Senate April 18: Election Results and Key Reports

Results of the Faculty Senate mail-ballot election will be announced at the Spring Meeting Wednesday, April 18, Chair June Axinn said. Ballots go out today and must be received in the Senate Office, in the envelopes provided, by 5 p.m. Tuesday, April 17.

For the offices of Chair-elect and Secretary-elect, where candidates compete one-on-one, the majority vote carries, Dr. Axinn explained. Where multiple candidates for multiple seats are competing (four on each slate for at-large Senate Executive Committee membership and two on each slate for Economic Status Committee), the individuals with the highest numbers of votes are elected. Five of the Nominating Committee slate, and six of the petition slate, have provided statements which appear on pages 4-5 of this issue.

Both President Sheldon Hackney and Provost Thomas Ehrlich will address the Senate on April 18, and two key committee reports will go before the membership. One, from the Committee on the Economic Status of the Faculty, outlines a five-year plan for faculty compensation. The other, from the Committee on Students and Educational Policy, investigates the place of fraternities and sororities in the University. Both are scheduled for publication in Almanac next week.

Also on the agenda are reports by the Committee on Academic Freedom and Responsibility, the Faculty Grievance Commission, and the Committee on Publication Policy for Almanac.

The meeting will be held in 102 Chemistry Labs (33rd and Spruce) from 3-5 p.m.

GAPSA Emergency Meeting

The Graduate and Professional Student Assembly will hold an emergency meeting on April 11 at 6 p.m. in the Graduate Students Lounge, 233 Houston Hall. The agenda includes the election of a new chairperson and the nomination of two candidates for the at-large graduate-professional student seat on the University Council Steering Committee. A motion at the regular March 28 meeting of GAPSA postponed the elections.

Search: SSW Dean

Provost Thomas Ehrlich has announced the formation of a committee to begin the search for a successor to Dr. Louise Shoemaker, who will complete her twelfth year as Dean of the School of Social Work in June 1985. The members are:

- Professor Howard Arnold, Associate Dean and Associate Professor of Social Work;
- Professor Richard Estes, Associate Professor of Social Work;
- Dean George Gerbner, Annenberg School of Communications,
- Professor Ralph Ginsberg, Professor of Regional Science;
- Professor Alexander Hersh, chair, Associate Professor of Social Work;
- Professor Howard Mitchell, UPS Foundation Professor of Human Resources and Management;
- Professor John Morrison, Assistant Professor of Social Work;
- Professor Janice Radway, Assistant Professor of American Civilization;
- Carol Hicks, DSW student;
- Steven Welch, MSW student.

INSIDE

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AFTER

The Second Sex: NEW DIRECTIONS

In the 35 years since Simone de Beauvoir's The Second Sex came out, what has happened in women's lives, women's scholarship? And what happens next? Those are the questions behind Penn's three-day international conference April 6-8, expected to bring over 1000 to Philadelphia for 40 papers, three major public exhibits, two film series and two art exhibits and a host of auxiliary events in Philadelphia tied thematically to The Second Sex and its descendents in thought.

On the eve of the conference, the Leon Lecturer is Dr. Barbara Johnson, professor of Romance languages at Harvard and author of Défiguration du Langue Poétique and A Critical Difference. Her lecture is at 8 p.m. Thursday in 350 Steinberg-Dietrich.

Next among the public highlights is Friday night's appearance of Nikki Giovanni, the prize-winning poet and author, at 8 p.m. in Meyerson Hall B-I.

Saturday night has a double program: At 7:30 is a lecture by Dr. Carol Gilligan, the Harvard psychologist noted for such work as In a Different Voice contrasting the development of male and female children. Following it in the same location (B-I Meyerson) is Faith Ringgold's "No Name Performance #2," a multimedia presentation starting at 9 p.m. For these, and for the Friday-Saturday-Sunday presentations of papers, admission is free but registration is required to assure a place. Full programs are available in advance at the Women's Center, Houston Hall and starting Friday at Steinberg-Dietrich.

