1985-86 Salary Pool: Up 5%
As detailed in separate memos on page 2, the Provost and the Vice President for Administration have announced an overall salary budget increase of 5%, with rules requiring the justification of increases below 3%. Provost Ehrlich’s memo also describes uses of salary reserves at school and University levels for faculty. Vice President Gary Posner also released the adjusted scales for nonacademic staff (back page).

The Senate Economic Status Committee’s report (page 2), which is on the agenda for the Spring Meeting April 17, says the Provost’s memo meets the first two objectives of EconStat’s five-year plan (increase in real terms and progress on make-up of past losses since 1972) but does not meet a third objective for continuing faculty. EconStat is “unanimous in its resolve that no faculty member should receive an increase less than the cost-of-living... without review and approval by the Provost.”

April 17 Agenda Highlights
In addition to the Economic Status Committee’s report, Senate will hear from the Committee on the Faculty, re Dr. Albert Lloyd’s analysis of faculty involvement in School five-year plans, Senate Chair Jacob Abel said. A full agenda will be published next week.

Death of Dr. Terry
Dr. Luther L. Terry, the U.S. Surgeon General who was Vice President of Medical Affairs at Penn for ten years, died Friday at the age of 73. After a long career with the U.S. Public Health Service — in which he rose to Surgeon General (1961-65) and became a household name for his work on the identification of smoking as a health hazard — Dr. Terry joined Penn in 1965 as vice president and professor of community medicine. After leaving Penn he served as president-director of University Associates in Washington and as vice president for medical affairs at ARA Services. He also spoke and consulted widely, often addressing the issue of cigarette smoking in the workplace, and was the recipient of 17 honorary degrees over the years.

Dr. Terry is survived by his wife Janet Reynolds Terry, his sons Luther L., Jr. of Singapore and Michael D. of Old Greenwich, Conn.; a daughter, Jan Terry Kollock of Philadelphia; a brother, a sister and three grandchildren. In lieu of flowers, the family ask contributions to Action on Smoking and Health in Washington or American Lung Association, New York.

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- Senate Committee on EconStat, p. 2
- Speaking Out: Senate Elections (Gaetteke, Scandura, Goodgal/Miller), pp. 2 & 3
- Respones to Irvine Proposal, pp. IV

The Family as Celebration
The Family as Resource—International Perspectives, a two-day conference April 18-19, celebrates the 75th anniversary of the School of Social Work with an academic convocation, seminars and workshops, and an alumni dinner. It culminates in a gala anniversary dinner. More than 250 participants—national and international planners, policy makers, and administrators, practicing professionals and students—from a dozen or more countries are expected to attend.

The international conference explores the major issues confronting contemporary families in the context of world health, world economics, and world issues, delineating the role of social work in helping institutions become more responsive to family needs.

The Academic Convocation will be held April 18, 10:30 a.m.-noon at Harrison Auditorium, University Museum, with Dr. Jacqueline Gennett Wexler, Penn trustee and president of the National Conference of Christians and Jews giving the keynote address. In recognition of their outstanding contributions to human welfare, the University will confer honorary degrees on five internationally distinguished humanitarians and social workers: Danny Kaye, UNICEF’s honorary ambassador-at-large to the world for his volunteer efforts on behalf of the children of the world; Dr. Marian Wright Edelman, founder and director of the Children’s Defense Fund; Dr. Katherine Kendall, former executive director of Council for Social Work Education; Dr. Thomas Lambo, deputy director of World Health Organization and a psychiatrist from University of Ibadan, Nigeria; and Dr. Harold Lewis, DSW’59, professor and dean of Hunter College. Free tickets are available for the convocation at the School of Social Work or the President’s Office.

World Economics and the Family will be discussed by Dr. Lawrence Klein, Penn Nobel Laureate in Economics, followed by workshops on topics related to The Family and World Economics: Implications for Social Work Practice, Thursday afternoon, April 18. Dr. Lambo will speak on World Health and the Family Friday morning. Later that day, Dr. Edelman’s address, The World’s Children and their Families, Workshops follow both. The alumni dinner is A Philadelphia Block Party April 18 at International House. The Gala Anniversary Dinner, April 18 at the Museum, features an address by Dr. Lewis and readings by Poet Nikki Giovanni. Call Ext. 5502 for more information.

The 1985 President’s Forum: What’s Happening to the American Family?, begins this week with a film series entitled Family Portraits. (See Update, page 3, for listings.)

Ways of Knowing
Ways of Knowing: Comparing World Views and Methodologies, an all-University discussion and one-day conference in which faculty, students, and staff compare several disciplines, approaches to method, and uses of knowledge, will be held April 29, in Bodek Lounge, Houston Hall. Sponsored by the Liberal Studies Graduate Group, the conference is divided into six sessions which will each begin with discussion of position papers, copies of which will be distributed by April 19. This conference is open to all members of the University community, free, with continental breakfast (8:30 a.m.), lunch (12:30 p.m.) and refreshment breaks included. Participants may attend any or all of the following sessions.

The Right to Know (In whose interest do we acquire knowledge?): Edward Peters, history, and Ivar Berg, sociology; 8:45 a.m.

Technology Policy: Decision-making and History (What methodologies inform technology decision-making?): Thomas Hughes, history and sociology of science and James Emery, decision sciences; 10 a.m.

Knowing the Future (Can it be shaped?): George Rochberg, music and Aron Katsenelenboigen, social systems science, and Jean Alter, Romance languages; 11:15 a.m.

Micro vs. Macro: Theories of Models of Reality (Can models reflect truth?): F. Gerard Adams, economics and finance, and Louis Girifalco, materials science and engineering; 12:45 p.m.

