



University Physicist Protests Sakharov Exile, Human Rights Violations Deplored

For Professor Sherman Frankel, physics, the exile of noted Soviet physicist Andrei Sakharov, wasn't just another grim headline, but another infringement on human rights.

Frankel could not allow the Soviet action to pass without protest, and so joined in the national outcry of American scientists against the dissident's banishment to Gorky. While most scientists agree that the Soviet policy on human rights must be changed, the forms of protest vary.

For Frankel, a member of the Federation of American Scientists, a long-standing organization devoted to the discussion of ethical questions in science, action on Sakharov involved both a public and a "private" move.

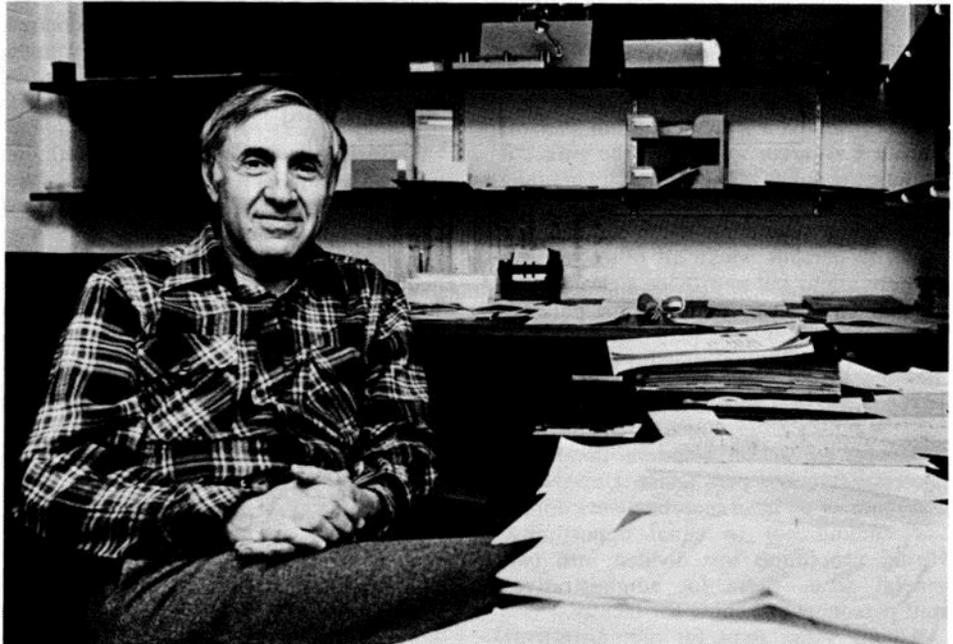
Frankel collected the signatures of nearly the entire physics department on a letter to Philip Handler, president of the National Academy of Sciences, urging him to reconsider his decision to attend last week's Scientific Forum in Hamburg, West Germany. The Scientific Forum, which included delegations from 35 nations, was dictated by the Final Accord of the Helsinki agreements.

According to Barbara Jorgenson, a press secretary at the National Academy, Handler headed the United States' delegation as a private individual rather than as an official of the Academy.

Frankel and the signers of the letter thought, however, that the Soviet government's action warranted a boycott of the Forum, which discussed future exchanges and other administrative matters as well as current research developments as part of the Final Accord of the Helsinki Agreements.

The experimental physicist's "personal" move against the exile of his Soviet colleague was to break off experimental collaborations with the Institute of Theoretical and Experimental Physics in Moscow. Frankel, the only member of the University's physics department to work directly with the Soviets, has written that he will not renew this work "as long as the incomprehensible repression of Andrei Sakharov continues."

Frankel believes the main way in which American scientists can help their colleagues behind the Iron Curtain "is by taking



Professor Sherman Frankel of the physics department.

dramatic action, and that means public action." While individual meetings between American and Soviet scientists can be encouraging to those involved, they often have little effect on policy, Frankel said. Thus, a vigorous and well-publicized boycott would be more effective in helping Sakharov and others such as Kovalev, Orlov and Shcharanskiy.

"These protests keep it alive," he said. "They keep the Soviet scientists from being hurt."

Others in the scientific community disagree with Frankel's means. Handler said he attended the Forum because he felt it was an opportunity to engage in a face-to-face discussion with the Soviets in full view of members of the international scientific community.

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Affirmative Action Plan: A Brief Summary

The University's Affirmative Action Plan, revised in December and made available to members of the University community earlier this month, was developed to promote and ensure equal opportunity in employment without regard for race, color, religion, sex or national origin.

The plan is intended primarily for use by the Office of Federal Contract Compliance Programs in monitoring the affirmative action efforts of the University.

It sets forth the University's recruitment, hiring, training and promotion policies, demonstrating that in all these areas, the University strives to achieve equal opportunity.

Here we present a summary of the plan's provisions.

According to a statement from Provost Vartan Gregorian quoted in the plan, "it shall be the policy of the University in filling administrative and professional positions to give special consideration to women and minority persons where all other relevant considerations fail to provide a clear choice among the top candidates." This policy is designed to ensure, the plan explains, "that the University has an effective and heterogeneous work force."

Hiring policies

Affirmative action steps in the hiring process are a key part to the University's assurance of a "heterogeneous work force" and commitment to equal opportunity. Hiring procedures are divided into two general areas—those for administrative/staff personnel and those for faculty.

Among those steps for administrative/staff personnel:

- When a job opening occurs, the Hiring Review Committee determines whether there is a need for the position, and whether a Special Effort Search is necessary. Special Effort Searches are utilized in cases where the University is underutilizing women or minorities in the job group of the proposed position.

- Once a candidate has been selected for a position but before a job offer has been made, a statement of compliance—which records the sex and racial/ethnic identity of the candidate along with statistical information on the sex and racial/ethnic identities of the applicant pool is submitted to Personnel. The compliance statement is reviewed by the assistant director of personnel or the compliance officer to determine whether affirmative action guidelines were adhered to.

While in the University's employ, a person may find that the scope, skills required or responsibility level of his or her position changes. The plan reports that such changes may—after a review of the position—result in a reclassification "of the position to a

higher grade level with salary adjustment.

"During the past year," the plan reports, "more than 300 positions were reviewed and half were reclassified. Most of the reclassified positions were held by women."

The plan also reports that the University actively pursues certain courses of action to insure equal opportunity: "In response to the continuing need to increase the numbers of women and minority employees the search and appointment process will be more closely monitored.... Special Effort Searches will be required as a mechanism to ensure heterogeneous applicant pools for underutilized positions... training programs... will be further developed to provide increased chances of promotion to qualified women and minorities..."

Faculty hiring

While the above procedures deal with the staff and administrative appointments, the recruitment and appointment of faculty members have—since spring 1974—followed procedures designed to provide encouragement, direction and more effective monitoring of affirmative action policies.

All recommendations to the provost and the president for standing faculty appointments are accompanied by a Faculty Equal Opportunity Compliance Statement Regarding New Appointments which requires information on the following:

- a.) the percentages of women and minority group members in the candidate pools;
- b.) the search process and special efforts to broaden the candidate pools;
- c.) the number of serious candidates and the number of women and minority groups members among them;
- d.) the vitae of the two best women and the two best minority persons considered for the job.

The formal search process may be circumvented, "in rare instances" where "the University encounters an unexpected opportunity to make an appointment of an exceptionally well qualified individual in an area where no position is currently vacant, where no formal search is in progress, or where candidates are proposed for support through the Reinvestment Fund." The plan explains that there must be "convincing evidence of the excellence of the candidate and documentation of the special opportunity which the proposed appointment provides."

This procedure has been key to the "University's success in attaining its current levels of representation of minorities and women," the plan notes. "Several of our most distinguished female and minority faculty have been appointed through this procedure."

With respect to promotion and tenure, the plan reports that while a formal search is

unnecessary, it must be demonstrated that "full and fair consideration has been given to all faculty including in particular any minorities or women presently on the faculty who might properly be considered at this time for promotion."

Progress of affirmative action in faculty hiring

The plan cites the progress made since 1974 in faculty hiring. "Five years ago, the University had substantial underutilization of both minorities and women in tenured and junior faculty ranks in many areas of the University," the plan reports. At present, except for the need for more women in the tenured faculty in the Faculty of Arts and Sciences, underutilization has for the most part been eliminated. The plan credits vigorous advertising, broad job searches and a strong commitment to equal opportunity by the faculty and academic administration.

The plan cautions that women and minorities will be added to tenured faculty ranks at a slower rate than they were added to the junior faculty because of a slow turnover rate among tenured faculty positions and the still limited availability of women and minority candidates for these positions.

A number of action-oriented programs were established to reinforce affirmative action efforts in faculty employment. Among them:

- The provost will give special consideration to proposals for appointment of tenured
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Affirmative Action

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women and minorities through the Reinvestment and Minority Recruitment Fund. "The use of the Provost's discretionary funds through the reinvestment and minority recruitment program had led to the appointment of a number of our most distinguished minority and female scholars in the past," the plan reports. "Five tenured women and six tenured black faculty have been appointed under this program since 1973, and a large number of ladder rank minority faculty members have also been appointed."

• In reviewing proposals for promotion, the provost, the dean or the school and the school Affirmative Action Officer will pay special attention to minority and female candidates for promotion to tenure in any

area of underutilization ... Great care will be given to insure that minorities and women in the applicant pool are considered fairly in the selection process."

• The president and the provost will periodically review progress reports on faculty appointment, promotion and termination.

• "Affirmative action efforts will continue to bring minorities and women into junior faculty positions throughout the University even where no underutilization exists."

• Because the success of future affirmative action programs depends on the great success of present efforts to attract minorities and women to graduate and professional schools at the University, "all schools of the University are making vigorous efforts to attract and maintain a diversified student

body, including minorities and women, in graduate and professional schools."

Copies of the complete affirmative action plan are available for review at the reference desk in Van Pelt Library. Additional copies are on file at the offices of Morris S. Arnold, vice president/director of the office of the president; Joyce Randolph, executive assistant to the provost; James H. Robinson, director of the office of equal opportunity; and Carl F. Sheppard, acting director of personnel management of the Hospital.

After members of the community have had a chance to study this revised plan, a forum will be held to give interested persons the opportunity to discuss the plan with administrators and others involved in the revision.

Sakharov Exile Prompts Scientific Protest

(continued from page 1)

In testimony before the Commission on Security and Cooperation in Europe and two House of Representative subcommittees on scientific affairs, Handler said that the delegation would attend the Forum with a hardline position on human rights. In his statement delivered January 31, he said:

"Our message will be clear: by flouting the standards of human decency, by creating an atmosphere of tension and fear, Soviet authorities have angered and alienated the scientists of the U.S. and of the West; in doing so, they have isolated their scientific community from the one resource they crave more than any other—the stimulation and creativity of free minds. That message will be conveyed in the presence of delegations from all of the other East European nations. May it strike home."

Handler also released a statement when Sakharov was exiled in which he said, "I find it difficult to imagine scientific exchange continuing in the spirit we had created heretofore."

The National Academy's official policy towards American-Soviet scientific exchange in light of Sakharov's punishment has been to suspend the two exchanges it administers in cooperation with the federal government and to leave individual collaborations up to the conscience of the scientist involved. The Academy will assist with "private" exchanges only.

Speaking as a private individual on the McNeil-Lehrer Report, Handler recently said that he would not collaborate with the Soviets if asked, Jorgenson said.

