for lodging accommodations must be submitted with the request for reimbursement.

7. Reimbursement may also be requested for other costs such as transfer and storage of baggage, tips to porters and bell boys, telephone calls for official reasons, laundry cleaning and pressing in the case of trips involving more than five days, and other necessary expenses. All such costs must be itemized and a receipt must be furnished for any individual item of \$10.00 or more. (Note: Flight and other travel insurance is considered a personal expense and is not reimbursable.)

8. In lieu of reimbursement for actual expenses such as those described in paragraphs 5 and 6 the Comptroller may, if he believes it to be in the best interests of the University, approve the payment of a per diem of \$25.00 or \$6.25 for each quarter day or fraction thereof spent in actual travel. A per diem allowance will not be paid for a trip starting after 8:00 A.M. and concluding prior to 6:00 P.M. on the same calendar day.

9. Travel advance and reimbursement policies are intended to provide for all travel needs of a University employee. If credit card charges made with a personal credit card are appropriate for reimbursement by the University, the charges should be paid by the individual and he will be reimbursed upon submission of a Travel Expense Report.

10. When travel itinerary is altered to accommodate personal affairs, the traveler is expected personally to pay any additional costs thus incurred. Where travel expenses are to be charged to a contract or grant, it is possible that certain restrictions or alternative procedures may apply.

11. To the extent applicable, the policies relating to normal travel also apply to foreign travel, and actual costs are reimbursed to the extent reasonable and necessary, reflecting in addition such specific requirements as have been established at the time travel is authorized.

All foreign travel on University *unrestricted* funds must be approved by a Corporation Officer, *Responsibility Center Administrator*, or by a single individual to whom this responsibility has been delegated. Foreign travel is defined for University purposes as any travel outside the continental United States, excluding Alaska.

Research contracts and grants may require that all foreign travel be approved or authorized in advance by the contracting officer or his representative. Authorization received from the technical representative does not authorize reimbursement of costs until confirmed by the contracting representative. Governmental agencies also differ on their definition of which countries are considered to be foreign travel. For these and similar reasons, the Office of Research Administration should be consulted when foreign travel is contemplated in connection with sponsored research work at least three (3) months in advance of the trip.

12. The University will not make advances or reimburse individuals for travel expenses of dependents who accompany them on University travel. These expenses must be billed to the individual and not to the University even though subsequent reimbursement is intended.

Request for reimbursements will not be honored by the Comptroller's Office if receipts are lacking for air travel, lodging accommodations or any miscellaneous item of \$10.00 or more. When a per diem allowance is paid, no request for reimbursement should be submitted for lodging accommodations, telephone calls, or other miscellaneous items.

—J. Jerrold Jackson, Comptroller

Travel agencies cooperating with this program are:

Penn Towne Travel
419 South 40th Street
Philadelphia, Pa. 19104
University extension 8277

RAC Travel
803 Greenwood Avenue
Jenkintown, Pa. 19046
Tel. No.: TU6-0666

University City Travel
3730 Walnut Street
Philadelphia, Pa. 19104
University extension 6901

University Travel Authorization Forms may be obtained from the Accounts Payable Section of the Comptroller's Office.

WOMEN AS RESOURCES

Resources for Women—the Faculty Tea Club's career counseling and job referral service—needs volunteers who will commit themselves to staffing the office for three hours a week. Staffers learn techniques for informal, one-to-one counseling and job placement in on-going training sessions. The project's support and encouragement to job seekers has become especially important with the current economic situation, according to Director Josette Wingo. To sign up for hours that fit your schedule, call the office at Ext. 5537.

OPENINGS

The following listings are taken from the Personnel Office's weekly bulletin and appear in ALMANAC several days after they are first made available via bulletin boards and interoffice mail. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions.

Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.

The three figures in salary listings show minimum starting salary, maximum starting salary (midpoint) and top of salary scale, in that order.

ADMINISTRATIVE/PROFESSIONAL (A-1)

APPLICATIONS PROGRAMMER ANALYST, personnel (1/14/75).

APPLICATIONS PROGRAMMER responsible for application programming for electronic data processing system. *Qualifications:* B.S. or equivalent experience; at least two years' experience in using COBOL and BAL languages; familiarity with advanced computer applications and programming techniques. \$10,675-\$13,275-\$15,875.

DEPUTY DIRECTOR OF COMPUTING ACTIVITIES (1/21/75).

DIRECTOR OF UNIVERSITY MUSEUM (1/14/75).

FISCAL EDP COORDINATOR (11/19/74).

JUNIOR RESEARCH SPECIALIST, amino acid analysis (1/14/75).

