

# Almanac

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## COMMENCEMENT: PRESIDENT FORD

The White House has announced that President Gerald R. Ford will deliver the Commencement address and receive an honorary degree at the University's 1975 Commencement Exercises, May 18 in the Philadelphia Civic Center.

Franklin D. Roosevelt was the last U.S. President to come to Penn while in office. His visit was made at the time of the University's Bicentennial thirty-five years ago. President Martin Meyerson noted, "This time a President of the United States will help inaugurate the Bicentennial of our country."

The 1975 Commencement will commemorate the 200th anniversary of the University's May 17, 1775, graduation ceremonies, when the Continental Congress adjourned so its members could participate.

## VICE-PRESIDENT: FRED SHABEL

Fred Shabel, Director of the Division of Recreation and Intercollegiate Athletics, has been named to the new post of Vice-President for Operations Services. He takes office immediately, reporting to Senior Vice-President for Management Paul Gaddis.

He will direct and coordinate offices including planning and construction, security, buildings and grounds, publications and auxiliary services (purchasing, mail/parking/telephone, dining, bookstore). The new post is part of a reorganization plan proposed by the President, the Provost and Mr. Gaddis (*Almanac* March 4) and taken to the Trustees Executive Board yesterday. Other changes of title and responsibility for senior nonacademic officers will be reported next week.

The President and the Provost will appoint a search committee to find a successor to Mr. Shabel. Meanwhile Charles Scott, Associate Athletic Director, serves as acting director of the division.

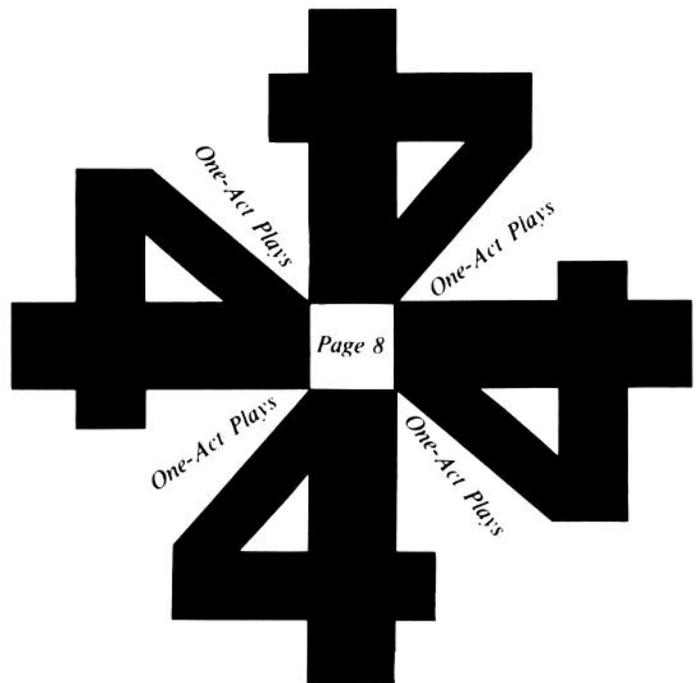
## ADMISSIONS: 9000 WANTED IN

The University has offered admission to 3834 students from the 9000 seeking places in the Class of 1979. This is the greatest annual total of undergraduate applicants since World War II and reflects an 18 percent increase from last year's 7590 applicants to Penn.

This fall's freshman class is expected to be about 1850 students, slightly less than the 1920 who enrolled last September. The

proportion of men and women will be approximately the same as last year—two-thirds men and the remainder women. About 40 percent of this year's additional 1400 applicants were to CEAS and Wharton, and applications to FAS increased by 16 percent.

This year Penn attracted its largest number of minority student applicants. Of the total 1105 who applied, 512 have been offered admission and at least 225 are expected to enroll in the fall.



## HONORS

### SIX GUGGENHEIM AWARDS

Six faculty members of the University are among the 308 scholars, scientists and artists in the U.S. who have been awarded fellowships of the John Simon Guggenheim Memorial Foundation. Awards are made on the basis of demonstrated accomplishment in the past and strong academic promise for the future. The Penn recipients and the fields in which they will conduct research under Guggenheim Fellowships in 1975-76:

*Dr. Dan Ben-Amos*, associate professor of folklore; principles of folklore communication in traditional Benin society.

*Dr. Abraham Klein*, professor of physics; theoretical studies in elementary particle and nuclear physics.

*Dr. Stephen A. Ross*, professor of economics; studies on agency decision theory.

*Dr. Gino Segre*, professor of physics; theoretical studies in elementary particle physics.

*Dr. Lewis G. Tilney*, associate professor of biology; experimental studies in developmental biology.

*Dr. Eugene K. Wolf*, assistant professor of music; a history of music at Mannheim in the mid-18th century.

(HONORS *continued*)

## DEATH OF JOHN KERSHNER

John R. Kershner, director of administrative services in the Office of the Provost, died Saturday of a heart attack at the age of 48. An alumnus of the Wharton Evening School, he joined the University administration eleven years ago as business administrator at LRSM, then moved to the Provost's staff four years later. He was the founding chairman of the Administrative Assembly and former steering committee member of the Association of Business Administrators.

He is survived by his wife Marcy, an instructor in the School of Nursing, and their two children Nancy and Douglas.

There will be a viewing Tuesday evening from 7 to 9 at the Kepp Funeral Home, 141 Main Street, Phoenixville, and services Wednesday at 3 p.m. in the Presbyterian Church of Phoenixville, Main and Morgan Streets.

## HONORS continued

### IN HONOR OF MR. MAYER

The Richard King Mellon Foundation has made a gift of \$600,000 to establish the *John A. Mayer* Fellowship Program at the Wharton School. The program, named for the alumnus and Trustee who is also a member of the Wharton School Board of Overseers, will aid 16 to 20 MBA students annually.

