IN BRIEF

Rhodes Scholar: Stephanie Dangel, a senior accounting and political science major who will take both her bachelor's and master's degrees in the May Commencement, is one of 32 Americans selected for the Rhodes Scholarship this year. Ms. Dangel is a native Pennsylvanian who has built a 3.89 average at Penn while also tutoring in schools, prisons and detention centers (co-chairing the Penn Community Outreach Program) and running hurdles for the track team—plus working summers at manual labor on an oil pipeline maintenance crew. She is the second Rhodes Scholar in Penn history. The first, novelist John Edgar Wideman (1963), returned to Penn as a member of the English faculty in the seventies, and is now Professor of English at Wyoming.

ATO Update: Hearing Officer A. Leo Levin of the Law School is continuing to accept post-hearing statements from the University and from Alpha Tau Omega Fraternity this week, University Assistant General Counsel Dorothy A. Malloy said, indicating that no final word was expected on the withdrawal-of-recognition case as [Almanac] went to press Monday.

# Tuition Benefits: the One-Time Option

In a letter to Economic Status Committee Chair Robert Summers (see page 2), President Sheldon Hackney and Provost Thomas Ehrlich have agreed to offer eligible faculty and staff a one-time, irrevocable choice between the "old" and "new" tuition benefits packages debated since the new package was proposed over a year ago.

Those eligible will be asked in about a month to indicate their one-time choice between the longstanding plan which gave 100% tuition here and $900 for children attending elsewhere, and the new plan which phases to 75% here and 40% away (as summarized in [Almanac] March 8, 1983.)

The decision was reached after a telephone survey conducted in December by Paul Gazzaro, vice president for finance. According to the letter to Dr. Summers, the survey indicated that costs might be less than originally projected.

The option applies to faculty and A-I staff who were eligible for the "old" tuition benefit as of June 30, 1983. According to Vice President for Human Resources Gary Posner, A-3 staff—who did not have the direct grant until July 1—are not affected by the change, but participate in the new package as announced in last summer's Penngram.

In their letter, the President and Provost say they were impressed with the unanimity of the Committee on Economic Status and with the spirit of the Fall 1983 Senate meeting, where several members of the faculty said they would be willing to forego some salary growth for fairness to colleagues who had counted on the 100 percent tuition benefit for their children.

# Council: Agenda for January 18

The University Council's agenda for tomorrow opens discussion of recommendations made by the Keene Commission on the charter of the judicial system, "likely to be the first of a series of discussions" on the topic, according to the Steering Committee. Also up for discussion is the proposal of SCUE to add a two-day break to be added to the fall-term calendar (expected to be an action item in February). An action item for tomorrow is the proposed by-laws amendments allowing issues to be placed on the agenda by written petition.

Members of the University who wish to transmit views on the meeting's topics will find their representatives listed in [Almanac] October 18. Also, under a new provision of the Steering Committee, Council minutes are now being summarized officially in [Almanac], starting with the November 30 meeting (see page 7).

The Committee on Committees annually issues a call for volunteers, listing the Council and University committees open to nomination from the community at large. The call, with a form to return by February 1, appears on page 6 of this issue.

Tuition Benefits: the One-Time Option

In a letter to Economic Status Committee Chair Robert Summers (see page 2), President Sheldon Hackney and Provost Thomas Ehrlich have agreed to offer eligible faculty and staff a one-time, irrevocable choice between the "old" and "new" tuition benefits packages debated since the new package was proposed over a year ago.

Those eligible will be asked in about a month to indicate their one-time choice between the longstanding plan which gave 100% tuition here and $900 for children attending elsewhere, and the new plan which phases to 75% here and 40% away (as summarized in [Almanac] March 8, 1983.)

The decision was reached after a telephone survey conducted in December by Paul Gazzaro, vice president for finance. According to the letter to Dr. Summers, the survey indicated that costs might be less than originally projected.

The option applies to faculty and A-I staff who were eligible for the "old" tuition benefit as of June 30, 1983. According to Vice President for Human Resources Gary Posner, A-3 staff—who did not have the direct grant until July 1—are not affected by the change, but participate in the new package as announced in last summer's Penngram.

In their letter, the President and Provost say they were impressed with the unanimity of the Committee on Economic Status and with the spirit of the Fall 1983 Senate meeting, where several members of the faculty said they would be willing to forego some salary growth for fairness to colleagues who had counted on the 100 percent tuition benefit for their children.