Professor Henry Primakoff, of the physics department and a member of the National Academy, said he understood both sides of the arguments. "It is very difficult to know which scheme is most proper," Primakoff said, noting that the punishment of dissidents and the permission to emigrate by the Soviet Union often seems to be determined by whim.

While Primakoff had written letters in the past when the rights of Soviet scientists had been violated, he said he has done little about Sakharov other than signing Frankel's letter.

Another member of the University's scientific community involved in the struggle for the human rights of Soviet scientists, although not specifically in the case of Sakharov, is Professor Gerald Porter, mathematics. Porter is a member of the national board of directors of the Committee of Concerned Scientists, a group dedicated to the advancement of human rights in the scientific world.

The Committee of Concerned Scientists urges the continuation of free scientific exchange as the best hope for improving human rights for Soviet scientists, but would bar from such exchanges any personnel not directly engaged in scientific work. The committee also presented its official position to the same bodies Handler addressed on January 31.

Porter agrees with stand of the committee. He explained his position by noting that a colleague had recently discussed the matter with a dissenting scientist from an Eastern Bloc nation. The scientist observed that before the invasion of Afghanistan and the

exile of Sakharov, a hundred doors between the two scientific worlds had been open. Now only ten remain.

"I think we should keep those ten doors open," Porter said. "If we break all ties, they [the Soviet dissidents] have no protection."

—S.S.

January 23, 1980

Mr. Philip Handler, President
National Academy of Sciences

Dear Dr. Handler:

We are writing to you as head of the delegation from our country that will represent us in the scientific forum agreed upon in the Final Act of the Helsinki Accord of 1975, soon to convene in Hamburg.

The recent seizure and deportation of Dr. Andrei D. Sakharov to the "closed city" of Gorky appears to us to be the ultimate symbol of the abrogation of the Helsinki Accords by the Soviet Union.

In view of this development and the fact that this scientific forum is taking place under the aegis of a political accord concerned with geographical boundaries and human rights we urge you to reconsider the appropriateness of your present plan to attend the meeting.

I am sure you will find strong sentiment in the science community for this reappraisal.

Worth Noting

Recreation Classes Offered

• The recreation department is offering Saturday morning classes for children of faculty/staff, students, alumni and employees. Classes are limited in size and applications are accepted on a first-come basis. Lessons in swimming, fencing, gymnastics, and water ballet will be offered at \$15 per course per child. The deadline for registration is March 19. More information on the classes is available at Ext. 6101.

Bubble, bubble, toll and trouble...

• The Women's Studies program will present a conference on Witches and Witchcraft this Saturday. The seminar will examine stereotypes held about witches, and the more positive aspects of women and witchcraft. The conference is sponsored in part by a grant from the National Endowment for the Humanities. Open registration: 9 a.m. Saturday at the Fine Arts Building.

Press announces prizes

• Maurice English, director of the University Press, announced last week the establishment of the John L. Haney Prizes for distinguished works of scholarship published by the Press in both humanities and social sciences.

Two \$5,000 prizes—one in each category—will be offered every two years. The prizes are made possible by a bequest from John L. Haney, an exceptional educator, alumnus, and benefactor of the University.

Detailed rules and more information concerning the awards may be obtained by calling Ext. 6261.

New phone number

• The Escort Service has a new number! 243-RIDE.

Deaths

Ella Haugaard, associate professor of pharmacology, died February 5. She was 57.

She received her Ph.D. from the University in 1952 and joined the faculty as an instructor in 1960. She was promoted to an associate in 1967, assistant professor in 1972, and associate professor last year.

She is survived by her husband, Niels Haugaard, professor of pharmacology at the University, and a son David who graduated from FAS in 1977.

Contributions in her memory may be made to the American Cancer Society.

Jerome J. Freal, a retired security officer, died January 21. He was 75.

Freal came to the University in 1955 as a watchman in the buildings and grounds department. In 1962 he was promoted to night leader watchman; in 1966 to day leader watchman; in 1968, to a security guard corporal; and in 1970 to security officer. He retired in 1971.

He is survived by his wife, Bernadette Brassell.

On Campus

February 28-March 8

Items for On Campus should reach the ALMANAC office by noon the Thursday preceding desired publication.

28 Thursday

Lectures: The South Asia program sponsors Regula Qureshi of the University of Alberta on *Music and Its Audience in India* at 11 a.m. in Classroom 2, University Museum.

The South Asia Regional Studies program hosts Lord Saint Brides, former deputy commissioner in India, Pakistan, and Australia, when he lectures on *United States and Pakistan Relations* in the West Lounge of Houston Hall from 2 to 3 p.m.

The Departments of Architecture, Art History and Oriental Studies present Dr. Else Glahn, University of Aarhus, Denmark, on *The Modular Architecture of Ancient China's Master Carpenters* in the first floor conference room of Van Pelt Library at 11 a.m. Dr. Glahn has conducted field research in China and will supplement the lecture with slides.

The University Museum sponsors Professor John Ruffe on *The Ancient Egyptians as Tourists and Antiquarians* at 5:45 p.m. in the Rainey Auditorium, University Museum. Admission is \$2 for members and \$3 for the general public.

Movie: The Italian Studies Center will present the rarely shown *An Anthropology of Italian Cinema (Part One)* at 8 p.m. in the Annenberg School Auditorium. A \$1 donation is requested.

Music: The Penn Union Council presents another *Entertainment at Eleven* with bluegrass guitarist Tom Broadbent, performing in the Houston Hall Art Gallery at 11 p.m. Free.

Sports: The women's badminton team battles West Chester at the opponent's nets at 6 p.m., and the men's swim team hosts the EISL at Sheerr Pool through Saturday.

29 Friday

Music: The University Symphony Orchestra will present an all-Copland program in Irvine Auditorium at 8:30 p.m., in honor of the composer's birthday. Aaron Copland will attend the performance, directed by Eugene Narmour.

Performance: Mask and Wig brings its comedy revue, *Daze A Vu*, to the Zellerbach Theatre through March 1. Tickets are available at the Annenberg Center Box Office.

Skating: The University of Pennsylvania Ice Skating Club meets every Friday from 4-6 p.m., at the Class of 1923 Ice Rink. For information, call 471-6241 or F12-8638, evenings or weekends.

Sports: The wrestling team takes part in the EIWA at Lehigh, while the women's basketball team enters the Ivy championships at Yale. The men's squash team hosts the ISA at Ringe Courts through Sunday, while the men's basketball team meets Columbia there at 8 p.m., where they will be joined by the JV squad who compete at 5:45 p.m.

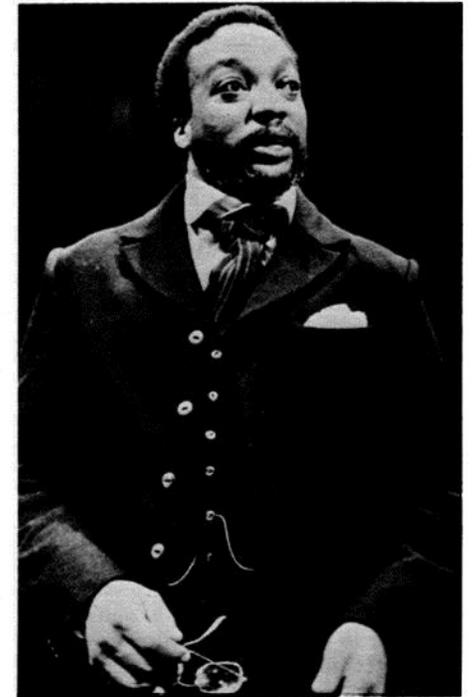
Theatre: The Annenberg Center's Theatre for Children Series offers *The Incredible Feeling Show* through March 1.

1 Saturday

Movie: The Penn Union Council presents Bernstein's *West Side Story* at 8:30 p.m. in Irvine Auditorium for \$1, and revives the protests of the sixties with Arlo Guthrie's *Alice's Restaurant* at midnight for 75c.

Seminar: The Women's Studies Program presents a conference on *Witches and Witchcraft* in the Fine Arts Building. Call Ext. 8740 for information.

Sports: The men's basketball team wraps up their regular season at Cornell at 7:30 p.m. The men's fencing team hosts Cornell and Harvard in Weightman Hall at 1 p.m., with the women's team meeting the same opponents at 11 a.m. The women gymnasts will make Hutchinson Gym the site of PAIAW competition, while the women's indoor track squad goes to Harvard to participate in the EAIAW Championships. Also on the road is the men's volleyball team, who will be squared off against Princeton, Cornell and Queens at Princeton.



Paul Winfield stars as Dr. Thomas Stockmann in 'An Enemy of the People.' The Goodman Theatre production of Henrik Ibsen's play, adapted by Arthur Miller, will be staged in the Annenberg Center's Zellerbach Theatre March 4-15. For ticket information, call Ext. 6791.

Books from Pennsylvania Authors

Abraham Edel: *Analyzing Concepts in Social Science: Science, Ideology and Value*. 351 pages. Vol. 1. New Brunswick, N.J.: Transaction Books. \$14.95 (hardcover).

This volume includes studies on social classes, the unconscious, the city, human rights, dignity, power, ideology, and human nature, among others. There are studies of how to track down value assumptions in social and political science, and law. Throughout, it pinpoints different ways of analyzing concepts and how to analyze comprehensively without falling into school rigidities. Volume II, entitled *Exploring Fact and Value*, is currently in press. Edel is research professor of philosophy.

John M. Fogg, Jr., Edgar T. Wherry, Herbert A. Wahl: *Atlas of the Flora of Pennsylvania*. 390 pages. Philadelphia, PA.: Morris Arboretum of the University of Pennsylvania. \$9.95.

This volume, containing approximately 3000 dot maps showing the distribution of the vascular plants of Pennsylvania, is the culmination of 40 years of work. It is the first

comprehensive work in the flora of the state to be published since 1903. Included are discussions of the geology of Pennsylvania in relation to plant distribution, plants of unusual habitats, geographic relations, and endemic plants. Maps show counties and major physiographic boundaries within the state and are indexed by plant family and genus. *The Atlas* should be of great interest to amateur and professional botanists, ecologists, land use planners, and students. Fogg and Wherry are emeritus professors of botany.

Norma Kahn: *More Learning in Less Time: A Guide to Effective Study for University Students*. Rochelle Park, N.J.: Hayden Book Company, Inc. \$3.95 (paper).

A concise handbook to help undergraduate and graduate students study more quickly and effectively. Subjects covered include: evaluating one's strengths and weaknesses in reading and study; organizing work and budgeting time; adapting to reading and notetaking in an unfamiliar genre or discipline; preparing a research

paper; and improving concentration, motivation, and will power. This book can serve as an ideal handbook for individual students or a basic text for the college reading specialist, counseling psychologist, or tutor who wants to help students improve their study habits. Kahn is adjunct assistant professor of education.

Anna H. Live and Suzanne H. Sandowski: *American Mosaic: Intermediate Advanced E.S.L. Reader*. Englewood Cliffs, N.J.: Prentice Hall. \$8.95.

This book contains 33 short, informative essays on ethnic groups represented in the population of the United States (from the American Indians to the Vietnamese). Each essay is followed by a series of language lessons (grammar, morphology, vocabulary, semantics, paraphrase) based directly on that reading selection, with pertinent explanations as well as practice exercises for students of English as a second language. Live was director of the English Program for Foreign Students and lecturer in Linguistics.

