A PULITZER PRIZE FOR MR. WERNICK

It was his Vision of Terror and Wonder that did it—capped Richard Wernick's fifteen years of awards in composition with the Pulitzer Prize in music for 1977. When the Associated Press called him at home to break the news last week, the response was all wonder: "To have won in 1976, with all the music that was commissioned in the United States for the Bicentennial!" Vision was itself a commissioned work—the first ever awarded by the Aspen Music Festival—written on a National Endowment for the Arts grant and performed last July with mezzo-soprano Jan DeGaetani singing the Hebrew, Greek and Arabic settings.

The Wernick career has been study and teaching, composing and conducting: 1955 B.A. from Brandeis (under Fine and Shapero) . . . 1954-55 residence at the Berkshire Festival at Tanglewood (Copland, Toch and Blacher for composition, Bernstein and Lipkin for conducting) . . . 1957 M.A. from Mills College (Leon Kirchner) . . . 1957-58 musical director/composer-in-residence for the Royal Winnipeg Ballet and CBC's TV series on dance . . . 1962-64 Ford Foundation Young Composers Project grant . . . 1964-67 teaching at Chicago and Buffalo . . . 1968 associate professor at Penn . . . 1969-74 department chairman . . . a little Off-Broadway composition, a lot of Penn Contemporary Players direction, a steady hearing of his own work (by the contemporary music ensembles of New York, Chicago and Philadelphia) and a habit of pushing colleagues' work as well.

Except for ASCAP Awards ten years in a row since 1966, Mr. Wernick's prizes since the Ford Foundation plum have mostly been recent. The Walter W. Naumberg Award came in 1975, and both his Guggenheim and a National Academy/National Institute of Arts and Letters award in 1976.

Adding the Pulitzer to Mr. Wernick's list adds a second Pulitzer to the Penn music department, where Dr. George Crumb won it in 1968 for Echoes of Time and the River. Five of the department's fourteen-member faculty have held seven Guggenheims among them. Department members took the American Musicological Society's publication award two years in a row, and another has a National Book Award. Two hold National Endowment grants this year and two others have grants from the A.C.L.S. Chairman Lawrence Bernstein is beaming. Dean Vartan Gregorian is reciting the list to stray visitors. And Richard Wernick is home writing Intritios and Canons while the orchestras of London, New York, Chicago, Baltimore and St. Louis prepare his Moonsongs from the Japanese and Haiku of Basho for performance later this year.

HONORARY DEGREES: NINE ON MAY 22

At Commencement May 22, the University will award honorary degrees to the speaker, Sen. Hubert H. Humphrey, and to:

Gwendolyn F. Brooks, poet, novelist and author of studies of black literature, who won the Pulitzer Prize for poetry in 1950.
Pierre Emmanuel, French poet and president of the Institut National de l'Audiovisuel in Paris, with which Penn hopes to establish a joint film research and production program.
Sir Ernst Gombrich, director of the Warburg Institute and professor of history of the classical tradition at the University of London, author of Art History and the Social Sciences. He is also the speaker at the Penn Baccalaureate earlier in the day.
Dr. Henry Kissinger, former U.S. Secretary of State (1973-77), assistant to the President for National Security Affairs (1969-75), and professor of government at Harvard University (1959-71).
Mrs. H. Gates Lloyd, chairman of the Friends of the Library, former chairman of the advisory board of the Institute for Contemporary Art, and former chairman of the embassies committee of the Museum of Modern Art.
Dr. Saunders MacLane. Max Mason Distinguished Service Professor of Mathematics at the University of Chicago and former president of the American Mathematics Society.

Dr. Eugene Pendergrass, emeritus professor of radiology at Penn and former president of the American Cancer Society and the American Society of Radiology.

SALARY STATEMENT: INCREASES JULY 1

The salary and wage increase policy for 1977-78, for all faculty and all staff except those covered by bargaining agreements, is detailed on page 3 of this issue. President Martin Meyerson, Provost Eliot Stellar and Senior Vice-President Paul Gaddis jointly announce a formula which adds 5 percent to the salary base of each personnel category but leaves a higher proportion of the increase funds discretionary for faculty and administrators earning over $15,000 than for support staff and others earning less than $15,000.

