University Scholars: March 14

Faculty members who wish to nominate students for the University Scholars Program must forward the names and dossiers of the selected students to the Council of University Scholars by Friday, March 14.

The University Scholars Program, now in its second year, allows superior students to enroll simultaneously for an undergraduate and graduate degree or for an undergraduate and professional degree. Eighteen students are now enrolled in the program studying toward the baccalaureate and advanced degrees in such fields as music, German, Oriental studies, social systems science, medicine, veterinary medicine, dentistry, physics and electrical engineering.

With the aid of advisors, each University Scholar designs a coherent program of liberal arts and graduate or professional study, then progresses at the pace best suited to his or her own needs and goals. Students may proceed faster than normal, or, if study in depth or time out seem beneficial, they may take a slower route to the combined degrees. So long as the student’s progress is satisfactory, a University Scholar may pursue his or her education to the highest degree sought.

The program is for students who are intellectually mature, who already have the elements of a sound liberal education, and who have very firm educational and career plans. A University Scholar may be a freshman of unusual promise or achievement, but most are sophomores and juniors; seniors and graduate students are not eligible because there is insufficient time remaining for integrated study.

Nomination and Review

Students must be nominated by members of the faculty. A student may seek such nomination, and faculty are encouraged to discuss the program with worthy students and nominate them. In all cases the faculty sponsor must be closely acquainted with the student and his or her talents and goals.

The Council, under the chairmanship of Dr. Otto Springer, will review all dossiers and will interview the most promising candidates. The decision to accept a student into the program is made only after the Council has obtained the consent of the appropriate graduate or professional admissions group.

A dossier consisting of the following materials should be transmitted by the faculty sponsor to Dr. Springer at 116A College Hall by March 14:
1. Pertinent scholarly or research papers written by the nominee and showing unusual achievement;
2. A letter of endorsement by the faculty sponsor, together with other supporting letters;
3. A letter from the nominee to the Council indicating how he or she will use the advantages of the program in arranging a special study sequence, together with a statement of long-term goals and personal aspirations;
4. A high school transcript; and
5. A college transcript.

Additional information: Michael Neiditch, Ext. 6888.

$2 Million Grant

The School of Dental Medicine has received a $2,023,854 grant from the Robert Wood Johnson Foundation to support an interdisciplinary program in oral disease reduction, to be carried out in cooperation with the school system of Juniata County, Pennsylvania.

Some 1800 children between five and 13 years of age will receive free dental health education, early preventive dental care and treatment of existing dental diseases from now until the summer of 1978. Care will be provided by dentists practicing in the county and by Penn dental faculty members working out of a three-chair “mobile office.”

At the same time, evaluation programs will be conducted to study effectiveness of school-based dental health programs and cost effectiveness of alternatives for delivery of dental care; provide data for design of publicly-funded dental health programs and information toward national health insurance legislation; and indicate types of manpower that should be trained for the future.

The Johnson Foundation grant is believed to be the largest single grant ever made by a private foundation to support a single dental health project, Dean D. Walter Cohen said. He will co-direct the program with Dr. Irwin I. Ship, chairman of the School’s oral medicine department.

$5.5 Million Gift

The Pew Memorial Trust has awarded $5.5 million to the University, to be used toward construction of the new Medical Education Building planned for 36th and Hamilton Walk. Details will be announced later.

Council: March 19

The agenda for the February 12 Council meeting which was cancelled because of the snow emergency will be carried over to March 19, Secretary of the Corporation William Owen said.
SESSIONS ON PRIMARY CARE

The Commission on Education for Primary Health Care will hold its second symposium Thursday, March 20, open to the public in the auditorium of the TRINEB Building located behind the Johnson Pavilion. The agenda:

Models of Primary Health Care: 8:30-12:00

Opening Remarks—Dr. Eliot Stolar, Provost
A Prospect on Comprehensive Health Care as it Relates to the University of Pennsylvania—Dr. Robert Kalinowski, Senior Program Consultant, The Robert Wood Johnson Foundation, Reston, Virginia
Family Practice Model—Dr. John Bjorn, General Practice at the Promis Clinic, Hampden Highlands, Maine; Assistant Professor of Medicine, University of Vermont
Multipurpose Group Model—Dr. Joseph L. Dorsey, Harvard Community Health Plan, Boston, Mass.
Team Approach and the Physician Extender Model—Dr. David Lawrence, Director, MEDEX Northwest, University of Washington, School of Public Health and Community Medicine; Assistant Professor, Department of Health Services, University of Washington
General Multispecialty Practice—Dr. Frederick Knocks, Director and President, Hunterdon Medical Center, Flemington, New Jersey; Associate Clinical Professor of Orthopaedic Surgery, New Jersey College of Medicine and Dentistry, Rutgers Center.