### VALEDICTORY FOR DR. HOBAN

The Annenberg School's April 21 colloquium (page 8) honors *Dr. Charles Hoban*, professor of communications and pioneer in audio-visual education who joined the faculty in 1959. He retires at the end of the current semester. Colleagues and friends are invited: 4 p.m., Annenberg Colloquium Room.

### PICK-UP'S "POMP" AWARD

*R. T. Williams*, a gardener and leaderman here for twenty-five years, received the Albert Monroe Wilson Memorial Award at the opening of Penn's second annual Pick-Up Project last week. He was selected for the award by his fellow Buildings and Grounds staff members for exemplifying the loyalty and diligence of the Award's namesake, the unforgettable "Pomp."

### PUBLICATIONS AWARDS

Four University of Pennsylvania publications won silver medals in the Neographics '75 competition of the Graphic Arts Association of Delaware Valley: the Library's *Byron* catalog, Middle East Center's brochure, and two Development Office publications, one on results of Benjamin Franklin Associates' giving and the other on corporate giving.

## LETTERS

### LAYOFFS AND AFFIRMATIVE ACTION

Unless the University intends to thoughtlessly join the parade of public and private employers now laying off disproportionate numbers of minority and women workers, the letter from Professor Lesnick (*Almanac* March 18) ought to be given serious attention. Professor Lesnick has indicated the general legal arguments against a blind operation of seniority considerations. These arguments are given added substance because seniority is one of the institutions built up by discrimination and exclusion and which is therefore in and of itself a proper target for anti-discriminatory affirmative action. In fact, a situation can easily be imagined in which seniority considerations could effectively neutralize not only the limited affirmative action programs currently operative, but much of the progress towards equal employment resulting from two decades of civil rights struggle.

While these considerations apply to all employment, they apply with particular force to a University unless one is willing to substitute "business ethics" for the ideals, values and objectives of the University. The value and objectives of a University demand that a solution be sought which does not substitute an expedient solution for the ideal of equal opportunity.

*R.J. Rutman, Professor of Biochemistry*

*Gerald L. Robinson, Executive Director of Personnel Relations, replies:*

The problem of determining layoff policy is an unpleasant one at best and one over which we do not have complete control. On one hand, seniority has been the traditional key element in layoff agreements and, of course, this very issue is before our courts for review. On the other hand, a strong case can be made for performance and protection of Affirmative Action principles and progress. Hopefully, the legal issues will be resolved soon.

Fortunately, we do not face substantial layoffs and, therefore, our decision to honor University-wide seniority will have little, if any, effect on our personnel or distribution of women and minorities in our institution. Proposed cuts in staff are being monitored carefully by Personnel Administrative Services and shifts of affected personnel to other similar positions have been achieved.

## SENATE

### SPRING MEETING OF THE FACULTY SENATE APRIL 23, 1974

3 to 6 p.m.

A-1 David Rittenhouse Labs

On the agenda along with approval of minutes of the meeting held October 30, 1974, and the report of Chairman Phillip DeLacy are:

- Action on two amendments to the Senate rules.
- Report of the Committee on Academic Freedom and Responsibility (Henry Hiz, Chairman).
- Action on recommendations of the Committee on the Economic Status of the Faculty (pp. 4-6 this issue).
- Action on the Senate Advisory Committee's April 2 resolution on procedures (*Almanac* April 8, page 2).
- Action on recommendations in the report of the Senate Joint Subcommittee on Financial Responsibility Centers (*Almanac* April 1, pp. 2-3).
- Action on recommendations in the March 26, 1974, report of the Senate Committee on Administration (*Almanac* April 9, 1974.).
- Action on recommendations in the April 4, 1974, report of the Senate Committee on Education (*Almanac* April 30, 1974).
- Action on recommendations of the Subcommittee on Search Committees (chaired by Phoebe Leboy) of the Committee on Administration (Richard Kadison, chairman). *Report to be distributed at meeting.*
- Report of the Committee on Students (Robert Giegengack, chairman).
- Report of the Committee on the Faculty (Charles Goodman, chairman).

### AMENDMENTS TO SENATE RULES

*April 23, 1975*

I. Amendments to the Rules of the Senate introduced but not acted on at the meeting of October 30, 1974:

1. Section 8(b) The Committee on Academic Freedom and Responsibility. After (ii) add the following:

(iii) The Senate Committee shall perform any duties falling to it under Sections IIIe and VI of the regulations governing grievance procedure, as adopted by the University Council, May 8, 1974.

2. Section 8(b) The Committee on Academic Freedom and Responsibility. After (iii) add the following:

(iv) The Senate Committee shall insure that each faculty has a mechanism for implementing Article VII, paragraph 2 of the Statutes of the Corporation which states "Each faculty shall determine the qualifications for membership in that faculty."

II. Proposed amendments to the Rules of the Senate to be acted on at a future meeting:

1. Section 8(c) The Nominating Committee (p. 8, second line from the bottom, of the minutes of October 30, 1974):

For "all members" insert "Senate" to read "all Senate members."

2. Section 8(e) Other Committees Appointed by the Advisory Committee.

a. After (e) (i) (d) add:(e) The Committee on Publication Policy for *Almanac*:

b. In the following line, for "The Committees" read "Committees (a-d)"

c. Two lines below, after "the Senate," add: "Committee (e) shall consist of at least three members."

d. In the first line of (ii), after (e) (i) add "(a-d)"

e. After paragraph (ii) add: (iii) The Committee on Publication Policy for *Almanac* shall perform the functions assigned to it in the "Guide for Readers and Contributors."

At the Senate Advisory Committee meeting April 2, SAC approved the following report of its ad hoc Committee on Publication Policy; it also voted to propose a by-laws change to convert the ad hoc committee to a standing committee (page 2.) Response is expected shortly from the administration, and is invited from others in the University community.

The University of Pennsylvania's

## Almanac

A Guide for Readers and Contributors

*Almanac* is normally published weekly during the academic term by the University of Pennsylvania. While serving the needs of the University community for news and opinion affecting the governance and intellectual life of the University, *Almanac* is dedicated to and edited primarily for faculty and staff.

