From the President and the Provost

The Budget for Fiscal Year 1984

Last October we wrote a preliminary report to the University community on the Fiscal Year 1984 budget. Since then we have been working intensively on the budget with our colleagues. We have been guided by the basic framework set out in the strategic plan, "Choosing Penn's Future" (Almanac Supplement January 29).

Most important, academic quality remains our first priority; the strength of the faculty is the basis of that quality. Second, we must protect the University's financial integrity and operate within a balanced budget. Third, we must make sure that the University's special character continues to be reflected in the diversity of our community. Fourth, we must ensure the highest academic quality of our students and research efforts through the steps outlined in the strategic plan. Of particular importance in the budget context, growth of faculty real income in both junior and senior ranks is essential. The continued contributions and increased productivity of the administrative and support staff are also necessary to ensuring academic quality.

Our judgments on the details of the Fiscal Year 1984 budget are still tentative, although we do not expect important changes in the figures stated here. A substantial array of programmatic and financial uncertainties, however, face the University. We will not know the actual Commonwealth allocations from the Federal Government for some months. We will present the final budget for Fiscal Year 1984 to the Trustees in March or April. In the interim, we provide this current report to the University community.

Inflation slowed significantly more than we had projected last October. For the country as a whole, that rate was 3.9% as of December 1982 as compared to a year earlier; in the Philadelphia area, the rate was an even more favorable 3.2%. Among other things, this means that the University's average salary increases for continuing faculty and staff have been greater than inflation for the last several years, providing continued growth in real income.

Our efforts since October have produced additional cost-cutting steps, and plans have been made to reduce administrative expenses in each School and Resource Center, as well as in central University activities. Perhaps the most dramatic of those steps result from the University's energy conservation program, which should allow a reduction of $1.5 million in expected utility charge increases.

In comparison to last fall, we are also now able to predict with more precision the current year's financial situation, which obviously bears directly on next year's budget. Along with some savings, however, we see some disturbing revenue shortfalls in several schools.

Sessions have been held with each of the Schools and Resource Centers to review their budgets in accordance with the initial assumptions and escalators proposed last fall. Those budget discussions revealed a number of difficult problems, and we are still in the process of working through some of those serious issues. Nonetheless, we have revised the preliminary estimates that we stated last fall.

Overall, average faculty and staff salaries will increase more than the average rate of inflation last year and the projected rate of inflation next year. Salary guidelines concerning individual salary rates will be issued during the course of the spring after final figures on the 1984 budget are set. As in the past, we expect that from an aggregate salary pool a base will be set, together with the potential for a merit component.

We project that the aggregate salary pool for the faculty and staff will increase by 6.0%. We also continue to plan an additional fund to meet special salary needs. Employee benefits are, of course, an integral component of overall compensation; sharp increases in Social Security and health benefit costs cause us to continue to estimate that employee benefits will increase at a rate faster than average salary increases. We are currently working on ways to limit the total expenses that comprise employee benefits, while preserving the integrity of the programs. Those efforts may involve some adjustments in the contribution levels, particularly in the health arrangements.

We now project an increase of 9.6% in the average cost of attending Penn for an undergraduate (tuition, room, and board). This includes an 11% increase in undergraduate tuition and in the general fee, with financial aid provided sufficient to maintain our current need-blind admission policies. Room and board are projected to increase 9.5% and 5.0% respectively. Graduate Ph.D. tuition will increase 13%, but graduate University fellowship funds will be expanded by 17%. Professional school tuition rates will, as in the past, vary somewhat from school to school, and we are still in the process of working through the analyses necessary to set those rates.

We recognize that the projected increases in tuition and fees, as well as in room and board, will impose significant pressures on many students and their families. With increases in financial aid that have been built into the budget, however, the diversity of our student body will be maintained. At the same time, we stress that the budget has not been balanced with ease. Many desirable steps cannot be funded, and a number of schools and centers face difficult problems. Nevertheless, the budget will maintain the high academic quality of the University. That quality is and will remain our first priority.

Sheldon Hackney

Thomas Eichler

Snow and Emergency Closing

The University almost never closes because of weather conditions. In any case, if a blizzard begins in the middle of the day, daytime classes on that date are not cancelled officially.* Evening classes are cancelled occasionally but only under severe weather conditions. In radio announcements, 102 is the University's code number for daytime closing of classes and offices, 2102 for cancellation of evening classes. For information on closing, you may also phone 898-6358 (898-MELT).

Office of the Provost

* This does not preclude the occasional cancellation of a particular class because the faculty member teaching the course is unable to travel to the campus. Students should inquire in the office of the appropriate academic department.

IN BRIEF

Senate Ballots on Tuition: The deadline for return of the Senate's mail ballot on options in tuition plans for faculty children is 2 p.m. Monday, February 21, the Senate Office reminds. Ballots (page 3) and supporting documents (pp. 4-5) went into campus mail to standing faculty yesterday. An administration statement on the options also appears on page 3.

Draft on Draft: A document on the February 9 University Council agenda gives President Sheldon Hackney's proposal for a University response to the federal amendment that would cut off student aid to those eligible for the draft who fail to register. Published in the Daily Pennsylvanian on Friday as "Policy Statement—Solomon Amendment," the text is entitled "Draft for Discussion" in Council mailings released to campus press.

FICA Claim Update: The Comptroller's Office has extended to March 10 the deadline for return of a consent form mailed last semester to faculty and staff whose TIAA-CREF and other annuity-plan payments were taxed as "wages" in calendar 1978 through 1981. Descriptions of the University's intention to file for a refund, and details of eligibility and procedures, will appear next week.

No Stated Meeting: The Trustees Executive Committee Stated Meeting tentatively scheduled for February 11 has been cancelled.