2 Sunday

Alumni Event: It's Alumni Family Day in the Museum, from 1 to 5 p.m. Gallery talks, tours, a marionette show and theatre presentation highlight the program.

Movie: The University Film Series presents *Walkabout*, the story of two children lost in the Australian outback at 2:30 p.m.

Sports: The men's volleyball team travels to George Mason University at 11 p.m.

3 Monday

Lectures: The department of chemical and biochemical engineering presents Dr. Harvey Palmer of the University of Rochester as he lectures on *Spontaneous Interfacial Convections During Steady Evaporation*, in the Alumni Hall of the Towne Building at 3:30 p.m.

The department of the history and sociology of science hosts Dr. Edward W. Constant II from Carnegie-Mellon University on *Ideal-typical Models in the History of Technology* in Smith Hall, Seminar Room 107 at 4 p.m.

4 Tuesday

Blood Drive: The University Hospital conducts a blood drive in High Rise South, 1-7 p.m.

Lecture: The Institute of Neurological Sciences presents Dr. John Nicholls of the neurobiology department at Stanford Medical School on *Regeneration of Synaptic Connections between Identified Leech Neurons in the Central Nervous System and in Culture* in Dunlop B Auditorium in the Medical Education Building at 4 p.m.

Seminars: The physical therapy department features Rebecca Craik on *Visual Guidance and Motor Performance* at 11 a.m. in Room 212, Nursing Education Building.

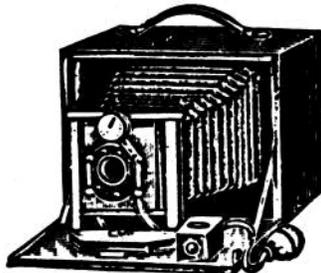
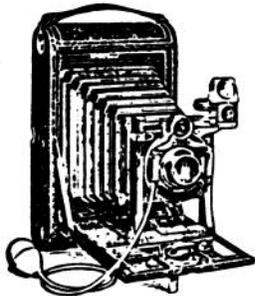
The department of psychiatry presents Dr. Israel Zwerling of Hanneman Medical College on *Role Variations in Normal and Pathologic Families* at 11:30 a.m. in Medical Alumni Hall, University Hospital.

5 Wednesday

Lecture: The Language in Education colloquium series sponsors Charles Dwyer on *Public Language, Private Values in Education* at 7 p.m. in Room B-21, Stiteler Hall.

Movies: International Cinema brings Bertrand Blier's award-winning comedy, *Get Out Your Handkerchiefs* to the International House at 7:30 and 9:30 p.m. Admission is \$2.

Exploratory Cinema will screen two films about filmmaking when it shows *The Director and His Actor* and *Look at Footage Showing Preparation for an Unmade*



Film and Notes for an African Orestes in the Studio Theatre of the Annenberg Center at 7 and 9:30 p.m. Admission is \$1 for students and \$2 general admission.

Seminar: The School of Veterinary Medicine offers *Radiologic Techniques and Evaluation of Acutely Ill and Emergency Patients* at 9 a.m., Faculty Club.

6 Thursday

Lectures: The Women's Faculty Club hosts Anita Summers, assistant chair of the Public Management Unit at Wharton on *The Economic Effects of the Three Mile Island Incident* at 4 p.m.

The South Asia program features Joan Erdman of the University of Chicago on *Changes in the Relationship between Artists, Patron, and Audience* at 11 a.m. in Classroom 2, University Museum.

Movie: *Get Out Your Handkerchiefs* plays at International House at 7:30 and 9:30 p.m.

7 Friday

Movie: Final screenings of *Get Out Your Handkerchiefs* at the International House by International Cinema at 7:30 and 9:30 p.m. A matinee showing is at 4 p.m. for \$1.

Seminar: The School of Public and Urban Policy presents Lawrence White, professor of economics at N.Y.U. on *Managing Health and Safety Regulations: A View from the Inside*, 2 p.m. at the School.

Sports: The men's fencing team is at the IFA at Navy, while the women gymnasts travel to the University of Missouri for the AAW.

8 Saturday

Sports: The women's fencing team participates in the NIWFA Pennsylvania Semifinals at Penn State, while the women gymnasts host a meet with Temple, Maryland, and West Virginia in Gimbel Gym at 1 p.m. The men's indoor track team is at the IC4A's at Princeton through Sunday.

Comparison of Health Insurance and Health Maintenance Options

Rates effective for the plan year May 1, 1980 through April 3, 1980

The following information highlights and compares the six health care programs which are available to University faculty and staff personnel. Every effort has been made to assure the accuracy of the information presented here. IT SHOULD BE KEPT IN MIND, HOWEVER, THAT THIS MATERIAL IS INTENDED TO FACILITATE GENERAL COMPARISON AMONG THE PLANS. DETAILED INFORMATION ABOUT THE SERVICES AND BENEFITS OF EACH PLAN IS PROVIDED SEPARATELY IN THE BOOKLETS AND CONTRACTS OF EACH PLAN. The chart on the right may be used for ease of comparison but should not be considered to be a basis for determining claims eligibility within any particular plan.

Eligible personnel who desire to enroll, end enrollment or change enrollments may do so upon employment, upon completion of six months' service, or during the annual open enrollment period, March 1 through March 14.

Personnel who were enrolled in the University's Blue Cross-Blue Shield B, Major Medical program on or before July 31, 1979, may maintain participation in that plan if they wish or may elect to upgrade their coverage by participation in the new Blue Shield 100 program at the next open enrollment opportunity.

Please note also that continuing participation in Blue Shield B is maintained only for University personnel who were enrolled prior to August 1, 1979.

The Blue Shield 100 plan provides substantially better coverage than the B plan allowances for physician services and medical procedures. Personnel who wish to switch from Blue Shield B to 100 will have a special opportunity to do so during the open enrollment period, March 1-14.

During the March 1-14 open enrollment period subscribers in any group health insurance or health maintenance plan may change enrollment from one plan to another. Open enrollment periods occur only once a year. Health plan contracts are binding on the subscriber for a one year period unless the subscriber leaves his or her employment or moves out of a plan's service area.

Note: The University contributes \$27.78 per month for single and \$80.70 for family coverage in any of the plans for subscribers with six or more months of full-time service.

***Prepaid Individual Practice Association (IPA)—contracts with private physicians' offices located in the community. Medical care is provided in the physicians' own offices.**

****Prepaid Group Practice Plan (PGGP)—a team of personal physicians and medical professionals practice together to provide members with medical care in a multispecialty medical center.**

*****Usual, Customary, or Reasonable**

Benefit Plan Name	Blue Cross/Blue Shield 100/ Major Medical	Philadelphia Health Plan
Abbreviation	BC/BS/MM	P.H.P.
Type of Plan	Hospitalization, medical, surgical service & major medical insurance	**PGPP
Service Area and Emergencies	Guaranteed benefits in any qualified hospital—services of any physician up to UCR***	5 Delaware Valley Counties and Burlington, Camden and Gloucester Counties—Emergency treatment anywhere covered in full
In-patient Hospital	Up to 120 days, Semi-private room with \$5/day co-payment for 1st 10 days	No maximum limit
Out-patient Treatment	Covered at hospital w/in 72 hours of accident or med. emergency—\$5 co-payment	Covered in full
Physician Visits:		
Hospital Office	Covered in full 80% covered Maj Med, \$100 ded	Covered in full Covered in full
Home	21 visits covered if applicant subscriber is totally disabled, \$25 ded	Covered in full
Physician Care:		
Surgery	Covered up to UCR***	Covered in full
Anesthesia	Covered up to UCR***	Covered in full
Consultants	Covered up to UCR***	Covered in full
Laboratory X-ray Cardiogram	Covered in full for diagnostic purposes only	Covered in full
Maternity	Covered up to UCR***	Covered in full
Preventive Medicine, Physical Exam	Not covered	Covered in full
Eye, Ear Exams	Not covered	Covered including refractions. Hearing aids & glasses not covered
Mental inpatient: Hospital	Per year: 30 days per year	30 days per Benefit Period
Physician	30 days per year	30 days per Benefit Period
Mental outpatient: Physician	Up to 50 visits per year, \$12.50 per visit	3 visits covered for diagnostics and evaluation purposes. Next 17 visits \$10 per visit
Dependent Definition	Spouse and unmarried dep. children to age 19 or to age 23 if a full-time student	Spouse and unmarried children to age 19 or to age 25 if a full-time student
Rates (monthly)		
Single	\$32.13	\$44.51
Family	\$93.23	\$115.62
Payroll deduction for subscribers (monthly)		
Single	\$4.35	\$16.73
Family	\$12.53	\$34.92
Payroll deductions for subscribers (weekly)		
Single	\$1.00	\$3.86
Family	\$2.89	\$8.06

Health Service Plan of Penna.	Health Maintenance Organization of Pennsylvania	Greater Delaware Valley Health Care, Inc.	Health Care Plan of N.J.
H.S.P.	H.M.O. of PA	The Health Plan	H.C.P. of N.J.
**PGPP	*IPA	*IPA	**PGPP
5 Delaware Valley Counties in Penna., plus parts of N.J. Emergency treatment anywhere—covered in full	5 Delaware Valley Counties in Penna. Emergency Treatment anywhere—covered in full	Delaware County, contiguous areas Montgomery, Chester and Philadelphia counties. Emergency treatment anywhere—covered in full.	Burlington, Camden, & Gloucester Counties. Emergency treatment anywhere covered in full
No maximum limit	No maximum limit	No maximum limit	No maximum limit
Covered in full	Covered in full. \$5 co-payment for physician services in emergency cases	Covered in full	Covered in full
Covered in full Covered in full	Covered in full Covered \$2 co-pay per visit	Covered in full Covered in full	Covered in full Covered in full
Covered \$7 co-pay per visit	Covered \$5 co-pay per visit	Covered \$5 co-pay per visit	Covered \$5 co-pay per visit
Covered in full Covered in full Covered in full	Covered in full Covered in full Covered in full	Covered in full Covered in full Covered in full	Covered in full Covered in full Covered in full
Covered in full	Covered in full	Covered in full	Covered in full
Covered in full	Covered in full	Covered in full, including well-baby care	Covered in full
Covered in full	Covered in full	Covered in full	Covered in full
Covered including refractions. Hearing aids & glasses not covered	Covered including refractions. Hearing aids & glasses not covered	Covered including refractions for children up to 18. Hearing aids and glasses not covered	Covered including refractions (\$5 co-pay). Hearing aids not covered
45 days per year	35 days per year	60 days per year	30 days per year
45 days per year	35 days per year	60 days per year	30 days per year
30 visits per year 1st 3 visits covered in full. Next 27—you pay \$10 per visit.	20 visits per year. 2 visits no co-pay, next 3-10—\$10 co-pay. Next 10—\$25 co-pay	20 visits per year. 1-3 no co-pay, 4-10 25% co-pay, 11-20 50% co-pay	20 visits per year. 1st 10—no co-pay, next 10—\$10 co-pay
Spouse and unmarried dependent children to age 19 or to age 23 if a full-time student	Spouse and unmarried children to age 19 or to age 23 if a full-time student	Spouse and unmarried dependent children to age 20 or 23 if a full-time student	Spouse and unmarried dependent children to age 19 or to age 23 if a full-time student
\$41.82 \$99.69	\$40.90 \$99.00	\$46.08 \$121.21	\$33.54 \$89.54
\$14.04 \$18.99	\$13.12 \$18.30	\$18.30 \$40.51	\$5.76 \$8.84
\$3.24 \$4.38	\$3.03 \$4.22	\$4.22 \$9.35	\$1.33 \$2.04

Report of the Senate Committee on the Faculty

Criteria and Procedures for the Appointment of Distinguished Professorships

January 15, 1980

The Faculty Senate, on April 19, 1979, approved a report of the Senate Committee on the Faculty (ALMANAC, April 10, 1978) recommending that: recognition of administrative service be distinct from the academic honor of distinguished professorships; that further appointments to Benjamin Franklin and University Professorships be halted; that scholarly achievement in one or more fields be the primary criterion for awarding of distinguished professorships; that a mechanism of appointment involving both internal and external referees be evolved; and that distinguished professors normally should be expected to be in residence and contribute to the teaching and scholarly activities of the campus community.