In the afternoon (1:30-4:30), Deans of the Schools of Nursing, Dental Medicine, Allied Medical Professions and Medicine will speak on activities at their schools related to primary health care. Dr. Thomas W. Langfitt, Vice President for Health Affairs, will provide the concluding remarks.

The Commission must complete its report to the President, Provost and Vice President for Health Affairs by April 15. It is charged to define primary care for the purposes of the University of Pennsylvania, analyze current programs in the University and set goals and programs within the context of a long-range plan for primary health education and delivery for the University.

One open symposium and two open hearings have been held so far; papers filed in connection with those sessions and other background materials are available for examination at the Reference Desks of Van Pelt and School of Medicine Libraries.

Further testimony will be heard on the five dates below, open to the public. Most of the time has been booked for testimony, but those who wish to apply to speak should furnish a short written statement of proposed content as soon as possible to Dr. Alfred Fishman, chairman of the Commission, 871 Maloney, HUP.

February 24 9:00 - 12:00 2nd Fl. Conf. Room McNeil Bldg.
March 12 9:30 - 12:00 2nd Fl. Conf. Room McNeil Bldg.
March 24 9:30 - 12:00 TRINEB Auditorium
March 26 9:30 - 12:00 TRINEB Auditorium
March 31 2:30 - 5:00 2nd Fl. Conf. Room McNeil Bldg.

SYMPOSIA

International Conference on Biological Water Quality Improvement Alternatives. In response to recent disclosures of drinking water hazards, international leaders of government, academic and industrial institutions will participate in a conference sponsored by Penn’s department of landscape architecture and regional planning on March 3-5.

The daily sessions will be comprised of a morning and afternoon panel discussion with keynote speakers at luncheon and dinner. Program topics include recent drinking water hazard disclosures, an ecological overview, biological alternatives for municipal waste water treatment, plans for aquifers, biomedical and implementation of alternatives.

Dr. Ruth Patrick, chairman of the board of the Academy of Natural Sciences, Dr. Kaethe Seidel of the Max Planck Institute and Edward W. Furia, Esq., former regional administrator of the U.S. Environmental Protection Agency and director of Earth Week 1970 are among the twenty-four leaders from ten countries who will participate as panelists.

Keynote speakers for luncheons and dinners respectively include U.S. Congressman Paul Rogers, chairman of the House Subcommittee on Public Health and Environment and the Honorable William D. Ruckelshaus, Esq., former U.S. EPA administrator and Deputy U.S. Attorney General (March 3); Dr. T. A. Lambo, Deputy Director General of the World Health Organization and U.S. Senator Edmund Muskie, chairman of the Senate Environmental Pollution Subcommittee (March 4); and Professor Ian McHarg, chairman of the landscape architecture and regional planning department here (March 5, luncheon address only).

Scientific and other papers submitted as well as portions of the conference proceedings will be edited and published about two months after the conference. The publication will be available to general registrants at no charge; to other conferees at $9 and to non-participants at $14.

A complete conference schedule and registration forms are available from the department of landscape architecture and regional planning, 119 Graduate School of Fine Arts, Ext. 6591.

Southeastern Pennsylvania Junior Science and Humanities Symposium. Outstanding science and mathematics students from Delaware Valley high schools will report on original research and participate in a regional competition in the March 6-7 symposium sponsored by the Graduate School of Education.

Included in the symposium will be speeches by Penn faculty members Vartan Gregorian, Dean of FAS, March 6, 10:15-11:45 a.m., Museum; Iraj Zandi, professor of civil engineering, March 7, 9-10:15 a.m., Towne Building and James B. Pritchard, associate director of the University Museum, March 7, 2:30-3:30 p.m., David Rittenhouse Lab. Student papers will be presented in rooms A-4 and A-7 of the David Rittenhouse Lab on March 6, 3-4:15 p.m. and on March 7, 1-2:15 p.m.

Members of the Penn community are invited to both faculty addresses and student presentations.

General and family physicians can participate in three continuing education seminars sponsored by the psychiatry department this spring. The sessions, which begin at 1 p.m. and carry three hours of category I credit, will focus on the application of behavior modification methods to weight control, problem drinking and sex therapy (April 9); the use of psychopharmacology in treating anxiety, affective and psychotic disorders (April 23); and hypnosis and biofeedback (May 14). Registration deadline is March 28, but space is limited. To sign up, contact Anne Hearn, 227-2849 from University phones.