The Faculty Senate directs *Almanac*'s editorial policies and practices, in accordance with a) an informal understanding arrived at by the administration and the Senate in March 1971 shortly before *Almanac* began weekly publication; and b) guidelines which the Senate instructed *Almanac*'s editor to follow, as a result of publication experience since 1971.

A fundamental principle guiding the editor in deciding what to print and when to print it is the University community's need to know in order to make informed decisions on pending actions affecting University governance. The editor assigns priorities, therefore, to the following items, generally in the order given. Such items are normally published in full as released to the editor.

1. Plans and proposals released in advance before action is taken by official governance bodies.
2. Responses of counter-proposals to plans and proposals pending action by official components of the University.
3. Messages from the Chairman of the Faculty Senate.
4. Policies and procedures adopted by official governance bodies.
5. Advance notices of meetings and agendas of governance bodies.
6. Minutes of meetings of governance bodies as supplied by the secretaries or summaries of such meetings prepared by the *Almanac* staff.

Next in order of priority are items which are published after release as space and time permit. The editor may alter such items in length.

1. Notices of job openings and research grants which the University has legal or quasi-legal responsibility to publish.
2. News of events which the University community can attend and services of which the community may avail itself.
3. Honors, appointments and related items; death notices.

Publication of the above items, according to the priorities noted constitutes *Almanac*'s basic obligation to the University community as a weekly journal of record.

*Almanac*, in addition, provides a forum for open expression, balanced by the editor in the interests of fairness and reasonableness, to all individuals and groups (including alumni) in the University community.

*Almanac* welcomes and encourages the robust clash of opinions which marks a vigorous intellectual university climate, in accord with the following guidelines:

1. Relevance to the governance and intellectual life of the University community is the fundamental criterion for access to *Almanac*'s pages. The editor, after consultation with the Senate Advisory Committee's Standing Committee on Publication Policy for *Almanac* may reject a contribution as irrelevant. A faculty or staff contributor has the right to appeal to the Senate Advisory Committee. If the Senate Advisory Committee upholds the decision of its Standing Committee on Publication Policy for *Almanac*, the contributor has access to *Almanac*'s Letters column to announce that he/she has sought full access and has been refused.
2. Contributions will not necessarily be published in the order received. The editor may give priority to contributions judged more

important or urgent to the University community. When space is limited, the editor may require alterations to avoid postponement of publication.

3. The editor, making an initial judgment that a contribution may open the Trustees of the University to suit in court for libel and or defamation, consults with the Senate Advisory Committee's Standing Committee on Publication Policy for *Almanac*. If the problem cannot be resolved at that level, the editor consults with the University Counsellor who may ask the contributor to make changes. If the contributor finds this unacceptable, the matter is referred to the University's legal counsel whose decision to reject is final.

4. The editor does not reject a contribution containing alleged obscenity or profanity if it is otherwise acceptable.

5. The editor publishes unsigned letters only in cases where the contributor required protection against reprisal, and provided that the contributor's identity is known to two persons mutually agreed upon by the editor and the contributor, usually the editor and the chairperson of the Senate Advisory Committee's Standing Committee on Publication Policy for *Almanac*. The two persons who know the contributor's identity shall thereafter not reveal that identity unless required to do so in a legal proceeding.

6. If a contribution involves an attack on the character or integrity of individuals, groups or agencies in the University community, the editor immediately notifies the individuals, groups or agencies attacked and offers space for reply of reasonable length in the same issue in which the attack is to appear. If the individuals, groups or agencies fail to reply, the contribution is published with a notice that the individuals, groups or agencies have been notified and offered an opportunity to reply.

7. If a contributor makes serious charges against individuals, groups or agencies, which do not involve attacks on character or integrity but which involve factual questions or interpretation of policies, the editor may notify the individuals, groups or agencies in advance of publication and offer an opportunity to respond.

8. The editor acknowledges that documents and reports incorporating plans, proposals or actions dealing with the academic, fiscal or physical development of the University are the property of the originators until released for publication.

The editor also understands that the University community expects to be fully and authoritatively informed of such matters. Consequently, when such documents, reports or actions appear in partial form in other media, the originators are expected to cooperate with the editor in informing the University community through *Almanac*, as to the accuracy of such documents, reports or actions, and in announcing that the originators will furnish such full and authoritative information as soon as possible.

9. The editor may decide that a contribution, document, report or other item which is otherwise acceptable is too long to be accommodated in a normal issue of *Almanac*. The editor, in such a case, may ask the originator to prepare a shortened version; or, the material may be published in one of the following three ways, at the originator's option:

- a) A normal issue of *Almanac* may be increased in size.
- b) An issue of *Almanac* may include a supplement.
- c) An extra issue of *Almanac* may be published.

In any of the above cases the originator will be asked to pay the full incremental costs.

If the originator believes that length is being used by the editor as an instrument for censorship, the originator has the right to appeal to the Senate Advisory Committee on Publication Policy for *Almanac*.

Self-contained inserts prepared independently by University originators and not bearing *Almanac* identification, but clearly bearing the identification of the originator, may be distributed with issues of *Almanac* as a service, subject to approval by the Senate Advisory Committee's Standing Committee on Publication Policy for *Almanac*. The originator will bear the cost of preparing the insert as well as labor cost for insertion and incremental postage.

### Index and Back Copies

*Almanac* maintains a loose-leaf index for quick reference to past articles and reports.

### SAC Ad Hoc Committee on Publication Policy

Robert Lewis Shayon, chairman; Maria Z. Brooks, Jamshed K.S. Ghandhi, Charles D. Graham Jr., and Fred Karush, members.