RETIREMENT: MR. SCHULTIS

Safety and Security Director Donald C. Shultis has announced his retirement, effective May 20, after almost seven years here.
The 60-year-old retired Air Force colonel, whose office's use of work-study students for undercover security work has been under investigation by the Committee on Open Expression, was not asked to retire early, according to President Martin Meyerson and Vice-President Fred Shabel. "Colonel Shultis, in his years at Pennsylvania, devotedly aided students and staff," Mr. Meyerson
said, “ Allegations should not diminish his important contributions to us.”

Mr. Shultis said his personal interests in a Chester County farm, a house in Maine, attending the graduations of his children, time to enjoy his grandchildren and “opportunity to pursue some intellectual interests” were among the motivations for his retirement.

ADMINISTRATIVE ASSEMBLY: DR. McFATE MAY 2

Dr. Patricia McFate, Vice-Provost for Undergraduate Studies and University Life, will address the Administrative Assembly on the role and function of her office at the Assembly’s annual meeting on May 2 from 3:30-5 p.m. in the Benjamin Franklin Room, second floor of Houston Hall. (Drinks in the Tea Room of the Faculty Club follow the meeting.)

Election of 1977-78 officers will also take place at the meeting. Nominations on forms provided by the secretary should be sent to Karen Gaines, chairperson of the nominations committee, 515 Franklin Building.

AUTOPSY IN STUDENT DEATH

The city medical examiner is expected to report this week on an autopsy ordered in the death of sophomore Robert Bazile, who died Thursday following participation in a meeting of Omega Psi Phi. A preliminary report indicates that the cause of death was a heart attack resulting from exertion.

In response to reports of hazing, the University issued a statement Friday reminding that all forms of hazing have been officially banned here for many years and penalties include “indefinite suspension with no automatic right of readmission” and the right to revoke a group’s charter. The Office of Student Life is conducting an inquiry.

A-3 ASSEMBLY: NOMINATIONS

Nominees are open for fifteen positions in the A-3 Assembly election May 25: one for spokesman, two for Steering Committee, 12 for Coordinating Committee. Names of nominees should be sent to Pat Hanrahan, 730 Franklin Building, no later than May 12. Consent of persons being nominated is necessary. For qualification(s) or further information, contact Joe Guerrero, Ext. 5634.

HERS-BRYN MAWR II: DEADLINE MAY 15

HERS Mid-Atlantic, the regional job bank and referral service housed at Penn, and Bryn Mawr College are offering their second month-long residential Summer Institute for Women in Higher Education Administration July 5-28 at Bryn Mawr.

The Institute is for women experienced in college-level teaching and/or administration who wish to develop their potential for promotion to higher administrative posts in colleges and universities.

Participants must be accepted by the Institute and have the endorsement of their dean, director, vice-president or other senior administrator, including provision for released time. A fee of $1,000 covers the mandatory residence at Bryn Mawr.

Senior administrators at Penn are asked to encourage qualified women to apply, according to Dr. D. Bruce Johnstone, executive assistant to the President. Limited tuition funds may be available from central sources on request from the senior administrator.

The application process: (1) secure information and application from HERS (Higher Education Research Service) at 4025 Chestnut St. (Ext. 5426 or from WEOP on 112 Logan Hall) (2) Consult with the appropriate senior officer to secure endorsement and make release time arrangements. (3) Send completed applications with endorsement to Dr. Johnstone, 101 College Hall to arrive no later than May 15. (Because no more than three or four participants can be accepted from a single institution, HERS Director Dr. Cynthia Secor has requested that all applications, with appropriate endorsement be sent to HERS-Bryn Mawr via the Office of the President.)

DEATHS

Dr. Dorothy S. Brady (April 17 at 74), professor emeritus of economics. She received her Ph.D. degree from the University of California, began teaching at Penn in 1958 and retired in 1970. Dr. Brady served as a consultant on prices and cost of living for the U.S. Bureau of Labor Statistics.