JOINING SIGMA XI

Faculty members in the sciences who wish to apply for membership in Sigma Xi, the Scientific Research Society of North America, should do so before March 7. Application forms are available from Dr. Roselyn Eisenberg, Levy Research Building, Dental School (A-2), Ext. 6551.
TRUSTEES

TUITION

The Executive Board of the Trustees moved their February 10 meeting to larger quarters to accommodate more than 50 student observers as the Board debated and adopted an undergraduate tuition increase. The rise is $33.00 plus a $10 addition to the general fee, earmarked for student health services.

Executive Board Chairman Thomas S. Gates recognized representatives of the Students Against the Hikes for a prepared statement (page 5) and question-and-answer session after President Martin Meyerson presented the Budget Committee’s recommendation for a $35 tuition increase plus the $10 fee change (page 4) and his own memorandum requesting that the increase be kept to $330-plus-$10 (pages 4-6).

At the students’ request, Mr. Gates entered a motion to delay decision on the increase. It was defeated unanimously after Mr. Meyerson gave his opinion that delay would increase pressure to set an even higher tuition, and after Associate Provost John Hobstetter noted that with no Trustees meeting in March, the delay to April would send Penn into the middle of its admissions cycle without a tuition figure set.

Students asked whether the University was attempting to fight utility-rate increases (attorney John Ballard gave a detailed “yes”); whether faculty research is done at student expense (Provost Eliot Stellar gave a general “no”); a fuller answer to appear next week); and whether faculty and staff raises are justified “if a single student has to leave school or suffer hardship” (the President described the loss of real income and staff have undergone, and pointed to increases in student aid designed to relieve hardship to aided students; rise in parental income is expected to enable unaided students to meet the increase tuition). Several questioned physical plant expenditures including proposed Quad renovation (the reply stressed self-financing and donor-financing for such work) and one student challenged the production of Mr. Meyerson’s tuition memorandum using only one side of the paper (to which the President responded, “Touché!”).

(Vice President Paul Gaddis’s talk on the hiring freeze, energy cutbacks and other cost-cutting was struck from the agenda to make up for time spent on the tuition item; many of these details are in Almanac December 17, 1974.)

Student speaker Liz Campion’s questions included a rhetorical one on the development drive: “Are we told that donors are willing to give money for buildings and other things they can put their names on; why can’t they be persuaded to put their names on students?” In response Mr. Meyerson recalled Trustee John Eckman’s phrase early in Development Commission planning, that “the emphasis of this campaign will not be on bricks and mortar, but on programs and people.”

At the end of discussion, President Meyerson asked Dr. Hobstetter, Mr. Gaddis, Dr. Jon Strauss and Dr. Bruce Johnstone to form a seminar to discuss the budget and tuition in detail with interested students.

RESEARCH POLICY

On the Provost’s motion, the Board approved an amendment to existing patent policy which provides for waivers to be signed by faculty on sponsored projects; the change extends the practice to students on such projects.

A-1 RETIREMENT

The Board made an adjustment in the new mandatory retirement age of administrative staff (changed last fall to 65, with phase-in period for those now 61 and over) so that retirement falls at the end of the fiscal year instead of at the end of the month following the 65th birthday. (Full text to be published.)

LA NAPOULE

An estate in the Maritime Alps has been offered to Penn (with endowment); the Board agreed to operate the property as an educational center for two years before deciding whether or not to accept the chateau, art gallery and land from the La Napoule Art Foundation.

FINANCE

The Board voted to advance an additional $250,000 from the General Fund toward architectural and preliminary expenses of the Silverstein Pavilion, to be repaid from the Silverstein bequest ... appropriate from the General Fund $1 million toward similar expenses for the Medical Education Building Fund ... appropriate from the General Fund $150,000 toward pre-final plans for two of the Quad college houses (A and B in Almanac, October 29, 1974) ... appropriate from the Coleman Pediatric Dental Center Fund $50,000 to cover architectural fees for the Coleman Clinic project ... and appropriate from the General Fund $150,000 to reimburse the Wharton School for its $120,000 capital investment and $30,000 operating costs of a DEC-10 computer, which has been turned over to Uni-Coll and made available to University and other Uni-Coll users; the value of DEC-10 was applied by Uni-Coll to computing costs already incurred by the University.

GIFTS, INVESTMENTS

Mr. Eckman announced that as of February 7, gift receipts had exceeded $24 million (a seven-month figure; $24.5 was the twelve-month total last year); he noted especially the $2 million to the Dental School described on page I. Investment Committee Chairman Wesley A. Stanger Jr. reported that the University’s portfolio has a projected yield of $5 million for the year.