INSIDE

- Speaking Out: Tuition Benefit, p. 2
- Administrative Statement, News Coverage and Ballot on Tuition Benefit, p. 3
- Texts Accompanying Ballot, pp. 4-5
- The 1982 W-2, Line by Line, p. 8

INSERT: FAS Reports on Century IV
Marked Improvement

The new tuition benefits plan is, in my opinion, a marked improvement upon the existing one. It uncouples a fringe benefit from either the actions of the University’s Office of Admissions or from the career planning of faculty children. This is a major advantage.

It does not deprive the faculty as such of benefits. Instead, it distributes those benefits more equitably among faculty.

It is vital to the future of this University to have a strong and equitable tuition benefit plan, so that we can recruit the best young faculty—whether or not they have children, and whether or not they intend their children to go to Penn. The new plan is a move in the right direction.

I urge my colleagues to vote option A.1 on their ballots so that we can press forward with this change. We will all benefit.

—Neal Nathanson, M.D.,
Professor and Chairman, Microbiology/Med.

Benefits vs. Salary

There have been many opinions expressed regarding the tuition benefits plan for faculty children. The major concerns seem to be the present plan versus some other plan to benefit faculty children. I am opposed to the tuition benefit plan and will therefore vote for option "C," on the ballot that is presently being distributed. This option states: "A reduction in the portion of tuition compensation that is directed towards tuition remission."

I believe others have the same feeling and I do hope they vote for option "C." The faculty seems to ignore the fact that this benefit is very expensive. If this benefit were reduced, the savings could go into faculty salaries where we would all benefit. At present, the only ones who benefit are those with children who plan to go to college. This is clearly discriminatory.

—Kenneth D. George,
Professor of Education

Hue and Cry

A wave of pseudo-militancy seems to have swept over some of my colleagues in the past weeks as a result of the proposed reform of the tuition benefit for faculty children. For months in which Dr. Preston and the Committee on Economic Status had quietly worked at making the present system more equitable for all faculty, a great hue and cry has been raised that we must not accept the key constraint on the Economic Status Committee’s work—that there should be no rise in the cost of this particular benefit. Rather, we are told, we should expand the expansion of the tuition benefit as a means of increasing total faculty compensation.

There are a few of us on the faculty who are not in favor of increasing compensation. Yet, do we all want our increased compensation in the form of this non-cash benefit? The initial impetus for reform of this benefit was its clear inequity in the treatment of children who go elsewhere and those who go to Penn. Although the committee has done an admirable job of coping with this inequity, it has ignored a far more important inequity in the benefit structure: its unfairness in the treatment of faculty who for one reason or another do not have children (or if it can be imagined) do not have children who go to college. The idea that a faculty member with an indifferent record of scholarly achievement but six or seven children might get several hundred thousand dollars more in compensation than an outstanding scholar with no children poses a serious problem of equity which we would all do well to consider.

Although I can understand those who support maintaining the cost of the benefit at its current level in these times of economic uncertainty, I believe in the long run that the faculty should work to "trade in" part of the cost of the tuition benefit for an increase in money income or other, more equitable, benefits.

—Mark J. Stern
Assistant Professor of Social Work and History

Demographics: A Hidden Factor

Information which came out at the recent Senate “Informational” meeting on tuition benefits for Faculty children indicates that certain crucial facts had been overlooked in calculating costs. Unquestionably, the single most important omission is the failure to take into account demographic trends indicating that the costs of tuition benefits have already peaked.

Last year, for example, 169 faculty children applied for Penn admission whereas this year only 146 did so—a decline of about 14% in one year. The reduced hiring of young faculty beginning during the late 1960s ensures that further reductions will be even more rapid than that for the population as a whole.

In spite of near unanimous opposition from the floor, faculty will be asked to choose among alternative proposals, all of which fail to take demographic trends into account. More important, the wording of the proposed ballot itself is misleading. The leadership was unwilling to phrase the choices more accurately reflect anticipated trends, because “it is too late.” Consequently, it was suggested at the meeting that those who believe in the importance of tuition benefits vote for Option B of Part I (the inaccurately called “increased cost” plan which, because of declining numbers of eligible faculty children would likely result in level or even decreasing costs) and Option A.3 of Part II (the current plan). This set of choices would postpone a final decision and allow time for an appealing set of options which takes demographic trends into account.

—Joseph M. Scandura
Associate Professor of Education

IN BRIEF continued

Mr. Posner/A-3: Vice President for Human Resources Gary Posner will address the A-3 Assembly and answer questions, February 14, noon-1 p.m. and February 15, 1-2 p.m. in the Smith-Harrison-Bodek Room in Houston Hall.

Communications Update: The Office of Communications is preparing to update its inventory of Communications appeared as an insert in Almanac on February 9, 1982. All departments that appeared in last year’s inventory should send any changes from last year’s copy to the editor, Ron Francis, at 410 Logan Hall/CN by February 25. If no changes are required or no notice given, last year’s copy will be used. Other departments that offer audio, visual, or other-producing services, should send listings in the same form as appeared in the 1982 inventory to Ron Francis by the same deadline.

To Schedule Houston, Irene: March 1 is the deadline for advance reservations to be submitted for use of Houston Hall and Irene Auditorium during the 1983-84 academic year. Offices and groups that need to use facilities in either of those buildings on a regular basis should complete an application form which is available from Flonnia Freeman, Office of Student Life, 110 Houston Hall.

Monthly scheduling may still be done and applications may still be submitted for use of space during the spring semester. There is no charge for the use of these spaces which can accommodate from 15 people in a meeting room to 300 in Houston Hall’s Bodek Lounge and up to 2000 in Irene Auditorium.

Stranded in Serendip: Ban Chiang: Discovery of a Lost Bronze Age, the exhibition of archeological discoveries in Thailand scheduled to close at the University Museum January 30, was extended because of the independent truckers’ strike. To check cause of the independent truckers’ strike. To check availability of tickets, call Ext. 4000.