John H. Brown (March 17 at 53), former security guard. He started working at the University in 1972 and was placed on long-term disability in July 1, 1975.

Dr. Clarence N. Callender (April 5 at 90), professor emeritus of business law at the Wharton School who received his Ph.D. degree in political science from Penn and taught business law here from 1910 until his retirement in 1955. During his career, he worked for the U.S. Government in several capacities and was the author of American Courts, Their Organization and Procedure.

Susan H. Dunleavy (April 1 at 24), a student who entered the Annenberg School in 1976.

Mary A. Hood (March 24 at 72), former secretary in the Development Office. She came to the University in 1958 and retired in 1973.

E. Stanford Waters (April 12 at 80), former embalmer in the Anatomy Department of the School of Medicine. He came to Penn in 1946, retired in 1966 and worked part-time until 1975.
OF RECORD

SALARY AND WAGE POLICY FOR 1977-78
Following is a message to the University community, issued April 22, 1977, by the President, the Provost and the Senior Vice-President for Management

University policy guiding salary and wage increases for the fiscal year beginning July 1 has been developed with advice from the deans, the Senate Committee on the Economic Status of the Faculty, the Budget Committee, and other sources, and in consideration of the following conditions:

- Our faculty and staff salaries remain among the highest for private universities. At the same time, these salaries have not in recent years kept pace with the cost of living.
- Our costs—for people, energy, books, paper, interest, insurance, and the like—continue to rise rapidly, and to rise faster than our sources of income. Commonwealth support has failed to keep up with inflation, and this year may even decline in absolute dollars. Federal support has declined as a percentage of the total operating budget. Tuitions and fees have increased, but are near the limit of increases in disposable family income. These and other factors are putting the greatest strains on our budget.
- A balanced budget in fiscal 1978 is vital for the success of the $225 million Program for the Eighties. It is essential to the preservation of our credit rating and to the eventual repayment of our nearly $13 million accumulated deficit. Most important, a balanced budget is essential to the future financial and academic strength of the University.
- Salaries, wages, and benefits account for more than 60 percent of our more than $300 million operating budget. The financial condition of the University is thus extremely sensitive to policies determining salary and wage increases.
- In accord with advice from deans and others, including last year's report of the Senate Committee on the Economic Status of the Faculty, our policy on salary increase is to base them on (i) professional growth and promotion; (ii) exceptional merit, and (iii) equity—meaning a recognition of current undercompensation relative to others in a similar field and of similar rank and merit. Special attention should be given, as in the past, to salaries of women and members of minority groups.

From these and other considerations, we have formulated a wage and salary policy with the following key elements:

1. Deans, directors, and vice-presidents have been authorized to plan wage and salary increases for faculty, administration, and support staff (excluding those covered by collective bargaining agreements) that will total approximately 5 percent of the current wage and salary base.
2. For full-time faculty and for administrative and support personnel currently earning more than $15,000, the greater amount of available funds will be used for discretionary raises based on promotions, exceptional merit, or the recognition of a present salary that does not adequately reflect relative merit. A wide range of individual increases should be expected, with some above and many below the average figure of 5 percent. The aim should be a distribution of salaries after raises that reflect both performance and potential relative to others in similar fields at the University or elsewhere.

For exceptional cases, and then only with the approval of the Provost or the Senior Vice-President for Management, increases for individuals in this category should not be less than 2 percent.

3. The same criteria of relative performance and potential will be used to set salary increases for full-time administrative, professional, and support staff currently earning less than $15,000. However, a narrower spread of individual raises is expected, and approval from the appropriate dean or vice-president will be needed for increase of less than 4 percent.

4. Wage and salary increases for other than full-time personnel will be left entirely to the discretion of the appropriate dean, director, or vice-president limited only by the 5 percent of current wages and salaries available.

As always, we conclude such a message with a sincere wish that there could be more. There is no question but that salaries and wages here and at other universities have absorbed much of the brunt of our financial troubles. But we are, in fact, incurring a considerable risk of a deficit with the policy announced above.