UNIVERSITY CITY NEW SCHOOL

University City New School, a cooperative elementary school at 516 Edmund and Spruce, is accepting applications for children in grades K-4 for September 1975. Combining open classroom techniques with traditional math and reading skills, the school plans to expand a grade each year through grade eight.

In order to maximize parental involvement and minimize costs, parents are responsible for all aspects of school operation except teaching. Separate day care services for school-age children are also provided between 2:45 and 4:30 p.m. Applications are available from the New School’s registrar at BA 4-6207 or from the school office at 416-2629.

SINGLE PARENTS GROUP

A Single Parents Group for women is open for new members until February 21. Participants meet each Wednesday at 7:30 p.m. to share experiences and ideas and to provide mutual support. Those interested in joining should call Brenda Kaubin at the Women’s Center, Ext. 8611 as soon as possible.
FROM THE BUDGET COMMITTEE

February 10, 1975

At its meeting on February 7, 1975 the Budget Committee heard a report of the discouraging results of the Provost's first round of negotiations with a number of the deans, including the deans of the three schools with large undergraduate programs. It is clear that, given all other circumstances, holding to a $330 increase in tuition will force significant cutbacks of personnel in most of our schools and will not permit salary adjustments of the minimal size the Committee feels is necessary. The Committee therefore re-examined its planning figures for tuition in general and for undergraduate tuition in particular.

We noted that the announced tuition rates among many of the Ivy and others of our peer universities exceed our planning figure and that our total student cost will also be low in comparison. We also took cognizance of the fact that the planned 10% increase in unrestricted undergraduate student aid can and will be retained and will permit student aid packages that compare equitably with those offered in the current year.

In view of all these facts and in knowledge of the fact the undergraduate tuition cannot be looked to alone for help in this budget crisis, the Committee now recommends that the undergraduate tuition for full-time students be increased by $350 in 1975-76.

The Committee re-affirmed its support of the policy that indirect cost centers, including student services, live within their budgets of the current year wherever possible with the understanding that such a policy means cut-backs in personnel and support levels. However, the Committee is concerned about the student health service and feels that cut-backs in that area would pose grave difficulties for students. Accordingly, we recommend that the General Fee for all full-time students be increased by $10 in 1975-76 with the increase going to student health.

—John N. Hobstetter
(Chairman of the University Budget Committee)

TUITION AND FEES ANNOUNCED BY OTHER SCHOOLS

Source: Office of the President

<table>
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<tr>
<th>School</th>
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<th>1975-76</th>
<th>Increase</th>
<th>% Increase</th>
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<tr>
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<td>Cornell</td>
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<td>345</td>
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<tr>
<td>Dartmouth</td>
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<td>Harvard</td>
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<td>340</td>
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Following is the text of the President's letter delivered Monday, February 10, 1975, Executive Board of Trustees. At left is the Budget Committee recommendation which Mr. Meyerson refers to, and at right, the letter from Students' Association which was read to the Board Monday. Both tables on these pages were later.

On the Undergraduate

by Martin

The Budget Committee of the University recommended to me on Friday that undergraduate tuition be increased by $350 to $3450 and the general fee for undergraduates be increased by $10 to $360 or an increase to a total of tuition and fees of $3810. Instead I am recommending to the Executive Board increases to $3430 for tuition and $360 for the general fee or a total of $3790, figures more in line with our financial discussions of the last two months. My explanation of the needs for these increases follows.

No recurring decision has been more painful than the annual one on tuition and fees. Despite savings we are and will be making, tuition and fees as our largest source of unrestricted funds must play a large role in covering the costs forced upon the University by a highly inflationary economy. We cannot, however, allow students to be forced to leave the University for financial reasons alone. Nor should we price ourselves out of the reach of talented entering students from varied socio-economic backgrounds.

Probably no enterprise has been so hurt by today's combination of inflation and recession as the private university. Our costs are labor- and energy-intensive. We cannot absorb wage and salary increases through the introduction of machines and other labor-saving devices such as are available to the manufacturing sector of the economy. With a large plant which includes residences, classrooms, offices, and common spaces, we are particularly vulnerable to soaring energy costs. After budgeting a 30 percent increase in utilities costs for this year, we find ourselves confronted by a $1 million in additional energy costs and the prospect of still another $1 million for next year. (The proposed import surtax on imported oil could cost us up to $125,000 more for each $1 per barrel import tax.) We are heavy users of other materials—paper, postage, and chemicals, for example—which have risen far in excess of prices generally. Even before planning a compensation increase to cover at least some of the additional costs of living for our nearly 15,000 faculty and staff, we face the task of covering large and virtually unavoidable increases in costs.