Career Alternatives: Careers in Foundations, Not-for-Profit Organizations, and Grantmanship will be the topic of the February 14 session on career alternatives presented by the Career Planning and Placement Service. Jane Sandfor, J.C. Penney Foundation, will discuss careers in foundations; Robert Musil of SANE will speak on grantsmanship; and Ellen Ehrlich, Planned Parenthood, will explain careers in not-for-profit and related organizations.

Graduate students, faculty and staff are invited to hear the three panelists speak, 4:30-6 p.m. in the Benjamin Franklin Room, Houston Hall.

Tickets for the Spectrum: For the Penn-Princeton basketball game (a "home" game but at the Spectrum instead of the Palestra) higher-priced tickets are sold out, though some are left at $3.50. Ticket Manager Bob Donohue expects all 18,000 seats to fill up in advance sales. The Penn-Princeton Ivy League match is at 9 p.m. beforehand and St. Joseph’s meets Villanova in Big Five play at 7 p.m.
Senate: Meeting and Mail Ballot

With 88 members in the audience and three on the platform, Senate's Special Meeting on faculty children's tuition benefits last Wednesday set the stage for the first Senate mail ballot following a recorded vote.

The ballot grew out of complaints at the small turnout and vote November 17, when a 39-11 vote passed a resolution to change the benefits patterns—gradually bringing up direct grants to families with children elsewhere, but on the same schedule reducing tuition remission at Penn from its present 100%.

(For details of the plan then passed, see Almanac November 16).

At Wednesday's Special Meeting, Senate Chair Murray Gerstenhaber proposed taking to the April Spring Meeting a resolution to change Senate Rules to provide for such mail ballots when an issue of concern to the majority is voted at a meeting attended by less than 10% of the membership. A straw vote in favor of submitting that proposal, and one upholding the chair's ruling that Wednesday's meeting was in order, preceded debate.

Wednesday's was an "informational meeting" in preparation for the mail ballot in which a form, below right, is being mailed this week to all standing faculty members along with the supporting documents on pages 4-5 of this issue.

The administration statement by Vice President for Finance Paul Gazzarro, above right, is not part of the mailing and appears only here.

Data and Debate: Economic Status Committee Chair Sam Preston gave an overview of the proposal to redistribute benefits, a rundown on tuition benefits in other Ivy institutions*, and some detail on the potential impact of the November 16 plan (now shown as A.1 in the ballot) to encourage admission of more faculty children through a slight income incentive (4%) based on overhead recovery calculations. He also described four alternate proposals received by the December 21 deadline for input to the Senate Office: "B" on the ballot stems from a proposal by Dr. Adrian Morrison; "C" from one by Dr. Martin Pring; and in "A" the Committee treated as a friendly amendment (to A.1) Dr. Paul Wiita's proposal to index faculty salaries to tuition increases, adding this to the 1985-86 review. A proposal by Dr. John Furth was called "similar to the current plan" and not placed on the ballot.

In the 2 1/2-hour meeting, a series of requests to add to the proposed mail ballot a "100%/50%" option—increasing the total package to allow 50% of Penn tuition for children away as well as 100% for those attending here—led to heated exchanges on both form and substance: whether the ballot was subject to change based on a sense of the meeting (the chair ruled not), and whether the Committee on Economic Status was right to accept constant cost as a limitation.

Almanac counted 28 contributors from the floor, some rising twice or more. Most either objected to loss of a benefit, or challenged the chair's ruling on not adjusting the ballot from the floor, or both. Some discussed demographics. (With other speakers, Dr. Preston raised concern about lack of information on faculty families—records show number of children, but not their ages.) Two speakers treated the Committee-backed option as an improvement in fairness over the current plan.

Some debate was historical—on whether the mid-sixties pattern constituted indexing of tuition-away at half of Penn tuition ($750 vs. $1500, then $900 vs. $1800, not later raised as Penn tuition went up); interpretations of the 1966 McGill report on admission of faculty children in regular and special categories; and the charge that low raises have been accepted for years primarily in anticipation of tuition benefits.

Several members registered objections to the communications process. After the meeting, Dr. Gerstenhaber asked all SEC members, and especially SEC constituency representatives, to encourage discussion and the return of ballots. "Whatever the outcome," he said, "the force of the faculty voice will be weakened if many don't return their ballots." He offered to help field questions.

Note: Constituency representatives' names are listed in an Almanac pull-out October 19, 1982. Articles on recent distribution of tuition remission and direct grant awards, by 1981-82 Senate Chair Phoebe S. Leboy, appeared in the November 3 and 10, 1981, issues.

* Brown and Dartmouth, $1000 home or away; Yale $1500 home or away; Harvard no direct aid but 10-year interest-free loans home or away; Cornell 100% home; $1000 away; Columbia 100% home, 50% away; Princeton 50% home (to $3000), none away. Other Preston figures: MIT $4000 home, $2000 away; NYU 100% home, none away; Stanford 50% home, up to $2000; Yale tuition away. Figures from the floor: Chicago 100% home or away; Bryn Mawr 100% home, 50% away.

Administration Statement on Proposed Faculty Tuition Benefit Changes

In an attempt to minimize disparities in tuition benefits, a faculty ad hoc committee, chaired by Dr. Murray Gerstenhaber, spent many hours examining all aspects of possible restructuring. We are most grateful for their efforts.

Following receipt of the committee's recommendations, the Provost referred this report to the senior officers of the University responsible for financial and personnel matters. Their review indicated that the recommendations of the ad hoc committee would involve significant additional costs.

