Salaries for 1989-90

In this year's salary memo (Of Record, page 2), the President, Provost and Senior Vice President announce an all-merit policy for increases.

Lindback Celebration: April 28

All members of the University are invited to the reception honoring this year's eight Lindback Award winners and the two faculty members chosen for the Provost's Award (Almanac April 4). The party starts at 4:30 p.m. Friday, April 28, in the Rare Books Room of Van Pelt Library.

Teaching Honors: SAS and Nursing

The School of Arts and Sciences' Ira Abrams Memorial Award for Distinguished Teaching goes this year to English Professor Peter Conn and History Professor Alan Kors.

The award, funded and named for a 1931 College alumnus, carries a $1000 prize. It is given on the basis of the intellectual challenge the professors offer students, and whether they give students an informed understanding of a discipline. They must be teachers who are found by students and colleagues "to embody high standards of integrity and fairness, to have a strong commitment to learning and to be open to new ideas."

Dr. Conn, a 1973 Lindback Award winner, came to the University in 1967 after earning his B.A. from Providence College and his Ph.D. from Yale. While on the University faculty, he has served as associate undergraduate dean of the College and currently chairs the graduate division department. Dr. Conn is also faculty-member-in-residence of Community House in the Quadrangle.

Dr. Kors, the current chair of the Committee on Undergraduate Education in SAS, came to Penn in 1968. Dr. Kors, who specializes in 17th and 18th-century intellectual history, earned his B.A. at Princeton and his M.A. and Ph.D. from Harvard. Dr. Kors participated in the founding of the College House system, and lived for seven years in Van Pelt College House, serving for three years as house master.

Death of Dr. Walter

At presstime the finance department advised of the sudden death of Dr. James Walter, 67, on Saturday, April 22. Funeral services will be held Saturday, April 29, at 2 p.m. at Ardmore Methodist Church. He is survived by his wife, Amy, and their three children. More information is expected next week.

Trustee Professors in Psychology and Physics

Two sought-after scientists have been brought to the SAS faculty as Trustee Professors this term—the newly arrived condensed-matter physicist Dr. Gerald J. Dolan, and the neuroscientist/psychologist Dr. David Sparks, who will complete the semester at Alabama before taking his post in the Psychology Department here.

They bring to five the number of Trustee Professors named so far in a program that is to add 50 distinguished scholars from outside over a period of five years, while creating 150 chairs for outstanding present faculty.

Coming Home: Dr. Gerald Dolan is a Penn alum who graduated cum laude in 1967 and went on to Cornell for his M.A. and Ph.D., which he received in 1973. He took a postdoctoral fellowship at SUNY Stony Brook, where he was also visiting assistant professor, and (continued next page)
For Standing Faculty: Funds will be available through schools to provide salary increases to faculty based on general merit: research, scholarship, teaching and citizenship in the University community.

The primary planning principle that has defined our priorities for Penn is the recognition that our faculty is our most valuable resource. It is essential that we maintain our ability to attract and retain faculty at a level of excellence equal to or better than that achieved by the very best universities; it is also important to attract and retain staff who can provide the support needed to help maintain our academic programs and facilitate the work of the faculty. To that end, we are committed to achieving real growth in salaries for continuing faculty and staff. Within the limits of our financial constraints we have tried to provide as large a salary increment as possible both to reward and retain individuals and to remain competitive with our peer institutions.

This year, as in the past, funds will be available through schools to provide salary increases to continuing faculty based on general merit—scholarship, research, teaching, and citizenship in the University community. A significant share of these funds is to be allocated to faculty members for outstanding teaching with the Dean of each school being given the discretion to allocate this pool as he or she sees fit. The annual salary increases will be allocated on the basis of merit.

Individual salary decisions are made by the schools, which will be issuing salary guidelines to department chairs. These guidelines will obviously reflect relevant resource constraints. Certain uniform standards have been established that apply to all schools. For this coming year, the minimum academic base salary for assistant professors will be $35,000, up from $30,000 the year before. Since in recent years salary increases have been relatively more rapid for junior faculty than for continuing senior faculty, schools are being urged to consider partially redressing that balance.

The new Trustee Professor took his B.A., M.A. and Ph.D. from Alabama, and after a UPHS postdoctoral fellowship to the University of Mississippi Medical School in 1963 he returned to Alabama as a member of the psychiatry department. In 1969 he crossed over to become chair of the psychology department, and since 1981 he has been professor of physiology and biophysics there. He is the author of some 75 papers and abstracts.

For Nonacademic Staff: Eligibility for increases, particularly for those in job titles that are in high demand within the regional labor market.