Faculty and staff compensation on our unrestricted budgets this year totals over $64 million—over 70 percent of all unrestricted expenditures. (Compensation on our restricted budgets runs an additional $49 million, excluding the hospitals.) Our faculty and staff are living with less real compensation this year than last, and we are regretfully resigned to the inevitability of a further erosion in real wages, salaries, and benefits next year. In fact, even if we achieve an eight percent increase next year in total compensation (the budget planning figure to which we are aspirant), mandated increases in employee benefits will absorb almost four percent—leaving a woefully inadequate amount to be distributed in wage and salary increases, both for an across-the-board cost of living adjustment and for special merit.

There remains, of course, the option of cutting severely into academic quality in order to relieve some of the pressure on
Tuition Increase

Meyerson

tuition and other sources of income. We could, like another great university, virtually eliminate non-tenured faculty from our teaching ranks—at the greatest cost to students and senior faculty who would be denied the contributions of younger colleagues. Or we could possibly, like a distinguished liberal arts college, plan to increase our student-faculty ratio by as much as 20 percent—again at the greatest cost to the quality of student life and the customized education which provide our students and their families a principal rationale for selecting the University of Pennsylvania.

We have made many savings, particularly in nonacademic activities, and will make more next year. These savings mean inconveniences for us all: fewer telephones, less clerical help, fewer student services than we would like, little help to faculty needing to attend scholarly meetings, more deferred maintenance, and probably a messier campus. But we have not, and do not intend to, cut into the academic strength of the University.

We are left then with large and unavoidable increases in costs even after assuming some reductions in staff, further cuts in current expenses, and substantial reductions in the real take-home pay of our faculty and staff. To cover these increased costs, we must look to all of our sources of revenue: the Commonwealth, government grants and contracts, endowed earnings, current gifts, and tuition and fees. The charge is sometimes made that we look first to tuitions and fees. In fact, the opposite is the case. Our major development effort now underway, of course, represents a major attempt to increase our income from private sources. But after all efforts (some of them successful) to increase income from other sources—and recognizing the great uncertainties and problems in Commonwealth funding and in the performance of invested funds—we are left with a gap between projected costs and projected revenues that can be closed only by increased tuitions and fees, by further reduction in staff and programs, or by a planned deficit. Staff and program reductions have been (or soon will have been) carried to their practical limit for the next academic year. In light of the extraordinary difficulties in the nation's economy, we will not be able to balance our budget next year. But a planned large deficit that simply transfers today's financial problems to the next generation of students and their families is not an acceptable alternative to an increase in tuition and fees for next year.

At this point, we must ask ourselves how much tuition and fees can rise without presenting intolerable burdens to our already-enrolled students and their families, and without jeopardizing the matriculation of a class of high quality this coming fall. Universities such as ours are approaching levels of changes which if they continue to increase at rates well above increases in discretionary income may well reduce the number of students able...
or willing to make the sacrifice for the kind of superior education we offer.

Three factors enter into the answer to this question: (1) projected increases in family incomes, (2) available student financial aid, and (3) probable increases in tuitions and fees elsewhere. Tuitions and fees that rise generally in accord with family incomes should present no insurmountable additional burden to most families. That has been the case for some years.

Although financial forecasting is particularly risky at this time, we believe that the family incomes of most of our students will be increasing next year in the range of 8.5 to 9 percent — in the range of, but still below the proposed rise in tuition and fees (and considerably below the increased room rentals). Therefore, the University must be prepared to meet the increased financial need of students whose families cannot afford to pay the full cost of a Pennsylvania education. Our total undergraduate financial aid budget this year is about $9.2 million for grants alone, with over $5 million of this amount from University sources, including unrestricted income.

Our packaging — that is, the proportion of grant aid to loans and job aid — is the most favorable within the Ivy group, although our endowment for financial aid is the least favorable. We intend to continue meeting the financial need of all currently-enrolled and all entering students with favorable packages, and we expect to spend about $500,000 more from University unrestricted funds to this purpose next year.

Finally, we must consider alternative tuition and fee increases in light of increases announced by other comparable institutions. Of nine major private universities which have announced 1975-76 tuition and fees, four (Harvard, New York University, Johns Hopkins, and Cornell) have announced figures under our proposed $3790; four (Yale, Dartmouth, M.I.T., and Stanford) have announced tuitions and fees higher than we are recommending. (Yale charges will be $4050, the highest of any comparable institution.) Our proposed increase of $340 is the same as Harvard’s; greater than increases announced by Dartmouth and Johns Hopkins; and less than increases announced by Yale, Cornell, M.I.T., New York University, and Stanford. Although these figures may be of small comfort to some (and in fact the differences are so slight as to be nearly insignificant), they suggest that we are doing about as well as any — and somewhat better than many — of our peer institutions in controlling the costs which must be borne by our students and their parents.