The University administration then suggested an alternative to the committee on the Economic Status of the Faculty, chaired by Dr. Samuel Preston. This Committee found the alternative plan unacceptable in several respects, and proposed several major modifications. As a result of extended discussions and analyses of all available information by the administration and the Committee on the Economic Status of the Faculty, two new options were developed. The administration can support restructuring of the present plan under either of the two new options (A.1 or A.2) as stated in the mail ballot.

The administration believes that either of the new options is preferable to the current plan in that both restructure a benefit within available resources to make it more equitable to more faculty. Given the severe financial pressures on the University, the administration cannot accept any plan that would increase the total cost of the benefit.

The administration is prepared to meet with the Committee on the Economic Status of the Faculty in March, 1986, to review the results produced.

-Paul Gazzarro, Jr., Vice President for Finance
Information Related to the Ballot on Tuition Benefits for Faculty Children

Prepared by the Senate Committee on the Economic Status of the Faculty

Background

Under present circumstances, a faculty child admitted to Penn receives full tuition remission, whereas a faculty child attending another college receives a direct grant of up to $900 per year. The admission of faculty children to Penn has become a matter of considerable anxiety to many faculty as their real incomes have eroded, as tuition charges at most private institutions have increased, and as the gap between tuition remissions at Penn and away from Penn has grown. The denial of admission to a faculty child set on coming to Penn in the entering class of 1983 would cost the faculty member some $40,000 in after-tax tuition remissions under the present plan. Denials of admission to certain faculty children applying to the class of 1986, children whom parents believed to be qualified for Penn, set off an uproar heard around the campus.

In response to this episode, a faculty Ad Hoc Committee on Tuition Benefits was appointed in May 1982. It reported to the provost in August 1982, whereupon it dissolved. Subsequent discussions with the administration have been the responsibility of the Faculty Senate Committee on the Economic Status of the Faculty. This committee met repeatedly with members of the administration in an attempt to reach a mutually agreeable plan to restructure tuition benefits for faculty children before the Faculty Senate meeting of November 17, 1982. The aim of the restructuring was to reduce the disparity between tuition at Penn and away from Penn, while maintaining constant cost for the total tuition package. It was believed that such a restructuring would aid faculty in financial planning, would widen choices for faculty children, and would reduce pressures on the University Admissions Office. The administration would not agree to a plan that would increase the cost of the tuition benefits package. The committee also sought a constant-cost plan both because this feature seemed necessary to achieve any benefit restructuring and because faculty groups wishing to increase and to decrease the fraction of compensation in the form of tuition benefits seemed reasonably balanced in size and strength of argument.

A mutually agreeable plan was arrived at less than a week before the Faculty Senate meeting. Details appeared in The Daily Pennsylvanian several days before the meeting and in Almanac one day before the meeting. A resolution to approve this plan (A.1) was adopted by a vote of 39:11 at the Senate meeting. Because of the limited time for debate, the small size of the vote, and the importance of the issue, the Senate Executive Committee decided to disregard the vote and to issue a mail ballot to all voting members of the Faculty Senate, preceded immediately by a special Senate meeting for informational purposes on February 2, 1983. Faculty were invited to submit alternate plans for consideration, and the ballot reflects the suggestions received.

The Proposals

Part I of the ballot asks the faculty member to indicate whether he/she prefers A, one of the three constant-cost plans presented in Part II; B, one of these plans combined with a one-time individual choice between the current and new plan for each faculty member; or C, a reduction in the portion of faculty compensation that takes the form of tuition remission.

Part I of the ballot will be used primarily for long-range planning by the Economic Status Committee.

(continued past insert)
The only option in Part II with immediate implication is Option B, and it is important to recognize that Option B will almost certainly not be implemented because of its high (and uncertain) cost. The Economic Status Committee estimates that the additional cost of allowing a one-time choice between the current plan and Plan A.1 would be about $500,000 over the first four years of the new plan (i.e., to 1987-88), with a feasible range of $500,000 to $980,000. The basis for these estimates was presented at the Senate meeting of February 2, 1983. The administration's estimate of the cost of extending choice is well beyond the upper end of this range. The committee's estimate of the cost of allowing a one-time choice between the current plan and Plan A.2 is about $1.2 million over the first four years. The extra cost of allowing choice is such that no choice for individual faculty between new and old plans seems feasible in the near future. Instead, the faculty must make a collective choice between old and new plans. Faculty who wish to have an individual choice between the old and a new plan but who prefer the current plan to either of the new plans should mark B in Part I and either A.1 or A.2 in Part II.

Option C is not a plan per se but allows faculty to express a preference for reducing the fraction of faculty compensation that takes the form of tuition remissions. As in the case of Option B, the proportion of faculty expressing this preference will guide the long-term policy of the Economic Status Committee. Persons electing Option C will still have the opportunity to indicate in Part II whether they prefer the present plan or one of the two restructured plans.

The relative balance of votes between Options B (increase the tuition benefit) and C (reduce the tuition benefit) will be pivotal in instructing the Economic Status Committee regarding the negotiating stance that it should adopt vis-a-vis faculty tuition benefits.

Part II is the more critical portion of the ballot because the outcome will affect short-term policies. Part II asks each faculty member to indicate whether he/she approves of one of the restructuring plans negotiated by the Senate Committee and the administration or prefers the current plan. Under both A.1 and A.2, the restructured plans, faculty children would eventually receive remission of 75% of Penn's tuition for children attending Penn, and up to 40% of Penn's tuition for children attending other universities. They differ in the speed with which this state is achieved and the extent to which children starting at Penn before 1984 are maintained under the current plan. Plan A.1 achieves the 75% state more slowly and with more extended grandfathering of children starting Penn before 1984. Both plans eventually reduce to 75% the tuition remission for faculty children enrolled in the Medical School, Dental School, Veterinary School, Law School, or in the Wharton MBA program. 100% tuition remission would be maintained for other graduate programs at Penn. The administration has indicated that it is prepared to implement Plans A.1 or A.2 or to maintain the current Plan A.3.