# Economic Status: A Report to the Faculty

*From the Senate Committee on the Economic Status of the Faculty*

*April 1, 1975*

As members of the University faculty, we have been painfully aware of the effects of the economic developments of the past year on our real income. We are also concerned over the prospects for 1976 and beyond, particularly after reading the recent report of President Meyerson in these pages<sup>1</sup>. The Senate Committee on the Economic Status of the Faculty is loosely charged<sup>2</sup> with gathering and organizing data on faculty salaries and benefits and presenting them in "an appropriate context". In recent years, that role has evolved into one of presenting to the Administration the faculty's views on compensation policy, and of receiving the Administration's plans for salary and benefit increases. The Committee has the responsibility to report to the faculty on its deliberations and on the substance of its discussions with the President, Provost and their principal assistants in the area of budget policy. This report recounts the activities of the Committee during the present academic year, describes its evaluation of the pessimistic outlook for salary increases this year, and discusses some of the principal issues which have arisen in connection with compensation policy.

The Committee began meeting in the early fall and gathered the data on cost-of-living increases and University compensation increases of recent years, which were incorporated in a preliminary report published in the *Almanac* of November 26, 1974. This report reviewed the situation with particular attention to the losses in real income being suffered by the faculty, and suggested increases in salary in the 13 to 15 percent range. No response to this proposal, either formal or informal, was received from the Administration. It was not until January that we were told of an early (late fall) Administration model of a compensation increase which embodied salary increases and some improvements in benefits, though at lower rates than we had considered appropriate in the light of past and present inflation. Since that time we have actively discussed salary prospects with University officials. Unfortunately, the intervening period has seen the gradual unfolding of a worsening picture of the University's financial situation under the pressure of burgeoning energy costs, the possible cut in support from the state, and the fall in investment income, with a corresponding effect on the prospect for salary increases. The timing of events has been such that frequently a new piece of bad news was upon us before a response to its predecessor could be formulated. There is considerable risk that this report itself may be a victim of the same process.

<sup>1</sup>*Almanac* March 18, 1975, pp. 3-5.

<sup>2</sup>Rules of the Senate, Section 8 (d).

## THE PRESENT OUTLOOK: A ZERO INCREASE

The Committee looked closely at the revenue and cost projections for 1975-76 but found it very difficult to evaluate all elements of the Budget proposal, particularly since no Committee member participated in its construction. There are no doubt important elements of the Budget on which individual faculty members and even the entire Committee might reach different conclusions than the Budget Committee. One particularly disturbing element of the budget-making process is the fact that, in effect, salary increases are treated as a residual item. All other principal components of spending are considered first, presumably on the assumption that they are inflexible. The residual funds available, if any, may be allocated for salary adjustment. There are also peculiarities of the University's accounting system which ought to be treated differently. For example, expected increases in faculty and staff scholarships (including tuition remissions for teaching fellows) are budgeted as benefits increases. This year, the projected budget allocation for benefits includes a substantial "roll forward" (recovery for such benefits paid last year for which insufficient charges had been levied), which will not be realized by the faculty in this year's benefits.

The Committee must reluctantly agree that the University's financial outlook is for additional deficits in 1975-76, on top of greater than expected deficits in the current year. Moreover, the situation is very uncertain, not the least of these uncertainties being the Pennsylvania Legislature's decision on its financial allocation to the University. This provides a good illustration of the way in which faculty salary increases are treated as the residual item. Alternative plans for salary increases have been modified in the light of the prospects for revenues from Harrisburg.

We have been informed that no decision could be made at this time with regard to salary increases for any University employees. The Budget Committee appears currently to be working with a *zero* salary increase assumption though there is still hope that financial prospects may permit a decision to grant modest salary increases somewhat later. Only a very minor readjustment in benefits, largely a matter of equity, is planned.<sup>1</sup>

## COST OF NO INCREASE

If, indeed, there are to be no salary increases this year, there will be another significant reduction in real faculty salaries. Even

<sup>1</sup>This is besides the mandatory social security tax increase and adjustments in allocations for faculty and staff scholarships which are included in the benefits category as well as the "roll forward".

though the pace of inflation appears to be moderating somewhat below our earlier estimates, increases in the cost of living between fiscal 1975 and 1976 will be at the rate of some 7 percent. This loss in real purchasing power comes on top of the significant declines during the past three years, making a total of approximately 15 percent. In past years the University of Pennsylvania's salary schedule has made significant progress in comparison to other major Universities. That will not be the case this year. We have no indications as yet of salary plans at other major eastern universities but we know that some of the mid-western state universities and state colleges in Pennsylvania are granting substantial increases. Moreover, salaries continue to go up in private industry and government.<sup>1</sup>

As is so frequently the case in these times, the technology of assessing the economic consequences of a budget decision is advanced well beyond our ability to express, much less quantify, its impact in noneconomic terms. We are left, then, with the problem of predicting the consequences of these decisions with uncertainty as to their probable depth or extent. Such predictions, even when expressed in measured terms, have difficulty competing with the cold certainty of a string of numerals appearing in a budget summary. Nevertheless, a significant decline in the faculty's real income will damage the University's standing. History and our understanding of human nature convince us that the disaffection in the faculty resulting from the continued worsening of economic conditions is likely to lead to an undermining of the sense of personal commitment which each faculty member feels. Apart from the loss of valuable faculty members, the likely signs of such an effect are increases in the time devoted to alternate sources of income such as consulting and other forms of moonlighting, less willingness to serve on committees and task forces, and a reluctance to participate in the undertaking of new initiatives which are essential if the University is to continue the gains which it has made in recent years. The irony of a situation in which fees for tuition are raised substantially, while those who provide the instruction experience an uninterrupted decline in their standard of living, must be acknowledged, and the probable normal human response to such a paradox must be recognized.

### LONG TERM PROSPECTS?

The salary outlook for 1975-76 would be a serious situation even if we could see it simply as an accommodation to a temporary financial crisis. Surely the University's financial situation has been worsened by inflation and by the recession. But it is not at all clear that there are plans to make up current losses in the longer term or that long term planning includes a significant change of approach with regard to faculty salaries.