The University Budget Committee, which is composed of faculty, staff, and students and which is the principal body advising on tuitions and fees, has been assessing all of the above factors in addition to weighing the academic consequences of the planning figures for tuitions, subventions, compensation, and other elements of our budget planning process. Last Friday, the Committee met to present a final recommendation on 1975-76 undergraduate tuition and fees. Their recommendation to me was that we increase undergraduate tuition by $350—rather than the $330 which they had recommended earlier as a “planning figure” — and that we increase the general fee by $10, with that sum reserved for student health. It is significant that the Committee, while mindful of the consequences of the higher tuition upon students and their families, was concerned primarily for the financial and academic viability of the 1975-76 budget and convinced that a total tuition and fee increase of $360 would increase our capacity to absorb another year of escalating costs and income shortfalls from other sources.

Our financial and academic viability remains my primary concern also. But I believe that we must also make every effort — including sacrifices consistent with that viability — to ease the burden of inflation upon our students and their families. I believe we can achieve this goal next year with a tuition increase for undergraduates of $330 and a general fee increase of $10, earmarked as recommended by the Budget Committee for student health. This proposed increase of a shade under 10 percent, together with our planned increases in financial aid, represents the best balance we can achieve between necessary income to offset inflation and curbing hardships upon our students and families. And if the company we keep can be of any consolation, we will be within — and a bit below — the range of tuition increases at comparable institutions.

I therefore recommend to the Executive Board the adoption of the attached resolution on undergraduate tuition and general fee for the academic year 1975-76.

Resolution Authorizing the President to Set Tuitions for the College of General Studies and the Wharton Evening School for Academic Year 1975-76.

RESOLVED, That the President be authorized, after receiving the recommendations of the University Budget Committee, to set tuition for the College of General Studies and the Wharton Evening School at an amount up to $150 per course unit for the 1975-76 academic year.

Resolution on Tuition for Undergraduates and on the General Fee for All Full-time Students for Academic Year 1975-76.

RESOLVED, That for the 1975-76 academic year:
1. Tuition for undergraduates be set at $3430; and
2. The general fee for all full-time students be increased by $10 (for a total general fee of $360 for undergraduates), this added amount to be devoted to the student health services.

THE CRUNCH ON OTHER CAMPUSES

The University News Bureau has begun collecting news clippings that show the effects of the current economy on institutions of higher education throughout the country. Among the clippings ALMANAC found these notes on two schools in our region:

Delaware

Anticipating a shortfall of $1.9 million in the state’s contribution, and a possible increase of $700,000 in its electric bill, the University of Delaware has frozen hiring and has pared some budget items to last year’s levels.

The drastic budget measures were announced Friday in a memo from University President Dr. E. Arthur Trabant to faculty and professional staff members.

Dr. Trabant said the hiring freeze on unfilled and new positions would begin immediately. He also limited expenses for such items as maintenance, supplies and travel to 1973-74 levels. The austerity measures will continue indefinitely. . . .

A spokesman at the university recalled that there had been brief hiring freezes in the past but said that this one was being viewed as far more serious.

He said school officials believed that the situation could become even worse. They are preparing for declines in student enrollment, a tapering off of gifts and endowments and a downturn in federal and foundation grants.

—Andrew Wallace

Inquirer Wilmington Bureau, 2/1/75

Pittsburgh

The University of Pittsburgh faces its most severe economic hurdle in a decade, and that could lead to cuts of up to 9½ percent in all the school’s programs, says Chancellor Wesley Posvar.

Posvar told Pitt trustees that a budget deficit of $9 million is imminent “assuming there is no increase in state aid and there is no tuition increase.” Inflation and recession were blamed.

—Associated Press, 1/19/75
**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)**

PROGRAMMER ANALYST I. Responsible to director for problem analysis and programming of a medical electronic data system. *Qualifications:* Degree in computer science or equivalent experience; four years’ direct programming and systems experience. $10,675-$13,275-$15,875.