Our aim in the coming year is to accelerate all of our planning—academic and financial—and to reach a level of commitments (almost certainly to a smaller faculty and staff) that will allow us to move compensation nearer to the top of our priorities.

Martin Meyerson
Elliot Stellar
Paul Gaddis

FOOTNOTES
How Penn spent its $207,736,000 in 1976-77 (right). Counting hospitals, total expense for the year was $282,356,000. The comparable University-plus-hospital total for 1976-77 is over $311 million.

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<th>Year</th>
<th>Full Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
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<td>1970</td>
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For 1975-76 the AAUP's published data showed Penn faculty compensation near the top of independent institutions, at all ranks—even though Penn's 6% salary increase came at midyear and was calculated as 3% added to compensation. (For 1976-77 the 3% is regained; giving Penn an 8% jump plus proportional benefit increases that are expected to bring Penn even higher in the next AAUP report.) Note that the figures here are for average total compensation in each rank; they incorporate benefits averaging $5700 for full professors, $3900 for associate professors, and $2700 for assistant professors.

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Full Professor | Associate Professor | Assistant Professor
---|---|---
2. Yale: $31,3 | Chicago: $23,3 | Columbia: $18,3
3. Chicago: $33,8 | PENN: $23,3 | PENN: $18,1
4. MIT: $32,8 | MIT: $22,8 | Stanford: $17,8
5. Columbia: $33,3 | Columbia: $22,7 | Cornell: $17,4
6. PENN: $32,8 | Harvard: $22,3 | Harvard: $17,2
7. Stanford: $32,7 | Cornell: $22,2 | Brown: $17,1
10. Dartmouth: $30,9 | Brown: $20,7 | Dartmouth: $15,7

A breakdown of the deficits that now total $12,465,000: FY 1969 ended with a surplus of $3,625,000, but overruns started in FY 1970. Expenses for University and hospitals rose during the period from $176,833,000 in FY 1970 to $282,356,000 in FY 1976. (Figures are in thousands of dollars; drawing not to precise scale.)
THE LINDBACK AWARDS: EIGHT TEACHERS TEACHING

On Hey Day, the President and the Provost put on straw hats, carry canes and march raggedly with Penn seniors across the Green in the sunshine for the outdoor ceremony of the year. The Christian and Mary Lindback Awards for Distinguished Teaching, once held secret until Commencement, are now announced on Hey Day along with such student trophies as the Bowl, the Spoon, the Cane and the Spade for men and the more abstract Harmwell, Goddard, Hottel and Brownlee for women. The eight new Lindback award winners each year (four from health area schools, four from the rest of the University) become members of the Lindback Society which was set up recently to explore ways to encourage good teaching throughout the University. Below are the five men and three women honored on April 22.

DR. HELEN C. DAVIES
...teaches mechanisms of infectious diseases and cell biology for first and second-year medical students, advises 24 formally, others informally. Trustee of Penn State, works on bioenergetics in joint project at Dartmouth Medical School...started HEP-UP and Lincoln University programs to bring minority students into health careers. "What I love is when you're working up to an intricate concept and you pause and watch the light go on in the faces as they reach it themselves one by one. When the whole class has lit up, you know you're a teacher. It's important that medical students find it themselves, because by the time they graduate half of what they learn will be out of date-only we can't be sure which half."

DR. JOAN DE JEAN
...teaches undergraduate and graduate students: 17th and 18th century French literature (a specialist in the novel) plus a French lit survey course and one on the French film and novel...does undergraduate advising...has a grant from NEH to do research in Paris next year on the libertine novel. Teaching's relationship to such research? "It's the dialogue with the mind, the constant pressure to make it live for them, that opens you up intellectually after graduate school and keeps you alert. I can go on producing work forever, as long as I can teach."

