Research Partnership: Dialogue in December

Relations between universities and corporations are the main theme of Partners in the Research Enterprise, the December 14-16 conference Penn will co-sponsor here with seven other major research universities. But a third partner, government, is neither silent nor absent as some 300 scholars and research-oriented corporate leaders gather to examine the past, present and future of research and development in the U.S.

President Sheldon Hackney's invitations are in the mail to selected members of this university and to those at the joint sponsors' institutions—Princeton, Washington, Yale, Johns Hopkins, Cornell, Michigan and Texas Universities. However, added Dr. Thomas Langfitt as conference coordinator, some 500 pages of proceedings will be published afterward for wider discussion of the relationships.

Multiple goals of the conference are to review the origins and current status of collaborations in research and development between corporations and universities, specifically studying several models which show benefits and risks both to universities and to corporations.

In later sessions the conference addresses the role of government, and the larger impact on universities, corporations and society. Some effort will be made to predict the extent and importance of collaborations in the future, and find mechanisms to continue the dialogue begun.

Eventy dividing the participation between universities and corporations—and giving approximately equal time to biological/biomedical sciences and to physical/engineering sciences—the conference is described as "comprehensive in its treatment of the subject because it is based on a set of key issues so defined by a 16-person steering committee with equal representation from universities and corporations."

Dr. Hackney opens the conference Tuesday evening along with Henry Wendt, President and CEO of SmithKline Beckman Corporation, the firm which is providing funding for the conference.

Wednesday's proceedings are opened by Trustees Chairman Paul F. Miller, Jr., Pennsylvania Governor Richard L. Thornburgh, and Yale's President A. Bartlett Giamatti. In Session I, the author of a major NSF monograph, New York University's Herbert I. Fusel, gives an overview of university-corporate collaborations. Washington University's Dean of Public Health and Community Medicine Gilbert S. Omenn then analyzes specific models. AAU President Robert M. Rosenzweig, formerly vice president for public affairs at Stanford, sums up a recent exploratory conference on the subject, the 30-member Pajaro Dunes Conference held on the West Coast. The reactor is General Electric's Chairman Emeritus Reginald Jones.

In Session II, The Anatomy of University-Corporate Relations starts with Washington University Vice Chancellor Samuel B. Gage's discussion of characteristics of his university's research agreement with Monsanto. Genentech Vice President Thomas D. Kiley discusses key issues in patents and licenses, and Remsen's President George M. Low, formerly of NASA, talks about the organization of industrial relationships in universities. Reactors for the session are Nobel Microbiologist George E. Palade of Yale, and former FDA Chief Counsel Peter B. Hutt of Covington and Burling.

At that night's dinner the featured speaker is the President of the National Academy of Sciences, Frank Press, who was science advisor to President Carter.

Thursday at Session III, E. I. du Pont de Nemours & Company Executive Vice President for Research and Development William J. Simber traces from the 'thirties the evolution (Continued on page 2)

Senate: Salaries and Benefits

On Senate's agenda for the fall meeting Wednesday, November 17, is the report of the Committee on the Economic Status of the Faculty, in which the Committee "continues to seek a 2.5 percent annual increment over and above the rate of inflation in order to restore losses in real income." The full report appears on pp. 3-4.

Next week, Senate's Ad Hoc Committee on Tuition and Admissions Benefits for Faculty Children publishes a summary of its recommendations. (See agenda, p. 3.)

INSIDE

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- Economic Status of Faculty, pp. 3-4
- Faculty Grants and Awards Deadline, p. 4
- Speaking Out: Faculty Children's Admission, Security, Affirmative Action, p. 5
Goodbye, Mr. Chips

DP: President Chips, you are retiring on the 25th anniversary of President Hackney's celebrated 1984 announcement that we had become One University. Would you summarize our progress and problems since then?

PC: Hackney admitted rather than declared it, since we had in no way changed; but we have since significantly shrunk the physical if not the psychological size of the University. We are now a national model of large-scale integration, even, as you are aware, I am myself.

Our greatest problem remains the man-machine interface; our students are only figuratively plugged in to their courses. Some who remember Penn's creative handling of OMB Circular A-21 in the early 1980s may regard this as a virtue. Faculty were then required to report the allocation of their time in order to collect federal funds. Our primitive computers annually prepared a tentative report for each faculty member in which the sum of all hours amounted scrupulously to 100 percent of available time; the faculty member was asked to sign or mark any errors. All signed and these sheets were transmitted. Since they were not in machine-readable form, the paperwork overwhelmed the OMB, which quickly took the attitude that in generating the paperwork it had already accomplished its main function. Penn, consequently, was never in the forefront of those universities agitating for the repeal of A-21 and missed an opportunity for national recognition. Those who demonstrate the absurdity of a process which has become a part of national life are, of course, never celebrated. The present approach adopted by Penn is reminiscent of our handling of the requirement that faculty certify that they were not communists during the era of Senator Joseph McCarthy. Other universities made national news by their protests over this attack on academic freedom, but at Penn the president merely certified, for the entire faculty, that to the best of his knowledge no member was a communist. Since he never asked anyone, and they never volunteered such information, his certification was always made in good faith, and was accepted without question.