Presenting papers are men and women scholars from the U.S., Europe and Third World, on topics including philosophy, politics, war, race, aging, law, science, literature and writing, film, theatre, and many others. Campus sponsors are the Women's Studies Program, Women's Center, English, Romance Languages, Provost's Office, and Communications Office. Funding is from the Pennsylvania Council of the Humanities, Knight Foundation, Safeguards Business Systems, and Women's Way.
Salary Guidelines for Standing Faculty in 1984-85

1. The minimum academic base salary for assistant professors will be raised from $19,000 to $20,000.
2. The total increase for the continuing standing faculty as a whole will be 5%. The base increment for individual members of the continuing standing faculty will be 3%/ (rounded to the nearest $100). All increments of less than 3% for individual members of the continuing standing faculty must be reviewed with the Provost and receive his approval.
3. In extraordinary circumstances, a departure by any school from the 5% total increase for continuing standing faculty as a whole may occur, but only with the specific approval of the Provost and, if less than 5%, after discussion by the dean with an appropriate faculty body in the school. The Provost will discuss the matter with the Senate Committee on the Economic Status of the Faculty and the University Academic Planning and Budget Committee.
4. In addition, the University will establish a central reserve to cover special situations. The following categories will generally be used in considering the requests made by individual deans:
   (A) Promotions;
   (B) Extraordinary academic performance;
   (C) Market adjustments; and
   (D) Adjustments of salary inequities.

—Thomas Elrich, Provost

Salary Guidelines for Nonacademic Staff in 1984-1985

Highlights of the 1984-85 salary increase for nonacademic staff are:
1. A 5% aggregate pool for non-exempt and exempt employees.
2. The salary pool available for non-exempt employees (A-3) is to be utilized solely for non-exempt employees and may not be merged with exempt salary pools.
3. An approximate 2% increase in the salary grade minimums; no adjustment in the grade maximums. (Please see salary scales, page 7).
4. Employees’ salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1984. Central funding if necessary will be provided to increase employee salaries to the appropriate scale minimum.
5. Performance based guidelines for individual increases as follows:
   - No less than 2% for satisfactory performance;
   - No increase shall be given to an employee whose performance is less than satisfactory.

Salary raises and detailed guidelines and instructions will be distributed to schools units this week.

—Gary J. Posner, Vice President for Human Resources

Facility Salaries: A Report Next Week. The Senate Committee on Economic Status of the Faculty will publish a report presenting a five-year plan for (a) indexing faculty increases to inflation and (b) taking account of past erosion. It will be accompanied by a response from the Provost. Ed.

Offline

A Periodic Information Service on Implementation of the Academic Computing Plan

Following submission to the Provost of its “Strategic Plan for Academic Computing at the University of Pennsylvania” (Almanac Supplement, 12 29 83), the Academic Computing Committee has been reorganized under the co-chairmanship of James Emery and Gerald Porter. The new structure recognizes the need to provide current advice to the administration on computing matters (until a Vice Provost for Computing is in place) as well as the need to engage in long range planning.

A Policy Subcommittee has been created in place of the former Executive Committee to advise the administration on computing matters until the Vice Provost for Computing arrives. This Subcommittee is chaired by James Emery. The other members are Joseph Borngogni, Barry Cooperman, James Ferguson, William Pierskilla, and Gerald Porter.

In addition, the following subcommittees have been appointed (chairpersons are noted in parentheses):
- On Purchase Evaluation and Coordination (Marvin Pratt)
- On Microcomputer Evaluation (Lyle Hartman)
- On Faculty Computer Education (Frederic Burg)
- On the Computing Resource Center (James Ferguson)
- On the Educational Development Fund (Gerald Porter)
- On the Provision of Microcomputers to Students (Gerald Porter)
- On Networking (George McKenna)

The Subcommittee on the Computing Resource Center (CRC) coordinates the Working Groups, each of which has a specific charge:
- On the needs of the Smaller Schools (Stephen Putnam)
- On the Information Center (Robert Kraft)
- On Sharing Resources (Roy Marshall)
- On the Structure of the Computer Distribution Center (Louis Miller)

An informational newsletter for communication within the broad context of University computing interests represented on the Academic Computing Committee and its various subgroups is being planned.

Supplied by the Working Group on the Computer Information Center of the Subcommittee on the Computer Resource Center of the Academic Computing Committee, in cooperation with the office of the Vice Provost for Research.

OF RECORD

IN BRIEF

Challenge Grants: May 15

The Ben Franklin Partnership’s challenge grants for university-industry research and development projects, business development assistance programs, and employment and training programs that “create and retain jobs in advanced technology firms” in Pennsylvania has announced a 1984 deadline of May 15.

The Commonwealth-funded program has four regional centers, one of them the Advanced Technology Center at the University City Science Center, 3624 Market Street (387-2255), Requests-for-Proposals are available there.

The new program, in whose design the University’s Vice Provost for Research played a part, had $10 million to distribute last year, with $2,350,000 falling to the Southeastern Pennsylvania region for support of 75 projects. Total budgets for these projects, counting matching funds from private donations and institutional cost-sharings in the five-county region around Philadelphia, was $11.5 million.