### UNIFORM VS. DISCRETIONARY INCREASES

A secondary issue of great importance emerges whenever compensation is discussed in Committee or with the Administration, and that is the question of the manner of distributing salary increases among the faculty once the gross amount available has been established. This issue ironically becomes more important and is more heatedly contested as that amount decreases. It is an issue which has always arisen, and despite the probable outcome that the argument at this time will be conducted in the context of the extreme case, it requires airing in the faculty at large. Given a prospective average salary increase, the question arises as to the fraction which should be designated for the purposes of providing uniform or "across-the-board" increases and that which should be used for discretionary or "merit" increases. The division on this question in normal times generally takes place along seniority lines

<sup>1</sup>It is true of course the real disposable income in the economy as a whole declined in the past year, but in the coming year we anticipate that wage increases will be equal to or greater than increases in prices on average.

with younger faculty arguing for discretionary use and the older arguing for uniformity. Within the administrative apparatus of the University (Department Chairmen and above), where the uses of compensation as a management device are well appreciated, there is always strong pressure for the greatest discretionary power. This year the position of the Committee differed considerably from its past stand because of the disparity between the tentatively planned salary adjustment and the accumulated uncompensated increases in the cost-of-living which this faculty is experiencing. In view of this disparity, the Committee recommended to the Administration that for this year any increase be given in a uniform manner, proportionately to income, with possibly some small variations across academic ranks.<sup>1</sup> If there are to be no increases in faculty salaries, in fact a net reduction in real income, equity suggests that such decreases should not be used to alter the relative size distribution of faculty incomes. This means that all should share proportionately. Moreover, this means broadly that all members of the University community—faculty, administration, and support personnel alike—should be treated comparably. It is not possible to reconcile such a posture with the notion that there should nevertheless be discretionary increases. Awarding salary increases at a time when the campus community as a whole is expected to take a cut in real income is likely to lead to serious discontent and alienation. The Committee feels that faculty should be asked to forego discretionary increases unless the across-the-board increases are sufficient to maintain the faculty's real income. The recommendation for uniform salary increases initially met with predictably great resistance and remains at issue even as the amount disputed has gone the way of "the Cheshire Cat".

### THE LESSONS OF THIS YEAR'S EXPERIENCE

The Committee on the Economic Status of the Faculty has found this year's experience distinctly unsatisfactory. Initially there were serious failures of communication and the Committee found itself unable to participate effectively in the process of decision making with regard to faculty salaries. Some of the fault may well lie with the Committee as well as with the Administration. A number of organizational alternatives might help to remedy, if not resolve, this situation. We therefore recommend:

1. *Greater continuity in the organization of the Economic Status Committee.* The process of budgeting and decision making with regard to salaries is a continuous one. This is particularly true if, as in the current year, there are to be quarterly reviews of the financial situation. The Economic Status Committee should be a continuous body, its chairman appointed in the spring rather than in the fall. It is important also that the chairman and if possible other members of the Committee have prior experience on the Committee. The Committee can then lay plans for a realistic salary proposal and begin discussions with the Administration early in the fall at the time when the University's thinking about the budget is being formulated.
2. *Membership of the Committee chairman on the University's Budget Committee.* The University's Budget Committee consisting of members of the Administration, some faculty and students deliberate on the budget and make recommendations to the President. Final approval of the budget is by the Trustees but that generally occurs only just before the beginning of the new fiscal year. One of the major difficulties during the past year was the failure to communicate budget prospects and the views of the Budget Committee to the Committee on the Economic Status of the Faculty. Moreover, except for one invitation to the chairman to attend a Budget Committee meeting, we were not able to communicate to the Budget Committee our thinking on salaries. The appointment of the chairman of the Economic Status Committee *ex officio*, as a member of the University's Budget Committee would be the best and surest means of communication between the two Committees.
3. *Making explicit in the Committee's charge its role as a representative of the faculty in discussing salary issues with the*

<sup>1</sup>Behind this recommendation, there is also considerable lack of confidence that those charged with assessing "merit" in the present environment could do so in accordance with criteria which would reflect adequately the values of the faculty as a whole.

*Administration.* This would suggest a revision of the Rules of the Faculty Senate in recognition of the Committee's present function.

A more serious concern, noted briefly above, is the long range prospect for faculty salaries. It is easy to argue, but not necessarily true, that the economic environment and public preferences with regard to higher education have changed. It is surely not proven that as a consequence University faculty should accept reduced real salaries nor that the University can afford, without loss of quality, to offer lower real faculty compensation. The long run demand for high quality education should not be judged on the financial stresses of the moment. If the University is to continue to build a strong faculty base it must return to its policy of upgrading faculty salaries.

We have not been made aware of systematic studies of how the University can return to the upward trend of faculty salaries. All the evidence points to the probability that financial prospects will continue to worsen. Moreover, the financial outlook in the long run cannot be disentangled from the larger issues of the University's relationships to the Commonwealth of Pennsylvania. Significant issues of educational policy and organization are also involved. We propose therefore:

4. *That the Economic Status Committee initiate meetings with the Administration on the long run prospects for faculty salaries.* These meetings would be directed toward reaching a consensus on future plans to make up for losses in real income and to seek further progress as a part of the long run financial planning of the University.

5. *That the Senate consider what role the faculty could play in increasing the political influence of the University in Harrisburg.* In the short run this may mean simply giving the University stronger representation in its dealings with the Legislature. In the longer run the position of the University in respect to the state will need to be reconsidered. Surely the faculty should play an important role in this process.

6. *That the Senate propose to the Administration a cooperative study of new measures for improving the efficiency of the University's educational and supportive activities without damaging its academic standing.* It may be necessary to consider what now may seem like radical measures. But if drastic steps will be necessary, it is better to plan for them in advance and with faculty participation than to impose them suddenly at some future time and without faculty consent.