Council: Agenda for January 18

The University Council's agenda for tomorrow opens discussion of recommendations made by the Keene Commission on the charter of the judicial system, "likely to be the first of a series of discussions" on the topic, according to the Steering Committee. Also up for discussion is the proposal of SCUE to add a two-day break to be added to the fall-term calendar (expected to be an action item in February). An action item for tomorrow is the proposed by-laws amendments allowing issues to be placed on the agenda by written petition.

Members of the University who wish to transmit views on the meeting's topics will find their representatives listed in [Almanac] October 18. Also, under a new provision of the Steering Committee, Council minutes are now being summarized officially in [Almanac], starting with the November 30 meeting (see page 7).

The Committee on Committees annually issues a call for volunteers, listing the Council and University committees open to nomination from the community at large. The call, with a form to return by February 1, appears on page 6 of this issue.

President Sheldon Hackney

Senate Chair June Axinn

SEC January 11: A 'Go-Forward Feeling'

In separate accounts, Senate Chair June Axinn and President Sheldon Hackney described the SEC special meeting of January 11—in which the President and Provost met with the Senate Executive Committee on the aftermath of the ATO incident and the SEC blue-ribbon committee report on its handling—as "positive" and "go-forward" in spirit.

"I did say that among the things I would have done differently is not to have used that phrase, 'numerous errors of fact,'" said the President, "and we went quickly past our differences to thinking about the positive things we need to do together."

Dr. Axinn also described "a go-forward feeling. There was virtually a full house, despite the break, and it was clear that the ATO incident has highlighted some basic problems in campus life and behavior that need all of our effort—residential life and the judiciary system among them. I don't think there is any residual question about the thorough and conscientious work that went into the blue-ribbon committee's report; they did an excellent job under difficult circumstances. But the overall questions of campus behavior are our future concern, and I'm pleased that the faculty and administration are going forward together in a spirit of cooperation."

The judiciary system is on the agenda of Council this month (see above), and may be a more-than-one-meeting topic, the President said.
From the President & Provost

Following is the text of the letter sent January 9 to Dr. Robert Summers as chair of the Senate Committee on the Economic Status of the Faculty:

A One-Time Option in Tuition Benefits for Faculty Children

We are writing to report that faculty members and administrative staff who were eligible to receive benefits as of June 30, 1983, under the former tuition benefit arrangement will have a one-time option to choose either the former tuition benefit arrangement or the new arrangement that became effective July 1, 1983. This choice, once made, will be irrevocable for as long as the individual making the choice remains in the continuous employ of the University.

We come to this view, as you well know, with some reluctance. In part, that reluctance is based on the fact that the matter was carefully considered on a collaborative basis over a substantial period by your Committee and the administration, and all faculty members had an opportunity to express their views in a mail ballot. Once a matter is considered and reviewed through appropriate procedures, and ultimately resolved, it should not be reopened for at least some reasonable period.

We appreciate the widespread agreement we have heard on that point and the assurances we have been given that this action will not be viewed as a precedent for the future.

Our other primary concern, as you know, relates to costs. On this point, the survey that was conducted over the past month has been useful. Although the additional costs involved are still a matter of estimation, the survey indicates that those costs may be less than we had originally projected.

We were particularly impressed by the faculty sentiments expressed at the Senate meeting last November. Your Committee was unanimous in its proposal, and that proposal was adopted without dissent at the meeting. Those who spoke indicated that they viewed the additional costs as a priority in fund allocations, even though they recognized the potential impact on their own salaries.

A final point is made by you and your Committee colleagues. The University faces an extremely difficult set of financial and other problems now and in the immediate future. It is essential that we meet those problems together, and that the faculty and administration join in the required collaborative efforts.

A number of details need still to be worked out. We assume that holding the option open for one month will meet the spirit of the Committee's proposal. In regard to various procedural issues, we will try to stay in touch with the Committee. We appreciate your efforts on behalf of the faculty and the University as a whole.

Sheldon Hackney

Thomas Eubich

CC: Senate Committee on the Economic Status of the Faculty
Professor Edward B. Shils, Chair of the Personnel Benefits Committee
Personnel Benefits Committee

Changes in Withholding Taxes

Beginning January 1, 1984, all faculty and staff of the University will be subject to changes in several state and federal taxes which are collected through payroll withholding. These changes are as follows:

Pennsylvania
1. The state income tax rate is decreased from 2.8% to 2.45%.
2. A new Commonwealth of Pennsylvania unemployment tax of 1/10 of 1% (0.1%) will be levied on all salaries and wages. All individuals employed within the Commonwealth of Pennsylvania are subject to this withholding requirement regardless of their state of residence. (Details of this new unemployment withholding tax were announced in the November 17, 1983, issue of the Penn Paper.)