For 1984-85, Governor Richard Thornburgh has asked for $20 million statewide so that the local Technology Center administering the fund “anticipates a substantial increase in funding available for projects in the five-county region,” a spokesman said.

Grants for Research: May 1

Grants-In-Aid of Research in amounts ranging from $100 to $1000 are offered by Sigma Xi. Applications are available upon request from Ms. K. Sestak, Ext. 8627, and are due at National Headquarters (New Haven, Conn.) by May 1, to be acted upon by June 1.

Nominations for membership in Sigma Xi are being accepted. Forms are available from Ms. Sestak. Decisions on membership are made by the Committee on Admissions.

For Standing Faculty: Activity Form

In the 1960s, full-time faculty members filled out a one-page form giving information on students and courses taught, papers and books published, honors received and other activities during the preceding year. One copy of this form went to the department chairman, one to the dean and one to the provost’s office. The provost is instituting the use of this form for the academic year 1985-86. Consequently, all standing faculty will have a one-page activity form to fill out in September, 1986. Any questions should be addressed to me either by mail to 106 College Hall or by phone at Ext. 3600.

—Richard C. Cleland, Deputy Provost
To Faculty and Staff

Rates for Health and Dental Care Plans

As can be seen in the health and dental plan rate charts below, the rate increase for Blue Cross/Blue Shield 100 and Major Medical insurance was much lower than expected and the University is pleased that it will be able to absorb all but a few pennies of the increase in the single subscriber rate and 2/3 of the increase in the family rate.

The amount the University will contribute next year for subscribers in any of the six HMOs is equal to the amounts contributed by the University for Blue Cross Shield-100, single or family.

HMO subscribers should review the new rates in the health plan chart carefully. Only one HMO is showing no increase for next year. Payroll deductions for subscribers in the other five HMOs will be increased in June paychecks for coverage effective July 1, 1984.

Overall, the change in HMO rates is modest when compared with the general upward trend in health insurance rates both in the Philadelphia area and nationally. Health maintenance organization plans continue to provide a very desirable alternative system of health care and insurance for many people.

There is no increase in dental plan rates for 1984-85. Both the Penn Faculty Practice Plan and Prudential have advised the University that the single and family subscriber rates currently in effect will be continued for the plan year beginning July 1, 1984. The University pays the full premium cost for single subscribers and contributes approximately one-half of the additional premium cost for family subscribers in the two dental plans.

April 2 through 13 is the Open Enrollment period for the 1984-85 plan year. During Open Enrollment, eligible faculty and staff can take account of their health by joining a health or dental plan or switching enrollment among the plans.

A reminder is in order too: You can influence future health plan costs. Blue Cross/Blue Shield subscribers can participate with their doctors in selecting those treatments and care facilities which make the most efficient use of your insurance dollars. Shorter hospital stays, can hold down costs to the Blue Cross plan. Good experience (ie. lower claims cost) can hold down future rate increases, and this can benefit all of us.

If you need health care, by all means get it. When you seek health care, be a wise consumer. As you look at the new rates on the charts you can see the results of last year's good claims experience.

—James J. Keller
Manager, Human Resources/ Benefits

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On the One-Time Option for Tuition Benefits

Over the past month all faculty and administrative staff who were eligible for the "old" tuition benefit on June 30, 1983, should have received a gray envelope at their campus offices and then, if necessary, a second notice at their homes. They were asked to fill out an "option card" in order to record their one-time irrevocable choice between the "old" and "new" tuition benefit programs for dependent children.

The great majority of faculty and staff notified have returned their cards, as requested. Those who had not returned their option cards as of last week have now been sent a letter stating they are automatically enrolled in the "new" plan.

We would like to thank all those who have returned their cards and extend a special word of appreciation to those who expedited this one-time option process.

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**Group Dental Programs**

<table>
<thead>
<tr>
<th>Premium Rates Effective July 1, 1984 Through June 30, 1985</th>
<th>Prudential Plan</th>
<th>Penn Faculty Practice Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Rate—Single</strong></td>
<td>$12.60</td>
<td>$12.60</td>
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<tr>
<td>University Contribution</td>
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<tr>
<td>Subscriber Contribution (Monthly Pay Deduction)</td>
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<tr>
<td>Subscriber Contribution (Weekly Pay Deduction)</td>
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<td>$0.00</td>
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<tr>
<td><strong>Total Rate—Family</strong></td>
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<tr>
<td>University Contribution</td>
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<td>Subscriber Contribution (Monthly Pay Deduction)</td>
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**Group Medical Insurance and Health Maintenance Programs**