Again, however, we missed some PR opportunities. We now handle A-21 similarly, all data being machine-readable, so there is no printout to contradict, and I certify in "good faith" that everyone's time is properly accounted for, but again there will be no PR.

Problems of tenure and academic freedom have disappeared as the standing faculty has shrunk to fifteen, but disputes over royalties and residuals have taken their place. We had one case of alleged pirating of another professor's personality, but the court decided that with programmed playbacks, no professor could any longer be held to have a personality, something of which students occasionally complained even in Hackney's day. There was some dissatisfaction with the primitive videodiscs of that day because of the student's inability to ask questions. This was remedied later by allowing branching to segments which usually began with "I'm glad you asked that," followed by unresponsive generalities. The technique was adapted, I understand, from televised political debates of the era. With the advent of machine grading of essay questions, students actually welcomed these, since repetition of those generalities defeated the grading program and produced high scores.

DP: Do you regret that you are stepping down?

PC: "Regret" would be impossible. My tenure was an experiment that sprang from the University's Management Information System which through me finally achieved totally centralized administration, one of Penn's creative solutions to classical problems which got us no PR whatever; outsiders never noticed. A part of me will, I believe, always remain as close as your terminal.

Nancy Lichtenhake

For Scheie's Tenth:
Symposia and Honorary Degrees
For its tenth anniversary the Scheie Eye Institute is holding two symposia November 18 and 19, and awarding five honorary degrees—November 19 at 10:30 a.m.—to individuals distinguished in the field of ophthalmology. They are: 1981 Nobel Prize in Medicine recipient Dr. Torsten Wiesel, professor of neurobiology, Harvard Medical School; Professor Jules Francois, director of ophthalmology, University of Ghent, Belgium; Dr. Arnall Patz, director, Wilmer Institute, Johns Hopkins Hospital, Baltimore; Dr. Charles Schepens, president, Retina Foundation of Boston; and Dr. Carl Kupfer, director of National Eye Institute, Bethesda, Maryland. Among the subjects to be discussed are three new techniques in ophthalmological treatment and research: use of the laser in treating macular degeneration; use of the Yag laser in removing cataracts; and use of a laser Doppler technique to measure blood flow in the eye.

Thursday's 2:5 p.m. symposium will cover basic research in the visual process. Four of the five honorary degree nominees will present brief talks with Dr. Carl Kupfer presiding and Dr. Alan Laties, director of research at the Institute, chairing the second part. Friday's symposium is aimed toward the public: a series of talks on the current and future state of ophthalmology and clinical practice, 2:45 p.m. in the Medical Education Building.

Tours of the Institute precede the afternoon programs, at 10 a.m. and 9 a.m. on those respective dates, and a Friday luncheon is set for 12:15 p.m. Scheie Eye Institute, a part of Presbyterian-University of Pennsylvania Medical Center, houses the 108-year-old Department of Ophthalmology of Penn's School of Medicine and is rated one of the top eye care centers in the world.

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A number of offices and individuals have notified Telecommunications of corrections or additions to listings in the recently published University Telephone Directory. A Directory update will be published shortly in Almanac. Any changes not yet reported to Telecommunications should be brought promptly to the attention of Kim Beckman, telephone service coordinator, P-105 Franklin Building, 1199.

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Report of the Senate Committee
On the Economic Status of the Faculty

November 5, 1982

Note: This report covers the period from the Senate meeting on November 18, 1981, to the Senate meeting of November 17, 1982. Therefore, it is a report both from the 1981-82 Committee and the 1982-83 Committee.

During the past year, the Senate Committee on the Economic Status of the Faculty dealt with issues of both salary and benefits. Its overriding concern was to restore, over a period of several years, the faculty’s purchasing power that had been lost to inflation during the 1970s. Whether estimated through AAUP figures or those of the Census Bureau, this loss amounted to a reduction of the faculty’s real income of about 21 percent between 1970-71 and 1980-81. There is no reason to think that the experience at Pennsylvania differs from this national average.

Salary Increases
At the Senate meeting of November 18, 1981, the Senate passed a resolution calling upon the administration “to provide in the 1982-83 budget for an increase of no less than 12.0 percent in the funds available for faculty compensation.” This figure consisted of a 9.5 percent increase to account for inflation during calendar year 1981 and 2.5 percent additional increment to restore a small part of the eroded real income. The actual increase between academic years 1981-82 and 1982-83 amounted to approximately 8.6 percent. This consisted of an average increase of 7.6 percent for continuing faculty who were not promoted (exclusive of the School of Medicine), and approximately 1 percent of the total wage bill that was expended in the Provost’s Salary Reserve Fund to cover promotions.