Federal
1. The Social Security Tax (FICA) increases to 7% and the taxable wage base is increased from $35,700 to $37,800. However, in calendar year 1984, employees will receive a one time credit of 0.3%, thus the employee tax rate effectively remains at 6.7%. Therefore, the maximum social security (FICA) tax to be withheld from employees in 1984 will increase from $2,391.90 to $2,532.60. The University's portion will increase by a larger amount—from $2,391.90 to $2,646.00.

Any questions relating to these changes in the state and federal withholding taxes should be directed, preferably in writing, to Harold F. Coverdale, Assistant Comptroller-Payroll, Room 327, Franklin Building/16, Ext. 4733.

—Paul Gazzerro, Jr., Vice President for Finance

UPS Fund: In-House Grants

The United Parcel Service Foundation has approved the use of $50,000 of its funding to the University as a Public Policy Initiatives Fund that will provide small grants to faculty members proposing new initiatives relating to public policy.

President Emeritus Martin Meyerson will chair an Advisory Committee to review proposals, with procedures and deadline to be announced shortly. On the Advisory Committee are Professors William Hamilton, Edwin Mansfield, Jack Nagel, Curtis Reitz, Henry Rickman and Anita Summers.

In announcing the Fund, President Sheldon Hackney stressed the University's commitment to public policy studies, and called this "one important step in ensuring that they are maintained and enhanced."

Allocations can cover support staff and other expenses required for such activities as preparing new courses, developing research proposals for outside support, or even modest research costs themselves, Dr. Hackney said. They can also be used to initiate joint efforts with local, state or national government agencies or, on occasion, international organizations.

On Fellowships and Internships

An informational meeting on fellowships and internships, Wouldn't it be nice to have a break for a year? sponsored by the Women's Faculty Club will be held January 27 at 3 p.m. in the Sweeten Alumni Center, 3533 Locust Walk. Five faculty and administrators who have won awards will tell how they got them and how they used them.

The panel includes: Professor Betty Erikkila, department of English (Woodrow Wilson Fellowship and American Council of Learned Societies Grant); Professor Carole Joffe, Bryn Mawr School of Social Work (National Science Foundation Award); Dr. Joyce Randolph, director of International Programs (American Council of Education Fellowship); Dr. Paul Zingg, vice dean, The College (American Council of Education Fellowship); Sandra Husek, assistant director, Office of Research Administration (Inner Government Personnel Assessment Award).

CC: Senate Committee on the Economic Status of the Faculty
Professor Edward B. Shils, Chair of the Personnel Benefits Committee
Personnel Benefits Committee

Almanac

The University of Pennsylvania’s journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
Karen C. Gaines
Margaretta F. Miller
Linda M. Fischer
Kevin M. Dougherty
Amy L. MacMillan
Michael S. Markowitz
John Neumann
Andrew H. Stone

ASSISTANT EDITOR
Kathy Schell

EDITORIAL ASSISTANT
Maureen P. Gardiner

WORK STUDY STUDENTS
Paul Zingg, vice dean, The College (American Council of Education Fellowship); Sandra Husek, assistant director, Office of Research Administration (Inner Government Personnel Assessment Award).

ALMANAC ADVISORY BOARD: Elise Stalter, chair; Jacob Abel, June Austin, Jean Cocks, Carolynn Marven and Ralph Spritzer for the Faculty Senate; ... Denise McGregor for the Administration; Joan Ryan for the Librarians Assembly .... Edwin Ledwell for the Administrative Assembly; .... Joseph Kane for the A-3 Assembly.

ALMANAC, January 17, 1984
Beethoven Kept His Clothes Here

The University's Albrecht Music Library has a new acquisition worth a trip to the fourth floor of Van Pelt to see: a large wooden cabinet once owned by Ludwig van Beethoven and used as his clothing wardrobe in his last residence, the Schwarzspanierhaus in Vienna.

Mrs. Cecilia Drinker Saltonstall of Stratham, N.H., is the donor of the tall (5'8") wardrobe, shown here as a cabinet for scores in a photograph taken at her home. In the library, it is currently empty. She also gave the library a lengthy account of its history in the handwriting of Beethoven biographer Alexander Thayer, who once owned it. And she added a floor plan of the Schwarzspanierhaus, drawn by Thayer and extensively annotated by Gerhard von Bruening, who as a youth had often visited there.

After Beethoven's death in 1827, the cabinet was purchased in a sale of his effects by his friend Ferdinand Piringer. Later it also belonged to the music educator Thomas Whitney Surette, and to Mrs. Saltonstall's father, Penn Alumnus Henry S. Drinker. Henry Drinker has had many associations with the University; an eminent lawyer whose spare-time musical activities earned him an entry in Grove's Dictionary of Music and Musicians, he graduated from Penn's Law School in 1904 and received an honorary Mus.D. from the University in 1942. Among his gifts to the Albrecht Library were the autographed manuscript of a Brahms song and several Brahms letters.