**SUPPORT STAFF (A-3)**

ADMINISTRATIVE ASSISTANT I. Community Wharton Ed. Program, to develop and monitor budgets; explain and interpret policy and procedures; interview applicants for admission to program; prepare and/or type program reports. *Qualifications:* Sensitivity to urban and minority issues. Ability to work without supervision; perform occasional secretarial duties; interact with students. Must be willing to work from 9 a.m.-7 p.m. twice a week. $6,550-$7,925-$9,300.

INFORMATION SYSTEMS TECHNICIAN (2/11/75).

MEDICAL SECRETARY (2). *Qualifications:* Excellent typing and secretarial skills; medical terminology desired. $6,550-$7,925-$9,300.

RESEARCH LABORATORY TECHNICIAN III. Ten positions announced September 3 through February 11 including tissue culture, blood gas processing, enzyme assays, animal research, protein biosynthesis, chromatography, methods of anesthesia, canine surgery, microbiological and immunological techniques, and testing for leukocyte antigens and antibodies.

SECRETARY II (5); SECRETARY III (4) (1/28/75).

TECHNICAL TYPIST to operate 18-button call-director telephone; type; file; perform miscellaneous duties. *Qualifications:* Excellent typing skills. $5,700-$6,750-$7,800.

**HOURLY RATE (A-4)**

Hourly rate is negotiable on the basis of qualifications.

MEDICAL SECRETARY. School of Medicine, approximately 20 hrs/week, to type letters and manuscripts; file; answer phones; order supplies. *Qualifications:* Several years’ secretarial experience; excellent typing skills.

MECHANICIAN. Inst. for Environ. Medicine, 15-20 hrs/week, to clean, maintain and repair machine shop tools and instruments; operate various machines and hand tools; assist in erection and renovation of equipment; maintain stock and stock records. *Qualifications:* Mechanical aptitude; experience in operating lathe, drill press and other machine shop equipment.

RESEARCH LABORATORY TECHNICIAN II, Monell, 30-35 hrs/week until July 1975, to perform varied laboratory analyses; assist investigators in advanced research laboratory procedure. *Qualifications:* Science degree from an approved college or university.

(continued)
RESEARCH LABORATORY TECHNICIAN III, Monell. 20 or more hrs./week until at least the end of August 1975, to perform varied laboratory analyses, assist investigators in advanced research laboratory procedure. Qualifications: Science degree required; lab experience and familiarity with neuro-physiology and chemistry preferred.

SECRETARY III, pediatric dentistry, 4 hrs./day, 5 days/week (preferably 10 a.m.-2 p.m.), to type correspondence, schedules, lectures, exams, papers and articles; maintain and update files; arrange meetings and appointments; answer phones. Qualifications: Good typing and dictaphone skills; several years' secretarial experience.

NON-REQUIRED BOOK SELECTION
The University Bookstore recognizes the need for improving its selection of non-required books.

If you are interested in assisting in the selection of these books, please contact John A. Majeska, Assistant Director for Books, Ext. 7508.

All members of the University community, including faculty, staff, students and alumni are encouraged to assist the new management in the selection of non-required books.

—Gary Young, director

THINGS TO DO

LECTURES
Security and self-defense is the topic of a 90-minute workshop that includes a screening of Nobody's Victim and a discussion with University security specialist Captain Jayne Rich and Gloria Einstein, instructor in unarmed self-defense. Sponsored by the office of security and safety and the Women's Center, the workshop will be given at no charge on February 18 at 11 a.m. in Room 1 of Houston Hall and at 7:30 p.m. in the lower northwest lounge of Hill House; February 19 at 7:30 p.m. in the Quad lounge; and February 20 at 11 a.m. in Houston Hall. For more information: Ext. 8611.

Impact of Technology on Literature. Dr. Elting E. Morison, Killian Professor at M.I.T., speaks on February 19 in the Second Herbert Spencer Lecture Series on Technology and Society. Alumni Hall, Towne Building, 3 p.m. Sponsored by the department of civil and urban engineering.

Professor Anthony Cassell of the University of Illinois discusses the Subversive Aspects of the Corbaccio by Boccaccio on February 20 at 7:30 p.m. on the fourth floor of the Williams Building. Sponsored by the Graduate Romanic Association.

Women—Cross Culturally: The Status of Women in Other Cultures. Dr. Peggy Sainay, Penn professor of anthropology, speaks on February 25 at 1:30 p.m. in the Faculty Club. The discussion is open to the public at no charge. Sponsored by the Faculty Tea Club.

Orchid Growing at Home. Dr. L. Wilbur Zimmerman, chairman of the 1975 Philadelphia Flower and Garden Show, discusses growing media, lighting requirements and related topics on February 27 at 8 p.m. in Gates Hall at the Morris Arboretum. Charge is $3 or $2.50 for Arboretum Associates. For more information: CH7-5777.