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<th>Premium Rates for Subscribers and Dependents</th>
<th>Effective July 1, 1984 Through June 30, 1985</th>
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</thead>
<tbody>
<tr>
<td><strong>Blue Cross Blue Shield 100 Major Medical</strong></td>
<td><strong>The Philadelphia Health Plan (PHP)</strong></td>
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<tr>
<td><strong>Total Rate—Single</strong></td>
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<td><strong>Total Rate—Family</strong></td>
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<td>Subscriber Contribution (Weekly Pay Deduction)</td>
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*ALMANAC, April 3, 1984*
Statements of Candidates* Nominated by the Committee

Chair-elect — Larry Gross

The Senate is the collective voice of the faculty in University policy-making. Of the various constituencies which combine to make up a major university, the faculty has the greatest longevity and the most crucial role in its central mission: the creation, preservation, and transmission of knowledge. Therefore, the role of the faculty is the guardian of the long-term central interests of the institution and must have the greatest commitment to academic excellence and academic freedom.

The Senate is empowered to render and obtain reports from the University administration and to make recommendations directly to the President, the Provost, and the Trustees. These are powers which should be wielded prudently, lest they wither through passive subservience or be blunted through ill-considered crusading. In my experience of serving on Senate and University Committees over the past 15 years (including Educational Policy, Educational Planning, Academic Administration, Senate Executive Committee, Council Steering Committee, Faculty Grievance Commission, Open Expression, Commission on Judicial Procedures, AUPP Executive Board), I have been impressed with the importance of vigorous faculty leadership and representation in University governance. That involvement will be all the more crucial as we grapple with the vital issues that confront us: the safeguarding of faculty freedoms and resources at a time of pressures to compromise them for other tasks and constituencies; the need to improve the physical and material working conditions of faculty and students, including the assurance of an adequate and more equitable distributed funding for graduate student support; fortifying the library system that is at the heart of the University’s traditional teaching and research mission while at the same time building an effective computer and information system to support that mission as we move through a new communications revolution. These are a few measures of the essential role the faculty must play in preserving and strengthening the spirit and soul of this great institution.

SEC Al-Large — C. Edwin Baker

For the many faculty to whom I am unknown, providing some background information would be useful. This is my third year at Penn Law School. Previously I taught at the University of Oregon Law School for six years and taught for shorter periods at the University of Toledo (Ohio) and the University of Texas Law Schools. My primary research and writing interests are in the areas of Constitutional Law, especially freedom of speech and equal protection; Legal Philosophy, and Law and Economics. In addition to the above, I have taught in the areas of “Legislative and Administrative Law” and “Law and Society.” I have long been an active member of the American Civil Liberties Union and the Lawyers Guild, as well as a number of more scholarly associations.

Despite the time that service on the Senate Executive Committee would take away from time that I would ordinarily devote to research and writing, I agreed to allow the Senate Nominating Committee to nominate me for a position on the Executive Committee. I agreed because I think individual faculty members ought to be willing to accept responsibility for shaping University policies and for representing their interests as academics, as well as, when necessary, to stand up to any pressures that would undermine the integrity of the University’s educational and research activities. As a member of the Senate Executive Committee, I would be particularly concerned with issues involving the University’s role in the larger community, the fairness and adequacy of the University’s employee benefits, the participation of faculty and students in University decision-making, and the University’s commitment to its anti-discrimination policy and the values of academic freedom.

Roselyn J. Eisenberg

My interest and willingness to serve on the Senate Executive Committee arises from my sense that on this campus, the Faculty Senate plays a particularly important role in University governance. Since 1952, the Senate has had a major input in how the faculty is structured, faculty responsibilities and academic policy, as well as in the formulation of general University policies. We live in a time in which, increasingly, institutional decisions are being made by professional managers rather than by academics. In such a climate, it is essential that our traditional faculty involvement in important institution-wide decisions be maintained. My candidacy for the Senate Executive Committee, therefore, represents my recognition that we all owe the University to and our Faculty colleagues a certain expenditure of time and energy which we would otherwise devote to research and teaching.

As a faculty member who has been associated with the Schools of Medicine, Dental Medicine and Veterinary Medicine, as well as with the Graduate Faculty of Arts and Sciences, I believe that I can bring to the Senate Executive Committee a relatively broad view, both of academic issues and Faculty concerns. Most of the University service I have performed has been within the confines of individual schools. However, I have had some experience with University-wide issues as a member of the University Council on Personnel Benefits (1980-1981), the Council Committee on Committees (1982-1983), and the Committee on Open Expression (1983-present).