The final U.S. inflation figure for 1981 (January to January) was 8.4 percent, so that salary and compensation increases, on the average, slightly outpaced inflation for the second year in a row. Nevertheless, this performance, which appears tolerable at least by standards of the 1970s, was achieved only through a sudden and unexpected decline in the rate of inflation.

The Committee met regularly with the provost during the year and was accurately apprised of likely compensation increases at an early stage. The Committee recommended that the minimum increase for continuing faculty (the amount below which the Provost must be consulted regarding a faculty member’s increment) be set at 5 percent, and this figure was used by the Provost.

An important issue arising in the spring related to general policies for the inter-school allocation of salary increments. The issue arose because it appeared that several schools would receive less than the average increment for the University. The Committee believed that the “One University” concept would be seriously impaired if salary increase policies were regularly set on a school-by-school basis. The fact that, aside from periodic deliberate market adjustments, average salary increases were uniform among schools has tended to sustain a sense of collegiality among faculty. In addition, the faculty voice in salary decision-making, via the elected Senate Committee on the Economic Status of the Faculty, would effectively be lost if salary policy-making became fractionated.

Therefore, the Committee proposed the following guidelines for faculty salary increases (Almanac April 13, 1982):

1. Each year, the provost shall establish two University-wide guidelines on faculty compensation for the coming year, after consultation with the Academic Planning and Budget Committee and the Senate Committee on the Economic Status of the Faculty. The first will set an average salary increment for continuing standing faculty in each school. The second will set a minimum increment for continuing standing faculty. Each school shall make every effort in preparing its budget to observe these guidelines.

2. A departure by any school from the University-wide guidelines resulting in smaller average or minimum salary increments for standing faculty should occur only after approval of the provost, and discussion with either an elected budget committee in the school or the entire school faculty and with the Senate Committee on the Economic Status of the Faculty. Increments below the established minimum for individual faculty members shall require the concurrence of the provost on a case-by-case basis, except when part of an agreed-upon deviation from the University-wide guidelines.

The provost’s statement of Salary Policies for 1982-83 (Almanac May 18, 1982) substantially reflected the proposed guidelines.

Preliminary discussions have been held with the provost regarding faculty compensation increases from 1982-83 to 1983-84. The Committee continues to seek a 2.5 percent annual increment over and above the rate of inflation in order to restore losses in real income. The projected rate of inflation for 1982 (January to January) is 6.0 percent. Therefore, the Committee has proposed an average compensation increment of 8.5 percent.
Benefits Issues

Following the November 18, 1981, meeting of the Senate, a Subcommittee on Faculty Benefits was established which met through the spring of 1982. The Subcommittee examined in considerable detail the possibilities of instituting a flexible benefits program at the University, and will continue to pursue this heretofore intractable subject with a view to accelerating the University's progress toward such a program. (It is heartening to report that the University has commissioned a study which will present findings in January, 1983.)

Part of the Subcommittee's charge was to explore possible restructuring of the present faculty tuition benefit arrangement. During the summer of 1982 an ad hoc committee of the Faculty Senate made up of members of the Subcommittee and of the parent committee, as well as other members of the faculty, was formed to deal urgently with the restructuring problem. The ad hoc committee developed a plan which has the support of the Economic Status Committee that is the basis for a resolution to be presented by the Economic Status Committee to the Faculty Senate on November 17, 1982 (see Almanac November 16, 1982).

The salient features of the proposed restructuring are that

i) The tuition benefit accruing to faculty children who are undergraduates at accredited institutions other than Pennsylvania would be increased from $900 to a set percentage of Pennsylvania's tuition. The tuition benefit accruing to faculty children attending Pennsylvania would be reduced from 100 percent of Penn's tuition to a set percentage below 100 percent. Thus, the financial disparity between attending Penn as an undergraduate and going elsewhere for a faculty child would be reduced.

ii) The percentages would be set at levels which would leave the cost to the University of the new plan at the same level as the cost the University would bear under the present plan.

iii) All features of the present plan other than the change in the amount of the financial benefits would be retained.

Collective Bargaining

At the request of the Faculty Senate, the Committee investigated possible local modes of collective bargaining that might be utilized by the Pennsylvania faculty. The research included a review of literature on the topic and discussion with national AAUP representatives, with representatives of the Temple University faculty union, and with Robert Gorman of the Penn law school, then president of the National AAUP.

The Committee uses funds appropriated by the Trustees of the University. In order to insure the maximum benefit from the limited funds available, the Committee will not consider applications from persons who have received an award in the previous three years; have other support for their projects; or, in the case of summer research fellowships, have other salary for the period.