DR. HENRY GLEITMAN
...teaches Psychology I for undergraduates and prosemimars in cognitive psychology ("a kind of Psych I for graduate students"); I enjoy both ends of the spectrum"...does research on memory and mental processes...recently wrote Phrase and Paraphrase with his wife, GSE's Dr. Lila R. Gleitman...has directed undergraduate theater productions here including some by Penn Players, is still involved in theater for children off-campus...connects teaching and drama: "Teaching is a theatrical experience, especially in large classes. You use yourself as the medium for the message of the playwright, only the playwright in Psych I is Wundt or Helmholtz or Freud...I want to teach undergraduates that the 'life intellectual' is an exciting thing, not necessarily convert them to the discipline of psychology."

DR. PHYLLIS RACKIN
...teaches literary theory and Shakespeare to undergraduates, literary theory for graduate students, directs independent study project and honors theses in English...team-teaches (Shakespeare and the Elizabethan World last year with History's Richard Dunn, Shakespeare and Drama next year with director-actress Judith Lyons)...DOT week-ender and Philo lector...has a book on Shakespeare's Tragedies coming from Frederick Ungar..."Teaching is central to me. In literature we are not making discoveries that will cure diseases or training students to make them, but are, I feel, doing something no less important: cultivating the critical abilities and the habits of mind that will help students discover their own humanity. If a literary education really works, it should affect the ways we think and live and the kind of choices we make in every area of our lives."

DR. CHARLES W. RAKER
...teaches (in lectures on campus and clinical work at New Bolton Center) veterinary surgery for students from second through fourth year and beyond...called "one of the best in the world"...teaches four courses in Periodontal Disease, is trying to find out what leukocytes do when they interact with oral bacteria. "They're both exhausting, both rewarding teaching, care for animals and quality of life. I was in practice for eight years but something was missing: the contact with colleagues, the contribution you can make working with young people, saving them some of what you went through to learn how to benefit the animal kingdom. I'm so extremely fond of the young, and their education is so vital to the survival of our civilization."

DR. ERNEST F. ROSATO
...teaches general surgery to second- through fourth-year medical students...is an advisor and educational officer for the department...research interests in gastroenterology, including effects of alcohol on duodenal-pancreatic reflex and other problems of pancreas, liver, colon. "Much of the teaching is indirect. In surgery the role model is as important as the knowledge of the surgeon, because the knowledge will change so much over time. You are instilling an attitude, a desire."

DR. NORTON S. TAICHMAN
...teaches pathiology to second-year dental students and to postdoctoral students and alumni in continuing education programs...directs doctoral dissertations...chairs the department...on a 1976 Lady Davis Fellowship to Hebrew University, taught pathology to dental students there...in major research project, Pathogenesis of Inflammation in Periodontal Disease, is trying to find out what leukocytes do when they interact with oral bacteria. "They're both exhausting, both rewarding teaching and research. I know the teaching would suffer without the research but I can't say what would happen the other way around because I never think about that. I do both, I enjoy both."

ALVIN C. WARREN
...teaches federal taxation to second and third-year law students, is part of the school-wide advising system...serves on faculty appointments committee and University Council...will be on leave next fall as visiting professor at Yale...research interests in tax policy, its fairness and efficiency. His teaching approach: "I'm interested in developing analytical skills. To mix teaching and research: 'Work very hard at both.'"
From the 1976-77 Senate Committee on the Faculty

Report on Program Curtailment and Faculty Rights

April 15, 1977

Our committee was charged with a general problem that in the past has been termed the impact of “financial exigency” on faculty rights. This focus resulted from the fact that under the University’s regulations, “financial exigency” is one of the two stated grounds for terminating the appointment of a tenured member of the faculty. (The other stated ground is “just cause”.)


The University’s Regulations do not define “financial exigency.” In February 1975, a subcommittee under the chairmanship of Prof. Robert Summers (Economics) was charged with preparing a definition of this concept. Following extended deliberations throughout the spring and fall of 1975, on October 1, 1975, the subcommittee submitted an Interim Report. The Senate took no action on this report, and the topic was not considered further by the Senate or by the Faculty Committee during 1975-76.

The 1975 report noted that this proved to be a “very complex subject” in which even “the simplest aspects of the problems turned out to be unclear”. However, the report was decisive on the following point:

We were unanimous in the view that under no circumstances could cut-backs take place on an individual basis. Schools, departments or academic programs conceivably might be terminated, with resulting effects on faculty members thereof, but as for individual faculty members, no reason but cause justifies terminating them.