According to Dr. John Roberts, the music librarian, Mrs. Saltonstall's generosity was particularly prompted by her affection for Dr. Otto E. Albrecht, emeritus professor of music and a close friend of the Drinker family for years. "It is as a tribute to him that she has given these prized possessions to the library that bears his name," Dr. Roberts said.

The Beethoven cabinet is in a teaching seminar room at the Albrecht Library. It may be seen by contacting Dr. Roberts, Ext. 3450.

The Museum's $2 Million Challenge

A $2 million grant—half of it in a “challenge” grant that requires dollar-for-dollar matching—has been made to the University Museum. Robert I. Smith, president of The Glenmede Trust Company, announced the grant at a brief ceremony January 6 on behalf of The Pew Memorial Trust. The Museum has until December 31, 1985, to raise $1 million in cash or cash pledges from outside donors in order to receive the $1 million matching portion from the Pew Memorial Trust.

This grant, the largest single gift and the largest challenge grant the Museum has ever received, will be spent on renovations including repair of the tile roof, replacement of drains and improvements in the building's safety and security facilities. Completion of the matching grant will give the Museum $3 million of the $3.42 million required to fund the renovation project. Preservation and renovations are among the top priorities to be met as the University Museum approaches its Centennial in 1987.

The Museum was founded in 1887 when a group of “far-sighted Philadelphians” gathered at the University to plan an expedition to Babylonia. About two years later a building committee chaired by Dr. William Pepper, John Wanamaker and Justus Strawbridge formed to assemble plans for a museum to be built on land donated by the City of Philadelphia. By 1896 generous donors, including Mrs. Edwin H. Fitler, William L. Elkins, P.A.B. Widener, and Daniel Baugh, made it possible to begin construction of the building. The first section of the Museum building and its gardens, designed by Wilson Eyre and Associates, was completed in 1899. It still serves as the Museum's main entrance.

The towering rotunda set just behind the main entrance was completed in 1915; it includes the Chinese Gallery and the Harrison Auditorium. The three-story Coxe Wing was opened in 1926 to house the Egyptian collections, assembled by Sara Yorke Stevenson, the first female curator of Egyptology in the U.S. The next extension, with its circular drive entrance, was delayed by the Depression, but put into use gradually between 1926 and 1929. These additions all followed Wilson Eyre's elaborate plans projected in the 1890s.

In 1968, the firm of Mitchell/Giurgola was commissioned to design an educational and administrative wing which broke away from the original plans, but joined harmoniously with the older sections of the building. The new structure opened in 1971 and added classrooms, laboratories, an auditorium and a restaurant to the Museum.

The challenge to raise $1 million in the next two years will help preserve the structure which houses artifacts and materials from more than 300 expeditions in 33 countries. Known for its continuing fieldwork and research all over the world, the Museum is a research and teaching center that maintains extensive community education and publication programs.
A Roundup of Chair Professorships

Engineering

Dr. Schwan

Dr. Herman P. Schwan, pioneer in the development of biomedical electrical engineering as a discipline, was awarded the Alfred Fitter Moore Professorship of Biomedical Electronic Engineering just prior to his retirement, and now holds the chair Emeritus while continuing to teach (this term: electronic properties of biological materials). He is the newer of two Alfred Fitter Moore chairs, the other held by Dean Joseph Bordogna in Electrical Engineering since 1979.

The German-born Dr. Schwan spent his early career at the Max Planck Institute of Biophysics and the University of Frankfurt. He came to the U.S. in 1947, joining the U.S. Navy's Aeromedical Equipment Laboratory in Philadelphia, and took his first American teaching post in 1950— as assistant professor of physics in medicine at Penn.

Two years later he added the engineering appointment which led to his becoming the leading national figure in design of interdisciplinary education in biomedical electrical engineering in this country as other universities picked up the lead from Penn starting 20 years ago.

Also noted for his development of the standards for safe microwave levels used in most Western countries, Dr. Schwan is the holder of major scientific awards such as the IEEE's Edison Medal, the Van Humboldt Foundation Senior Scientist Award, the Boris Bajewsky Prize in Biophysics, and many others.

He is the author of some 240 papers, with significant contributions in such areas as nonionizing radiation hazards, bioacoustics, electrode polarization studies, and work on the passive electrical and acoustical properties of biological systems.