Summer research fellowships pay the recipient a stipend of $2000 while the grants-in-aid pay specified research expenses not to exceed $1000. The applicant may apply for one or both according to his/her individual needs. Applications and information may be obtained from Deborah Reed Hardy by calling Ext. 7293, or by stopping at the Office of Research Administration, 409 Franklin Building/16.

One possible approach would be to attempt to have the Faculty Senate formally designate as bargaining agent for the faculty. This could be done through the National Labor Relations Board (NLRB). The procedure would be to present to the NLRB a petition signed by 30 percent of the faculty requesting an election of a bargaining agent. The administration might counter-petition the NLRB not to endorse the election, relying on the Yeshiva decision. In that decision, the U.S. Supreme Court held that faculty at Yeshiva University were part of management and hence could not be recognized for purposes of bargaining. The decision could well be broad enough to apply to a mature, research-oriented university such as Pennsylvania. The party who was unsuccessful in the NLRB hearing could go to court to attempt to reverse the decision.

Absent NLRB endorsement, the Faculty Senate could still hold an election to have itself declared bargaining agent. It is possible that the administration would voluntarily agree to negotiate with the Faculty Senate under these conditions. If not, other pressures could be brought to bear in an attempt to force the administration to negotiate.

The Committee's view is that the adoption of more formal bargaining is not necessary at this time because the administration has responded adequately to our recommendations during the past two years. However, the collective bargaining possibilities outlined above are available should the faculty decide to pursue them.

1982-83 Committee

John deCani (professor of statistics)
Kenneth George (professor of social work)
Edward Herman (professor of finance)
Janice Madden (associate professor of regional science)
Samuel Preston (professor of sociology), chair
Robert Summers (professor of economics)
Ex officio:
Pamela Gormley (professor of economics)

1981-82 Committee

David Cummins (professor of insurance), chair
Kenneth George (professor of social work)
Samuel Preston (professor of sociology)
Gerald Prince (professor of Romance languages)
Robert Summers (professor of economics)
Ex officio:
Paul Bender (professor of law)
Murray Gerstenhaber (professor of mathematics)
Phoebe Leboy (professor of biochemistry)

Faculty Grants & Awards: February 1 Deadline

The Committee on Faculty Grants and Awards announces that the application deadline for summer fellowships and grants-in-aid is February 1, 1983.

This Committee of the University Council considers applications for funds in support of research submitted by standing faculty members who hold the rank of assistant professor or higher, although preference will be given to applicants of the rank of assistant professor. An individual who has not received an appointment may apply for a research grant; however, any award by the Committee will be contingent upon the recipient's receiving such an appointment prior to the effective date of the grant.
Nuclear Arms and Health

Nuclear war as a threat to health is the premise announced for a Convocation on the Nuclear Arms Race to be held November 11, at the Medical Alumni Hall, HUP, from 1-3 p.m. The psychological implications of nuclear weapons both for policy-makers and the general public will be discussed by nationally-known medical authorities such as Herbert Abrams, chairman of the department of radiology at Harvard Medical School, a national coordinator of Physicians for Social Responsibility (PSR), and Roy Menninger, a psychiatrist and president of the Menninger Foundation and a member of the national advisory board of PSR. Also on the program: Dr. Thomas Langfitt, Penn's vice president for health affairs, and Dr. Stuart Shapiro, health commissioner for the City of Philadelphia.

SPEAKING OUT

Ed. note: The following letter, submitted late in May, was held with the author's consent until fall data were available.

Faculty Children

If it were not so serious an issue, so directly affecting so many faculty and their children over so long a period of time, one might conceivably enjoy reading about the hidden agendas immersed in the recent debate on the admission of faculty children (Almanac May 16, 1982). In fact, I did not find the debate interesting, especially because of some disturbing information I obtained as a result of inquiring into the situation.

In this regard, let me emphasize that I am not commenting on any official capacity save as an ordinary faculty member. First of all, it is undesirable that many more faculty children applied this year and that many fewer were admitted under special admissions. According to a reliable source (what else in journalism?), the number of special admits for the years 1978-81 were 42, 54, 36 and 43, respectively, with 8 other faculty admits under other special categories. This year the number was only 26.

Equally disturbing, three such applicants were wait-listed (which essentially amounts to rejection) even though their predicted averages (PA) were over 2.5 (a level at which applicants may be admitted strictly on their own merits). Eleven more wait-listed faculty-child applicants had PA's of 2.2 or better.

Given the above, especially puzzling fact is that at least 6 faculty-child applicants were admitted with PA's below 2.1 (2 were at 1.7). One can only wonder what sort of Machiavellian reasoning gave rise to this type of discrimination.

Apparently, most agree that improvements in current policies are needed, especially regarding realistic aid for faculty children wishing to study at other universities. What did not come out as clearly as it might, however, although Professor Cohen certainly discussed the serious implications, is that the University has a commitment to current faculty and has had for years. I, and I assume every other faculty member hired before operating policies were informally changed this year, had a verbal contract with the University concerning their children's future education.