Salary Guidelines 1989-1990

For Standing Faculty:

1. Funds will be available through schools to provide salary increases to faculty based on general merit: research, scholarship, teaching and citizenship in the University community.

2. The minimum academic base salary for assistant professors will be $35,000, up from $30,000 the year before.

3. This year, on an experimental basis, there will be no minimum base increment for the individual members of the standing faculty. The entire pool available for salary increases will be allocated on the basis of merit.

4. A significant share of these funds should be allocated to faculty members for outstanding teaching. In June, the Dean of each school will inform the Provost as to how this provision has been implemented.

5. Additional funds will be set aside as a Provost's reserve for continuing standing faculty to cover special cases; schools also have the option to add to this reserve. These reserve funds are to be used for promotions, extraordinary academic performance, market adjustments and adjustment of salary inequities.

6. Individual salary decisions are made by schools, which will issue their own salary guidelines to department chairs.

7. All faculty continue to have the right to appeal decisions regarding their salaries to the department chair, dean and the Provost.

For Nonacademic Staff:

Highlights of the FY89-90 salary increase program for nonacademic staff are:

1. Annual salary increases for weekly and monthly paid staff will be based on job performance and internal equity. No increase to be given to an employee whose performance is less than satisfactory. Increases of less than 2% and over 7% must be documented.

2. Salary increase monies available for weekly paid staff (A-1) are to be utilized solely for weekly paid staff and may not be merged with salary increase monies available for monthly paid staff (A-1).

3. Employees' salaries must be at or above the minimum of the appropriate salary grade effective July 1, 1989, before the application of any merit increase. Detailed guidelines will be distributed to schools/units.

—Michael Aiken, Provost

—Marna Whittington, Senior Vice President

Nonacademic salary scales: past inserts
May at Penn
May at Penn
May at Penn
May at Penn
OF RECORD

Human Resources/Compensation

In addition to the scales below, salary scales which show the breakdown by quintile are also available this year. These new quintile scales are designed as an additional tool to assist managers in making salary decisions. If you would like a copy of the quintile scales, please contact Laura Barnes in the Compensation Office at Ext. 8-3503.

Monthly Paid Salary Scale (Effective: July 1, 1989)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum Annual</th>
<th>Midpoint Annual</th>
<th>Maximum Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>PA1</td>
<td>17,000</td>
<td>21,250</td>
<td>25,625</td>
</tr>
<tr>
<td>PA2</td>
<td>18,700</td>
<td>23,375</td>
<td>28,500</td>
</tr>
<tr>
<td>PA3</td>
<td>20,575</td>
<td>25,700</td>
<td>31,375</td>
</tr>
<tr>
<td>PA4</td>
<td>22,625</td>
<td>28,275</td>
<td>35,375</td>
</tr>
<tr>
<td>PA5</td>
<td>24,875</td>
<td>31,100</td>
<td>38,675</td>
</tr>
<tr>
<td>PA6</td>
<td>27,375</td>
<td>34,225</td>
<td>42,775</td>
</tr>
<tr>
<td>PA7</td>
<td>30,100</td>
<td>37,650</td>
<td>47,050</td>
</tr>
<tr>
<td>PA8</td>
<td>33,125</td>
<td>41,400</td>
<td>53,625</td>
</tr>
<tr>
<td>PA9</td>
<td>36,425</td>
<td>45,550</td>
<td>59,200</td>
</tr>
<tr>
<td>PA10</td>
<td>40,800</td>
<td>51,000</td>
<td>66,300</td>
</tr>
<tr>
<td>PA11</td>
<td>46,925</td>
<td>58,650</td>
<td>75,875</td>
</tr>
<tr>
<td>PA12</td>
<td>54,825</td>
<td>66,875</td>
<td>85,925</td>
</tr>
</tbody>
</table>

Weekly-Paid Salary Scale (35-hour work week) (Effective July 1, 1989)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum Annual</th>
<th>Midpoint Annual</th>
<th>Maximum Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>G04</td>
<td>9,450</td>
<td>11,575</td>
<td>13,875</td>
</tr>
<tr>
<td>G05</td>
<td>10,350</td>
<td>12,600</td>
<td>15,125</td>
</tr>
<tr>
<td>G06</td>
<td>11,275</td>
<td>13,750</td>
<td>16,500</td>
</tr>
<tr>
<td>G07</td>
<td>12,200</td>
<td>14,975</td>
<td>17,975</td>
</tr>
<tr>
<td>G08</td>
<td>13,075</td>
<td>16,325</td>
<td>21,250</td>
</tr>
<tr>
<td>G09</td>
<td>14,250</td>
<td>19,800</td>
<td>25,500</td>
</tr>
<tr>
<td>G10</td>
<td>15,525</td>
<td>22,025</td>
<td>29,225</td>
</tr>
<tr>
<td>G11</td>
<td>16,755</td>
<td>25,700</td>
<td>34,025</td>
</tr>
<tr>
<td>G12</td>
<td>18,450</td>
<td>28,500</td>
<td>36,205</td>
</tr>
</tbody>
</table>