JUNIOR RESEARCH SPECIALIST I to vivisect small animals; use transducers, stimulators and oscillographs to isolate measurements; use atomic absorption, spectrometer, and possibly liquid scintillation counts; work in darkroom. *Qualifications:* Science degree. Experience with above techniques in a biological or biochemical lab preferred. \$8,075-\$10,050-\$12,000.

MANAGEMENT INFORMATION SYSTEMS ANALYST (1/14/75).

RESEARCH SPECIALIST I, surgical research lab (9/24/74); biochemistry (11/12/74).

RESEARCH SPECIALIST I for microbiological and immunological techniques, culture maintenance, Ouchterlony and immunoelectrophoresis; biochemical techniques including isopyknic ultracentrifugation, sucrose gradient centrifugation, disc gel electrophoresis, column chromatography and the separation and purification of subcellular particles. *Qualifications:* Master's degree in microbiology or biochemistry; experience in bacteriology. \$9,275-\$11,450-\$13,600.

STAFF ENGINEER, Utilities Conservation, to conduct and coordinate engineering and economic studies on optimizing utility usage efficiency at Penn. *Qualifications:* B.S. in mechanical or electrical engineering or equivalent experience; licensed engineer; five years' experience required in building systems and in utility distribution system design; advanced degree in engineering or business administration desirable. \$14,125-\$17,600-\$21,050.

STAFF NURSE to take charge of the 1,000 Courtyard section of the private practice section of Ob./Gyn. *Qualifications:* R.N.; experience in a supervisory position and in Ob./Gyn. \$8,075-\$10,050-\$12,000.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I, medicine (1/21/75).

ASSISTANT COMPUTER TERMINAL OPERATOR (1/21/75).

BILLING ASSISTANT, Graduate Hospital (1/21/75).

CLERK III for area with heavy student/faculty contact. *Qualifications:* Good typing skills; University experience in handling undergraduate records such as transcripts, pre-registration and drop/add. \$5,700-\$6,750-\$7,800.

CLERK IV, billing (1/14/75).

ELECTRON MICROSCOPE TECHNICIAN II (1/14/75).

KEY PUNCH OPERATOR I (1/14/75).

MEDICAL SECRETARY I (1/14/75).

RESEARCH BIBLIOGRAPHER, medicine (1/14/75).

RESEARCH LABORATORY TECHNICIAN II (11/26/74).

RESEARCH LABORATORY TECHNICIAN III. Five positions announced September 3 through January 21 including tissue culture, blood gas processing, enzyme assays, hormone immunoassays and animal research.

SECRETARY II (4) to perform varied duties. *Qualifications:* Experience and excellent typing skills required. \$5,700-\$6,750-\$7,800.

SECRETARY III (3) to work with figures. *Qualifications:* Excellent typing skills; ability to perform varied duties with minimum of supervision. \$6,125-\$7,325-\$8,525.

SUPERVISOR, Mail Service. *Qualifications:* Good clerical background; eight years' business experience; four years' experience with Postal Service essential. \$6,550-\$7,925-\$9,300.

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

TECHNICAL DIRECTOR, Student Performing Activities, nine month position (1/21/75).

STUDENT POWER ON TAP

If your department could use an extra pair of student hands this semester on either a temporary or long-term basis, contact the Job Referral Service, 205 Logan Hall, Ext. 7539. They relay such job openings to qualified students—many of whom are required to finance a substantial share of their college expenses through part-time earnings.

MEN FOR FILM

The Penn Student Film Collective is searching for three faculty members to act in a dramatic "short". An unequal opportunity employer, the Collective asks for "two traditional, distinguished, middle-aged professorial types"; and one "young and wiry-figured" academic. Interested male faculty members answering those descriptions should call Hillel Sternstein, EV6-5279.

WOMEN FOR RADIO

The Women's Consciousness Raising Hour, a weekly 60-minute phone-in show, premieres on WXPX at noon, February 4. To call in opinions or questions during the broadcast: EV 7-5401. To suggest a show topic or volunteer as a panelist, call hosts Holly Paige or Karla McLean, EV 6-0736.

**SUPPLEMENT TO
FACULTY-STAFF
DIRECTORY**

Changes in listings and additions to the Faculty-Staff Directory are carried periodically in ALMANAC. To report a correction or addition, contact Mrs. Ruth Iskoe at the Telephone Service, Ext. 8664.