The report also provided a sampling of the subcommittee’s preliminary discussions. Some of these included questions as to whether the “obsolescence of a field of study” (as contrasted with “a change in the University’s perceived mission”) might have impact on tenure rights. The report included the following:

The quest for selective excellence, commendable as it may be, does not justify financing added strength in one area by retrenchment at the expense of tenured faculty members in another. Nor does ordinary “educational planning”.

II. Scope of the Problem; The 1976 AAUP Report.

The present committee’s analysis indicates that attempts merely to define the term “financial exigency” take an oversimplified approach to the problem. The concrete issues that arise combine at least two issues: (1) Pressures to reduce the University’s overall budget deficits; and (2) Proposals to curtail aspects of the University’s program in light of overall considerations. In concrete cases these factors appear in varying proportions; the complex judgments required for responsible decisions cannot be based on a definition of “financial exigency” or even by prefabricated substantive rules on program discontinuance. A more useful approach lies in the processes for decision-making.

This view is supported by the extended results of the attention given the problem by the American Association of University Professors. Several years of work by AAUP’s Committee A culminated in the 1976 Recommended Institutional Regulations on Academic Freedom and Tenure (the “1976 AAUP Regulations”); these regulations deal separately with (1) terminations of appointments because of “financial exigency” (Regulation 4(c)) and (2) termination of appointments because of discontinuance of a program or department (Regulation 4(d)). It may be helpful briefly to summarize these two aspects of the AAUP Regulations.

A. Financial exigency. The heart of Regulation 4(c) is a definition of “financial exigency”:

... an imminent financial crisis which threatens the survival of the institution as a whole, and which cannot be alleviated by less drastic means.

Note the crucial provisions: “imminent”, “survival”, “institution as a whole”, “cannot be alleviated by less drastic means.” The test is a stiff one, and would be difficult to satisfy for an institution like the University of Pennsylvania.

B. Discontinuance of a Program or Department. In view of the strict standard for “financial exigency”, the provision of more relevance to the University is Regulation 4(d). Its heart is the provision that the decision to discontinue

... will be based essentially upon educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof.

Regulation 4(d) also contains strong language calling for (i) “every effort to place the faculty member concerned in another suitable position”, and (where this is impossible) (ii) “severance salary equitably adjusted to the faculty member’s length of past and potential service.”

III. Procedures for Deciding Problems of Educational Policy.

The AAUP Regulations responded to the following basic considerations: Short of a total University shut-down, a decision about program discontinuance in a setting of financial stringency involves the question of whether Program A should be discontinued rather than Program B, or C, or D, or E, this choice among educational programs involves profound educational values. For these reasons, as we have seen, the AAUP Regulations...
provide that the decision to discontinue should "be based essentially on educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof."

We affirm this view. Consequently, it is important to give close attention to the University's procedures for making decisions about program continuance.

These procedures are now being reformulated. The Joint Senate Committee on Administration (Professor Clifton Cherpack, Chairman) in its report of February 27, 1976, recommended the creation of an Educational Planning Committee; this report was approved by the Senate at its meeting on April 28, 1976. In response to this decision, the Educational Planning committee has been constituted. Its charge, as reflected in a proposed amendment to the Council's Bylaws, includes the following:

Acting as a reallocation review board, the committee will review initiatives by the central administration to abolish or reduce the operations of a school or any academic program whose operations have a significant impact on activities outside the program. Reallocation review procedures are established by Council and approved by the Senate.

We believe that if the Educational Planning Committee is given adequate support and authority, it can satisfy the central objective mentioned above: that decisions regarding the continuation of educational programs be made with due regard to issues of educational policy.

These issues are of such central importance to the life of the University and of its faculty that we propose Senate approval of the following recommendations:

(1) That the University adopt and adhere to the provision in the 1976 AAUP Regulations that discontinuance of all or a significant part of the educational program of the University "be based essentially upon educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof."