Thus I feel my prior service on committees has prepared me well for the task of serving on the Senate Executive Committee. At the same time, I think I might add a fresh point of view to that Committee.

Arnold Thackray

(history & sociology of science)

The mission of the Pennsylvania faculty is the pursuit of academic excellence in research, teaching, and in the continuation of learning. Academic excellence is best pursued within a context of collegial concern for the overall health of the University, and the principle functioning of its various parts. The Faculty Senate exists to embody and express that concern.

As I write this statement I am 1,000 miles away, on research leave. From this distance, I cannot speak to the immediate issues which may be exercising you. However, I can say that the vigorous tradition of faculty involvement in governance is a precious part of Pennsylvania’s heritage, which needs to be strengthened. Other invisible assets are equally precious to us, such as our opportunities for interdisciplinary and intraschool cooperation, and ready access to the museum, libraries and recreational facilities of the campus, and our possession of a formal package of fringe benefits. I wish the Faculty Senate is to guard and enhance these assets, within a context of our common solicitude for our university, and our common commitment to its academic mission.

Experience in other states and countries has taught me of the great strengths and individual resources which Pennsylvania possesses. My work in the Department of History and Sociology of Science has brought me into close contact not only with colleagues in arts and sciences but also in Engineering, Medicine, Wharton and other schools. I look forward to my return to campus and will be honored to serve as one of your representatives, should you so desire.

Economic Status Committee

David Hogan

(economics)

I am an Assistant Professor of History in the Education, Culture, and Society Division of the Graduate School of Education. During 1983-84 I served on the Economic Status Committee of the Faculty Senate, supporting the Committee’s proposal for a tuition benefits option, and its five-year faculty salary plan designed to match faculty salaries with the inflation rate. The plan also included a catch-up amount over the next five years that restores the faculty’s real income to the level it was a decade ago. If elected, I intend to continue to support the five-year plan, urge extension of medical benefits to out-patient psychiatric services, urge that the faculty be permitted to choose from a wide variety of benefits packages, and support a working relationship with the University Administration.

* Candidates not furnishing statements: Anna Kuhn for Secretary-elect; James E. Wheeler for SEC Al-Large membership, and Claudia Goldin for Economic Status Committee.

ALMANAC, April 3, 1984
Statements of Candidates* Nominated by Petition

Chair-elect

Anthony R. Tomazinis
(civil planning)

Last year I was involved in the successful effort to convince the University Administration and the Senate leadership that faculty members should be given the option of choosing between the old and new tuition benefits plans. As an outsider I discovered, to my amazement, a major gap between the directions of the leadership and the concerns of the faculty at large. Through the years of indirect nominations the Senate leadership seems to have moved incrementally away from some areas of concern, in a manner that prevents consideration of issues that are of direct concern to the Senate membership and of direct significance to the chartered function of the Senate. The Senate can be most effective when the leadership fosters a broad consensus, embraces the academic concerns of the faculty, and concentrates on the academic mission of the University. The Faculty Senate should accentuate the partnership with the University Administration on all those matters in a manner that promotes the common concerns. In the recent past the Senate leadership did not work along these lines; the result has been divisiveness within the faculty and unproductive confrontation with the Administration.

In my twenty years in the faculty of this University I never felt the widespread unhappiness that the faculty membership demonstrated in recent votes and meetings. The intensive course in Senate and University politics that I experienced last year has convinced me that it does make a difference what kind of leadership the Faculty Senate has. The major gap between the leadership and the membership is still there and will be greater next year if nothing is done. Major changes are needed in direction and priorities. That's why I was glad to accept the invitation, and support, of a large group of my colleagues to head a slate of faculty-nominated colleagues with new ideas and new approaches.

SEC At-Large

Morris Hamburg
(statistics)

The Faculty Senate of the University of Pennsylvania was originally organized because of the Faculty's deep felt need for a more important role and more meaningful participation in planning and decision-making at the University. Over the years it has become a recognition on the part of the complexity and diversity of problems facing the University, mutual understanding and joint effort are required on the part of board members, administrators, faculty members, students, and other to accomplish the goals and missions of the University. It is only by a community of interest, our interdependence and our shared responsibilities that the various components of the University can function effectively. Sharp delineation of adversarial relationships is not in the best interest of the Senate.

