Lindback Awards: Thursday at Lower Egypt

The annual Lindback Awards party has moved to the Museum's Lower Egyptian Gallery to handle annually larger crowds of faculty, staff, and students who come to toast the winners. All are welcome to the 4-6 p.m., celebration Thursday, April 16, where Provost Thomas Ehrlich will give for the last time the four that come from nonhealth schools. On the health school side, the four deans have been invited to make the presentations made for many years by Dr. Thomas Langfitt.

Lindbacks: 1986-87

Dr. Michelle M. Fine, associate professor of education, has elicited "extraordinary responses from her classes, while amassing truly outstanding scholarly credentials in research" during her six years at Penn. Students say she challenges them to explore "both intellectual and emotional understanding" of complex subjects in psychology and society. Described as "a true teacher of teachers" at GSE where she involves students and younger colleagues in the teaching of her courses, she is also an "energetic citizen of the University" who has been a faculty resident in the Quad.

Dr. Dwight L. Jaggard, associate professor of electrical engineering at SEAS, was praised by colleagues and by students at all levels, from introductory classes to advanced graduate seminars for which he has "consistently achieved the highest evaluations for the department" during his seven years here. One student wrote, "I consider his performance the ideal by which I evaluate all other professors." Others, both current and former, say they are grateful for his concern for their educational goals, and simply for "making sense out of all this mess."

Dr. Teresa Pica, assistant professor of education and director of educational linguistics at GSE where she has been for four years, was praised for "energy, enthusiasm, and fascination with her field of applied linguistics." She keeps lectures live with new research, including her own, and "comments meticulously on student papers and assignments, returning them in record time with advice as to where they might be published or presented." She sends students off with the exhortation, "I want you to be scholars." One sums her up as "the most conscientious professor I have ever met."

Dr. William C. Tyson, assistant professor of legal studies and accounting, is in his fifth year at Wharton and has already run the gamut of teaching awards there. He is praised for "a level of professionalism which creates a lasting impression of excellence," as well as for "intellectual rigor... willingness to explore new ideas... accessibility... coherence of teaching methodology." He is said to impart "an analytical thinking process with applications that extends well beyond the realm of academics, and even beyond the temporary adulation of [the teacher's] skills."

From the Health Schools

Dr. Stephen A. Cooper, associate professor of physiology and pharmacology at Dental Medicine, is credited by the School with a significant rise in pharmacology board scores and with 75-100% attendance at normally problematic time slots such as 5-7:30 p.m. Students say he has "transformed a historically dull, and often neglected, subject into a pleasurable learning experience that will endure for years after our education is complete." Such words as "dynamic... well-organized... approachable... fair... humorous" and "very, very knowledgeable" turn up the dossier.

Dr. Charles D. Newton, professor and chief of orthopedic surgery at Veterinary Medicine, has the School's Norden and Student Government awards for teaching, plus a local "Warm Fuzzy" award for helpfulness. Students and colleagues speak of his "well-organized and well-prepared lectures" which have led to textbook revisions; study guides that alumni use for years; and a gift in surgical training for "soothing the terrified, saving the plungers, encouraging the less dextrous," said (continued next page)
an alumnus. "This is an enormous responsibility in teaching and training."

Dr. Gail B. Slap, assistant professor of medicine and member of the CHOP adolescent medicine section, has "a vast and superbly organized fund of knowledge which she knows how to share. Students and residents are "awed" by her case presentations backed by recent studies, her "encyclopedic knowledge, flawless logic, infinite compassion and dedication to teaching." Colleagues cite the elegance of her lectures, her academic as well as clinical productivity, and her University service. "There are few who are [so] consistently cited as role models by people at all levels."

Dr. Joyce Beebe Thompson, associate professor of nursing and director of the graduate program in nurse-midwifery, "puts into practice all the wonderful things teaching should be." Students cite responsiveness, patience, building self-confidence ("It was a privilege to study with her" with the emphasis on "with" versus "under"). Colleagues applaud the quality of her graduates as well as her far-reaching influence on nurse-midwifery today. For six books, numerous articles, and consulting such as her recent stint in Africa, she is praised as practitioner/ethicist of the field.