In this report we recommend specific implementation of the above recommendations.

The matter of nomenclature of "distinguished professorships" concerned us greatly. After considerable effort we returned to the term "University Professor," which is widely used in other universities, recognized and respected. We therefore recommend that the following procedures and criteria be adopted for all future appointments of University Professors.

1. Appointment to an University Professorship shall be in recognition of outstanding scholarly merit and achievement. The criterion of appointment shall be uncommon excellence of research or scholarly contribution, ranking the recipient among the internationally¹ recognized leaders in one or more scholarly fields.

2. Appointments shall be to individuals, on the basis of merit alone, without regard to distribution among schools, departments, or fields, and without regard to distribution by gender, ethnicity or race.

3. The tenure of appointment of an University Professor shall be for the period of the appointee's full affiliation with the University.

4. The salary budget of an University Professor shall remain in the budget of the relevant department, or in the case of an appointee with inter-disciplinary interests, it may be shared by two or more departments in a manner to be negotiated by the relevant deans and departmental chairmen. The salary of an University Professor shall be determined by the provost with the advice of the dean and departmental chairman.

5. University Professors shall normally be expected to be in residence and to participate in both the educational and research programs of the University, although somewhat greater than usual flexibility in the nature of these contributions may be appropriate.

6. The provost shall annually appoint a Faculty Review Panel, consisting of five faculty members. Not more than three of these panelists shall be University Professors or holders of Benjamin Franklin, named, or endowed professorships.

Nominations to University Professorships may originate from the provost or from any qualified source within or external to the University. Nominations to University Professorships may originate from the provost or from any qualified source within or external to the University. Nominations shall be sent to the provost, who shall forward all nominations to the Faculty Review Panel. The Faculty Review Panel shall independently review the merits of the nominee, normally including external assessments, and the Panel shall report its recommendations to the provost. Appointments shall be made by the trustees on the recommendation of the president and the provost.

7. Holders of endowed chairs may be nominated for University Professorships and will be then be considered by the normal review procedures.

Senate Committee on the Faculty:

Herbert Callen (physics); *Elizabeth B. Dussan* (chemistry and biochemical engineering); *Eugene R. Nixon* (chemistry); *Robert E. A. Palmer* (classical studies); *Ellen Prince*² (linguistics); *Roger D. Soloway* (medicine). Ex officio: *Paul Bender* (law), Senate Chairman-elect; *Walter D. Wales* (physics), Senate Chairman.

¹Occasionally the nature of a particular scholarly field may make international recognition unrealistic or inappropriate, in which case comparable standards should be applied.

²See dissenting statement below.

SAC Amendments

The Senate Advisory Committee, in its final meeting of February 5, 1980, accepted the above report in the name of the Senate with the following changes:

Section 3 shall read in its entirety:

3. University Professors must be tenured members of the standing faculty.

Section 6 the second paragraph, the first sentence shall read:

6. Nominations to University Professorships may originate from the provost or from sources within or external to the University.

Dissenting Statement

January 29, 1980

TO: Walter Wales

FROM: Ellen Prince

RE: Distinguished Professorship Proposal

I am in full agreement with everything in the Proposal but have voted against it on account of what I take to be a serious omission: the failure to stipulate that any of the Distinguished Professorships be reserved for individuals whose work has an interdisciplinary nature. Although it is perhaps not appropriate that all D.P.s be earmarked for such persons (as was the case with the Benjamin Franklin Professorships), some subset of them could be, for the following reasons:

1. With few exceptions (e.g. Classics, Philosophy, Astronomy), currently recognized disciplines were at one time interdisciplinary in some sense. Failure to support interdisciplinary work at the present time might well have a freezing—if not to say stultifying—effect on the future academic structure of the University.

2. Departments are by definition 'disciplinary', and it is therefore reasonable to assume that they will choose to make major appointments accordingly, in the absence of any incentive to do otherwise.

3. The University has given strong moral support and encouragement to individuals engaged in interdisciplinary research on campus. A reduction (to zero) of D.P.s earmarked for such work is inconsistent with this attitude.

According to the Rules of the Senate, the above report, as amended, will be sent to the administration in the name of the Senate unless a petition signed by twenty members of the Senate is received within two weeks of the date of this publication.

Exchange Program Set With University of Bologna

The University has joined a consortium of American universities that permits qualified students to spend an academic year at the University of Bologna, Europe's oldest—and one of its most prestigious—institutions of higher learning, and earn University credit. Robert H. Dyson, Jr., dean of the Faculty of Arts and Sciences, announced this week.

Other members of the Bologna Program consortium are Indiana University, University of Wisconsin, and Queens College of the City University of New York.

The Bologna program is open to majors in any field of study at the University. To qualify, applicants must have obtained a 3.0 cumulative GPA, and completed at least second-year level courses in Italian or the equivalent of Italian 4. They must also be

passed in an interview which will include a language competency test.

Applications should be received by March 2, 1980 by Professor Victoria Kirkham, head of the Italian teaching staff in the Department of Romance Languages, 521 Williams Hall/CU.

The 1980-81 Bologna Program tuition fee is \$3,200 per year per student. The fee covers the cost of an intensive orientation session in Bologna, University tuition, round trip air transportation and medical insurance during the time enrolled. The additional expense for room and board and miscellaneous items is estimated at \$300 per month.

Additional information is available from Professor Kirkham or from Mrs. Jitka Kaufman, Study Abroad Advisor, 113 Bennett Hall/D1. The Bologna Program is co-sponsored by the Italian Studies Center.



Affirmative Action Programs for Disabled Veterans, Veterans of the Vietnam Era and Handicapped Individuals (Summary)

TO: All Handicapped Individuals, Disabled Veterans, and Veterans of the Vietnam Era

The University of Pennsylvania is a government contractor subject to requirements which include maintenance and implementation of affirmative action programs for handicapped individuals and qualified veterans.

If you have a handicap or are a disabled or Vietnam Era Veteran and would like to benefit under the University's affirmative action programs, you are invited to identify yourself now or at any time in the future to Arlene Stewart, 130 Franklin Building (243-7285). She is prepared to assist you in employment matters including, but not limited to, appropriate placement, promotion and transfer, identification of possible training opportunities and accommodations the University might make to assist you.

Any information you provide is voluntary, and refusal to provide it will not subject you to any adverse treatment. All information provided will be kept confidential except that (1.) supervisors and managers may be informed regarding restrictions on the work or duties of handicapped individuals or disabled veterans; (2.) first aid personnel may be informed when, and to the extent appropriate, if the condition might require emergency treatment; and (3.) government officials investigating the status of the University's compliance shall be informed.

I hope you will consider identifying yourself as eligible for assistance under the University's programs. A summary of the Plans for Handicapped Individuals and for Disabled and Vietnam Era Veterans follows. Full copies of the Plans are available as stated in the summary.

Gerald L. Robinson
Executive Director of Personnel Relations

I. Introduction

The University, as a government contractor, is required by Section 402 of the Vietnam Era Veteran Readjustment Assistance Act of 1974 and Section 503 of the Rehabilitation Act of 1973 (the "Acts") to take affirmative action to employ and advance in employment qualified disabled veterans, veterans of the Vietnam era, and qualified handicapped individuals. These affirmative action programs have been adopted pursuant to 41 C.F.R. Section 60-250.6 and Section 60-741.6 and will be kept separate from the University's other affirmative action programs.

Availability for Inspection

a) These programs are available for inspection to any employee or applicant for employment upon request. Employees may inspect the full programs between 10 a.m. and 4 p.m. at the Personnel Benefits Office, Room 116, Franklin Building, 3451 Walnut Street, Philadelphia, Pennsylvania 19104, at the Employee Relations Office, Gibson 1, Hospital of the University of Pennsylvania, 3400 Spruce Street, or, by appointment, at the Office of Equal Opportunity, 3537 Locust Walk. Applicants for employment may inspect the full programs between 10 a.m. and 4 p.m. at the Personnel Relations Employment Office, Room 130, Franklin Building, or between 8 a.m. and 4:30 p.m. at the Employment/Recruitment Office, Gibson 1, Hospital of the University of Pennsylvania, 3400 Spruce Street.

b) A notice of availability of these programs is posted on the personnel relations bulletin boards throughout the campus. All qualified individuals are invited to identify themselves so that they can take full advantage of these programs. An invitation from the Executive Director of Personnel Relations is contained in this issue of ALMANAC, and will be enclosed in each employees' next paycheck.

II. Affirmative Action Policy, Practices and Procedures

The University of Pennsylvania recognizes its obligation under the Acts and will take affirmative action to employ and advance in employment qualified individuals at all levels of employment. Such action will apply to all employment practices, including but not limited to hiring, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training.

Applications or personnel files of each handicapped individual and qualified veteran are annotated to identify each vacancy, promotion, and/or training program for which he or she was considered, and reasons for rejection if not successful. Accommodations made by the University to assist the person in employment are noted. Job qualifications are reviewed to ensure that physical or mental job qualification requirements are job related and are consistent with business necessity and the safe performance of the job.

The University communicates internally its obligation to engage in affirmative action efforts to employ qualified individuals, to foster understanding and support among University executive, management and supervisory personnel as well as other employees and to encourage such people to take the necessary action to aid the University in meeting its obligation.

The University enlists the assistance and support of recruiting sources including the state employment service, the Veterans Administration regional office, the offices of the National Alliance of Businessmen, Vet-Reps, and VCIPS, the service officers of national veterans groups active in Philadelphia and local veterans groups, and state vocational rehabilitation agencies, state education agencies and labor organizations of or for handicapped individuals.

The Offices of Personnel Relations and Personnel Management and Employee Relations review the employment records of employees who self-identify in order to determine the availability of promotable and transferrable qualified individuals employed at present and determine whether their present skills are being fully utilized or developed.

The University notifies, in writing, vendors and suppliers as to these policies and requires appropriate action on their part.

III. Internal Dissemination Policy

The policies contained in this plan are internally disseminated as follows:

a) They are included in the University of Pennsylvania *Personnel Policy Manual* and the Hospital of the University of Pennsylvania's *Personnel Information Manual*.

b) A summary of the plans is publicized

annually in ALMANAC and in *HUPdate*.

c) Meetings are held with management and supervisory personnel to explain University policy and their responsibilities under it to implement these programs.

d) Union officials are informed of the policy and non-discrimination clauses are contained in all contracts.