Of the two restructured plans the Senate Committee on the Economic Status of the Faculty endorses Plan A.1 because, unlike Plan A.2, it fully protects those who have enrolled while the current plan is in effect (as well as those who will enroll in 1983). It is possible that if large and very similar proportions favor A.1 and A.2, a compromise plan could be negotiated with the administration that phases in the 75% state at a rate between that of Plans A.1 and A.2. If one of the restructured plans is adopted, the experience with the plan will be reviewed jointly by the Senate Committee on the Economic Status of the Faculty and the administration no later than March 1-1986. It should be noted that both restructured plans may confer an "admissions benefit" at Penn for faculty children by eliminating the present financial incentive for the Admissions Office to reject the application of a faculty child.

It is important to recognize that the present benefit of 100% tuition remission at Penn is a conditional benefit. It becomes activated only if a child is accepted at Penn and agrees to attend. In 1982-83, only 49% of faculty children receiving tuition benefits attended Penn; 60% of the faculty-staff applicants to Penn in the spring of 1982 were accepted, some after extended wait-listing. Plan A.1 adopted at the 1/17/82 Faculty Senate meeting, assures that every faculty child attending college in 1987-88 will have at least $4800 available towards his or her tuition, compared to $900 if the present plan remains in effect. The difference between the tuition guarantees under the two plans will grow even larger in the later years.

**This is 40% of Penn's projected tuition of $12,000 in 1987-88.**

Illustration of the Additional Cost of Allowing a One-time Choice between Current Plan and Plan A.1 Compared to the Cost of All Faculty Being on Plan A.1

<table>
<thead>
<tr>
<th>Year of Entrance</th>
<th>% Choosing Old Plan Whose Kids Attend Penn</th>
<th>% Choosing Old Plan</th>
<th>Penn Tuition</th>
<th>No. Students Entering College</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984-85</td>
<td>.75</td>
<td>.40</td>
<td>.9018</td>
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<tr>
<td>1985-86</td>
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</tr>
<tr>
<td>1986-87</td>
<td>.69</td>
<td>.36</td>
<td>10.91</td>
<td>170</td>
</tr>
<tr>
<td>1987-88</td>
<td>.66</td>
<td>.36</td>
<td>12.00</td>
<td>170</td>
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<table>
<thead>
<tr>
<th>Year of Entrance</th>
<th>Difference Between Tuition Remission at Penn Under Old and New Plans</th>
<th>Difference Between Tuition Remission Away from Penn Under Old and New Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984-85</td>
<td>.1686</td>
<td>$66,598</td>
</tr>
<tr>
<td>1985-86</td>
<td>.241,830</td>
<td>$66,598</td>
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<tr>
<td>1986-87</td>
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<td>$66,598</td>
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<tr>
<td>1987-88</td>
<td>.241,830</td>
<td>$66,598</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Year of Entrance</th>
<th>Costs at Penn</th>
<th>Savings Away from Penn</th>
<th>Net Cost of Allowing Choice</th>
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</thead>
<tbody>
<tr>
<td>1984-85</td>
<td>$35,398</td>
<td>$25,500</td>
<td>$75,844</td>
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<tr>
<td>1985-86</td>
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<tr>
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<td>$25,500</td>
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<tr>
<td>1987-88</td>
<td>$246,060</td>
<td>$25,500</td>
<td>$271,560</td>
</tr>
</tbody>
</table>

About 25% of this added cost is recoverable through indirect cost charges on grants, so the net added cost would be $75,844 = $65,833. This cost is understated to the degree that children attending schools other than Penn would not be using the full credit ($4800 in 1987-88).
ON CAMPUS
February 8-20

Children's Activities
Film Series
February 12 Lost in the Wild
February 13 The Lavender Hill Mob

The Saturday children's film series is free. Films are screened at 10:30 a.m., Thursday, and 12:30 p.m., Irvine Auditorium (Year 102 Events).

On Stage
February 9 The Performing Arts Repertory Theatre Foundation, N.Y., presents Soldier African Dancers: 10:30 a.m. and 12:30 p.m. Irvine Auditorium (Year 102 Events).

Conferences
February 18 Shakespeare Symposium: Shakespeare Study Today; honoring the 50th anniversary of the University Shakespeare Library, Special Collections, Van Pelt Library, 9:30 a.m., 6th floor, Van Pelt. $25 registration fee ($20 for members) includes lunch, attendance at all lectures, and reception. Information: Ext. 7552 or 7088.

Coursework and Training
Training Division of Personnel
February 8 The Interview Process: From Start to Finish (for staff with hiring responsibilities), 1-4 p.m., $10 fee per participant, charged to the participant's department, following supervisory approval.
February 9 Resume Development, noon-1 p.m.
February 10 Preparing to be Interviewed, noon-1 p.m.
February 18 Purchasing Orientation (first and third Wednesday of each month) call Ext. 4078 to register.

For more information and registration contact the Training Division at 516 Franklin Building, 16 Ext. 3400.

Workshops
February 19 Racistan Awareness Training: lecture by Dr. Robert Moore, Council on Interracial Books for Children; slides, role plays, discussion, 10 a.m., Bocke Lounge, Houston Hall (Office of Student Life—Year 102 Events).


Exhibits
Ongoing
The Egyptian Mummy: Secrets and Science and Polynesian University Museum.

Through February 11 Paintings and Sculpture by Dina Wood, Faculty Club.

Through February 13 The Art of Storytelling through Illustrations from Canterbury Tales, part of Artfest/83, Lobby, Annenberg Center.

Through February 18 Letters, diaries, books, manuscripts of Horace Howard Furness and his son, marking the 50th Anniversary of the Furness Shakespeare Library; Rosenwald Gallery, 6th floor, Van Pelt Library.