*Senate Committee on the Economic  
Status of the Faculty*

*F. Gerard Adams, Chairman  
Jacob M. Abel  
Ralph D. Amado  
Steven C. Batterman*

*Phillip H. DeLacy  
Nancy M. Farriss  
William Gomberg  
Irwin I. Ship*

## **COUNCIL**

### **APRIL 9: DISCONTINUATION REVIEW**

Faculty response is invited concerning the Steering Committee proposal *Almanac* April 8) which was Council's chief agenda item April 9. Senate Chairman-Elect Ralph Amado especially asked for faculty opinion on the make-up of the proposed Advisory Group that would examine evidence and processes used to arrive at any decision to discontinue programs. In general, the proposal was well received by Provost Eliot Stellar and all who spoke to the issue. Dr. John Hobstetter agreed with the thrust but pointed out that its adoption entails study of the very similar charges to the Academic Planning Committee, and consideration of the Educational Policy Committee's role. A sense of the meeting was that the sorting of functions between Academic Planning and the proposed Advisory Group would be that Academic Planning, in its ongoing review of academic/financial issues, may sometimes generate evidence suggesting reallocation by discontinuance of program—while an AG would stand ready to serve only when

needed to review such evidence and any counterevidence from the affected program(s), and to see that due process is observed. The document was on Wednesday's agenda for discussion only; it goes back to the Steering Committee for refinement and will appear on the May agenda for action. Responses to any portion of it should be sent to Steering Committee Chairman Phillip DeLacy.

From the floor, members asked several questions on school vs. University control of Ph.D. programs. A subcommittee of the Educational Policy Committee is expected to report shortly on the subject, and in the meantime Dr. Stellar said the Ph.D. is "a University degree, not a school degree."

### **MEMORIAL CONCERT: TODAY**

A memorial concert for five members of the Faculty of Arts and Science who have died in the recent past will begin at 4 p.m. today in Room 200 College Hall. The Collegium Musicum and the University Choir, directed respectively by Mary Anne Ballard and William Parberry, perform between readings of the eulogies for Robert Evans (by Van Harvey), Maurice Gallagher (Wallace Weaver), Alfred Hallowell (Ward Goodenough), Theodore Hornberger (Hennig Cohen), and Rodney Young (Kenneth DeVries).

### **PENN-ISRAEL EXCHANGE PROGRAM**

The scholarly exchange program between the University of Pennsylvania and the seven Universities of Israel, announced in the *Almanac* of November 26, 1974 is now in operation. Students and scholars from the University of Pennsylvania and from Israel will teach and carry out research in host institutions beginning in the academic year 1975-76.

The joint program will further Pennsylvania's traditional commitment, reaffirmed in the recent University Development Commission Report, to "the internationalization of learning" and to the University's function as "a bulwark against provincialism in America," according to Professor Norman Oler, director of the Israel Exchange Program.

Participants will be selected with primary emphasis on their intellectual caliber and their potential contribution to educational programs. (1) Visiting University Professorships will be awarded to scholars of international renown who will enrich the intellectual program of the host university. (2) Postdoctoral Fellows will normally teach as well as carry out research programs. (3) Predoctoral Fellows will extend the graduate work begun in their home institutions and will be encouraged to contribute to seminars and to formal courses. These fellows will normally spend one year at the host institution. (4) A very limited number of Undergraduate Scholarships may be awarded, to allow students to participate in programs in which the host institution has a unique strength.

Selection of applicants will be made by Penn and Israeli Selection Committees. The Penn Committee is under the chairmanship of Professor Arnold Thackray (History and Sociology of Science); members include Joseph Bordogna (Electrical Engineering), Herbert Callen (Physics), Van Harvey (Religious Thought) secretary, Lionel Manson (Microbiology, Wistar), Hasan Ozbekhan (Social Systems Science) alternate member, Ludo Rocher (Oriental Studies) and Irwin Ship (Oral Medicine). The President and Provost are ex-officio members of the Committee. Specific inquiries should be directed to Professor Oler at the Department of Mathematics.

### **COPY-FROM-MICROFICHE DEMONSTRATION**

The Copy Center Committee is sponsoring an open briefing April 17 at 11 a.m. in Houston Hall to show faculty and staff a new Xerox Corporation process (still being test-marketed) which converts computer data to a microfiche positive and then duplicates it as hard copy, at a penny a sheet. For details: Curtis Barnes, Ext. 7798.

## OPENINGS FOR TRANSFER, PROMOTION

Due to the hiring moratorium there are a number of open positions, particularly in the secretarial and bookkeeping areas. Persons interested in seeking promotion and transfer to these positions are encouraged to apply to the Personnel Counseling and Employment Office, Room 130, Franklin Building, Ext. 7285.

## 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)

JUNIOR RESEARCH SPECIALIST to participate in steel-embrittlement research program through performance of vacuum-induction melting and deformation processing of alloy steels, heat treatment of specimens, mechanical testing and metallography. *Qualifications:* B.S. in metallurgy or equivalent experience. \$8,075-\$10,050-\$12,000.

PROGRAMMER ANALYST I responsible for data processing, computer manipulation and systems programming, to assist with input, processing and maintenance of optical scanning data forms and to develop acceptance-systems programs to integrate OpScan 17 processor with Unicol system. *Qualifications:* B.S. plus graduate work with at least two years' formal training and experience in programming concepts; practical knowledge of relatively large operating systems; background in statistical analysis. \$10,675-\$13,275-\$15,875.

### SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I responsible to business administrator and personnel data coordinator, medical business department, to maintain budgets and personnel records for large department, prepare reports on department personnel and projects, type complicated personnel lists, budgets, etc. and assist in departmental purchasing. *Qualifications:* At least three years' secretarial bookkeeping experience; excellent typing skills; good facility with figures; ability to keep accurate records. Must be good at detail. \$6,550-\$7,925-\$9,300.