IV. Responsibility for Implementation

The Director of the Office of the President is the director of these affirmative action plans. His name appears on all internal and external memoranda regarding the plans.

The director's responsibilities and activities include:

a) Advising Supervisors that their work performance is being evaluated on the basis of among other criteria, their affirmative action efforts and results, and that the University will not permit harassment of employees placed under the plans.

b) Identification of problem areas in conjunction with management and known handicapped individuals, particularly with respect to accommodations requirements.

c) Design and implementation of audit and reporting systems that will:

1) Measure effectiveness of the University's programs;

2) Indicate need for remedial action;

3) Determine degree to which the University's objectives have been attained;

4) Determine whether the University's educational, training, recreation and social programs have been open to all;

5) Determine that all parts of the University are in compliance.

d) Serving as liaison between the University and the Office of Federal Contract Compliance Programs.

V. Development and Execution of the Affirmative Action Programs

a) Job qualification requirements are made available to all members of the University management involved in recruitment, screening, selection and promoting of applicants for employment or employees at all levels and to selection of committee members when appropriate.

b) The University carefully selects and trains all personnel involved in recruitment, screening, selection and related processes to insure their commitment to these plan and affirmative action programs pursuant thereto.

c) Formal briefing sessions will be held at the University for representatives of recruiting agencies and sources. Further, formal arrangements will be made for referral of applicants, follow-up with agencies and sources and feedback on disposition of applicants, as well as active participation in job fairs for handicapped individuals.

d) A special effort will be undertaken to include on the personnel relations staff handicapped individuals and qualified veterans.

e) Efforts will be made to participate in work-study programs with rehabilitation facilities and schools which specialize in training or educating handicapped individuals and veterans.

f) The University will endeavor to continue or establish on-the-job training programs.

Guidelines and Integrated Statement of the University of Pennsylvania Policy on Conduct of Sponsored Programs

The proposed guidelines on gifts, grants, and contracts, printed below, were prepared by an ad hoc committee chosen from the 1978-79 members of the Senate Committee on Administration and the Council Committee on Research. The current proposal is a revision of an earlier version which appeared in the April 24, 1979 issue of *ALMANAC*. Many of the statements regarding grants and contracts reflect existing University policy as published in the "Integrated Statement of University Policy on Conduct of Research Programs," published as Appendix I (p. 95) of the *Research Investigator's Handbook* (1977). Many of the statements which pertain specifically to foreign donors reflect policies suggested by the "Interim Guidelines for Acceptance of Gifts, Grants, and Contracts" which appeared in the *ALMANAC* issues of September 9, 1978 and December 20, 1979.

University Council will discuss these proposed guidelines at its meeting of March 19, 1980. Since at least some aspects of the proposal may be controversial, it is important to have comments and suggestions prior to that meeting. These may be directed to Robert Lorndale, Associate Secretary of the Corporation, 121 College Hall/CO, or the Speaking Out section of *ALMANAC*.

Walter D. Wales
Chairman, Steering Committee
University Council

A. Roles and Responsibilities of the University and its Faculty

1. The University accepts as one of its major responsibilities to society the maintenance and support of the programs of its faculty for the purpose of acquiring and disseminating new knowledge in all fields of interest lying within the faculty's competence. When such programs of study and research are carried out by members of the faculty acting individually their freedom from restraints by the University is absolute and should remain so. The University imposes no limitations on the freedom of the faculty as individuals in the choice of fields of inquiry, or the media of public dissemination of the results obtained.

It is the obligation of a faculty member to make freely available to his colleagues and to the public the significant results he has achieved in the course of his inquiries. The University expects that individuals and groups will devote their efforts primarily to their fields of professional competence, and that they will assume full responsibility in the public dissemination of their results through appropriate media to ensure their maximum utility and to minimize the propagation of error.

B. Roles and Responsibilities for Externally Sponsored Programs

1. Research programs sponsored by individuals or organizations outside the University often involve participation by the corporate University as a party to a contract or administrator to granted funds. In this context, the correlative roles and responsibilities of the University and its faculty members imply that the University should

participate in this manner whenever the purpose of the research program, from the point of view of the faculty member-investigator, is academic—acquiring and disseminating new knowledge. The University, while administratively linked to sponsored research efforts, must avoid limiting the freedom of its faculty in the choice of fields of inquiry or the media of dissemination. It does, however, impose a standard of normal academic procedure in the relevant discipline with respect to the public dissemination of results in a manner usual in the particular field. It further requires that the purposes of the research be academically worthy and that the project conform to the needs and priorities of the University and to University principles of academic freedom and non-discrimination. This reference to normal academic processes in the relevant discipline permits the University scrupulously to avoid any regular institutional judgment as to the choice or validity of subjects for or methods of investigation. It does this by placing complete reliance upon the free choice of its faculty members. It thus posits and requires the independence of its faculty members and their research decisions from control or pressure. It seeks to maintain that independence even from University supervision because of the fundamental belief that the essential functions of a university can only be accomplished by freely permitting capable scholars to follow the hunt for truth wherever it seems to them to lead.

2. Research projects carried on under contracts or grants generally involve substantial participation of graduate students in degree-related research. It is desirable that they should do so, and indeed such furtherance of graduate and postgraduate education is an additional indication of the academic purpose of a project. The standard of free publication is no less fundamental to these educational purposes.

3. It is recognized as well that the expertise represented by the faculty and staff of the University may be called on from time to time to undertake activities which are applications of prior knowledge rather than the acquisition of new knowledge. Such projects, especially when they serve a clear public interest, are also a proper function of the faculty and University provided that they constitute at any given time (apart from a national emergency) only a small fraction of the scholarly effort of the University and faculty.

4. In its role as the beneficiary of gifts as well as the recipient of grants and contracts, the University must preserve the right to accept only that support which does not in any way compromise the freedom of inquiry of its faculty, the integrity of its scholarship or its commitment to non-discrimination.

5. The University further recognizes its responsibility to the faculty by promoting a research environment in which unrestricted scholarship and freedom of inquiry may continue to thrive. As part of that responsibility, it recognizes that such an environment requires an active policy on its part in which the financial benefits generated directly and indirectly by the research activity of

the faculty are shared between the University and faculty in an open and collegial relationship.

C. Guidelines for Contracts, Grants and Gifts

The guidelines take cognizance of several types and sources of external financial support, and provide for slightly divergent review procedures appropriate to each. Grants and contracts from domestic sponsors will share with those from foreign sponsors a common assessment of academic worthiness by those members of the University Community best able to fulfill this function. In view of the possibility that foreign sponsored programs may have consequences which might subsequently work to the disadvantage of the University, such programs will require special review by the Provost. Gifts, whether from foreign or domestic sources, will be reviewed by the Provost to determine whether they will have an impact on academic programs of the University. The nature of these reviews as well as the rationale for the decisions to be made follow:

1. Academic Evaluation of Sponsored Programs

If the University is to avoid limiting the freedom of its faculty in the choice of fields of inquiry or the media of dissemination, approval cannot be denied if the proposed research follows the standard of normal scholarly procedure in the relevant discipline, and if the proposal is in accord with the academic plans of the University. The purposes to be served must be academically worthy, in accord with the needs and priorities of the University, and not impediments to the achievement of other academically worth aims or programs.

All proposals for grants, contracts, and other cooperative agreements must be approved by the appropriate department chairman, the Dean of the School, and the Vice Provost for Research acting for the Provost. Such approval shall be considered to establish that the proposal is academically worthy and consistent with normal scholarly processes in the relevant discipline. Where such programs lie outside the normal departmental or school structure the Vice Provost for Research acting for the Provost has a special responsibility to assure that an appropriate academic review has been made.

2. Implementation and Administration

Responsibility for the execution of University policy and the decisions as to compliance with this policy is delegated to the Vice Provost for Research, who acts with the advice of the Council Committee for Research.

It is the duty of the Vice Provost for Research to submit for consideration by that committee any proposed research contracts or grants which may raise any question of possible non-compliance with University policy. In addition, any officer of the University whose contract requires him to approve or sign a contract or grant may request the Vice Provost to submit a project to the committee for its consideration; the Vice Provost



shall submit to the committee any project or project proposal for which such a request is made. In addition, the Vice Provost shall submit to the committee any proposed contract or grant which in his judgment may involve agreement, understanding, or reasonable anticipation that (a) any of those working on the project will be required to have or receive the "clearance" of anyone outside the University (whether government or private) for employment on the project or for access to material relevant to it, or (b) that the investigators will feel called upon to submit the results of their research for clearance by anyone outside the University (whether government or private) prior to submission for publication.

Such reference to the faculty committee, and committee consideration and recommendation regarding a project, shall precede any commitment, formal or informal, for University participation. The committee may at any time be requested to review an existing contract which may present a substantial question of conformity with University policy and recommend appropriate action.

In accord with the objective that the freedom of inquiry shall never be abrogated, the committee shall in no circumstances consider the soundness of the subject matter of any research project submitted for consideration.

3. Sponsor Identification

a. The University requires open identification of the actual sources of funding for all sponsored programs and will so advise potential sponsors at the time a proposal for funding is submitted. In order to assure adherence to this principle, the Office of Research Administration shall receive copies of all proposals and shall make public at regular intervals the sources of support for each program including a title, name of sponsor, name of principal investigator, period of agreement, and funding amount. This provision is not to be construed as prohibiting anonymous gifts when in the judgment of the Provost such anonymity is an essential condition of the award to the University. Anonymous gifts and grants will be honored in the spirit with which they are bestowed when in the opinion of the Provost such awards are both necessary and beneficial to the University's academic plans.

b. No donor or grantor shall have control, direct or indirect, over a program or project beyond that implied by mutually agreed upon requirements for financial accountability and preservation of the donor's or grantor's rights in data and/or patents. The terms of the gift, grant or contract shall clearly reflect the true relationships of the parties. In the absence of exceptional circumstances described in paragraph 12e, funding agencies are not permitted to occupy any supervisory or directing role in the progress and development of research at the University or to exercise influence on the manner in which research data are obtained or valued or on the conclusions to be reached. This is without prejudice to the University's right to invite outside advice on its operations. When the agency financing a research program is also the source of data necessary for its pursuit then this rule becomes particularly sensitive and its operations should be closely scrutinized by the investigator concerned, and by appropriate faculty committees and administrative officers.

4. Academic Freedom and Non-Discrimination

a. No conditions may be attached to the gift, grant or contract that would in any way jeopardize the University's commitments to the principles of academic freedom and non-discrimination.

5. Dissemination of Results

b. Other than in exceptional circumstances described hereafter, the University as a corporate entity will accept and administer research agreements only for projects whose primary purpose is to produce results which will be freely available and publishable in the manner accepted in the relevant discipline. All agreements for research projects should clearly state that faculty investigators retain full and free rights to determine what they will publish. These publications may suitably protect the identity of the sponsor and its proprietary or confidential input data according to normal standards of professional ethics. It is also understood that the terms of an agreement may require the preparation of privileged reports to the sponsor as long as the principal purpose of the project is the generation of results that are freely publishable.

b. The University may permit delay (normally not to exceed three months) but not *not* denial of publication for the following reasons:

1) if a project involves the use of privileged input data of the sponsor;

2) if a project is only one task or element of a larger program, and release of results must be coordinated with others; or

3) if a project involves the development of an invention which may be patentable.