If, for whatever reason, future policy is changed, the University by anything right and just must honor its prior commitments. A suitable "grandfather" clause must be an essential ingredient of any future policy. To do otherwise would disrupt family planning, sometimes extending over a period of decades, and would differ little from withholding retirement benefits from current retirees.

Such disruption, combined with a decades-long loss of faculty earning power, would make university teaching increasingly the sole province of the single and childless professional couples. For others, no matter how well suited or qualified, university remuneration would increasingly fail to meet even basic needs.

—Joseph M. Scandura, Director Structural Learning, Instructional Systems Design and Computer-Based Instruction, G.S.E.

Response from Admissions

The admission of faculty and staff children is indeed a serious issue and one of ongoing attention by my office. These are the facts. 102 faculty-staff sons and daughters were admitted to the Class of 1986, compared to 94 in the Class of 1985. Contrary to Professor Scandura's assertion, about the same number were admitted in each year under special procedures. Overall, 80 faculty-staff children matriculated last fall and 81 matriculated this fall. Provost Ehrlich has addressed the salient points regarding University policy in his May 11, 1982, response to Dr. Ira Cohen. The children of faculty and staff have always received careful and sensitive consideration in our admissions process.

I am especially concerned by the implication in Professor Scandura's letter that the predictive index (P.I.) is an absolute measure in the admissions selection process. Rather, the predictive index is a statistical measure developed from a combination of high school class performance information and standardized test results. It is far from precise and cannot be used in the way Dr. Scandura implies, as an independent and determining factor. Other criteria, not easily quantified, enter into an admission decision.

Professor Scandura also makes reference to concerns surrounding the faculty-staff tuition benefits. It is my understanding that this issue is currently under review by the Faculty Senate.

—Wills J. Sexton, Jr. Dean of Admissions

Affirmative Action Input

The Affirmative Action Council, convened late last year by Dr. Hackney, is now meeting regularly. In its meetings to date, the Council has reviewed several existing policies governing advertisements, job-postings and search procedures applicable to both faculty and staff appointments. The Council will issue an interim report to the President early in the spring term and a "first year report" by May 15.

The Council's members welcome suggestions from the community about improvements in the University's Affirmative Action Plan and in its procedures. These suggestions may be made in writing to the Council via Mrs. Catherine Wallis, in the President's office, or in presentations to the Council for which Mrs. Wallis will arrange appointments.

—Ivar Berg, Professor and Chair of Sociology and Chair of the Affirmative Action Council

Where Was Security?

Can it be true that the juvenile who allegedly injured a faculty member in the Hutchinson Gym (November I midday has had over 20 previous contacts with University police, and yet was allowed to continue his vandalism unhampered and unmonitored? Where was security? Why is there not better protection in such proven vulnerable areas as campus locker and rest rooms? Where are the University voices raised in outrage and enacting measures to prevent these chronic incidents? Who, in fact, is recklessly endangering life under such circumstances?

—Jennifer Conway, Coordinating Assistant, Leonard Davis Institute of Health Economics

Response from Security

The offender in question has been investigated 16 times by our campus Department of Public Safety since October 1978, and has been arrested eight times—six of them in or near Hutchinson Gym. But the public courts have yet to treat the situation seriously enough to discourage him from repeating his offenses. Prior to the November I incident, in fact, we had brought the problem to the attention of the court and his probation officer.

The tendency of the courts is to release juvenile offenders even after multiple arrests and after victims have done their part in coming forward to support the charges. The courts' response is a general one, and this is not an isolated case: they simply do not act to discourage the offender unless and until he does something drastic. Thus our officers can only keep him under observation when we see him; we cannot arrest him on sight.

The new incident is a drastic one, and we are pursuing the charge very vigorously in the hope that the court will listen to us this time.

—John Logan, Captain, Department of Public Safety

SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.
ON CAMPUS

November 9-November 21

Children's Activities

Film Series
November 13 Chitty, Chitty Bang Bang
November 20 Clarence and Angel
The Saturday children's film series is free. Films are screened at 10:30 a.m., Harrison Auditorium, the University Museum.

On Stage
November 20 Flying Feet and Fiddling Funs: A Children's Introduction to the Music and Dance of the Southern Appalachians, 2 p.m. (CGS). Information: Ext. 6479 or 6493.

Workshop
November 13 Knowing and Growing Herbs, 10 a.m., Morris Arboretum, 2 p.m. Registration and information: 247-5777.

Conferences

November 12-13 The Eighth Annual Midyear Conference of the Research on Women in Education Special Interest Group of the American Education Research Association, 7:30 p.m., Graduate School of Education. Information: Ext. 4602.
November 18-19 Nursing and Nutrition in the 80's, School of Nursing (HUP Nutritional Support Service and School of Nursing). Information: Ext. 4522.