ADMINISTRATIVE ASSISTANT II, medical, to estimate and prepare budgets, analyze monthly comptroller sheet, determine financial situations and adjust errors; supervise personnel and serve as liaison between staff and chief of section; prepare personnel forms; and purchase supplies. *Qualifications:* At least three years' medical office experience; must type at least 60 w.p.m.; dictaphone skills required. \$7,050-\$8,600-\$10,050.

CLERK III. *Qualifications:* Accurate typing, filing skills; good clerical aptitude; ability to deal effectively with people. Experience in handling Admissions forms helpful. \$5,700-\$6,750-\$7,800.

INSTRUMENTATION SPECIALIST (4/1/75).

JUNIOR ACCOUNTANT to issue refunds on and verify student loans, and to prepare all necessary research data processing forms for analysis of and response to inquiries. *Qualifications:* Aptitude for numbers or accounting background; knowledge of university procedures; ability to deal with people and pay attention to detail. \$6,550-\$7,925-\$9,300.

MEDICAL SECRETARY (3) (2/18/75).

PERSONNEL DATA COORDINATOR to synchronize verification of personnel and financial data; train new personnel in established procedures, sources of information and proper handling of forms; assist in preparation of large, complex budget; record personnel action forms on budgets; maintain personnel files and absentee records for entire department; and perform related secretarial duties when necessary. *Qualifications:* Accurate secretarial skills and accounting experience required; ability to work with people and handle detail; medical terminology helpful. \$7,525-\$9,325-\$11,050.

PROJECT COST ASSISTANT to aid business administrator to develop, implement and maintain budgets, compile data and analyze costs; train, evaluate and delegate work to personnel; maintain personnel records; convey policy; and perform related duties as needed. *Qualifications:* Two years' college or business school training; knowledge of accounting procedures, preferably university; typing and organizational ability. \$6,550-\$7,925-\$9,300.

RESEARCH LABORATORY TECHNICIAN II (3/18/75).

RESEARCH LABORATORY TECHNICIAN III. Four positions announced March 4 through April 1: one calls for chromatographic analyses of body and bacterial culture fluids, one for study of lung function in shock states in animals and man, one for tissue culture experiments and animal surgery, and one for enzyme assays. \$7,900-\$9,450-\$11,000.

SECRETARY II (7) (2/25/75); SECRETARY III (7) (4/1/75).

SENIOR ACCOUNTING CLERK (4/8/75).

### HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

CLERK I, medicine, 4 hrs. day, 10:00 a.m.-2:00 p.m., to Xerox, pick up mail, answer telephones, make announcements for lectures and run errands. *Qualifications:* Familiarity with campus; willingness to run errands.

DENTAL HYGIENIST, Penn Urban Health, 2 days wk (3/4/75).

RECREATION INSTRUCTOR, women's unarmed self defense (4/8/75).

RESEARCH BIBLIOGRAPHER I, Wharton Decision Sciences, to perform general research for the project and some independent research, take minutes at staff meetings, catalogue project reference literature, and perform some clerical duties. *Qualifications:* Excellent writing and typing skills.

SECRETARY II, department of psychiatry, 20 hrs. wk, to type, transcribe from tape recorder, file, and answer telephones. *Qualifications:* Excellent typing skills; ability to transcribe from tapes; previous secretarial experience.

SECRETARY II, Wharton Statistics, 1-1/2 days wk, April 14-May 11, 1975, to handle routine correspondence, transcribe from tapes, and file. *Qualifications:* Excellent typing skills; ability to transcribe from tapes; previous secretarial experience.

### A DAY IS A WEEK AT THE BOOKSTORE

Hey Day is a whole week long at the Bookstore this year, come rain or come shine: its Hey Day sale April 21 through 26 includes 30% discounts on selected sunglasses and on Halley Hansan Rukka rainwear normally listed at \$26 to \$36. Lesser discounts on other items, including a tableful of trade books.

## STAFF CHANGES

### INTERCOLLEGIATE ATHLETICS

Scott Zumwalt joins the intercollegiate athletics department as an instructor at the Levy Tennis Pavilion. He will also aid in its management. An instructor in New York, Pennsylvania and California for the last twelve years, he is a graduate of Berkeley.

### HOSPITALS

The new administrator of Graduate Hospital, Paul A. Scholfield, has succeeded acting administrator William D. Kent and not Gerald Katz as reported here last week.

## WOMEN'S ATHLETICS: APRIL 23

Billie Jean King doesn't have a monopoly on trailblazing: Because of recent court decisions, girls can grab a bat and play ball in the little leagues this spring. Elaine Amendola, trial lawyer for the little league court cases and member of the Commission on Women's Athletics in the Ivy League, is the speaker at Penn's Women's Athletic Association Award Dinner, April 23 in the Hilton. The cash bar opens at 6:45 p.m. and dinner is served at 7:30 p.m.; award presentations and Ms. Amendola follow.

If you can't attend the \$12 dinner yourself, you can sponsor an undergraduate award recipient. Reservation deadline is April 21 and checks are payable to the University of Pennsylvania. For more information: Women's Awards Dinner, Ext. 7438.

## THINGS TO DO

### EXHIBITS

The anthropology department and University Museum sponsor a *photographic/ethnographic exhibit* by Haskell Werlin through April 25 in the Museum's Sharpe Gallery.

A faculty-staff I.D. guarantees a 10% discount for more than books. *Graphics by Calder, Neiman, Kollwitz* and others are available through The Gallery, a PennStore. Its collection is displayed through April 18 in the Faculty Club when Gallery director Suzanne Leahy will be on hand to answer questions. To purchase works after the exhibit closes, call her at the Bookstore, Ext. 7595.

Biblical manuscripts, ancient pottery from the site of Beth Shemesh, costumes, jewelry and glassware are among the highlights of *Israel—A Cultural Continuity*. Running April 15-June 30 in the Klein Corridor, first floor of Van Pelt Library, the exhibit was organized by library staff, the Ad Hoc Committee of Faculty and Students for Israel and several individual faculty members.

