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 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 Shcharansky.

"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.

(continued on page 3)
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 Program 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 ensure equal opportunity: "In response to the continuing need to increase the number 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 group 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 tenure

(continued on page 3)
**Affirmative Action**

(continued from page 2)

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 assure 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.

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**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 disidents 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 he 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 scientific 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, first-served 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 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.

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 Ruffle 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.

Movies: The Italian Studies Center will present the rarely shown An Anthropology of Italian Cinema (Parts 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 blues guitarist Tom Broadbent, performing in the Houston Hall Art Gallery at 11 p.m.

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 Fu, 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 Fl2-8638, 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 Ring 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

Movies: 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 EAIW competition, while the women's indoor track squad goes to Harvard to participate in the EAIW Championships. Also on the road is the men's volleyball team, who will be squared off against Princeton, Cornell and Queens at Princeton.

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 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.

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


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.


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.


A concise handbook to help undergraduates 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 note-taking 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:


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 Identifed Leech Neurons in the Central Nervous System and in Culture in Dunlop B Auditorium in the Medical Education Building at 4 p.m.

Seminar: 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 Henneman 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.

Movie: 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 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, Patrons, 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 of 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 ICAAs 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, and 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 (PGPP)—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

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<tr>
<th>Benefit Plan Name</th>
<th>Blue Cross/Blue Shield 100/ Major Medical</th>
<th>Philadelphia Health Plan</th>
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<td>Type of Plan</td>
<td>Hospitalization, medical, surgical service &amp; major medical insurance</td>
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<tr>
<td>Service Area and Emergencies</td>
<td>Guaranteed benefits in any qualified hospital—services of any physician up to UCR***</td>
<td>5 Delaware Valley Counties and Burlington, Camden and Gloucester Counties—Emergency treatment anywhere covered in full</td>
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<td>In-patient Hospital</td>
<td>Up to 120 days, Semi-private room with $5/day co-payment for 1st 10 days</td>
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<td>Laboratory X-ray Cardiogram</td>
<td>Covered in full for diagnostic purposes only</td>
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<td>Maternity</td>
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<td>Eye, Ear Exams</td>
<td>Not covered</td>
<td>Covered including refractions, hearing aids &amp; glasses not covered</td>
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<td>30 days per Benefit Period</td>
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<td>Mental outpatient: Physician</td>
<td>Up to 50 visits per year, $12.50 per visit</td>
<td>3 visits covered for diagnostics and evaluation purposes Next 17 visits $10 per visit</td>
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Payroll deductions for subscribers (weekly)

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28 February 1980
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5 Delaware Valley Counties in Penna., plus parts of N.J. Emergency treatment anywhere—covered in full

- 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

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Covered including refractions. Hearing aids & glasses not covered

- Covered including refractions. Hearing aids & glasses not covered
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- Covered including refractions ($5 co-pay). Hearing aids not covered

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<td>1st 10—no co-pay, next 10—$10 co-pay</td>
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Spouse and unmarried depend. children to age 20 or to age 23 if a full-time student

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28 February 1980
For the Record

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 recognition of outstanding scholarly merit and achievement. The criterion of appointment shall be uncommon excellence of research or scholarly contribution, ranking the recipient among internationally recognized leaders in one or more scholarly fields.

2. Applications 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 chairman. The salary of an University Professor shall be determined by the provost with the advice of the dean and departmental chairmen.

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.

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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/DI. 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 may notify the Personnel Relations Office, Room 130, Franklin Building (243-7285). You are 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 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 503 of the Rehabilitation Act of 1973 and Section 503 of the Rehabilitation Act of 1973 (the "Act") 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 the 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 institution of the University's 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 takes 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 referral, 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 the 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 recruitment 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 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 transferable 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 published 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 the University's affirmative action policies and 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 in employment.
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, 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 plans and affirmative action programs pursuant thereto.
c) Formal briefing sessions will be held at the University for representatives of recruiting agencies and their 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.
For the Record

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 particularly specific to intragauchos 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 Londere, Associate Secretary of the Corporation, 121 College Hall/CO, or the Speaking Out section of ALMANAC.

Walter D. Wyss
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 restraint 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 individual faculty 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 restrictions or guidelines to the validity of subjects for or methods of investigation. It does this by placing complete reliance upon the free choice of its faculty members. Thus posit and requires the independence of its faculty members and their research decisions from control or pressure. It seeks to preserve the right to accept only that new knowledge 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 worthy 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 conditions subsequent to the award shall 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 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 real 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 evaluated 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, contracts, and gifts for the purpose of influencing 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 submission of privileged reports to the sponsor as long as the principal purpose of the project is the generation of results that are freely publishable.

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

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

c. 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 relationship to the outside agency. Academic merit shall be the primary and dominating criterion for such appointment.

d. In work which does not involve privileged information, no outside agency should 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 shall entail no University financial obligations in the present or any time in the future except those known and judged to be worth the expenditure for financial risk. The Vice President for Budget and Finance, the General Counsel of

(continued on page 12)
9. Contracts with Commercial Organizations

a. The University feels that it is desirable for members of the faculty and staff employed by them 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 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 ensure 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 by the Chairman of the Department 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 to be conducted by the University, the firm should be 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 contracts 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; that the University will participate in data gathering, clearance of 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 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 contracts or grants in a particular department or school constitute an appreciable portion of total research contracts and grants in that department or school.

b. Agreements involving foreign sponsors shall be reviewed for academic worthiness by the appropriate members of the academic community and with 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 agreements 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.