**SCAFR: Drs. Deluva, Kors, Ross**

With 712 ballots received and counted, the Faculty Senate has elected to three-year terms on the Committee on Academic Freedom and Responsibility Dr. Adelaide M. Deluva of biochemistry, Vet, Dr. Alan C. Kors of history, and Dr. James R. Ross of philosophy. Drs. Ross and Deluva were nominated by committee along with Dr. Michelle Fine of GSE, and Dr. Kors was nominated by petition along with Dr. Henry Teune of political science.

**REMEMBER**

**Pennflex Enrollment**

Forms are due April 15. Those who anticipate not being able to meet the deadline should call the Pennflex hotline, Ext. FLEX (3539).

**Wanted: Nominations for Provost**

The recently appointed Provost's Search Committee (Almanac March 31) seeks the names of possible candidates for the office of Provost. The committee hopes to report to the President during the summer; if a suitable candidate has not been identified by then, an acting provost will be appointed, and the search will continue into the fall.

All members of the University community are urged to submit the names of possible candidates, both inside and outside the University, with special attention given to women and minority candidates. Any nomination should be accompanied by a statement of the candidate's credentials. Letters should be sent by Monday, April 27, to the Provost's Search Committee, c/o Office of the Secretary, 121 College Hall/6382.

—David J. DeLaura, Professor of English
Chair, Provost's Search Committee

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**SENATE**

**Report of the Senate Committee on the Economic Status of the Faculty**

Topics covered by your Committee on Economic Status of the Faculty during the 1986-7 Academic Year include (1) faculty salaries, (2) salary deferrals for tax purposes, (3) coverage of medical expenditures for retired faculty, and (4) Pennflex. As your representatives, we have discussed Items 1 and 2 above with the Provost, accompanied by Glen Stine, and Items 3 and 4 with Jim Keller.

In the matter of salary negotiations, the goal of your Committee has been to achieve a salary level at Penn that ranks among the top salaries paid by our peer institutions. A survey of 26 peer universities, drawn from Academe data for 1985-86, places Penn in 11th position on the basis of salaries paid to full professors. Professional salaries at the top three universities surpass those at Penn by 12 percent. The numbers show Penn to be within six percent of the fifth ranked institution. As shown at right, the salary differentials do not carry over to the associate and assistant professor levels. Penn ranks fifth in the narrower group of seven Ivy League universities.

Your Committee on Economic Status finds that full professors have tended to receive smaller relative salary increments than those accruing to the associate and assistant professors in recent years and recommends that systematic steps be taken to render the salary differential comparable to the top five institutions. Indeed, we would like to see a definite time table, say, three years, set for the achievement of this goal.

The Provost notes that Penn has moved up at least one step in the rankings during the past year and appears to concur with the basic goal. The Provost nonetheless is reluctant to commit to a specific schedule. He affirms that salary increments for the coming year should be at least equal to the progress made during the current year.

The University budget provides for both basic and merit increases. There is also a University reserve fund to cover special circumstances. Your Committee has urged the Provost to follow the principle that the minimum increase be at least equal to changes in the cost of living.

In the matter of salary deferrals for tax purposes, we have yet to meet with Ms. Whittington to pursue the matter. A meeting is scheduled for April 20th, and we expect to have information available in sufficient time to act.

As for the medical coverage of retired faculty, the President informs us that the Blue Cross contract relating to retired faculty and staff and their spouses has been amended to increase major medical maximum coverage from $25,000 to $100,000.

The Administration also confirms the Committee's understanding that the performance of Pennflex will be reviewed annually with the Committee on Economic Status of the Faculty and that the Committee will be provided with sufficient data to permit the monitoring of such items as (1) the rate of change in costs, (2) the impact, if any, of adverse selection, and (3) University-Faculty cost-sharing arrangements. We have been assured that no faculty member will receive a reduction in University-supported benefits this year by virtue of the introduction of Pennflex. Your Committee will endeavor to see that University-supported benefits are kept at least at the same level in subsequent years.

—James E. Walter, Chair.