In 1907 *Ezra Pound* and Mary Moore Cross were engaged—briefly. They continued to correspond for several years, however, and the poet's letters to her, and to Van Wyck Brooks, James T. Farrell and other literati are among the documents displayed in the Lessing J. Rosenwald Gallery of Van Pelt Library. Records from the Penn alumnus' early years here as well as first editions of his books are also included in the month-long exhibit that opens April 18 with a 4 p.m. reception for Friends of the Library who are sponsors of the exhibit.

An exhibit of *prints and photographs* from the Graphics Studio of Penn's Graduate School of Fine Arts opens April 18 in the Houston Hall Gallery with a 4 p.m. reception for the artists. Sponsored by PUC, the exhibit runs through May 10.

### THEATRE AND FILM

The Annenberg Theatre Lab believes in catholicity. Evidence of its conviction: a playbill generous enough to accommodate *Ludlow Fair* by Lanford Wilson; *Rats* by Israel Horowitz; Ionesco's *The Lesson*; and *Lovers and Other Strangers* by Renee Taylor and Joseph Bologna. Under the supervision of Ilona Gerbner, the four one-act plays run April 17-19, 7:30 p.m. in the Annenberg Center. Tickets: \$1 from the Center Box Office, Ext. 6791.

"Alice in Wonderland meeting Franz Kafka" was Jean-Luc Godard's description of his film *Band of Outsiders*, screened here April 18 at 7 p.m. in the Annenberg Center. Other Cinematheque highlights include the Brazilian "pop musical" *Macunaíma*, April 17 at 7 p.m. and Fellini's *Nights of Cabiria*. For a complete Cinematheque schedule: Annenberg Box Office, Ext. 6791.

The Museum's Adult Film Festival concludes with Max Ophüls' last work, *Lola Montez*, the life of a celebrated courtesan. April 20, 2:30 p.m.

### MUSIC

PUC and the music department sponsor a *dormitory concert* of Brahms, Bach and Prokofiev, April 20, 8 p.m. in Harnwell House.

Works of Dvorak, Stravinsky and Mozart conclude the *Philarte Quartet* concert series. April 21, 8:30 p.m. in the Annenberg Center. Sponsored by the music department.

*Music at Noon* continues with works of Telemann, Jaffe and others, April 17 in Houston Hall.

## LECTURES

*Towards an Idealistic Theory of Social Change*. Dr. Anthony Campolo of the sociology department here speaks today at 11 a.m. in 285 McNeil. Sponsored by the sociology department.

International banking executive Michele Sindona considers *The Phantom Petrodollars*, April 15, 4:30 p.m. in B-11 Vance Hall. A Wharton Executive Lecture.

High prices and pulp in the produce section could send even lazy brown thumbs heading for the backyard with hoe and seeds in hand. *Vegetable gardening*—how to do it and what to plant—is discussed by Gordon Brandes, manager of the Morris Arboretum, and vegetable specialist Paul Reber, April 15, 8 p.m. in the Woodmere Art Gallery, 9201 Germantown Ave. Sponsored by the Arboretum.

*Impact of Technology on Criminology* by Alfred Blumstein, director of the Urban Systems Institute at Carnegie Mellon University, concludes the Second Herbert Spencer Lecture Series on Technology and Society. April 16, 3 p.m., Towne Building. Sponsored by the department of civil and urban engineering.

Afghanistan is the topic when *Dr. Vartan Gregorian*, Dean of FAS and Tarzian Professor of Armenian History and Culture, speaks April 16, 5:30 p.m. in the Museum. Admission: \$3.

*Third World Women in the U.S.* Mary Kochiyama of the Concerned Asians Group speaks April 19, 1:30 p.m. in the Women's Center. Sponsored by Penn's Women's Center, Women's Studies Planners, Women's Union and the Asian-American Council.

Dr. Charles Hoban, professor of communications, discusses the *Value Structure of Beginning Graduate Students: An Exploratory and Speculative Study* in an Annenberg School colloquium that is his own valedictory (see *Honors*). April 21, 4 p.m., Annenberg Colloquium Room.

The American Woman coffee hours continue with the *Demography of Women Today* by Elyse Rotella, a doctoral candidate in demography here. April 22, 4:30 p.m., Women's Center.

*Continental Drift: From Heresy to Orthodoxy*. Walter Sullivan, author and science editor of the *New York Times*, delivers the annual Sigma Xi lecture, April 22, 4:30 p.m. in the Museum.

Journalist and novelist Merle Miller considers *Political Advocacy and the Gay Movement* as *Perspectives on Gay Americans II* concludes at the C.A. April 22, 8:30 p.m.

*Boccaccio as a Student of Dante*. Professor Robert M. Durling of the University of California at Santa Cruz delivers a Leon Lecture commemorating the 600th anniversary of the Italian writer's death. April 22, 8:30 p.m. in the Museum. Sponsored by FAS.

## HISTORY '76: APRIL 24

As a prelude to the Bicentennial, the College for Women Alumnae Society is sponsoring *History '76*, a one-day course given by five Penn faculty members on April 24.

The day begins at 10 a.m. with *The New Urban History: Philadelphia from 1850-1880* by Dr. Theodore Hershberg, assistant professor of history. Then participants can fill out the morning with one of the following lectures: *A Perverse View of the American Revolution*—or a British view of 1776—by Dr. Wallace E. Davies, associate professor of American history; *Myths of the Melting Pot* (and why it didn't happen) by Dr. Caroline Golab, assistant professor of history and urban studies; or *The Revolutionary Character of the American Revolution* by Dr. Richard R. Beeman, associate professor of history.

After a sherry reception and lunch at International House, the course concludes with *The Philadelphia Achievement: 300 Years of Art*, a lecture and slide presentation by Dr. Evan H. Turner, director of the Philadelphia Art Museum and adjunct professor of art at Penn.

*History '76* is open to the public and costs \$7.50. Lecture schedules, suggested reading lists and reservation forms are available from the General Alumni Society, Ext. 7811.

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