Economic Status Committee

Ezra S. Krendel
(statistics)

It is my belief that over the years the ability of the faculty to achieve its goals for compensation, both in salary and in benefits, has been weakened by factional disputes among the faculty and by a dilution of the faculty's impact on such decisions. The factional disputes arise from a pit of rank against rank and school against school in a scramble for available funds. The dilution of our impact was exemplified when a Committee of Council, on which the faculty representation is outstandingly strong, made a recommendation to the Senate that a faculty benefit be weakened and the alleged savings be distributed to other members of the University community.

My colleagues in the various schools of our university and my commitment to the faculty as the heart of the university will guide my behavior as your representative on the Senate Committee on the Economic Status of the Faculty.

Henry Teune
(political science)

I stand for election to promote faculty interests. Respect for academic judgments, autonomy in teaching and the recognition of academic achievement and economic security are faculty interests. Investigative reports of the administration, an environment of wrongdoing, and the exposure of errors are not. I stand for election to reform the Senate's by-laws to make SEC more representative. About half the members of SEC are elected by constituents varying in size from 11 to 175 faculty members. A committee elected by SEC nominates 21 SEC members which have not been contested for more than a decade. The SECs are mal-apportioned: the SEC Nomination Committee perpetuates its members.

Last April the assembled Senate overturned three SEC recommendations: tuition benefits for faculty dependents, senior lecturers in FAS, and appointments in Medicine. In democratic parliamentary governments any one of these rejections would have been sufficient for a call for elections.

I ask you to use this opportunity of an election to voice your support for a new direction for the Senate Executive Committee.
Supporting Petition

In the past, the Faculty Senate enjoyed high repute as the voice of the faculty. It has filled me with sadness to witness its decline as many of its leaders strove to preempt legitimate academic concerns with personal ideological ones.

The membership of the Senate now has the opportunity to take matters back into its own hands. On the whole, it is my view that the slate nominated by petition offers much more hope for returning the Senate to its primary missions and to do so with a sense of fairness and judiciousness. To those who believe that contested elections may introduce division among us, it is well to recall that this is a common argument against all elections, used by dictatorships of all stripes. Discussion, debate, and voting constitute the lubrication of democratic processes.

I write to announce my support of the petition slate and to urge like-minded colleagues to vote for it.

—Julius Wohrer
Professor of Psychology
Chairman, University Senate, 1965-67

Urging Colleagues

The some 1700 members of the Faculty Senate have the opportunity to vote for their officers for more than a decade. A small group of activists among us have seen to it that their friends have succeeded themselves to the Senate Chair and other offices.

Now, finally, an alternate slate of officers, led by Anthony Tomarzinski, Professor of City Planning, makes it possible for us to vote for officers of our own choice.

It is my understanding that the members of the Tomarzinski slate will attempt to cooperate with, rather than confront, the administration. They are, furthermore, interested in educational rather than ideological matters here at Penn.

This is a rare opportunity for those of us who take education and scholarship more seriously than campus politics to exert our wills in changing the intellectual tone of our increasingly anarchic and buckering campus. I hope all of my colleagues will vote this time personally, and of course, urge you to give the Tomarzinski slate a resounding victory.

—Daghy Batzell
Professor of Sociology

Comparing Slates

The submission of an alternate slate of candidates for the Senate Executive Committee and the Committee of Economic Status of the Faculty is, of course, within the best traditions of democracy. However, in view of the arguments raised in the D.F. that an alternate slate is necessary to expand the degree to which SEC and the Economic Status Committee are broadly representative of the faculty, it is instructive to compare the slate presented by the Nominating Committee with that nominated by petition.

The Senate Nominating Committee operated on the principle that the Chair-elect of the Senate should be an individual with broad knowledge of the University and a record of active involvement in the Faculty Senate, while the remainder of the slate would include individuals who have not previously had an opportunity to serve as faculty representatives. Thus, the Nominating Committee's recommendation for Chair-elect, Professor Gross, is a widely respected faculty member who has been a member of SEC, has served on the Steering Committee of the University Council and has chaired a major University-wide committee, the Committee on Open Expression. The other candidate for Chair-elect is currently serving his first year of a three-year term on the Committee on Economic Status of the Faculty (a position he holds as a result of nomination by last year's Senate Nominating Committee).

The other faculty nominated by the Senate Committee for membership on SEC (Professors Baker, Eisenberg, Kuhn, Soloway, Thankray and Wheeler) have not previously served as faculty representatives. In contrast, three of the candidates from the alternate slate are currently members of SEC. It is therefore the Senate Nominating Committee slate which will accomplish the desirable goal of bringing new faculty talent and ideas to the Senate Executive Committee.