Veterinary Medicine

Dr. Weiss

Dr. Leon P. Weiss, chairman of the department of animal biology in the School of Veterinary Medicine, is the first holder of the new Grace Lansing Lambert Professorship of Cell Biology at the School.

The chair was established by Mrs. Lambert, a member of the School's Board of Overseers who is noted for popularizing the Morgan horse and the Labrador retriever in the U.S., in recognition of the School's and Dr. Weiss's fundamental approach to animal disease.

Dr. Weiss, a graduate of City College of New York with an M.D. from Long Island College of Medicine, taught in the New York system and at Maryland before joining Harvard Medical School in 1957 and moving on to Johns Hopkins University School of Medicine in 1960.

He was professor of anatomy at Hopkins when the Veterinary school asked him in 1975 to become professor of cell biology and chair of animal biology here. The following year he also became professor of medicine in the hematological division at the Medical School.

Dr. Barker, the twelfth incumbent, is also the first holder of a chair given last year, the Donald Guthrie Professor of Surgery, a chair made possible by the widow, Emily Baker Guthrie, of Dr. Donald Guthrie, an alumnus of the University's School of Medicine who had a distinguished career as surgeon and teacher until his death in 1958. Dr. Barker's interest in immunology is linked to plans of the Guthrie Foundation to construct the Guthrie Research Institute, which will be devoted to the study of human immunology.

A graduate of the School of Medicine at Cornell University, Dr. Barker completed his surgical training at HUP in 1964, and his post-doctoral training in transplantation immunology under Professor R. E. Billingham at the School of Medicine. He was a member of the Department of Medical Genetics from 1966 to 1972. In 1968 he became a Markle Scholar in Academic Medicine and was appointed professor in 1973. From 1978 to 1982 he was the W. J. William White Professor of Surgical Research.

Serving on the editorial boards of several journals, Dr. Barker has authored over 150 articles on transplantation, vascular surgery, diabetes and immunology. His particular research interest is in immune mechanisms in the etiology of diabetes and in treatment of this disease by pancreatic or islet cell implantation.

(continued past insert)
Three in Wharton

Dr. Cummins

Dr. J. David Cummins, professor of insurance at the Wharton School, has been named the Harry J. Loman Professor of Property and Liability Insurance. The Loman Chair, first held by Herbert S. Dennenberg who resigned from the insurance department faculty to become insurance commissioner for the Commonwealth of Pennsylvania, was the first endowed professorship in property and liability insurance in the United States. Created in 1968, it is endowed by more than 50 of the nation's insurance companies.

Dr. Cummins, associate director of the S.S. Huebner Foundation and coordinator of Wharton's doctoral program in risk and insurance, has been here since 1971. He is an academic board member of the American Risk and Insurance Association (ARIA), and member of the editorial board of the Journal of Risk and Insurance, and the editor of the Heubner International Series on Risk Insurance and Economic Security; a series of scholarly books published by Kluwer-Nijhoff Publishing Company.

The late Dr. Loman was a member of the Wharton School insurance department faculty for 47 years until his retirement in 1963. He was also dean and later president of the American Institute of Property and Liability Underwriters.

Dr. Phillips

Dr. Almarin Phillips is John C. Hower Professor of Public Policy and Management in the Wharton School and professor of economics and law. The Hower chair was established in honor of a late alumnus of the Wharton School by his wife, who gave the bulk of his estate to Penn in his memory and also set up a fund for sabbaticals for Wharton professors.

Holder of bachelor's and master's degrees from Penn and a doctorate from Harvard, Dr. Phillips started teaching at the University in 1948, and after a year's fellowship at Harvard (1950-51) returned to Penn as an assistant professor of economics (1953). He accepted a professorship at the University of Virginia in 1956, and came back to Penn in 1963 as a professor of economics, law, and public policy. He chaired the department of economics from 1968-71, was associate dean for the social sciences at the Wharton School (1973-74), acting dean of SPUP (1974-75), and dean of SPUP (1975-77). He has been visiting professor at the Universities of Hawaii, Warwick, Ohio State, McGill, CalTech, Northwestern, and the London Graduate School of Business Studies.

Dr. Phillips is a veteran of the boards of some half dozen journals. He has written and edited several books, as well as numerous articles in his field. His areas of specialization are industrial organization and the economics of technological change.

Dr. Sapienza

Dr. Samuel R. Sapienza, chairman of the accounting department and past vice dean and director of the Wharton Graduate Division (1969-1978), is the recipient of the Peat, Marwick and Mitchell Chair, a five-year chair endowed by the accounting firm of Peat, Marwick and Mitchell. The firm describes the chair's purpose as "assisting the Wharton School in retaining a nationally prominent faculty member who will serve as a leading edge in innovative research and excellence in teaching in the field of accounting."