Credentials and Credibility (What are valid uses of knowledge and by whom?): Nancy Bauer, education and graduate professional development, and Paul Korshin, English; 2 p.m.

Matters of Life and Death (How do the values of disciplines and professions shape their views of life and death?): Nathan Sivin, history and sociology of science, and Rene Fox, sociology; 3:15 p.m.

For additional information, call Dr. Nancy Bauer, Ext. 6967.
Salary Guidelines for Standing Faculty in 1985-86

A. The minimum academic base salary for assistant professors will be $22,000.
B. The total increase for the continuing standing faculty as a whole in each school will be 5%. The base increment for the individual members of the continuing standing faculty will be 3%. All increments of less than 3% for individual members of the continuing standing faculty must be reviewed with the Provost and receive his approval.
C. In extraordinary circumstances, a departure by any school below 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.
D. The University will establish a salary reserve for continuing standing faculty to cover special situations. Individual schools will also have a salary reserve. The following categories will be used:

1. Promotions;
2. extraordinary academic performances;
3. market adjustments;
4. adjustments of salary inequities.

—Thomas Ehrlich, Provost

Salary guidelines for Nonacademic Staff in 1985-86

Highlights of the FY85-86 salary increase program for nonacademic staff are:
1. A 5% overall salary increase pool for weekly and monthly paid employees. No less than 3% shall be given for satisfactory performance. The range of satisfactory to outstanding performance is 3-7%. No increase shall be given to an employee whose performance is less than satisfactory.
2. The salary pool available for weekly paid employees (A-3) is to be utilized solely for weekly paid employees and may not be merged with monthly paid salary pools.
3. An approximate 7% increase in the salary grade hiring maximums with corresponding adjustments to the grade minimums and maximums. The addition of two new PA grades, bringing the total to twelve grades (Please see salary scales page 4).
4. Employees’ salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1985. Funds required to bring an employee to the minimum of the new grades were calculated as part of the center budgets.

Detailed guidelines will be distributed to schools/units this week. Salary worksheets will be distributed the week of April 15, 1985.
—Gary J. Posner, Vice President of Administration

Report of the Committee on the Economic Status of the Faculty

Within the context of the Five-Year Plan for Faculty Salaries (Almanac April 10, 1984) and the Committee report (Almanac November 20, 1984) which were unanimously approved by the Faculty Senate, the Senate Committee on the Economic Status of the Faculty has continued to advise the administration on next year’s salary increases for continuing faculty.

We are pleased that the announced increases coupled with the Provost’s and the Deans’ reserves will, if implemented, meet the first two objectives of the Five-Year Plan. Faculty salaries will increase in real terms and the increase will be sufficient to make up a reasonable proportion of the loss in real income which faculty have incurred since 1972.

We have three major concerns about the administration’s salary proposals for continuing faculty.

First, the proposed increases are not likely to meet the third objective of the Five-Year Plan. As documented at the last meeting of the Faculty Senate (November 28, 1984), salary increases for continuing faculty at Penn have fallen 4.4 percentage points behind the median for their peer institutions between 1981 and 1984. At that time, we called upon the administration to reverse the trend and to set next year’s salary increases so as to restore Penn to its 1981-82 competitive standing. It is hoped that the proposed increases for 1985-86 will reverse the trend of salary increases below those of our peers. However, the proposed increases do not appear to be sufficient higher than those of our peers (i.e. 4.4 percentage points higher) to restore the 1981-82 competitive standing of Penn faculty salaries.

We call upon the administration to make a commitment to provide increases greater than those at our peer institutions to restore our competitive standing. We call upon the administration to accept the goals of the Five-Year Plan for Faculty Salaries.

Second, it is essential that procedures be developed which ensure that the stated policies be implemented in all schools. At the very minimum, the Committee must have access to data on faculty salaries and raises by school and by rank to assure compliance.

Third, the Committee is unanimous in its resolve that no faculty member should receive an increase less than the cost-of-living increase (currently estimated at 3.6 percent) without review and approval by the Provost. To permit deans or department chairs, in the expected few cases where lower than cost-of-living increases would be justified, to cut the real income of a faculty member without review is not justified by the effort which review would require and would eliminate an important check on the fairness of our compensation system.

Jean Alter, professor of Romance languages
Claudia Goldin, associate professor of economics
Antoine Joseph, assistant professor of American civilization
Ezra Krendel, professor of statistics
Paul A. Liebman, professor of anatomy and ophthalmology/Medicine
Janice F. Madden, associate professor of regional science, Chair ex officio.
Jacob M. Abel (professor of mechanical engineering), Senate Chair
June Axinn (professor of social work), Past Senate Chair
Antony R. Tomazinis (professor of city planning) Senate Chair-elect
change of the rules to be discussed in the next Senate meeting.

Those who voted in 1984 for the Alternative List led by Anthony Tomazinis may have expected that the Senate would immediately re-emphasize the major concerns of the vast majority of the faculty. Unfortunately, rapid change has proven much more difficult to achieve in the face of the opposition entrenched in several places. That is why additional strong, outstanding but reasonable, active participants in University affairs is indeed an important concern.

SEC a more effective instrument for faculty strength will make the role of the faculty much more difficult to achieve in the face of the Senate. That is why we need to emphasize in several places. That is why we need to emphasize.

The Senate meeting. (continued next page)
**Monthly-Paid Salary Scale**

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**Weekly-Paid Salary Scale**

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**Terms:**

**Salary Scale:** A pay structure based upon pay grades. 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 12 PA grades (monthly-paid) and 11 G grades (weekly-paid).

**Work Week:** The standard work week at the University is five 7-hour work days during the period beginning 12:01 a.m. Monday and ending 12 midnight Sunday.

**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.