For the Senate Committee on the Economic Status of the Faculty

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**Comparative Faculty Salaries 1985-86**

<table>
<thead>
<tr>
<th>University</th>
<th>Professor</th>
<th>Associate</th>
<th>Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harvard</td>
<td>$66,000</td>
<td>$35,900</td>
<td>$31,300</td>
</tr>
<tr>
<td>Stanford</td>
<td>63,100</td>
<td>43,200</td>
<td>34,700</td>
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<td>59,900</td>
<td>36,400</td>
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<tr>
<td>Princeton</td>
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<td>37,600</td>
<td>29,800</td>
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<tr>
<td>CalTech</td>
<td>59,400</td>
<td>44,100</td>
<td>35,500</td>
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<td>38,200</td>
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</tr>
<tr>
<td>MIT</td>
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<td>41,400</td>
<td>33,100</td>
</tr>
<tr>
<td>UCLA</td>
<td>57,600</td>
<td>37,400</td>
<td>32,800</td>
</tr>
<tr>
<td>Chicago</td>
<td>57,000</td>
<td>37,400</td>
<td>31,300</td>
</tr>
<tr>
<td>Columbia</td>
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<td>40,800</td>
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</tr>
<tr>
<td>Pennsylvania</td>
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<td>32,900</td>
</tr>
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<td>Carnegie</td>
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<tr>
<td>Case Western</td>
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<tr>
<td>Texas (Austin)</td>
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<td>29,300</td>
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<td>Minnesota</td>
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<td>29,600</td>
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<tr>
<td>Wisconsin (Madison)</td>
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<tr>
<td>Texas A &amp; M</td>
<td>44,300</td>
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<tr>
<td>Average</td>
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</table>

Source: Academe (AAUP), March-April 1986.
Student Union Task Force

In response to a charge by the University Council to study the feasibility of the construction of a student union, and to continuously monitor the progress of development, the Council Committee on Facilities has appointed, in November 1986, a Task Force for conducting this study. The Task Force was composed to properly represent undergraduate and graduate students, faculty, administration, the Office of Facilities Planning, the Office of the Vice Provost for University Life, and the Committee on Facilities (CF). Its members are George Forman (CF, Director Facilities Management, Medical School), Tom Hauber (Associate Director, Student Life), Titus Hewryk (Director, Facilities Planning), Robert Palmer (CF, Professor, Classical Studies), Joyce Presley (CF, GAPSA), Rene Singleton, (Assistant Director, Student Life), and Michael Some (CF, SAS '87). Michael Some, who is also one of the authors of the Undergraduate Assembly report on the need for a new student union (March 3, 1986), was appointed Chairman of this Task Force.

Even before the Task Force was appointed, the Committee on Facilities had resolved that the student union should be designed to accommodate the needs of both undergraduate and graduate students. An even broader purpose was proposed by Vice Provost Bishop, who suggested that we consider the construction of a "Campus Union" which would serve students, faculty, and staff alike. This idea has much appeal, in offering the needed services to the entire campus community, in making more cost-effective use of facilities, and in helping bring this community together in an unprecedented way, and was endorsed by the Committee on Facilities. The charge to the Task Force from the Chairman of the Committee on Facilities was the following:

"Your deliberations and final report to the Committee on Facilities should consider and answer at least the following questions:

1. The need for the Union, and its scope;
2. The required facilities, including area, major furnishing, and equipment for each;
3. Relation to other facilities and commercial development planning in the University area;
4. Site studies (Bookstore site, 36th and Walnut, Houston Hall renovation; expansion were the major ones mentioned so far); and
5. Roughly estimated costs.

I believe that a high-quality Union facility would be of great value in improving the life of the Penn community and making the University even more attractive, and I would be happy to assist in this effort as much as needed."

The Committee on Facilities will make its report to Council during the meeting of April 30, 1987. Comments and suggestions from the Penn community, for consideration in the preparation of the report, are invited. They can be sent to any of the members of the Task Force, to the undersigned, or to the Secretary of the Committee on Facilities, Mrs. Virginia Scherfel, 700 Franklin Building/6295, Ext. 7599.