A graduate of the M.B.A. program at Wharton in 1948, Dr. Sapienza has been with the University since 1947 when he began his academic career as an instructor of accounting while studying for his degree. From 1969 to 1977, he guided the Graduate Division through a growth period that culminated in the planning, construction, and completion of Vance Hall. He was appointed chairman of the accounting department in 1982. The author of four books on accounting and finance, he has also been visiting professor of accounting at Washington & Jefferson College (PA) and the University of Florida.

Clinical pancreatic transplantation is planned by Dr. Barker's service at HUP, which has performed over 600 kidney transplants.

Dr. Earley

Dr. Laurence E. Earley, chief of medicine at HUP from 1979-83, is the first recipient of the Francis C. Wood Professorship of Medicine. The chair was conceived in 1975 by faculty, who pledged contributions for it, in the department of medicine and the School, to honor Francis C. Wood, former chairman of the department for 17 years (and still active in the School of Medicine). The department then performed over 600 kidney transplants. Dr. Earley won the Kaiser Award for Excellence in Teaching at the University of California in 1972 and the Distinguished Service Award at the University of North Carolina School of Medicine in 1976. In 1978 he was named Fellow of the College of Physicians of Philadelphia.

The author of numerous articles on kidney function, Dr. Earley holds editorial positions on several scholarly journals that explore renal physiology and kidney disease. He was the Frank Wister Thomas Professor and chairman of the department of medicine from 1977-1983. He is the past president of the American Society for Clinical Investigation (1975-76) and the American Society of Nephrology (1977-78).

Dr. Lazarus

Dr. Gerald S. Lazarus was named to the Milton B. Hartzell Professorship of Dermatology in 1982, when he accepted the position of chairman of the dermatology department in the School of Medicine. His chair is one of the School's older ones, dating to 1929.

The New York-born Dr. Lazarus went to Colby College as an undergraduate, receiving his B.S. in 1959, and took his medical degree at The George Washington University in Washington, D.C. He did his internship and residency at the University of Michigan, and in 1968 accepted a position at Harvard Medical School (Massachusetts General Hospital) as clinical and research associate in their department of dermatology, becoming the chief resident in dermatology the following year.

Dr. Lazarus was a research fellow at Clare Hall (Cambridge, England) and visiting scientist at Strangeways Laboratories at the University of Cambridge from 1970-72. He then returned to the States and the department of medicine at Montefiore Hospital and Medical Center (Bronx, N.Y.) as head of the dermatology section, and also an associate professor of medicine at the Albert Einstein College of Medicine. In 1975 he was made professor of medicine and chair of the division of dermatology at Duke University Medical Center, where he was J. Lamar Callaway Professor of Dermatology.

Ed. Note: As promised when the compilation of faculty appointments and promotions was published October 11, 1983, the above round-up gives details of chair designations made by the Trustees in 1982-83. Some chairs were announced on release earlier, for those to Drs. Bryan E. Marshall, Jere Behrman, Daniel Hoffman, Robert A. Pollak see Almanac May 17, 1983; for Drs. Aaron T. Beck, Anthony F. C. Wallace, Ann Burgess, Aravind K. Joshi, see September 13, 1983; Dr. George Cumb, see September 26, 1983; Dr. Yoram (Jerry) Wind, see October 18, 1983; Dr. William Zucker, see January 10, 1984.
To the University Community:

Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 15 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the Book Store and Libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in Almanac (see November 8 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in April. In order that we may meet this deadline, we ask you to make your nominations by February 1.

The 1984 Committee on Committees
Jacob M. Abel, ex officio
Karen Barr
Cynthia D'Ambrosio
Peter J. Freyd, Chair
Robert F. Giegengack
Joan I. Gotwals
Edward S. Herman
Catherine Marshall
Elliot D. Mosiman
Russell Muth
Ingrid L. Waldron

Committees and Their Work

Book Store considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Communications has cognizance over the University's communications and public relations activities.

Community Relations advises on the relationship of the University to the surrounding community.

*Disability Board continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

*Faculty Grants and Awards recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

*Honorary Degrees does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

*International Programs is advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

Library is advisory to the director of libraries on policies, development and operations.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security considers and assesses the means to improve safety and security on the campus.