MUSIC
The Khan Jamal Quartet, featuring Clifford Pinkett on reeds, performs February 21 and 22 at the New Hope Cafe. 3316 Locust Walk. Show times are 10 p.m. and midnight and tickets cost $3. For more information: 386-8388.

Compositions and improvisations of new American music are performed by Heath Allen, piano, and George Bishop, woodwinds, on February 23 at 8 p.m. in the Philomathean Gallery on the fourth floor of College Hall. There is no admission charge. Sponsored by the Campus Performance Society.

Ars Moriendi, an international group to provide better care for the terminally ill, sponsors a benefit concert at the Academy of Music on February 23 at 8 p.m. to honor Dr. Elisabeth Kubler-Ross and Dr. Bertram Brown. Program highlights include an appearance by the William Byrd Singers, the Bryn Mawr Renaissance Choir and a performance of the Totenanz (Dance of Death) by Hugo Distler. The choral work is narrated by Norman Cousins and the twelve audience participants called for in the piece will be well-known Philadelphia leaders. A complete program and tickets are available at the Ars Moriendi office in Room 11 of the C.A., EV6-2550 or EV6-1532.

EXHIBITS & SALES
The campus has the opportunity not only to enjoy but collect the works in the exhibits below:

Original graphics by Picasso, Goya, Remin, Hogarth and contemporary American artists from the collection of the Ferdinando Roten Galleries will be displayed in Houston Hall on February 18 from 10 a.m.-6 p.m. A gallery representative will be on hand to answer questions about the six hundred available prints. Sponsored by PUC.

An exhibition of Chinese calligraphy and contemporary painting by Grace Yang-Tze Tong and Ho Hwai Shou opens February 25 in the Sharpe Gallery at the Museum. Sponsored by the National Cultures Program and the Chinese Student and Alumni Association, the exhibit runs through March 8.

MIXED BAG
British critic and poet A. Alvarez, author of The Savage God, Stewards of Excellence and other books, reads on February 19 at 4 p.m. in the Philomathean Rooms, fourth floor of College Hall. Refreshments will be served after the poetry reading which is sponsored by the English department's writing program and the Pennsylvania Council on the Arts.

Tubing it: An Open Conversation on Video Art may be a supplement or an incentive to visit the ICA exhibit that runs through February 28. Slides from the show and a discussion with Eleanor Antin and Ira Schneider, two of the artists represented, highlight the 30-minute broadcast on Channel 12. Media critic Kas Kalba and David Ross, video curator at the Long Beach Museum of Art, will also be on hand. February 20; 6-30 p.m.

In the best competitive spirit, the Penn Glee Club's production of SCORE! promises to rack-up points with songs, dances, slides and a sports finale. Directed by Bruce Montgomery, the show runs February 20-22 at 8 p.m. in the Zellerbach Theatre. Tickets at $4 (or $3 with a Penn ID.) are available at the Annenberg Center Box Office, Ext. 6791.

Good deeds are their own reward—unless you're one of the first fifty donors to the blood drive at the International House on February 20, 10 a.m.-5 p.m. Promptness and generosity are rewarded with a free ticket to Dracula, the Penn Players/PUC production presented in Irvine Auditorium on February 27-March 1 at 8 p.m. Tickets are also available for $2 at Houston Hall.

If a child you know can't say it—bring them anyway. The Penn Players' Super Spiral Magical Mystical Merry-Go-Round promises a medley of improvisational tales for children six through ten. Stories told by the young, very young and not so young members of the Players' Children's Theatre Workshop. February 22, 11 a.m. and 1 p.m. in the Harold Prince Theatre. Free tickets: Annenberg Box Office, Ext. 6791.

Design a Sign. The Penn Community Park Coalition is sponsoring a contest to replace the park sign that was lost in a winter storm. Entries should be designed for a 4 x 6 sign using any colors with only the words Penn Community Park on it. Sketches or models may be submitted to G.S.F.A. assistant dean Joseph Loobey in 104 Fine Arts before the February 28 deadline. Judges are a community and a University artist and the winner of the $25 prize will be announced at the Penthouse Party (Almanac: February 11) on March 1.

Correction: November's International Week's two ACTION films will be screened tomorrow night at 7:30 and not on February 28 as reported last week. Bazaar hours are also changed: 11 a.m.-4 p.m. Saturday.

ALMANAC: 515 Franklin Building (6) Ext. 5274
Editor --------------Karen C. Gaines
Assistant Editor -----Jane Wilson
Distribution ------Dana Cummin

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