In filling openings on the Economic Status Committee, some additional factors enter in. Emphasis must be given not only to professional expertise (for this committee must sometimes confront technical expertise in the administrative budgeting offices) but also to distribution by rank, so that the end result is a Committee which includes junior as well as senior faculty. The continuing members of the Economic Status Committee are, with one exception, all full professors. The Nominating Committee slate therefore includes an assistant professor who had ably served as a one-year replacement (Hogan) and an associate professor of economics (Goldin).

—Jasvinder S. Ghandi
Associate Professor of Finance
—Phoebe S. Lefevre
Professor of Biochemistry

April 10-15: Passing the Time With Irish Antiques

Irish antiques will be the theme of this year's University Hospital Antiques Show April 10 through 15 at the 103rd Engineers Armory, 33rd and Market Streets. For the first time in the show's 23 years it will remain open through the weekend—noon-9 p.m. Wednesday, Thursday, Saturday; noon-9:30 p.m. Friday; and noon-5 p.m. Sunday. Admission is $5. Also for the first time, it has an Appraisal Day where visitors can bring up to four of their own treasures for $400 for four persons. Reservations: 687-6441.

Philadelphia's Irish Legacy 1740-1840, this year's loan exhibit, will focus on recent research by Mr. and Mrs. Robert L. Raley on the cultural contributions of Irish craftsmen and artists to the decorative arts and architecture in Philadelphia. On display will be furniture, sculpture, silver, paintings and prints representing the styles and motifs that Irish settlers introduced to the Delaware Valley. The exhibit is sponsored by Smith-Kline Beckman Corporation and brings together rarely seen antiques from collections all over the country.

The symposium lectures, held at 11 a.m.—noon, Wednesday, Thursday and Friday in the Stein Auditorium, Nesbitt Hall (adjacent to the Armory) are a nice lunchtime treat at $10. April 11, Irish Painting and Irish Furniture, 1740-1840 is a pair of illustrated lectures. Professor Anne Crookshank, head of the art history department, Trinity College, Dublin, will discuss Irish landscape painters trained in the Dublin Society Schools, and Desmond Fitzgerald, The Knight of Glin, Irish author and lecturer in art history, will review the history of Irish furnishings with emphasis on specific Irish/Philadelphia comparisons.

Dr. Henry Glassie, the Penn professor of folklore and American civilization whose Passing the Time in Ballymonee won a Haney Prize last year, will give an illustrated review of American Folk Art, April 12.

Loving Antiques, a lecture by Alexandra Stoddard, an international interior designer, who is president of Alexandra Stoddard, Inc., N.Y., covers the use of antiques in home deco-

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.
rating to reflect the style of the collector.

A special one-hour guided show tour starting at 9:45 a.m. is available to those attending these symposia at $20 for the combination. The Philadelphia Museum of Art Guides will also give tours at 11 a.m. Wednesday and Thursday.

Spend An Evening in Ireland at the New Collectors Night April 13. This is an opportunity for all collectors, especially novices, to learn more about antiques; the pre-dinner lecture, 6-7 p.m., on Irish Houses and Castles will be by The Honorable Desmond Guinness, founder of the Irish Georgian Society, author and internationally known lecturer. His slide-illustrated lecture will be held in Stein Auditorium, Nesbit Hall. A traditional Irish dinner will be served in the show's dining room, while The Irish Mutants play songs of the Irish folk tradition.

Tickets for the lecture dinner combination are $40 per person: $12 for lecture only and $30 for dinner only. Reservations required.

Appraisal Day, a new event, will be held Saturday, 11 a.m.-5 p.m. Two experts from New York's William Doyle Galleries will give oral appraisals of any decorative object, photo or piece of furniture. First item, $5; maximum of three additional items $3 each. Reservations requested. Special $3 admission to show with appraisal ticket.

A Bit of Ireland in Society Hill is the theme of this year's house tours in Old Philadelphia, Friday morning. $16. Reservations limited.

This annual fundraiser resulted in $170,000 for the Hospital of the University of Pennsylvania last year. The proceeds of the upcoming show will be used for advancement in patient care, research and education in HUP's Department of Dermatology.

For more information during the week of the Antiques Show call 387-3500.

A silver coffee pot by Philip Syng, Jr. (below) and a silver cup and cover by Philadelphia's William Bull (opposite page) are among the 18th-century treasures in the loan exhibition, "Philadelphia's Irish Legacy, 1740-1840."