Student Affairs has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual factions.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 CH/CO
University Council

Minutes of meetings of the University Council were formerly distributed to all faculty constituency members via their elected representatives. The Steering Committee determined that the system was wasteful and relatively ineffective, but members of the Senate Executive Committee advised that some means of broad dissemination of information on Council meetings should be preserved. The Steering Committee concluded that this concern could be met by publication of synopses of Council proceedings in Almanac; the first such synopsis appears below. This procedure will be followed in subsequent months.

November 30 Meeting

Proposed amendments to the Council bylaws to allow an issue to be placed on the agenda by written petition were discussed. The proposals arose from interest expressed at a prior Council meeting in a mechanism that could place business on the agenda by means other than the usual avenue of the Steering Committee. The proposals will be acted upon at the January 18 meeting.

Dr. Paul Zingg, chair of the Committee on Recreation and Intercollegiate Athletics, reported that the committee is studying the progress of team athletes, evaluating the five-year plan being developed by the Division of Recreation and Intercollegiate Athletics, and is working on guidelines for the transition of sports from varsity teams to clubs and from clubs to varsity teams. He presented, at the request of the Steering Committee, information on the current status of five varsity sports that were demoted to clubs in 1982. The data generally indicated that participation was about the same as in the sports’ last year as varsities and that the teams were pursuing active competitive schedules and meeting with reasonable success.

President to Assemblies: Reducing Isolation

In his second appearance before the combined Administration and A-3 Assemblies, President Sheldon Hackney last week described new benefits and services available to nonacademic staff, and answered questions from the floor on benefits planning and classification review.

New print media such as the weekly Penn Paper and an as-needed, individually mailed Penngram (for A-3 staff) are among initiatives taken by the administration in response to last year’s staff survey reports of isolation, Dr. Hackney said. In addition, he described a new Faculty-Staff Assistance Program for people with personal problems; increased training opportunities; extension of tuition-away benefits to A-3 staff; the Penn Plus program of discounts and group rates for off-campus events and excursions; and the new Vanguard options for retirement planning.

Emergency services at HUP have been arranged for staff, he said, in response to comment at last spring’s joint session. Soon to be announced formally, but already in operation, is a system in which University staff use the Hospital’s occupational health unit rather than the public Emergency Room where staff had described delays.

Computerization and “creative management” help Penn do more with less and avoid layoffs, he said. We are “going to be on tight budgets the next few years, and the central administration is limiting itself to two percent budget increases for the next two years except in Development where we want to raise more money. We are going to have some problems in some of the schools. But if you look at the country, we have gotten through the recession without cuts in staffing levels and without wage and salary cuts seen elsewhere in the economy.”

Calling attention to the new Staff Grievance Procedure (Almanac January 10), Dr. Hackney said it is the first of the components of conflict resolution to be revised through the work of the Keene Commission, and that one of the major recommendations of the Commission— for a single office responsible for various grievance, judiciary and conflict-resolution activities—would not be considered until after the faculty and student processes have been discussed.

Benefits Planning: To a concern that “changes in benefits are being processed without review by the Benefits Committee and the University community” (with sick leave proposals as the cited example), President Hackney responded that a period of staff work is required before reviews would be useful. “Even I don’t know what’s being proposed until the professionals have time to think it through,” he said.

On the status of “flexible benefits” proposals made in the past, the President turned to Vice President for Human Resources Gary Posner, who said that Penn has a form of flexibility in some benefits—eight different health plan choices, for example—but that the general conception of “all the money in one pot” for appointment by the staff member could be a problem. “The University now pays for a great deal—health, life, disability,—and plans were developed for places where the employee pays a good deal more.” No comparable institutions have such plans “that we know of,” but an effort at Educational Testing Service in Princeton (not part of the University there) took $1 million even to get to the stage of offering the options. It would take three to five years, he estimated, to design a flexible benefits program for a complex university.

Classification: Several speakers queried aspects of the classification review procedure, and its exclusion from the new grievance procedure. The response was that classification review is done by professional compensation specialists (filing of a questionnaire by employee or supervisor).

Asking Support on S. Africa

At its December meeting, the Graduate and Professional Student Assembly unanimously adopted the following resolutions in support of a resolution sponsored by the Student Liaison members of the Trustee Committee on University Responsibility, to be debated at that committee’s January meeting. The Assembly invites expressions of support which will be conveyed to our Student Liaison for use in the discussion. Address GAPSA, 250 Houston Hall/CW.