(2) That the Faculty Senate give close attention to the evolving membership of the Educational Planning Committee (or any other body that may exercise reallocation functions with respect to the abolition or reduction of academic programs) so that this body's determinations can adequately reflect the informed judgment of the faculty.

(3) That when program discontinuance is under discussion, if the administration is inclined not to follow the recommendation of the Committee on Educational Planning, the Committee be so informed at least six months before any action is taken so that the matter can be reviewed by the University faculty as a whole and by its appropriate committees.

(4) That in the event termination of the contract of tenured faculty is proposed, the Senate Advisory Committee, on being so informed, shall appoint an ad hoc committee to review the proposal insofar as it relates to such termination and, in the event that the proposal is continued, the ad hoc committee shall report to the Senate.

Respectfully submitted,
1976-77 Senate Committee on the Faculty

F. Hilary Conroy (history)
Jean Crockett (finance)
Peter J. Freyd (mathematics)
John O. Honnold (law), Chairman
William L. Kissick (research medicine)
Seymour J. Mandelbaum (city & regional planning)
Vivianne T. Nachmias (anatomy)
Vincent H. Whitney (sociology & demography)

The Subcommittee agrees that the most desirable way to acknowledge the complexity of the problem faced by the Junior Faculty constituency in the Senate is to remove its consideration from ad hoc status. The problem itself defies simple definition, but a crucial part of it is the danger, understood as very real by the whole committee, that University decisions on promotion and tenure for Junior Faculty might no longer be determined by the quality of the candidate's professional credentials. The implications of this possibility are most apparent, of course, to the Junior Faculty members themselves, but the whole faculty, and indeed the whole University, should have little difficulty in appreciating how damaging the consequences would be. The Faculty Senate, as the overall deliberative assembly of the standing faculty, must assume responsibility for analyzing the situation and for providing a framework in which both junior and senior colleagues can work together to resolve that situation. To this end the subcommittee proposes the following Senate actions:

- The Senate Nominating Committee in the future should include Junior Faculty members;
- The Senate Advisory Committee in the future should include Junior Faculty members;
- The Senate Committee on Faculty should appoint a permanent Subcommittee on the Junior Faculty;
- The Subcommittee on the Junior Faculty should receive as its initial charge the preparation of a full-scale report on the status and future of the Junior Faculty at the University, and present appropriate resolutions for action to the Senate;
- The Subcommittee on the Junior Faculty should inquire into the relationship between the four Junior Faculty representatives on Council, and the Council bylaw 115 which states: "It is the continuous obligation of representatives of the faculty and student constituencies to present to the members of their constituencies the discussions, decisions, and recommendations of the Council and to solicit questions and suggestions from them for presentation to the Council."

Allan M. Arbeter (pediatrics)
John de Cani (statistics)
David DeLaura (English)
John N.D. Glick (medicine)
Sol H. Goodgal (microbiology/medicine)
Ella Hausgaard (pharmacology)
Paul Langacker (physics)
Lynn Lees (history)
Robert F. Lucid (Faculty Senate, Chairman)
Arnold J. Rosoff (business law)
GRANT DEADLINES

**Fulbright-Hays Awards**
Fulbright-Hays Mutual Educational Exchange Program for 1978-79. Applications are due June 1, 1977 for American Republics, Australia and New Zealand. Due July 1, 1977 for Africa, Asia and Europe. Information brochure available in ORA.

**National Endowment for the Humanities**
June 1 Applications for 1978-79 Fellowships for Independent Study and Research. Contact Division of Fellowships, NEH, Washington D.C. 20505. Tel.: (202) 382-5927.
June 3 Applications to the General Research Program. Prospective applicants are urged to make preliminary inquiries prior to development of formal proposals. Time: (202) 382-3414.

**National Institutes of Health**
June 1 Receipt date at NIH for renewals (all competing renewals) and new applications for 1977-78. Receipt date is June 1 for new applications and July 1 for renewals. Contact: Division of Public Programs - projects to be reviewed in the Division of Public Programs, Office of Medical Programs, U.S. Department of Health, Education, and Welfare, 5600 Fishers Lane, Rockville, Md. 20014. (301) 496-7357.