Through February 24 Faculty, Critics and Students of Department of Fine Arts, 1981-83 Fine Arts Gallery, Fine Arts Building.

Frameworks of Invention, the Sketchbooks of Le Corbusier, Dean's Alley, Fine Arts Building.


February 8-3 March 31 Prisms by Goya: Desastres de la Guerra, La Tauromaquia, Spanish Entertainment and other prints; Arthur Ross Gallery, Furness Building.

February 9-18 Black Contributions to American History: Fine Arts, Nichols and Grad Tower B lobbies; Government, Kings Court: English House (North Campus Residence—Year 102 Events).

February 16-22 Black Contributions to American History: Education, Nichols and Grad Tower B lobbies; Fine Arts, Kings Court: English House (North Campus Residence—Year 102 Events).

February 16-March 11 Sculpture by Anita Riker and paintings by Barry Campbell Faculty Club.

Exhibition Hours
Annenberg Center Lobby 3680 Walnut Street. Monday-Friday 8:30 a.m.-9 p.m., Saturday noon-9 p.m.; Sunday noon-6 p.m.

Arthur Ross Gallery Furness Building, 220 South 34th Street, Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.

Faculty Club: 1st and Walnut Streets, Monday-Friday 9 a.m.-9 p.m.

Fine Arts Building: 34th and Walnut Streets, Tuesday-Friday 10 a.m.-9 p.m., Saturday and Sunday noon-5 p.m.

Fine Arts Library: Furness Building, 220 South 34th Street, Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m., Sunday 1-11 p.m.

University Museum 33rd and Spruce Streets, phone: 222-7777, Tuesday-Saturday, 10 a.m.-4:30 p.m., Sunday 1-5 p.m.

Van Pelt Library: Monday-Friday 9 a.m.-11 p.m. except holidays. Rosenwald Gallery, Monday-Friday 9 a.m.-5 p.m.

Guided Gallery Tours
February 12 China
February 13 China
February 18 The Archaeologist's Work
February 20 Mexico

These Saturday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum. Information and to arrange for group tours: Ext. 4015.

Films

Exploratory Cinema
February 9 Conversations in Vermont: Going Home

Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admissions: $3, students $2.

GSAC Film Series
February 8 Shadows of Forgotten Ancestors.

February 11 The Hunter.

February 18 The Exterminating Angel.

Films are shown in Fine Arts B-1, at 7:30 and 10 p.m. Admission: $1.50. Season pass, $10.

International Tournee of Animation
February 11 A Tribute to the Animation Artists of the National Film Board of Canada, 6, 8, 10 p.m.
February 12 More Selections Covering 42 years of Canadian Innovation and Production, 2, 4, 6, 8 p.m.

This exclusive Philadelphia showing of 21 animated selections is part of Artfest/83. The films will be shown in the Studio Theatre, Annenberg Center. Admission: (evenings) $4, $3 students (matinees) $3, $2.50 students.

Jacques Tati Retrospective
February 8 Traffic, 7 p.m.; Mon Oncle, 9 p.m.
February 10 Mr. Hulot's Holiday, 7 p.m.; Playtime, 9 p.m.

This exclusive Philadelphia showing of all five films by the modern master of silent comedy, is part of Artfest/83. The films will be shown in the Studio Theatre, Annenberg Center. Admission: $3 per film, $5 for both films in one evening.

Museum Film Series
February 13 Les Petits Faquires.

February 20 Who Shot the Teacher?

These free films are screened at 2:30 p.m., Houston Auditorium, the University Museum.

PUC Film Alliance
February 10 Easy Pieces, 9 p.m.; Eats Rider, 10 p.m.

February 17 Putney Swopes.

Unless otherwise indicated, all films are screened at 10 p.m., Irvine Auditorium. Admission: $2.

Penn Union Council Movies
February 11 Stripes, 8, 10, 12 p.m.
February 12 The Way We Were, 7:30, 9:45 p.m. Midnight: High Society.
February 18 Dona Bolero, 7:30, 10 p.m.; Two-Ways:
February 19 Road Warrior, 8, 10, 12 p.m.

Schedule subject to change. All shows in Irvine Auditorium. Admission: $1.50. Midnight: $1 (Midnight showings of feature films are $1.50). Information: Ext. 4444.

Serious Films
February 8 Michael, A Gay Son, noon, 2 p.m.
February 15 Killing Us Softly, noon, 2 p.m.

These free films are screened in the Houston Hall Art Gallery by the Office of Student Life; discussions will be held after films. Information: Ext. 6533.

Year 102 Films
February 7 Marlin Luther King, 5 p.m., Seminar Room, Hazelton House (Year 102 Residence).
February 8 Roots: The Slave (episode 2), 7:30 p.m., Meyer Hall (North Campus Residence).
February 9 Autobiography: Miss Jane Pittman, 7 p.m., McClelland Hall, Quad (West Campus Residence).
February 10 Roots: The African (episode 1), 7:30 p.m., Law Dorms (North Campus Residence).
February 11 Roots: Uprooted (episode 3), 5 p.m., North Campus Common Room, Nichols House (North Campus Residence).
February 11 Tale of O, 1 and 4 p.m., Upper Lobby, High Rise North (Racism Committee, Department of Residential Living).

Meetings
GAPSA
February 9 Meeting, 6 p.m., Graduate Student Lounge, 2nd floor, Houston Hall.

University Council
February 9 Meeting, 4-6 p.m. in Room 2, Law School.

Music
February 11 Penn Gospel Choir, 7 p.m., Rooftop Lounge, Harnwell House (West Campus Residence—Year 102 Events).
February 12 Concert of Traditional Irish Music with Clannad, co-sponsored by Folklore Center of International House and the Cherry Tree Music Co-op, 8 p.m., International House. Admission: $3, Information: 387-5125, Ext. 219.