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The Oral History Project

The Women's Faculty Club has organized a meeting April 11, entitled Women at the University of Pennsylvania: The Oral History Project, that will describe the concerns of women at Penn over the past six decades. Co-chaired by Dr. Joan Brownlee, emeritus professor of political science and consultant to the dean, and Christie Hastings, member of the advisory committee to the vice provost, this project has been designed to provide an historical record of the "voices" of women at Penn through interviews with a representative sampling of University women. The meeting is planned for 3-4:30 p.m. in the Conference Room, first floor, Van Pelt Library. A reception follows, in cooperation with the Women's Studies Center, at the Center's office, 106 Logan Hall, 4:30-6 p.m.

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Office of Human Resources

- Compensation

As noted in the page 2 memorandum, "Salary Guidelines for Nonacademic Staff in 1984-85," new scales for monthly-paid staff and weekly-paid, 35-hour employees are shown here.

### Monthly Paid Effective: July 1, 1984

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### Support Staff Salary Scale

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<tr>
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### Terms:

- **Salary Scale:** A pay structure based upon pay scales. There are two salary scales (PA and G).
- **Grade:** The pay grade to which a job title is assigned. All grades have dollar minimums and maximums. There are 10 PA grades (professional/administrative) and 11 G grades (support staff).
- **Hiring Maximum:** The highest starting salary which may be offered to a fully qualified candidate for a position in that grade, without additional approvals being required.

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(Photos courtesy of Philadelphia Museum of Art. Purchased: John D. McIlhenny Fund)
**Toward Improving the American Political System**

The President's Forum, an annual all-university series of events focused on a single topic of national concern, signals a return by the American university to its mission of educating society at large. The university provides an important forum in our culture for the thoughtful examination of all aspects and all views of social issues. Toward this end, the University of Pennsylvania joins with the citizens of Philadelphia to harness the intellectual resources and magnetism of this University and City in order to address the most critical issues of our time. Through this partnership, the University hopes to reach out to its neighbors with a series of activities that focuses attention, debate, and thought on the consideration of how we can become involved actively in the great social issues facing our nation and the world.

Last year's highly successful President's Forum included lectures, seminars, films, panel discussions, and a concert on the critical subject, "Toward Preventing Nuclear War." The timely theme chosen for the 1984 President's Forum is "Toward Improving the American Political System." By assembling the University's resources and attracting experts from across the country, the Forum seeks to focus public discussion on this central issue. As an institution dedicated to rational discourse, the full and open examination of ideas, and the creation and dissemination of knowledge, the University can uniquely and effectively present the various views of the state and prospects of our political system.

From this rich presentation, encompassing such topics as Democracy and Foreign Policy; Students and Politics; Parties, Congress, and the President; and the Media and Politics, the events of election year 1984 are being brought into a broader, more comprehensive, and therefore more useful perspective. That perspective will also be of value in helping to improve our understanding of what should and should not be changed in future years. Most fundamentally, the forum provides an opportunity for the University and the wider community to grapple with those enduring, pressing questions that reside at the core of American democracy. All members of the campus and community are cordially invited to attend any of the events remaining.

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**Upcoming Forum Events**

**April 2** The Media and Politics: moderator Robert Shuyor, emeritus professor of communications, Penn; panelists Edwin Guthman, editor, The Philadelphia Inquirer; William Leonard, former president, CBS News; Nelson Polsby, professor of political science, University of California Berkeley; Michael Robinson, associate professor of politics, Carnegie University; 4 p.m., Room 811, Meyerson Hall (Annenberg School of Communications).

**April 5** Presidential Politics and Presidential Leadership: moderator Henry Teune, professor of political science, Penn; panelists Michael Arterton, associate professor, Yale University; and visiting fellow, Roosevelt Center for American Policy Research; Carl Kaysen, professor of political science; M.I.T.; Austin Ranney, senior fellow, American Enterprise Institute; 7:30 p.m., Room 200, College Hall.

**April 9** Conference on Student Political Participation: lecture, The Past, Present, and Future of Student Activism in America, by Philip G. Altbach, SUNY-Buffalo; panelists Eva Moskowitz, director, Penn Political Participation Center; Jack Nagel, associate professor of political science, Penn; Edward A. Schwartz, member, City Council of Philadelphia; workshops, Community Action, Student Media, Student Policy Research; 11 a.m.-4 p.m., Houston Hall (Penn Political Participation Center).

**April 9** Does the Constitution Need Revision?: Henry Reuss, former congressman (D-Wisconsin) and Jim Rhodes, former congressman (R-Arizona); 7:30 p.m., Room 100, Law School.

**April 11** The Role of Our Democratic Foreign Policy: Dean Rusk, former secretary of state and professor of law, University of Georgia; 7:30 p.m., Room 200, College Hall (Connaughton).