**GRANT DEADLINES**

**General grant applications**
June 27, 1977

**Closing Dates for receipt of Preaplications and Small Grant and U.S. Antarctic Research Program**
April 29, 1977

**Programs**
Spring 1977-78 Academic Year: Brochure available in ORA.

**Applications**
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**GRANT DEADLINES**

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**University of Pennsylvania is an equal opportunity employer.**
patients, faculty-staff relations. High school graduate, typing 50-55 wpm, five years' progressive medical area experience. $7,475-$9,350. RECEPTIONIST, dental area, routes patients, answers phones, types, files, fills in for other departmental personnel. High school graduate with some experience, excellent typing, able to deal with heavy volume of patients. $6,050-$7,350. TYPIST I for research manuscripts, grant proposals, etc. High school education, typing 50-55 wpm. $5,250-$6,550.

WHAT'S COOKIN'...WHO COOLS?

The College Hall Coffee Cake is by Margy and Martin Meyerson, the Presidential Popovers by Mollie and Gaylord Harnwell. Walter O'Malley (C'26) offers a drink called Bottom of the Fifth, and Murray Handwerker (W'43)—being president of Nathan's 'n' all—dolls up his Hot Dogs au vin. There's all in What's Cookin' at Pennsylvania, a schedule of alumni events for spring, with recipes from Penn people tied in with the appropriate activities—very loosely tied, to be sure, but there must be a message on the Women Viewed Through the Prism of Change pages where Virginia Knauer (FA'37) calls her dish Chicken Zeta after her sorority, and Evelyn A. Semper (CW'55) contributes Miss America Appetizers.

University faculty and staff are welcome at all of the remaining alumni events including Alumni Weekend May 20-21. For a copy of What's Cookin': Alumni Relations, Eisenlohr Hall/B2.

TED KENNEDY: APRIL 29

It's first come, first serve on remaining tickets to Sen. Edward M. Kennedy's Issues in Health Care Today April 29 at 11 a.m. in Harrison Auditorium, University Museum. Admission to the Alpha Omega Alpha Lecture is by ticket only, available from the Office of Student Affairs at the School of Medicine, Ext. 7192.

THINGS TO DO

LECTURES


The University Museum has imported Dr. Manfred Bietak, an Egyptologist and director of the Austrian Archaeological Institute in Cairo, to speak on The Capital of the Hyksos and the Rameses City: Archaeological Exploration in the Eastern Nile Delta on April 27 Rainey Auditorium 5:30 p.m.

Winding up the semester, the computer science colloquium series takes a look at Synthetic Speech by Rule May 3. M. Douglas Mcllroy of Bell Labs, 3 p.m. in Room 216 Moore School.

With a perfectly straight face, the University Museum calls it Crackpot Archaeology. A May series, in which five young archaeologists weigh speculation against known quantities, starts May 4 with John Abarbrombic: Fantasies, Floods and Miracles, Rainey Auditorium, 5:30 p.m.; $1.

MUSIC

The University Choir sings Haydn's Salve Regina at Tabernacle Church, 3700 Chestnut St., on April 30 at 8:30 p.m.

The Collegium Musicum, directed by Mary Anne Ballard, performs Nuove Musiche—the art of vocal embellishment and dramatic expression in the works of Renaissance composers Caccini, Monteverdi, and Schütz on May 4 at 8 p.m. in the University Museum; $1 in advance from the Music Department Performance Activities Office at 518 Annenberg Center or at the door.

FILM

PUC views the seamy sides of life this weekend with Serpico's police corruption April 29, 7:30 and 10:30 p.m. and the Twenties' marathon dance madness in They Shoot Horses Don't They? April 30, 7:30 and 10 p.m.; both at PA B1, $1.

The Tribal Eye, the seven-part BBC series exploring tribal culture, is at the University Museum's Harrison Auditorium on May 1, 8, 15, 22, and 29 and fills in for other departmental personnel. High school graduate with some five years' progressive medical area experience. $7,475-$9,350.

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