The Penn Union Council presents NRBQ: The New Rhymes Blues Quartet, a dance concert, Houston Hall Auditorium; two shows at 8 and 11 p.m. also featuring The Fabulous Thunderbirds, a rhythm-and-blues band. Tickets: Houston Hall Records and Plastic Fantastic: $6.50 for students, $8 for others. Information: Ext. 4444.

February 19 The University Museum presents the Coalition Musicum Renaissance Wind Band Concert, with Leland Kimball, tenor, 2 p.m., Lower Egyptian Gallery, University Museum.

On Stage

February 8 Tall Tales by Charlotte Ross, professional storyteller and eleventh generation Appalachian; noon, free lobby performance at the Annenberg Center (Artsfest/83).

February 8 Folk singing by Ellen McHale; noon, free lobby performance at the Annenberg Center (Artsfest/83).

February 10 Folk singing by Marsha Genemski; noon, free lobby performance at the Annenberg Center (Artsfest/83).

February 11 The Arther Hall Dancers, 7:30 p.m., (West Campus Residence—Year 102 Events, Groove Phi Groove Social Fellowship).

February 11, 12 The Evolution of Bean Soup, a multimedia performance for ages 4-12: actors, 3 musicians, created by Mike Matthews and James Jolman; 8:30 p.m., Christian Association Building. Admission: $4, Information: 387-5264.

February 17 The National Black Theatre's Soul Fission, 8 p.m., Annenberg School (Department of Residential Living—Year 102 Events).

ALMANAC, February 8, 1983
**Sports**

February 12 Basketball Homecoming (Harvard vs. Penn): cash bar 4:30–7 p.m., Levy Tennis Pavilion deck; buffet supper 5:30 p.m. ($10 adults, $6 children); game 7 p.m. ($6).

February 14 Valentine's Day—Seaford Buffet: 5:30–8 p.m., Faculty Club.

**Special Events**

Celebrate Chinese New Year at the University Museum, February 12, noon–4:30 p.m. Near Chao-chi Teng, (right), and others perform; see calligraphy demonstrated; taste Chinese delicacies; enjoy performances of music, martial arts and dance. Advance purchase of tickets for special events is recommended by museum staff.

February 12 Basketball Homecoming (Harvard vs. Penn): cash bar 4:30–7 p.m., Levy Tennis Pavilion deck; buffet supper 5:30 p.m. ($10 adults, $6 children); game 7 p.m. ($6).

February 14 Valentine’s Day—Seaford Buffet: 5:30–8 p.m., Faculty Club.

**Opportunities**

For further information call personnel relations, 898-7284. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The following positions are listed only for those positions which have not previously appeared in *Almanac*, February 8, 1983. Listings are condensed from the positions which have not previously appeared in *Almanac*. Positions which have appeared in a previous issue are considered official. New listings are posted Mondays on our office at 3601 Locust Walk! C8 the Tuesday prior to the date of the issue.

**Administrator/Professional Staff**

Assistant Dean (5308) $16,350-$22,600.

Assistant Director III Annual Giving/Director of Medical Alumni Affairs (3400) responsible to the director of Annual Giving for the planning, organization and administration of the annual fund and alumni programs of the school (degree, three to five years’ experience in fund raising, ability to manage office and staff).

Assistant General Counsel (2 positions) (5327) (5328).

Assistant Treasurer (4858).

Associate Director (5119) $16,350-$22,600.

Building Administrator (3367) $14,500-$19,775.

Controller (5146) supervises main accounting, maintains job order cost system and construction accounts; prepares financial reports; supervises staff (degree in accounting, four to five years experience in accounting management, familiarity with University accounting system preferred).

Coordinator III (5338) $14,500-$19,775.

Director, Admission Medical School (5362) $16,350-$22,600.

Director of Fraternity/Brotherhood Affairs (5297) $16,350-$22,600.

Library Department Head I (5390) $14,500-$19,775.

Librarian I or II (3 positions) Librarian I $11,100-17,800; Librarian II $14,500-$19,775.

Programmer Analyst I (3095) $14,500-$19,775.

Programmer Analyst II (3086) $16,350-$22,600.

Research Coordinator (3087) $14,500-$19,775.

Research Specialist I (3 positions) $12,000-$16,100.

Research Specialist II (2 positions) (5008) $13,100-$17,800.

Research Specialist II (5287) $14,500-$19,775.

Senior Research Coordinator (5296) $16,350-$22,600.

(continued on page 8)
About the W-2 Form For 1982 ...

At this time of the year, we believe that the following explanation pertaining to amounts and other data reflected on your Form W-2 which you recently received from the University, will be helpful to you as you prepare your Federal and State Income Tax returns for Calendar 1982:

1. Pension Plan—As X in this block indicates that you are participating in one of the pension plans to which the University contributes.

2. Excess Insurance Premium—Group Life Insurance amounts in excess of $50,000 which are paid for by the employer are considered taxable income. If the value of your Group Life Insurance amount is in excess of $50,000, a premium value, based upon IRS Tables, on the amount of insurance above $50,000, is calculated and reflected in Box 6. This amount is already included in Box 10, wages, tips, other compensation.

3. Advanced ETC Payment—This amount reflects the Earned Income Credit previously refunded to you if you qualified, completed, and submitted Form W-5, Earned Income Credit Advance Payment Certificate, during Calendar 1982.


5. Wages, Tips, Other Compensation—The total amount of Federal taxable compensation paid to you during Calendar 1982 through the University payroll system, including the premium value of your group life insurance, including insurance in excess of $50,000 but excluding your tax sheltered annuity contributions (i.e., TIAA/CREF).