Allman Marian I, Dr	662-8689	Postgrad Fel Opthal, 612 Scheie Eye Inst, PUPMC — Echelon Apts, Voorhees, NJ 08043
Ayyaswamy Portonovo S, Dr	8362	Asst Prof Mech Eng, 208 TB — International Hse, 3701 Chestnut 19104 *111 TB/D3
Blough Ira K	8692	Res Adm Inst Env Med, 14 Med Lab/G2 — 520 St Davids Rd, St Davids 19087
Damm Andrea F	8081	Bus Adm Harr Surg, B-702 Richards/G4 — 967 Carver 19124
Danese J. Brian, Dr	6270	Res Assoc Physics, 2N13b DRL/E1
Dean Ruth, Dr	8614/7428	Vis Prof English & Rom Lang, 550 WmsH — 1810 Rittenhouse Sq 19103 *521 WmsH/CU
DeLaurentis Dominic A, Dr	829-5000	Prof Surg, Penna Hosp — 518 Auburn Av 19118
Edwards Roy Q	227-3101	Res Spec Radiol, B-21 Donner Ctr/G1 — 3015 Walton Rd, Plymouth Twnshp 19401
Grigsby William G, Dr	5731	Prof City Plan, IES/CI — 675 Malin Rd, Newtown Sq 19073
Hersh Alexander, Dr	5519	Assoc Prof Soc Wk, SSW, 3701 Loc/C3 — 7129 Cresheim Rd 19119
Holcomb William K, Dr	5949	Res Assoc Physics, 2N28 DRL/E1
Manocal Nestor G	662-8689	Res Spec Opthal, Rm 612 Scheie Eye Inst, PUPMC — 2300 Pine 19103
Patton Richard, Dr	5943	Res Assoc Physics, 2N16 DRL/E1
Pye Kendall, Dr	8038	Assoc Prof Biochem, 323 Anat-Chem — 210 Timber Jump La, Media 19063 *358 Anat-Chem/G3
Radin Charles, Dr	8476	Instr Math, 4E7 DRL/E1
Rin Svi, Dr	5829	Assoc Prof Semitics, 836 WmsH — Box 42, Narberth 19072 *847 WmsH/CU
Smith Alan P, Dr	7147	Asst Prof Biol, 407 BB/G5 — 4039 Chestnut 19104
Zimmerman Patricia A, Mrs	7253	Sr Collec Asst, Collec Mgr's Off, Treas Off, 4th Fl, FB/16 — 4302 Walnut 19104

DATES FOR THE REST OF THE TERM

The calendar below records one notable change in the rhythm of events at Penn. Commencement exercises originally scheduled for Monday, May 19 (Almanac, September 10) will be held on Sunday, May 18. As the official inauguration of the University's Bi-centennial celebration, the ceremonies will also commemorate the 200th anniversary of graduation ceremonies for the University's predecessor College of Philadelphia.

<i>February</i>	
5	Senate Advisory Committee meets
10	Trustees' Executive Board meets
12	Council meets
26	Council Steering Committee meets
<i>March</i>	
5	Senate Advisory Committee meets
8	Spring recess begins at the close of classes
17	Spring recess ends at 8 a.m.
26	Council Steering Committee meets
<i>April</i>	
2	Senate Advisory Committee meets
7	Preregistration for fall term and summer
9	Council meets
14	Trustees' Executive Board meets
23	Senate meets (Council Steering Committee date to come)
29	Spring term classes end
30	Reading day
<i>May</i>	
1	Reading day
2	Final examinations begin
7	Senate Advisory Committee meets
9	Final examinations end
14	Council meets
17	Alumni day
18	Baccalaureate and Commencement

ANNENBERG BOX OFFICE: EXT. 6791

Through a misprint in the yellow pages of the Faculty and Staff Directory, calls to the Annenberg Center Box Office are going instead to Dr. Richard Clelland's office. *Both offices would appreciate having all directory owners hand-correct all their copies to read Ext. 6791 for the Annenberg Center Box Office.*

CORRECTIONS

In its GRANTS (Almanac January 14), the Office of Research Administration located NASA-grant recipients R. Flowers and F. Haber in electrical engineering and science; the text should have read *systems engineering*.

The Bookstore has issued a correction of its notice on discounts (January 21 issue): For departmental orders, a discount of 10% is applied to *both trade book and textbook orders*.

Also in the January 21 issue are two errors in reporting: The Harrison photo lab processes only *Ektachrome* color film, not Kodachrome as noted. And in the death notices, Linda Petkus was a *first-year graduate student*, rather than a freshman, in the school of Nursing. *Almanac* sincerely regrets the errors.

A line of type was inadvertently dropped in Personnel Benefits: Doing Good Wisely by Jacob M. Abel. The omission occurred in the section Functioning As a Human Institution: Feeding the Birds in Winter, line 19: "The obligation to the 'birds in winter' is, of course, moral and cannot be evaded by referring to contracts or brochures that explain but cannot justify the way a 'Major Medical' plan has eroded to the effective status of a 'Moderate Medical' plan, or the way a program of disability insurance has been weakened by inflation to the point where it can only slow but not arrest the disabled employee's descent into poverty."

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