Coursework and Training

College of General Studies
November 18 Press Release Workshop, 9 a.m.
These are non-credit courses sponsored by CGS. Registration and complete information on fees, schedules, and Center City courses: Ext. 5479 or 6623.

Morris Arboretum
November 10, 13 Passive Solar Greenhouse Design, 7 p.m. (9 a.m. section on November 13).
November 10 Heritage Cone Wreath, 10 a.m.
These courses are sponsored by the Morris Arboretum. Pre-registration is required for all classes. Information: 247-5777.

Training Schedule
November 12 Resume Development, noon-1 p.m.
Preparing to be Interviewed, noon-1 p.m.
November 15 Career Directions: Where Do I Go From Here?, noon-1 p.m.
November 17 Purchasing Orientation, 2-4 p.m.
November 18 Clear and Effective Writing, 1:30-3:30 p.m.
Program fees and registration information: Training Division, Ext. 3400 or 3429.

Exhibits

Ongoing The Egyptian Mummy; Secrets and Science and Polymeria University Museum.
Ongoing The Elsevier Exhibit, works published by the Elsevier family in Leyden and Amsterdam from 1583 to 1712; Rosenwald Gallery, 5th Floor, Van Pelt Library.
Through November 16 Christine Terminl, Paintings and Sculpture, Houston Hall.
Through November 24 Student Work: Graduate School of Fine Arts; the Fine Arts Gallery.
Through December Law and the Visual Arts, the Great Hall of the Law School Building.
November 9-December 23 The Paintings of Sara Steele, sponsored by the B'nai Brith Hillel Foundation at Penn; Faculty Club. Opening Reception, 4 p.m., November 9.
November 18-January 30 Ban Chiang: Discovery of a Lost Bronze Age, the first exhibition of archaeological discoveries in Thailand begins its national tour at the University Museum.

Tercentenary/Exhibits

Through December 15 The Penn Family, the University, and the Institutions of Philadelphia, an exhibit of books, manuscripts, printed materials and paintings; first floor, Klein Corridor, Van Pelt Library.
Through March 20 The Leagues; Wanderers in their Own Land, Sharp Gallery, University Museum.

Guided Gallery Tours
November 13, 14, 20, 21 Ban Chiang
These Saturday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum.

Gallery Hours

Film Club
Wednesday-Friday, 9 a.m.-9 p.m.
Fine Arts Gallery
Monday-Friday, 9 a.m.-9 p.m.

Honoring Women Faculty

The Women's Faculty Club will hold its second annual reception in honor of newly appointed and newly promoted women faculty at the University of Pennsylvania, November 18. The reception, open to all faculty and administrators, will be held from 4:30 to 6:30 p.m. in the main reception area of the Faculty Club. Continuing a tradition started last year, the first fall meeting will be this reception to renew friendships, establish new ones and celebrate.

The WFC, founded nearly 30 years ago by women on campus, provides access to a network of women colleagues. Among other activities, it sponsors the Alice Paul Awards given at Commencement to undergraduate and graduate students.

Films

Exploratory Cinema
November 10 Moths of the Sea; Symphony of a City: Louisiana Story.
November 17 Thursday's Children: David; The Quiet One. Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admission: $1, students $2.

Film Alliance
November 18 Prince of the City.
November 21 Sentinels of Silence: Discovering the Monkeys, Maya Lords of the Jungle.
November 20 Richard Pryor Live on Sunset Strip. 8, 10 p.m. and midnight.

GSAC Film Series
November 12 La Dole Vita.
November 19 Los Olvidados.
Films are shown in Fine Arts B-1, at 7:30 and 10 p.m. Admission: $1.50; Season pass: $10.

Museum Film Series
November 14 Zulu Dawn.
November 21 Sentinels of Silence: Discovering the Monkeys, Maya Lords of the Jungle.
These free films are screened at 2:30 p.m., Harrison Auditorium, the University Museum.

Penn Union Council Movies
November 13 Atlantic City, 8 p.m. and midnight.
November 19 Shoot the Moon, 7:30 p.m. and midnight.
November 26 Richard Pryor Live on Summer Strips, 8 p.m. and midnight.
All shows are in Irvine Auditorium. Admission: $1.50, midnights (and specials), $1.

Serious Films
November 9 Calling the Shots (the advertising of alcohol).
November 16 Men's Lives (the pressures and conditioning of the American male).

Meetings

Faculty Senate
November 17 Fall Meeting, 3-5 p.m., 200 College Hall.

GAPSA
November 17 Meeting, 6:15 p.m., H-S-P Room, Houston Hall.

Business and Teaching Options

Career Planning and Placement Services offers two programs this month. The first, Careers in Private School Teaching, explores the options, prospects, and methods of obtaining employment. Education students and those with graduate degrees who are interested in teaching are encouraged to attend. Dr. William Weary, the principal of Abington Friends Upper School, will present the program on November 10, 4-5:30 p.m., in Room 305 Houston Hall.