6. Personnel Policy

a. Any academic appointment supported by gifts, grants or contracts shall be made in accord with established University procedures. Procedures and criteria for the appointment of academic staff are crucial to the independence of the University. No part of this responsibility can be surrendered to, or shared with, an external agency. The University will not accept any arrangement whereby an outside agency may place or appoint faculty members or others who play a role in the formulation of academic policy at the University.

b. If any person should be nominated for any position on the campus as a result of his connection with, or designation or suggestion by, an outside agency, that appointment must pass through all normal procedures applicable to that position; throughout those procedures full disclosure shall be made of the individual's relation to the outside agency. Academic merit shall be the primary and dominating criterion for such appointment.

c. In work which does not involve privileged information, no outside agency shall have the right to determine that particular individuals employed by the University shall be excluded from participation for reasons other than insufficient competence.

7. Financial Obligations and Risks

a. Acceptance of the gift, grant or contract should entail no University financial obligations in the present or any time in the future except those known and judged to be worth the expenditure or financial risk. The Vice President for Budget and Finance, the General Counsel of

the University and the Office of Research Administration shall be consulted where appropriate to assure that this condition is met. Final approval of any proposal which presents uncertain risks shall rest in the Office of the Provost.

8. Contracts with the Federal Government

a. The above principles apply with equal force in relation to all outside agencies. Agencies of the Federal Government are of particular importance because of the magnitude of their support of research, their relations to political, military and economic problems, and their importance to health and general welfare. The engagement in appropriate roles of faculty talent on the great problems that confront our society and Government is surely in the interest of us all.

b. The breadth of its responsibilities and the extent to which Government must operate through formal structures of laws and regulations inevitably produce rigidities with more pervasive impact than can be expected from other agencies. Its machinery for guarding its military and other secrets, the system of security classification and clearance, is thus far more elaborate and ramifying than any other body's; it alone employs full-scale investigation and advance official designation of individuals eligible to deal in any way with such material. When combined with the scale and scope of Government research activities, these procedures pose a special problem for the University, particularly since in the course of their normal academic activities, some faculty members may require access to classified data.

c. A reasonable solution, practiced by a few of our sister universities, more properly treats the problem as a matter of individual access to information. Under it, university personnel who wish and require classified information obtain it by direct arrangement with the interested agency, often as cleared and unpaid consultants. They may write any classified reports strictly in this individual capacity. The contracts that support their academic research are entirely independent of this individual arrangement and are completely unclassified. The university is thus freed from involvement in faculty clearance, clearance of officers, clearance of students and from classified theses and reports. Problems of restrictions on scholarly enterprise and output on security grounds therefrom seldom arise. Since the system described above has decided advantages for the academic community it shall be the policy of the University of Pennsylvania. In implementation of this policy, the following rules shall be observed:

1) University personnel and students who determine that they require access to classified data for the more effective pursuit of their academic research may, as individuals, apply for and receive security clearances and therefore become individually responsible legally for classified data under applicable federal statutes. In their individual capacity they may prepare classified or restricted reports for sponsoring agencies. Faculty members are urged to make this decision with great care since it is clear that restrictions of their ability to communicate freely with colleagues, research students and classes may result in their diminished participation in the academic community.

2) The University will in no event require or suggest that any faculty member, student, or

(continued on page 12)

(continued from page 11)

academic or other policy-making officer obtain Government security clearance, nor will it exercise any initiative in seeking clearance for any such person; it will not be a party in imposing any disadvantage upon any such person because he seeks, or refuses to seek, or fails to secure security clearance (and will, indeed, seek to minimize any such adverse effects from others).

3) In view of the foregoing policy on publishability and rule on security clearances, the University does not accept contracts or grants that carry or may be reasonably expected to acquire formal security notification. Officials of the University not longer have a "need to know" the detailed content of any classified input data received by individually responsible professors nor any responsibility in the administration or execution of classified contracts.

9. Contracts with Commercial Organizations

a. The University feels that it is desirable for members of its faculties when they so wish to work with commercial and industrial concerns in appropriate investigative work. The special circumstances of such joint efforts however, require the following rules in addition to those generally applicable to externally sponsored research programs:

1) All such contracts will be approved by the Chairman of the Department and Dean or Director of the School, and the Vice Provost for Research only if they are convinced of the good faith of the commercial firm.

2) It is the responsibility of department heads to insure that work of this character is not permitted to become of such magnitude as to give an unduly commercial aspect to the activities of their department.

3) No publicity by the commercial firm is to be given to the results of the work without approval of the University. All advertising or publicity matter based on an investigation at the University of Pennsylvania is subject to the approval of the head of the department in which the work is done, the Dean of the School and the Vice Provost for Research insofar as the advertising or publicity material refers to or is an interpretation of work done at the University.

4) The name of the University of Pennsylvania is not to be used in advertising or publicity material unless authorized by the President. The names of the investigators are to be mentioned only in literature references.

5) Reprints of such publications as result from collaborative work are to be distributed by the University and not by the firm.

b. If relevant investigations sponsored by the firm are previously in hand in other schools or institutions, the nature and extent of these undertakings must be known by the University prior to the acceptance of collaborative work in the same field between the University and the firm. Likewise, if in the course of the investigation the firm should wish to enlist the assistance of another school or institution and to undertake related lines of investigation of the same problem, the University should be apprised of this intent and consulted in connection with it should the firm wish the work in progress at the University of Pennsylvania continued.

10. Service Contracts

The expertise represented by the faculty and staff of the University may be called on from time to time to undertake activities which are applications of prior knowledge rather than the acquisition of new knowledge. Such services might include training programs, management studies, or material and product testing. Projects providing these types of services, especially when they are in the public interest, are also a proper function of the faculty and the University. However, such projects must remain a small fraction of the overall scholarly effort at the University.

The Vice Provost for Research shall monitor the magnitude and distribution of service contracts throughout the University, and report, at least once each year, the results of this survey to the Provost and to the Committee on Research.

11. Exceptional Public Need

The University may participate in contract or grant arrangements not otherwise acceptable under University policy when the urgent needs of the local, national or international community call for the services of the University. This will occur only upon approval by the President of the University after consultation with the departments involved and with the consent of the Committee on Research. That Committee shall periodically review these arrangements. Only in a national emergency proclaimed by the President of the United States shall the aggregate of such contract or grants in a particular department or school constitute an appreciable portion of total research contracts and grants in that department or school.

12. Foreign Sponsors and Donors

a. Foreign sponsors and the University will jointly sign the following statement indicating compliance with the non-discriminatory policy of the University:

The undersigned agree that in the course of fulfilling the agreement accompanying this statement they will practice no discrimination on grounds of race, religion or sex with respect to University members. Any such discrimination will be regarded as a breach of the agreement and will relieve the University and its employees of their obligations under the agreement.

b. Agreements involving foreign sponsors shall be reviewed for academic worthiness by the appropriate members of the academic community using standards identical to those applied to domestic programs. Academic programs must be distinct from parochial or ideological advocacy. Foreign donors should be informed fully and explicitly of the commitment to scholarly diversity.

c. Concurrently with their approval for academic worthiness, proposals involving foreign sponsors will be reviewed by the Provost to determine that such agreement will not result in compromising the University's academic integrity. To carry out this responsibility the Provost may ask for advice from a special committee consisting of: the chairpersons of the Senate Committee on Academic Freedom and the Council Committee on Research, the Coordinator of International Programs and three additional members selected by the Provost on the basis of their extensive experience in field work in foreign settings.

d. The Provost will arrange to have the results

of his review of foreign sponsored programs published in the next forthcoming issue of the ALMANAC. The publication will include:

- 1) Sources of support
- 2) Name of sponsor
- 3) Name(s) of principal investigator(s)
- 4) Period of agreement
- 5) Funding amount
- 6) A brief outline of the project

e. Foreign sponsored grants and contracts of two distinct types are recognized: those in which the research is performed at the University and those where the research is performed abroad. For projects which are based and conducted in foreign countries it is recognized that circumstances may require a waiver of some of the guidelines to conform with the special conditions required for work performed abroad. The Provost shall, when in his judgment it is requisite, permit waivers for conditions dealing with selection of personnel participating in data gathering, clearance of research findings with external authorities, and non-discrimination commitment by the sponsor. Waivers will not be given which would deny freedom of publication or for appointment to positions in the University by any procedure other than those normal for that position.

Ad Hoc Committee on
Research Guidelines:

William M. Ayers, Alexander M. Capron, Peter J. Conn, Jean Crockett, Leigh Lisker, Peter M. McCleary, Franklin C. Southworth, Donald C. Wright; Howard M. Myers and Walter D. Wales, co-chairmen.

(Revised January 17, 1980)

Proposed Changes in the Guidelines to be discussed in University Council

I have submitted to University Council a number of suggested changes in the proposed Guidelines ... on Conduct of Sponsored Programs. The changes are in Section C.12, relating to foreign-sponsored programs.

Section C.12 represents a substantial retreat from the interim guidelines (published in ALMANAC September 12, 1978 and December 20, 1979) which required, *inter alia*, that:

- (1) a description of a foreign-sponsored program shall be published in ALMANAC at least two weeks prior to final approval;
- (2) all such programs shall be reviewed by a "broadly based faculty student committee";
- (3) "sponsors shall be required to provide written assurances...that the program under sponsorship shall be nondiscriminatory in all its respects."

Paragraph C.12(d) of the proposed guidelines removes the requirement of prior publication; instead, a description of the program would be published *after* the Provost's review has been completed, too late for the review committee to



receive input from interested individuals. Paragraph C.12(c) makes review by the committee optional, not mandatory ("the Provost *may* ask for advice"), and stacks the review committee rather heavily with people who have "extensive experience in field work in foreign settings." Paragraph C.12(e) would allow the Provost to permit waiver of some of the guidelines, including the non-discrimination commitment by the sponsor.

The suggested changes which I have submitted would restore the requirement of prior publication, would restore the requirement of a mandatory review by a committee and would permit waivers provided the Provost publishes his reasons for granting the waiver(s). This procedure would not be cumbersome, nor would it permit an individual unduly to delay approval of a proposal. The number of foreign-sponsored proposals is very small, and in an uncomplicated case the committee can do its work in a few minutes. Recent experience has shown that "complicated" cases can give rise to a variety of very serious questions, and that input from members of the University community helps a review committee to identify and clarify the issues which are involved. Such input could generally not occur without prior publication of a description of the proposal. A controversial case may involve a serious conflict between a faculty member's proposed activities and traditional values of the University. The committee which reviews such a case should have a composition broad enough to ensure adequate representation of all the legitimate interests which are involved. For example, if the University allows a foreign sponsor to exclude certain University personnel from a research project, it is permitting that sponsor to influence (however indirectly) the excluded individuals' chances for professional advancement within the University. In such a case some degree of public scrutiny of the proposal is surely warranted, and the requirement that the Provost explain his reasons for granting the waiver is not excessive.

The term of the suggested changes is appended.