—Noam Lior, Chairman, Council Committee on Facilities

For Faculty and Staff: Federal Credit Union

The recent creation of the Student Credit Union at the University of Pennsylvania is a good opportunity to remind all faculty and staff at the University and its affiliates of the existence of the U of Ps Federal Credit Union. The Credit Union offers several savings accounts with the convenience of payroll deduction (which are open to those whose check is directly deposited in another bank): share savings, Christmas, vacation, family, and share draft checking. All these accounts, with the exception of checking, earn 4% compounded quarterly with a minimum balance of $100. One of the most attractive features of the Credit Union is its loan program, which provides a variety of credit possibilities (usually below market rates) for qualifying members.

To be eligible for any loan, a person must be (a) employed by the University of Pennsylvania or an affiliate for at least ten months, (b) have a good credit rating, and (c) fill out an application form. (All applications are subject to review by the Committee.) Thus, even if one is not a member of the Credit Union today, but has been working at Penn for at least ten months, it is possible to apply for a loan immediately after opening an account. A brief description of the loan program follows. (All rates are subject to change without notice.)

**Fully Secured Loan.** Interest rate: 9%
You can borrow up to the balance of your share (savings) account, which remains unavailable ("frozen") in proportion to loan balance. You set the payback period according to your needs (but no longer than 24 months).

**Holiday/Vacation Loan.** Interest Rate: 10.9%
No shares are pledged (i.e., you have full access to your share balance), but you must have a good credit rating. The maximum is $2,000, and the maximum payback period is 12 months.

**New Car Loan.** Interest rate: 10.9%
You can borrow up to 75% of the purchase price (up to $10,000) if you're willing to pay back in 48 months. Or borrow up to 80% of purchase price (again, up to $10,000) if you can pay back in 36 months. You must bring in a dealer write-up, and then we issue a check payable to you and dealer. No shares are pledged.

**Personal Loan.** Interest rate: 9%
You can borrow up to $3,500, and have up to 30 months to pay the loan off. Purchases must be made through the Computer Connection (next to the University's Bookstore). You bring us the write-up of the computer you are buying, and we issue a check payable to you and the Computer Connection. No shares are pledged.

**New Car Loan.** Interest rate: 10.9%
You can borrow up to 75% of the purchase price (up to $10,000) if you're willing to pay back in 48 months. Or borrow up to 80% of purchase price (again, up to $10,000) if you can pay back in 36 months. You must bring in a dealer write-up, and then we issue a check payable to you and dealer. No shares are pledged.

The U of Ps Federal Credit Union is located at 3900 Chestnut Street. New accounts must be opened in person at the office, where loan applications can also be picked up. The staff is able to help anyone with questions about the Credit Union, the different types of accounts and loans available, and other services that the Credit Union provides. We hope faculty and staff will continue to help us in this effort as much as possible."

**FOR COMMENT**

Facilities at Penn

The University has many facilities for conferences and meetings, as well as facilities which could accommodate parties and dinners, both on and off campus. However, little information is available to the campus community on their capacity and features, availability, methods for reservation, costs, etc.

The Council Committee on Facilities resolved in December 1986 to recommend to the Senior Vice President that a list of all such facilities be prepared, to include in detail the capacity, features, availability, reservation method, costs, and all other pertinent information on each of these facilities, and that a list (or brochure) be made available to the campus community.

Apart from the obvious issue of easy access to such campus facilities (and all should be accessible), the Committee pointed out that this information would allow more effective and intensive use of these facilities, and thus go a long way both towards defraying their maintenance costs, and toward the avoidance of costs of construction or dedication of new facilities to this purpose.

The Senior Vice President instructed the Department of Physical Plant to prepare such a list, and its first draft is ready and out for comment to the Building Administrators. We would like to hereby invite the campus community to inform either Ms. Patricia Pancoast, Physical Plant, Franklin Building/6289, or the undersigned, of any little-known facilities for the above-described purpose. A complete list will subsequently be published in the near future.

—Noam Lior, Chairman, Council Committee on Facilities
MUSIC
22 Curtis Organ Wednesday Noon Recital: last program of the semester, Irvine Auditorium, free and informal, bring lunch (The Curtis Organ Restoration Society).