The Wharton Alternative Careers Program focuses on combining graduate degrees with interests in business and developing business administrative skills. Dr. Pat Rose, director of Penn's Career Planning and Placement Services, will discuss the program and answer questions on November 15, 4-5:30 p.m. in the Bishop White Room, Houston Hall. The seven-week course will be taught by the faculty of the Wharton MBA program.

For further information about either program contact Mary Heiberger or Mike Hindery at Ext. 7530.
Music
November 12 The University Symphony Orchestra, Eugene Narmour, conductor, presents Weber's Overture to Eugene Onegin, Beethoven's Symphony No. 8, and Stravinsky's Ode to Napoleon Bonaparte; 8:30 p.m., Irvine Auditorium. Free.

November 13 The University Museum presents The Silver Swan, a Collegium Musicum concert; 2 p.m., Lower Egypt Gallery, University Museum. $2 concert donation requested.

November 17 Chamber Music Concert, featuring Serafin and Deans, a newly formed string quartet, and commentary by Mary Anne Ballard, director of Penn's Collegium Musicum; 7 p.m., Wharton Sinister Center Conference Room (CGS). Information: Ext. 6419.

On Stage


November 14 Scott Joplin and Friends, a ragtime review; 6:30 p.m., Annenberg School Auditorium. $12 (CGS). Information: Ext. 6479.

November 19 William Parberry conducts the University Choir in Bach's Cantata No. 34 and Cantata No. 68, Brahms' Liebesliederwaltzes, op. 22, and Joocet's motet Missa ad virtum; 8:30 p.m. Free.


Special Events
November 9-30 Crafts Old and New from Thailand: University Museum Shop presents jewelry and bronzes in conjunction with the opening of the Ban Chiang exhibition.

November 10 Open House, Language in Education Division of the University Museum; 10 a.m.-4 p.m., Room A24, GSE. Information: Ext. 4800.

November 11 Political Science pre-registration Coffee Hour, 4 p.m., Van Pelt Library. Free.

November 13 Family Day: with the Basketball Team Basketball clinic with Coach Craig Littlepage and the team in the Palestra; 10:30 a.m.; Penn-Harvard game; 1:30 p.m. Free.

November 20 Southeast Asia Day at the University Museum. Information: Ext. 3024.

Sports
November 9 Soccer vs. Temple, 7:30 p.m.

November 12 Soccer vs. Harvard, 8:15 p.m.

November 13 Football vs. Harvard, 1:30 p.m.


Talks
November 9 Stable Isotopes in the Evaluation of Intrauterine Function: Dr. John Watkins, department of pediatrics, CHOP, 12:15 p.m., 4th floor, Richards Building (Respiratory Physiology Seminars).

November 10 Ultrasound in Basic and Applied Studies of Materials: Nicholas F. Fiorino, vice president, corporate director of technology, Cabot Corporation; 4 p.m., Auditorium, LRSM (Department of Materials Science and Engineering, School of Engineering and Applied Science, LRSM).

Black Hospital: Vanessa Gamble, doctoral candidate in medicine and history and sociology of science; 7:30 p.m., DuBois College House (Year 102 Calendar of Events).

November 11 Initiative Anemia: Ann Beal, professor of sociology, Cedar Crest College and lecturer, Penn sociology department; 12:15 p.m., Room 106, Women's Studies Office.

November 12 The University Symphony Orchestra, Eugene Narmour, conductor, presents Weber's Overture to Eugene Onegin, Beethoven's Symphony No. 8, and Stravinsky's Ode to Napoleon Bonaparte; 8:30 p.m., Irvine Auditorium. Free.

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November 11 Initiative Anemia: Ann Beal, professor of sociology, Cedar Crest College and lecturer, Penn sociology department; 12:15 p.m., Room 106, Women's Studies Office.
Having a Party?

The E. Craig Sweeten Alumni Center may be used by alumni, students, faculty, and staff members for University events and, with the building manager's approval, by outside organizations and individuals for personal events. The Center has no catering service, but users can arrange for such services with a firm on the Center's approved list: University Dining Service, the Faculty Club, Mary Bateman, or Jeff Miller.

There are indoor and outdoor facilities for meetings, receptions, sit-down meals or buffet service. Capacities range widely: the Class of 1942 Conference Room holds a dozen people, while up to 100 could fit in the Front Lounge and the Class of 1953 Lounge combined. There are also intermediate sized facilities, such as the Basement Conference Room and the Back Patio. Charges for meetings only, with no food or beverages, are $25 per room. Charges for receptions and other events with food and beverage service range from $35 to $100, plus $1 per capita. There are extra charges for functions held outside normal working hours.