—Michael Cohen,
Professor of Physics

Proposed Changes from Prof. Cohen

In Section C.12, instead of present paragraphs (c) and (d), substitute:

c. Concurrently with their approval for academic worthiness, proposals involving foreign sponsors will be reviewed by the Provost to determine that such agreement will not result in compromising the University's academic integrity. In carrying out this responsibility the Provost shall receive advice from a special committee ("Provost's Committee") consisting of: the chairpersons of the Senate Committee on Academic Freedom and the Council Committee on Research, the Coordinator of International Programs, and at least three additional members to be nominated by the Provost and approved by the Steering Committee of University Council. The Provost's nominees shall serve for a one-year term and may be nominated for one or more additional terms.

d. Prior to the Provost's review of a foreign-sponsored program, a brief description of the proposed program shall be published in the ALMANAC, including:

- 1) Sources of support
- 2) Name of sponsor
- 3) Name(s) of principal investigator(s)
- 4) Period of agreement
- 5) Funding amount
- 6) A brief outline of the project
- 7) Either a statement that the program is expected to conform with all of these guidelines, or a statement that the program will require a waiver of some of these guidelines [vide: paragraph (e)].

The complete text of the proposal (with salaries of individual investigators deleted, if deemed appropriate) shall be available for inspection at a designated location. Interested members of the University community may submit written comments on the program to the Provost and to the Provost's Committee, and may, at the pleasure of the Committee, be invited to appear personally before the Committee. The results of the Provost's review, or a reasonable summary thereof, shall be published in the ALMANAC. If the Provost has permitted waiver of any of these guidelines, the publication shall include a statement of his reasons for doing so.

—M. Cohen

Appointments

Following are APPOINTMENTS approved by the trustees between September 27, 1979 and October 18, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for secondary appointments, the primary appointment appears within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to ALMANAC supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

School of Dental Medicine Secondary Appointments

Dr. Alvin Morris, professor of dental care systems.

Graduate School of Education Standing Faculty

Dr. Frank I. Goodman, professor of law.

Faculty of Arts and Sciences

Morris S. Arnold, professor of law.

Mr. Martin Biddle, professor of anthropology.

Dr. Ralph Ginberg, associate professor of regional science.

Dr. Charles E. Rosenberg, professor of history.

Dr. Gillian Sankoff, associate professor of linguistics.

Dr. Robert Schuyler, associate professor of American civilization.

Dr. Nathan Sivin, professor of Oriental studies.

School of Medicine Standing Faculty

Dr. Timothy Boyle, assistant professor of pediatrics.

Dr. John F. Ledlie, assistant professor of medicine.

Associate Faculty

Dr. Jerome H. Kaufman, clinical assistant professor of medicine.

Dr. Jacqueline Oler, research assistant professor of biostatistics in research medicine.

Dr. John R. Scott, clinical associate professor of radiology and clinical associate professor of radiology in pediatrics.

Dr. David A. Soskis, adjunct assistant professor of psychiatry.

Dr. Andrea K. Vangor, assistant professor of anatomy in animal biology.

Secondary Appointments

Dr. David Elder, visiting assistant professor of pathology in medicine.

Dr. Shira Krametz, research assistant professor of epidemiology in pediatrics.

Dr. Russell C. Maulitz, assistant professor of history and sociology of science in medicine.

School of Nursing Associated Faculty

Dr. Suzanne Goren, clinical assistant professor of nursing.

School of Veterinary Medicine Standing Faculty

Dr. Gail Smith, assistant professor of orthopedic surgery in clinical studies.

Associated Faculty

Dr. Hugh B. Lewis, adjunct associate professor of clinical laboratory medicine.

Secondary Appointment

Dr. Ruth Leventhal, associate professor of parasitology in pathobiology.

(continued on page 14)

Summer Institute for Women in University Administration

The Summer Institute for Women in Higher Education Administration celebrates its fifth year this July. Co-sponsored by HERS Mid-Atlantic, a resource center for women in higher education, and Bryn Mawr College, the month-long residential program is set for July 6-30 on the Bryn Mawr campus.

Curriculum for the program includes institutional governance and planning, finance and budgeting, management and leadership skills, and administrative computing applications. Attention will be given to career planning, mentor relations and

other support networks.

Fourteen women from the University have attended past Institutes. Applicants are sponsored and funded by their home departments or centers with formal nominations being made by President Meyerson.

Complete details and application forms are available at the HERS office, 3601 Locust Walk/C8 (the CA Building), Ext. 5426. Applications should be submitted to James A. Spady, executive assistant to the president, 100 College Hall/CO, no later than March 15.



(continued from page 13)

Wharton School Standing Faculty

Dr. Stephen A. Meyer, assistant professor of finance.

Following are APPOINTMENTS approved by the trustees between November 8, 1979 and November 29, 1979.

Graduate School of Education Secondary Appointments

Dr. Catharine Drew Faust, assistant professor of American civilization.

Faculty of Arts and Sciences

Standing Faculty

Dr. Christopher M. Dennis, assistant professor of English.

Secondary Appointments

Mr. James O. Freedman, professor of public law in political science.

Dr. Arthur H. Johnson, assistant professor in geology.

Dr. Aron Katsenelinboigen, research professor in regional science.

Dr. Arnold Thackray, professor of history.

School of Medicine

Associated Faculty

Dr. Ronald Savarese, clinical assistant professor of surgery.

Dr. Hugh G. Watts, professor of orthopaedic surgery.

Secondary Appointments

Dr. Norman Brown, professor of materials science and engineering in orthopaedic surgery.

Dr. Douglas B. Cines, assistant professor of medicine in pathology.

Dr. Martin Morad, professor of physiology in medicine.

Dr. Donald F. Patterson, professor of human genetics.

Dr. David T. Rowlands, Jr., professor of medicine.

Dr. Elias Schwartz, professor of pediatrics in human genetics.

Dr. Willys Silvers, professor of pathology.

School of Nursing

Standing Faculty

Dr. Joan Grindley, assistant professor of nursing.

Promotions

The following PROMOTIONS were approved by the trustees between September 27, 1979 and October 18, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member received tenure. Under the listings for promotions in secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to ALMANAC supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

School of Dental Medicine

Associated Faculty

Dr. Harold Bulitt, to clinical assistant professor of restorative dentistry.

Dr. William J. McDonnell, to clinical assistant professor of restorative dentistry.

Dr. Richard Pfeiffer, to clinical assistant professor of restorative dentistry.

Dr. Martin Phillips, to clinical assistant professor of restorative dentistry.

Dr. Solomon L. Shore, to clinical assistant professor of restorative dentistry.

School of Medicine

Associated Faculty

Dr. Arnold V. Davis, to clinical associate professor of surgery.

Dr. John W. Foreman, to clinical assistant professor of pediatrics.

Dr. Joseph S. Janicki, to research associate professor of medicine.

Dr. Russell C. Raphaely, to associate professor of anesthesia at Children's Hospital.

School of Engineering and Applied Science

Standing Faculty

• *Dr. Elizabeth Dussan V.*, to associate professor of chemical and biochemical engineering.

The following PROMOTIONS were approved by the trustees between November 8, 1979 and November 29, 1979.

School of Medicine

Associated Faculty

Dr. Joseph S. Karp, clinical assistant professor of ophthalmology.

Dr. Richard B. Kent, clinical assistant professor of ophthalmology.

Dr. Robert Kirschner, clinical assistant professor of ophthalmology.

Dr. Alan Rubin, clinical associate professor of obstetrics and gynecology.

Dr. Bernard Schneider, clinical assistant professor of ophthalmology.

Dr. Dennis A. Silage, research assistant professor of medicine.

Dr. Barry Walker, to adjunct associate professor of medicine.

Wharton School

Standing Faculty

Dr. Anthony M. Santomero, to professor of finance.

Leaves

The following LEAVES were approved by the trustees between September 27, 1979 and October 18, 1979. Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected in the listing below.

School of Engineering and Applied Science

Standing Faculty

Dr. John W. Carr III, professor of electrical engineering, fall 1979.

Faculty of Arts and Sciences

Dr. Djavad Salehi-Isfahani, assistant professor of economics, academic year 1979-80.

Graduate School of Fine Arts

Standing Faculty

Dr. Gilbert Cass, associate professor of architecture, fall 1979.

Dr. William C. Grigsby, professor of city and regional planning, spring 1980.

Law School

Standing Faculty

Mr. John O. Honnold, William A. Schnader professor of commercial law, academic year 1980-81.

School of Medicine

Associated Faculty

Dr. Larissa T. Bilaniuk, associate professor of radiology, from January 1, 1980 to June 30, 1980.

Dr. Robert W. Mack, assistant professor of pediatrics, for one year effective August 1, 1979.

Wharton School

Standing Faculty

Dr. Peter Lorange, associate professor of management, for the academic year 1979-80.

The following LEAVES were approved by the trustees between November 8, 1979 and November 29, 1979.

Graduate School of Education

Standing Faculty

Dr. Shirley B. Heath, associate professor, for spring term 1980.

School of Engineering and Applied Science

Standing Faculty

Dr. Samuel D. Bedrosian, professor of electrical engineering, for the academic year 1980-81.

Dr. Alan L. Myers, professor of chemical engineering, for the fall term, 1980.

Dr. John A. Quinn, Robert D. Bent professor in chemical and biochemical engineering, for the fall term, 1980.

Dr. Herman Schwan, professor of electrical engineering, for the academic year 1980-81.

Faculty of Arts and Sciences

Standing Faculty

Dr. Willy DeCraemer, associate professor of sociology, for the academic year 1980-81.

Dr. Paul M. Lloyd, professor of romance languages, for the spring term 1981.

Dr. Ellen F. Prince, associate professor of linguistics, for the academic year 1980-81.

School of Medicine

Standing Faculty

Dr. Reuben E. Kron, associate professor of psychiatry, from November 1, 1979 to January 31, 1980.

Dr. William J. Mellman, professor of human genetics and pediatrics, for one year starting July 1, 1980.

Dr. Giuseppe G. Pietra, professor of pathology, from November 1, 1979 to February 28, 1980.

The School of Nursing

Standing Faculty

Dr. Mary Ann Lafferty, assistant professor of nursing, medical leave for the academic year 1979-80.

School of Veterinary Medicine

Dr. Gustavo D. Aguirre, associate professor of ophthalmology, from September 1, 1980 to August 31, 1981.

Wharton School

Standing Faculty

Dr. Jean Crockett, professor of finance, for the academic year 1980-81.

Dr. Richard Herring, associate professor of finance.

Dr. Richard Marston, associate professor of finance.

Opportunities

The following listings are condensed from the personnel office's bulletin of February 21. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some positions may no longer be available.

Bulletin boards at several campus locations list full job descriptions. New listings are posted every Thursday. Bulletin board locations are: Franklin Building: outside personnel office, Room 130; Towne Building: mezzanine lobby; Veterinary School: first floor, next to directory; Leidy Labs: first floor, outside Room 102; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: east staircase, second floor; LRSM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Logan Hall: first floor, near Room 117; Social Work/Caster Building: first floor; Richards Building: first floor, near mallroom; Law School: Room 28, basement; Dietrich Hall: first floor, outside E-108.

For further information, call personnel services, Ext. 7285. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know about a particular position, please ask at the time of the interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is yet to be determined.