6. FICA Wages—The total amount of compensation paid to you during Calendar 1982 which was subject to FICA (social security) tax, excluding all of your tax sheltered annuity contributions.

7. FICA Tax Withheld—The total amount of FICA (social security) tax withheld during Calendar 1982.

8. State Wages, Tips, Etc.—The total amount of compensation paid to you during Calendar 1982 which was subject to Pennsylvania state income tax, excluding all of your tax sheltered annuity contributions, except those under a supplemental plan.

OPPORTUNITIES (continued from page 7)

Staff Writer/Researcher (3578) $12,000-$16,100.

Support Staff

Administrative Assistant I (2 positions) (5389) (5323) $9,925-$12,250.

Administrative Assistant II (5388) $12,075-$14,975.

Admissions Assistant, Medical Student (5411) has responsibility for processing applications to medical school (degree, excellent typing skills, organizational ability, experience in admissions, preferably medical school admissions) $10,575-$13,100.

Administrative Secretary I (5356) $11,225-$14,000.

Coordinator/Assistant (3 positions) (5234) -coordinates special projects and events, helps prepare and distribute public relations materials; schedules meetings and travel arrangements; types correspondence; maintains confidential files and lists; responsible for paying bills and keeping records (high school graduate, four years secretarial experience, dictation skills, excellent typing ability, knowledge of word processing equipment and CRT preferred) $10,575-$13,100.

Electron Microscope Technician II (50050) operates small EM-core laboratory; receives, fixes, processes, and sections tissue for electron microscopy; takes sections for light microscope; runs departmental lab and is actively involved in research (degree, three to four years' hospital experience, including one year's experience in processing tissue for light microscopy, knowledge of principles and techniques of histological laboratory work, ASCP certification) $11,225-$13,775.

Information Systems Technician (50041) $11,225-$14,000.

Junior Accountant (5397) $9,925-$12,250.

Physical Laboratory Technician II (50089) $10,755-$13,100.

Police Officer (3 positions) enforces the Commonwealth's statues, University policies, procedures, and regulations; maintains order on campus (high school graduate, must successfully complete basic police training, must be at least 19 years old and in excellent physical condition, must have valid operator's license, must demonstrate mental and emotional stability, ability to write and comprehend narrative reports) union wages.

Receptionist II (5256) prepares worksheets for service center billing; types correspondence; assists in the processing of grade sheets and graduate applications; answer telephone (minimal typing necessary, must get along well with people) $8,775-$10,725.

Receptionist II (2 positions) $9,925-$12,250.

Research Laboratory Technician (3 positions) $9,150-$11,000.

Research Laboratory Technician II (3 positions) $10,755-$12,400.

Research Laboratory Technician III (3 positions) $11,225-$13,775.

Research Machinginist II (2 positions) (50016) $15,475-$18,700.

Secretary II (3 positions) $8,775-$10,725.

Secretary III (2 positions) $9,375-$11,500.

Secretary, Medical/Technical (8 positions) $9,925-$12,250.

Stockkeeper II (50049) handles incoming material for stocking; handles customers; lifts heavy cartons (high school graduate, bookkeeping experience, some typing and business machine experience) $8,775-$10,725.

9. State Income Tax—The total amount of Pennsylvania state income tax withheld during Calendar 1982. If you are qualified, and if you submitted the "Employee Statement of Non-Residence in Pennsylvania" form to claim exemption from Pennsylvania state income tax, no amount will be reflected here.

10. Local Wages, Tips, Etc.—The total amount of compensation paid to you during Calendar 1982 which was subject to Philadelphia City Wage Tax, including all of your tax sheltered annuity contributions, which are not eligible for exclusion from this tax.

11. Local Income Tax—The total amount of Philadelphia City Wage Tax withheld during Calendar 1982.

12. Name of State—The state you have identified as your permanent residence for tax purposes.

Review the form carefully to insure that your name is spelled correctly and that it contains your correct social security number. If any information appears incorrect, if you have not received the Form W-2, or if you have further questions regarding its contents after reading this article, please call James Curran of my staff at Ext. 7278 or write to him at the Payroll Accounting Section (W-2), Room 215 Franklin Building/16, 3451 Walnut Street.

Additionally, you should also have received, via U.S. Mail, your Federal and State (Penna.) Income Tax Forms and related instructions for filing. Federal tax forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, Pa., and also most U.S. Post Offices and banks. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, Pa., and may also be obtained by writing the Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pa., 17129. The Payroll Accounting Section which is located in Room 215 Franklin Building/16 has a limited supply of the more common Federal and State forms which are available on a first come—first served basis.

—Alfred F. Beers, Comptroller

Do Something Wild With Your Refund

Pennsylvania residents filing state income tax returns for 1982 have the option to designate all or a portion of their tax refunds to help nongame wildlife. Under last summer's Wild Resource Conservation Act, as advised in the School of Veterinary Medicine's quarterly Bulletin, "The designation helps ensure the future existence of nongame birds, mammals, fish, reptiles, amphibians and wild plants. (Taxpayers not entitled to a refund may contribute directly to the Wild Resource Conservation Fund, c/o Comptroller, Box 2063, Harrisburg, PA 17120.)"

For the Northeast: Van Pool Riders

Van pool #7, Northeast Philadelphia is looking for riders who live in the boundaries of Bustleton and the Boulevard, Welsh Road, Red Lion, Grant Avenue, Academy Road & Knights Road, Franklin Avenue and State Road. University or HUP employees interested should call Doreen Gtillo at Ext. 3242.

Part-Time Positions

Administrative/Professional

Professional (4 positions) hourly wages.

Temporary Extra Person (Research Specialist I) (D0032) $13,000-$17,000 (pro-rated).

Support Staff

Permanent Employee (12 positions) hourly wages.

ALMANAC, February 8, 1983