For additional information and reservations contact Miss Marion F. Pond, Alumni Center manager, at Ext. 6811 or 7811.

OPPORTUNITIES

Job descriptions and qualifications are listed only for those positions which have not previously appeared in Almanac. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of November 8 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

- Anatomy-Chemistry Building: near Room 338; Centenary Hall: lobby; College Hall: first floor; Franklin Building: near Personnel (Room 130); Johnson Pavilion: first floor, next to directory; Law School: Room 28, basement; Logan Hall: first floor, next to Room 117; LRSM: first floor, opposite elevator; Richards Building: first floor, near mailroom; Rittenhouse East: east staircase, second floor; Social Work/Caster Building: first floor; Towne Building: mezzanine lobby; Van Pelt Library: ask for copy at Reference Desk; Veterinary School: first floor, next to directory.

For further information, call personnel relations, 898-7284. The University is an equal opportunity employer.

Administrative/Professional Staff

- Accountant II (3 positions) $14,500-$19,775.
- Applications Programmer/Analyst II (2 positions) $15,000.
- Application Programmer (1 position) $14,500.
- Archivist (CO820) $15,000-$22,000.
- Assistant Director (CO822) $15,000-$22,000.
- Assistant Treasurer (CO827) $15,000-$22,000.
- Associate Comptroller (CO828) $15,000-$22,000.
- Associate Director IV (2 positions) $15,000-$22,000.
- Associate Director III (5 positions) $15,000-$22,000.
- Business Administrator I (5253) $15,000-$22,000.

Consultative Committee:

Executive Director of HUP

Samuel H. Ballam, Jr., chairman of the Trustee Board of the Hospital of the University of Pennsylvania, and Thomas W. Langfitt, M.D., vice president for finance at the University, have announced the formation of the committee that will search for a replacement for Mark Levitan as executive director of the Hospital.

Mr. Ballam will chair the committee, consisting of himself, Dr. Langfitt, and Clyde F. Barker, professor of surgery, and vice chairman of the department of surgery.

W. W. Keen Butcher, member of the Hospital Board and associate trustee of the University;

Anna-Marie Chirico, associate professor of medicine, and president of the HUP medical staff;

Laurence E. Earley, professor of medicine, and chairman of the department of medicine;

Louis Fink, resident in medicine, and president of the HUP House Staff organization;

Diane O. McGivern, associate professor of nursing, and associate dean of the School of Nursing;

Harry Wollman, professor of medicine, and chairman of the department of anesthesiology.

Support Staff

Administrative Assistant I (CO823) $9,925-$12,250.
- Administrative Secretary II (CO824) $11,925-$14,975.
- Air Conditioning and Refrigeration Mechanic (5166) Union Wages.
- Cashier, Assistant (CO825) $8,250-$10,000.
- Coordinating Assistant I (3 positions) $10,750-$13,100.
- Coordinator, Classroom (5229) $11,750-$14,000.
- Dental Assistant I (2 positions) $10,450-$12,750.
- Dental Assistant II (5238) $10,175-$13,400.
- Dental Assistant III (5030) $12,225-$15,100.
- Dental Hygienist (CO826) $12,225-$15,000.
- Office Automation Operator II (CO827) $9,375-$11,500.
- Program Planner/Analyst (CO841) handles systems planning for Graduation Division including students, alumni and Admissions Data Base Design; evaluates hardware and software design programs for integrating micro-processors for classroom and student use; integrates Graduation Division word processing and computer-based support systems (degree, fluency in FORTRAN, COBOL, APL, and BASIC; extensive knowledge of the Commodore microprocessor, and the microprocessor data base management system) $11,925-$14,975.
- Research Technician I (CO839) $10,450-$12,675.
- Research Laboratory Technician II (3 positions) $10,750-$12,400.
- Research Library Technician III (5 positions) $11,225-$13,775.
- Secretary II (6 positions) $8,775-$10,725.
- Secretary III (5 positions) $9,375-$11,500.
- Secretary, Limited Service (5165) hourly wages.
- Secretary, Medical/Technical (6 positions) $9,250-$12,250.
- Secretary/Technician Word Processor (5230) $9,250-$12,250.
- Temporary Secretary, Medical/Technical (CO776) $9,925-$12,250.
- Typist I (CO941) types; files; handles reception and general office work (ability to type 50 w.p.m. accurately, ability to transcribe from dictating machine, knowledge of basic medical terminology, basic grammar and spelling) $7,725-$9,350.

Part-Time Positions

Administrative/Professional

Professional (4 positions) hourly wages.
- Research Specialist I (CO820) hourly wages.
- Research Specialist II (CO821) hourly wages.
- Support Staff Physician (CO501) hourly wages.

Support Staff

Occasional Worker (CO921) hourly wages.
- Temporary Extra Person (2 positions) hourly wages.

ALMANAC, November 9, 1982