Administrative/Professional

Accountant I (2694) \$10,375-\$14,375.
Accountant I (2875) maintains accounting system data; coordinates cash reconciliations; prepares annual report (college degree with course work in accounting; 2 years experience) \$10,375-\$14,375.
Accountant III (2876) accounts for plant liabilities and construction in progress (college degree with course-work in accounting; 3 years experience in accounting systems for institutions of higher education) \$14,850-\$20,550.
Assistant Director (2831).
Assistant Director II (B0222) \$14,850-\$20,550.
Assistant Director Annual Giving II (2870) \$14,850-\$20,550.
Assistant Director, News Bureau (2830) \$14,850-\$20,550.
Assistant Director, Textbooks (2887) resolves customer problems; assumes full responsibility during supervisor absence; communicates information; establishes community visibility (college degree and/or equivalent experience; 5 years experience in university academic book sales, and administrative abilities).
Assistant Director for Utilities (2789) \$18,625-\$26,250.
Assistant Editor (B0225) \$10,375-\$14,375.
Associate Development Officer III (2541) \$18,625-\$26,250.
Associate Director (B113) \$14,850-\$20,550. No longer accepting applications.
Associate Director of Athletics (2710) \$21,450-\$30,225.
Assistant Director for Staff Compensation (2786) \$18,625-\$26,250.
Business Administrator III (02873) \$12,900-\$17,850.
Career Counselor (2631) \$12,900-\$17,850.
Coordinator of Summer Sessions and Institutes (B112).
Deputy Director (02651).
Director of Admissions and Financial Aid (2798) \$16,125-\$22,725.
Director of Communications (2724) \$28,325-\$39,950.
Director of Student Services (2799) \$12,900-\$17,850.
Director, Upperclass Admissions (2752) \$12,900-\$17,850.
Executive Assistant for Development and University Relations (2772) \$24,650-\$34,750.
Financial Analyst (2824) \$14,850-\$20,550.
Foreman, Repair and Utility (2689) \$12,900-\$17,850.

Heating/Ventilating Instrumentation Control Foreman (2790) \$12,900-\$17,850.
Job Analyst (2625) \$10,375-\$14,375.
Junior Research Specialist (5 positions) \$10,375-\$14,375.
Junior Research Specialist (B239) molecular, biological research in eukaryotic gene expression using viral systems and recombinant DNA technology; maintains cell cultures and viral stock; nucleic acid isolation and analyzer by hybridization and gel electrophoretic techniques; general laboratory management (B.S. or M.S. in a biological science with experience in molecular biological research and cell culture) \$10,375-\$14,375.
Junior Research Specialist (B234) tissue culture; preparation of sterile media; enzyme assay; radioisotopes; biochemical analysis; enzyme purification; chromatographic electrophoretic techniques (B.A./B.S. plus 2-4 years experience in all of the above techniques) \$10,375-\$14,375.
Librarian I (2767) \$11,250-\$15,850.
Placement Counselor \$12,900-\$17,850. No longer accepting applications.
Programmer Analyst (B0230) \$14,850-\$20,550.
Programmer Analyst I (2882) performs technical analysis; designs and programs support for various business, financial and student systems (degree in computer science, math or equivalent; 1-3 years experience in COBOL or PL/I utilizing an IBM 370/VS, CICS network and BO environment) \$12,900-\$17,850.
Programmer Analyst II \$14,850-\$20,550.
Project Manager (2433) \$16,125-\$22,725.
Regional Director of Admissions (2592) \$14,850-\$20,550.
Research Specialist I (3 positions) \$11,250-\$15,850.
Research Specialist III (3 positions) \$14,850-\$20,550.
Research Specialist IV (2 positions) \$18,625-\$26,250.
Senior Systems Analyst (2 positions) \$16,125-\$22,725.
Special Assistant to the Director of the Office of the President (2707) \$18,625-\$26,250.
Superintendent of Construction and Repairs (2690) \$14,850-\$20,550.
Supervisor, Mechanical Systems (2791) \$14,100-\$17,850.

Part-Time Positions in Administrative/Professional

Associate Editor (2774) Hourly wages.
Research Specialist II (2727) Hourly wages.

Thirteen part-time support staff positions are listed on campus bulletin boards.

Support Staff

Accounts Payable Clerk (2 positions) \$7,425-\$9,450.
Administrative Assistant I (2 positions) \$7,975-\$10,150.
Administrative Assistant I (2803) coordinates admissions for department; computed tuition and process forms; monitors budgets; orders supplies (high school graduate; good typing skills; previous office experience) \$7,975-\$10,150.
Administrative Assistant II (2869) \$8,625-\$10,950.
Admissions Assistant (2 positions) (2877) responsible for processing applications; handles public; good typing skills (experience in admissions work, excellent typist) \$8,625-\$10,950; (2889) use of word processing equipment; types manuscripts and letters; knowledge of graduate program (organizational ability; excellent typing) \$7,975-\$10,150.
Animal Laboratory Technician (B238) exercises animals; maintains cages; unloads and stores kennel deliveries; cleans cages, rooms (high school graduate; one year experience in animal care) Union wages.
Assistant to Loss Prevention Specialist (2855) assists in handling individual shoplifting cases; assists in training staff members; assists in holding security seminars with staff (high school graduate; some college preferred) \$6,850-\$8,775.
Clerk II (2880) registers patients; makes appointments; bills patients; receives patient payments; some typing (high school graduate; accurate typing; ability to operate cash register) \$6,875-\$8,750.

Coordinating Assistant (2 positions) \$8,625-\$10,950.
Coordinating Assistant II (B0224) \$8,625-\$10,950.
Custodian (10 openings) responsible for cleaning and moving tasks (grade school with ability to read, write and perform simple arithmetic) Union wages.
Electron Microscope Technician II (A913) \$9,650-\$12,225.
Electronic Technician I (B144) \$8,575-\$10,850.
Engineer (2854) Union wages.
Executive Secretary to the Vice President (2782) \$10,000-\$12,725.
Herdman I (B90) \$5,500-\$7,025.
Junior Accountant (02846) \$7,975-\$10,150.
MCST Operator (2482) \$7,425-\$9,450.
Office Automation Operator (B220) \$7,375-\$9,375.
Parking Attendant (2889) operates University parking facilities (cashiering skills) Union wages.
Pipefitter (4 positions) Union wages.
Receptionist (2852) \$5,900-\$7,525.
Receptionist (B242) greets patients; takes messages; answers phone; file; xerox; records patient payments (high school graduate) \$5,900-\$7,525.
Repairs Expeditor (2776) \$7,975-\$10,150.
Research Laboratory Technician I (A971) \$7,575-\$9,600.
Research Laboratory Technician II (B200) \$8,575-\$10,850.
Research Laboratory Technician III (5 positions) \$9,650-\$12,225.
Research Technician III (B243) maintains laboratory supplies, equipment and cultures; assists in the biochemical immunologic and pathogenic characterization of bacterial pathogens; genetic manipulation of bacteria and bacteriophages (microbiology experience; ability to prepare centrifuge, balances, electrophoretic equipment; able to work independently); (B232) general laboratory work in immunology (degree in biology or chemistry); assists physicians in cardio-pulmonary exercise evaluation of patients; calibrates instruments and records data; maintains patient files; assists in scheduling and coordinating drug studies; analyzes all data using both the PDP 10 and PDP 12 computer including analog to digital conversion; processes data using existing programs and computer plotting; responsible for laboratory maintenance (computer skills, experience in FORTRAN programming and data analysis) \$9,650-\$12,225.
Research Machinist I (B28) \$9,525-\$12,200.
Residence Hall Clerk (2873) answers phones; takes messages; provides information; maintains reports of maintenance work; reports security problems and disturbances; 9-month position working from 4 p.m. to midnight (high school graduate; mature individual; related job experience) \$5,570-\$7,088.
Secretary II (12 positions) \$6,875-\$8,750.
Secretary III (18 positions) \$7,425-\$9,450.
Secretary, Medical/Technical (7 positions) \$7,975-\$10,150.
Secretary/Technician, Word Processing (2809) \$7,975-\$10,150.
Stack Attendant (2857) Union wages.
Stack Attendant (2879) shelves and stores library materials in accordance with appropriate classification system; substitute for desk clerks and exit attendants as required; work on shifting projects within the library; pack books for moving or shipment. Union wages.
Statistical Assistant (2874) responsible for the daily data control of the University accounting system; verifies validity and accuracy of all input entering the system (high school graduate with bookkeeping or accounting courses; ability to maintain accurate records) \$8,625-\$10,950.
Technician I (B92) \$7,575-\$9,600.
Technician, Physical Laboratory II (B-0169) \$8,575-\$10,850.
Text Supervisor (2886) supervises work of textbook department (display, inventory, coding, keypunching and record maintenance); orders textbooks; responsible for faculty and publishing company contacts (college degree in book sales) \$9,275-\$11,800.

Acid Rain May Stunt Tree Growth

While acid rain has generated widespread interest among scientists and concern among environmentalists since its discovery in the 1950s, little conclusive data exists on the effects of the phenomenon. To date, it is uncertain just how it may be affecting plant and animal life, and soil conditions.

However, recent studies undertaken in the Pine Barrens of Southern New Jersey by Professor Arthur Johnson, a soil scientist in the departments of landscape architecture and regional planning and geology, link acid rain with specific environmental changes.

Acid rain is presumably caused by the sulfur dioxide produced by burning fossil fuels and the nitrogen oxides emitted in automobile exhaust. Pollution control standards instituted to remove soot from the air are thought to have inadvertently aggravated the situation since the particulate matter (like soot and other air pollutants) is alkaline in character and acts to neutralize the acids formed in the atmosphere.

At this point, the only definitive field data demonstrating the effects of acid rain in this country are the increased acidity of Adirondack lakes and the subsequent death of their aquatic life. The affected lakes have relatively small drainage basins and a substantial percentage of their water comes directly from the atmosphere. Considerable neutralization of atmospheric acids usually occurs when water runs through the soil. However, the Pine Barrens soil has little natural capacity to counterbalance acidity. This presents an excellent opportunity to study the consequences of acid rain on biogeochemical processes.

The Pine Barrens have produced the only recorded example in North America of streams becoming chronically more acidic. Johnson believes that the current conditions may have changed the availability of plant nutrients and thus could indicate a direct connection between acid rain and forest productivity. His current research suggests that acid rain directly affects tree growth. Tree rings—those concentric circles found in a cross-wise slice of a tree trunk—indicate yearly development; an analysis of the rings from several hundred trees has revealed that the past 20 to 25 years have been a period of abnormally slow growth.

"The sharp decline began in the late fifties and early sixties," Johnson said. "This phenomenon affects both young and old trees of a variety of species over the whole Pinelands region. Furthermore, the size of the annual rings has been correlated with the pH of the water moving through the soil during the past two decades."

However, tree growth is dependent upon several variables. Johnson intends to begin a series of controlled field experiments this summer to determine what relationships can be established between growth and pH. If the



Above, Johnson in his office. At right, a tree cored in Johnson's study shows its decline in normal development as indicated by the rings representing the last two decades.

growth rate is slowed by acid precipitation, Johnson wants to discern if it can be reversed by liming which raises soil pH.

Because of the dearth of facts about acid rain's impact on the landscape, the need for information such as that which Johnson and his students are producing is crucial in making informed decisions about future energy sources. The National Academy of Sciences has recommended conversion to coal and the dollar costs of that conversion will inevitably be born by the consumer.

The desulfurization of coal and flue gases would be another costly process. Yet, conversion to coal in the absence of sulfur controls would be likely to further decrease the pH of precipitation and exacerbate its unwanted effects. "The environmental effects must be well defined so that they can be factored into national energy policy," Johnson concluded. — V.P.