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 aspects."

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 manda-

tory 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 made 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

**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.

**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 path is shown in 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. Franklin Goodman, professor of law.

**Faculty of Arts and Sciences**

Ms. Andrea K. Vangor, professor of law.

Mr. Martin Biddle, professor of anthropology.

Mr. Ralph Ginberg, associate professor of regional science.

Mr. Charles E. Rosenberg, professor of history.

Professor Sankoff, associate professor of linguistics.

Professor Schuyler, associate professor of American civilization.

Professor Sivin, professor of Oriental studies.

**School of Medicine**

**Standing Faculty**

Dr. Timothy Boyle, assistant professor of pediatrics.

Dr. John F. Leslie, 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 assistant professor of radiology in pediatrics.

Professor A. Starks, adjunct assistant professor of psychiatry.

Professor A. Vanor, assistant professor of anatomy in animal biology.

**Secondary Appointments**

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

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

Dr. Russell M. Mould, 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 Leverthal, associate professor of parasitology in pathology.

(continued on page 14)
Graduate School of Education

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

School of Public Health

Standing Faculty
Dr. Stephen A. Meyer, assistant professor of English.

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

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

Dr. Yvon Kesseling, 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. Eliot Schwartz, professor of pediatrics in human genetics.

Dr. Willy Summers, professor of pathology.

School of Nursing

Standing Faculty
Dr. Joan Grindley, assistant professor of nursing.

Leaves

The following LEAVES 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 Medicine

Associated Faculty
Dr. Ronald Savarese, clinical assistant professor of surgery.

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

Secondary Appointments
Dr. James O. Freedman, professor of public law in political science.

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

Dr. Yvon Kesseling, 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. Eliot Schwartz, professor of pediatrics in human genetics.

Dr. Willy Summers, professor of pathology.

School of Nursing

Standing Faculty
Dr. Joan Grindley, assistant professor of nursing.

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

Bulletin board 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 2; Rittenhouse Hall: east staircace, second floor; LRBM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Social Work/Center 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. Some positions listed may have strong Internal candidates, if you would like more information 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 II (2875) maintains accounting system data; coordinates preparation of annual report and tax schedules; reports to supervisor; responsible for account balances and system maintenance; 4 year college degree; 2 years experience in accounting or related field; $14,850-$20,550.
Accountant III (2876) accounts for plant liabilities and construction in progress (college degree with coursework 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 (287) $18,625-$26,250.
Assistant Director, Associate Development Officer III (2541) $16,125-$22,725.
Assistant Director, Residence Halls (2790) $18,625-$26,250.
Associate Editor (2774) $14,850-$20,550.
National Sales Account Manager (2889) $18,625-$26,250.
Coordinator of Summer Sessions and Institutes (2812).
Director of Development and University Relations (3772) $24,650-$34,750.
Foreman, Repair and Utility (2689) $12,900-$17,850.

Part-Time Positions

Accountant I (2694) $10,375-$14,375.
Accountant II (2875) maintains accounting system data; coordinates preparation of annual report and tax schedules; reports to supervisor; responsible for account balances and system maintenance; 4 year college degree; 2 years experience in accounting or related field; $14,850-$20,550.
Accountant III (2876) accounts for plant liabilities and construction in progress (college degree with coursework 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 (287) $18,625-$26,250.
Assistant Director, Associate Development Officer III (2541) $16,125-$22,725.
Assistant Director, Residence Halls (2790) $18,625-$26,250.
Associate Editor (2774) $14,850-$20,550.
National Sales Account Manager (2889) $18,625-$26,250.
Coordinator of Summer Sessions and Institutes (2812).
Director of Development and University Relations (3772) $24,650-$34,750.
Foreman, Repair and Utility (2689) $12,900-$17,850.

Support Staff

Accounts Payable Clerk (2 positions) $7,425-$9,450.
Administrative Assistant I (2 positions) $7,975-$10,150.
Assistant Director I (2800) coordinates admissions department; maintains computerized database; prepares reports; 3 year college degree or equivalent experience; $10,150-$15,000.
Assistant Director II (2801) $14,850-$20,550.
Assistant Director, Academic Program Evaluation (2890) $14,850-$20,550.
Assistant Director, Office of the President (2707) $18,625-$26,250.
Coordinator of Business Systems (2871) $14,850-$20,550.
Coordinator of Support Services (2872) $14,850-$20,550.
Director of Adminstrative Services (2873) $14,850-$20,550.
Director of Admissions (2592) $14,850-$20,550.
Director of Auxiliary Services (2874) $14,850-$20,550.
Director of Business Operations (2875) $14,850-$20,550.
Director, Textbooks (287) $18,625-$26,250.
Director, Associate Development Officer III (2541) $16,125-$22,725.
Director, Residence Halls (2790) $18,625-$26,250.
Director, Auxiliary Services (2874) $14,850-$20,550.
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 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.

—F.P.