—Bette J. Kaufman, Chair, GAPSA

Action of December 6, 1983

Resolved, the Graduate and Professional Student Assembly requests that the Trustees of the University of Pennsylvania:

1) Call upon all companies represented in the University’s endowment investments to end sales to the South African police and military.
2) Authorize the Committee on University Responsibility to cause the University’s shares in such companies to be voted in favor of shareholder proposals which direct management not to make sales to the South African police and military.
3) Communicate this position to such companies in investments in South Africa, or who are believed to be entering South Africa for the first time, or who are exporting goods and services to South Africa, and
4) Undertake a program of communication with the management of such companies which are making or plan to make sales to the South African police or military to attempt to bring about a change in the companies’ policies. If the company does not change its policies after a reasonable period of time, the trustees should then consider the company a candidate for divestment.

Resolved, the Graduate and Professional Student Assembly requests the Trustees of the University of Pennsylvania, in light of their position calling for no new or expanded investment in South Africa by companies represented in the University’s endowment investments, to undertake a program of communication to attempt to change the policies of such companies who make new or expanded investments in South Africa. If such a company does not, after a reasonable period of time, change its policies, it should be considered a candidate for divestment.

SPEAKING OUT welcomes the contributions of readers. Almanac’s normal Tuesday deadlines 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.
Update

JANUARY ON CAMPUS

COURSES

18 General registration for Lifetime Sports classes: 5:30-8 p.m. at Gimbel Gym; also January 19 and 20, 10 a.m.-2 p.m. at Room 202, Hutchinson Gym. Late registration is January 23-27, 10 a.m.-2 p.m., Room 202, Hutchinson Gym ($5 late fee). List of classes available at Hutchinson Gym, Ext. 7452.

19 First weekly meeting of a support group for women recovering from alcoholism (offered by the Faculty/Staff Assistance Program), workshop led by Shera Lawrence; 8 sessions, Thursdays, 1-2 p.m. brown bag lunch/discussion, Room 1027, Blockley Hall. Information/registration: call Ms. Lawrence after 6 p.m. at 687-3358.

23 Computer Related Jobs for the Not-To-Totally-Technical, a graduate student career seminar open to the University community and sponsored by Career Planning & Placement Service: a panel of computer specialists will speak on getting involved in their field for those who have little or no prior experience with computer work; 4:30 p.m., Benjamin Franklin Room, Houston Hall.

MUSIC

22 The premiere of Jane Wilkinson’s Concerto for Violin, Winds, Harp and Percussion by the Penn Contemporary Players: Richard Wernick, director, with soloist Barbara Sonies. Completing the program are the premiers of Haim Permont’s Quintet for Brass Instruments and Jacob Druckman’s Incentors; 8:15 p.m. in Lang Concert Hall, Swarthmore College.

SPECIAL EVENTS

21 Alaskan Malamutes at the Museum: Judi and Ken Mawson of the Alaskan Malamute Association of Eastern Pennsylvania show their dogs and discuss ways they work with their owners; noon-12:30 p.m., Mosaic Gallery Gardens, Museum (University Museum).

22 Tony DeNonno, New York filmmaker, will discuss and present several of his documentaries, including Part of Your Loving, It’s All In My Hands; 9 p.m., Studio Theatre, Annenberg Center (AMICI of the Center for Italian Studies and the Annenberg School of Communications).

TALKS

18 Basic and Clinical Studies of Corticotropin Releasing Factor; Dr. Phillip Gold, NIMH; 4 p.m., Seminar Room M100, Medical School Building (Department of Pharmacology).

19 Characterizations of Mouse Myelin Basic Protein mRNA Using a cDNA Clone: Dr. Robert Lazzarini, Molecular Virology Section, National Institutes of Health; noon, Lecture Room B, Old Med Labs (Microbiology Graduate Group).

Cuban Foreign Policy Today; Raúl Roa, Cuban Ambassador to the United Nations; 4 p.m., Harrison-Smith-Penniman Room, Houston Hall (Tinker Lecture).

Electrogenic Pumps and Ionotive Force: Erich Heinz, department of physiology, Cornell University Medical College; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

Bicycling in Inner Mongolia; David Mozer, one of the first recent explorers; 5 p.m. Logan Hall (Department of Oriental Studies; Greater Philadelphia Bicycle Coalition).

Amino Acid Neurotransmitters in the CNS: The Effect of Anoxia and Ischemia; Dr. Maria Erecinska, department of pharmacology and biochemistry/biophysics; noon, Seminar Room M100, Medical School Building (Department of Pharmacology).

Twenty Firms: A Study of Evolving Personnel Practices in Philadelphia, 1840-1945; Walter Licht, professor of history; 4 p.m., Room 107, Smith Hall (Department of History and Sociology of Science).

Additions, changes and cancellations for the weekly On Campus Update must be received by noon Tuesday prior to the Tuesday of publication. The deadline for the February pullout calendar is noon, January 17. Address: 3601 Locust Walk/C8 (second floor of the CA).