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 salary ranges. There are 12 PA grades (monthly-paid) and 10 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.
Salary Range: A salary range is set of figures that reflect the upper, middle and lower limits for salary decisions. All salary offers must be approved in advance by the Office of Human Resources.

Volunteers: Psoriasis Treatment

For double-blind clinical studies to determine the safety and effectiveness of two drugs—cyclosporine and Piritrexim—as oral treatments for severe psoriasis, the Department of Dermatology seeks patients who have not responded to more conventional means of therapy.
Prospective patients will receive detailed information about expected benefits and potential risks, according to Dr. Cynthia A. Guzzo, Director of Penn's Psoriasis Center. Those admitted into the studies will not be charged for visits, medication or placebo, or diagnostic tests. Females of child-bearing potential are excluded from participation in both studies.
Interested persons should call 662-6722.
1989 Summer Fair: June 7

The University will host the third annual Summer Fair on Wednesday, June 7, from 11:30 a.m. to 2 p.m. on College Green. For this faculty, staff and student event over the lunch hour, schools and departments both academic and nonacademic set up booths set up along Locust Walk featuring their programs or services. The Fair also has entertainment and a special lunch from Hospitality Services at old-fashioned prices.

The theme of this year’s Fair is Visions of Penn’s Future and participants have been asked to feature some aspect of their long-range planning, in addition to the current products or services of interest to the Summer Fair crowd. Anyone interested in setting up a booth for the Fair can contact Theresa Scott, chairperson of the event, at Ext. 8-9155.

Department of Public Safety

This report contains tallies of Part I crimes, a listing of Part I crimes against persons, and summaries of Part I crime in the five busiest sectors on campus where two or more incidents were reported between April 17, 1989 and April 23, 1989.

Total Crime: Crimes Against Persons - 0, Thefts - 2, Burglaries - 0, Thefts of Auto - 0, Attempted Thefts of Auto - 0

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>04/16/89</td>
<td>5:00 AM</td>
<td>4529 Spruce St</td>
<td>Robbery/gun</td>
</tr>
<tr>
<td>04/15/89</td>
<td>2:18 AM</td>
<td>4041 Baltimore Ave</td>
<td>Aggravated Assault/knife</td>
</tr>
<tr>
<td>04/14/89</td>
<td>9:00 AM</td>
<td>4800 Woodland St</td>
<td>Robbery/strongarm</td>
</tr>
<tr>
<td>04/13/89</td>
<td>1:50 AM</td>
<td>4040 Market St</td>
<td>Robbery/strongarm</td>
</tr>
<tr>
<td>04/11/89</td>
<td>10:30 AM</td>
<td>4040 Market St</td>
<td>Robbery/strongarm</td>
</tr>
</tbody>
</table>

Safety Tip: Look out for your neighbor. If you see something suspicious or someone being victimized, get involved and notify the campus police immediately.

Update APRIL AT PENN

FILMS

Latin American Visions; a series sponsored by the Neighborhood Film/Video Project at International House; $5, $4 members, students and senior citizens. Information: 895-6542.

25 La casa del angel; set in Argentina in the 1920s; 7 p.m.

26 La casa del angel; plus La mano en la trampa, a gothic mystery that won the International Critics Prize at Cannes; 7 p.m.

27 La mano en la trampa, 7 p.m.; and La película del rey, a satirical portrait of obsession and of men who would be kings; 9 p.m.

28 Tire die and Los inundados; two historically significant films previously unavailable in the United States; 4 p.m.

29 La película del rey; 7:30 p.m.

29 La película del rey; 7 and 9 p.m

MUSIC

26 Early Music at Penn; the final concert of the 1988-89 season offers Italian Baroque music; 8 p.m., Rare Book Room, Van Pelt Library (Department of Music).

28 University Choral Society, conducted by William Parberry; the first American performance of the Messe pour les Trepassees by Marc-Antoine Charpentier, plus Faure’s Conte de Racine, 8 p.m., Church of the Saviour (Department of Music).

30 Kanye, Yiddish klezmer band from New York; 8 p.m., International House, $10; students and senior citizens $8, members $7. Free at 3-5 p.m. is a Jewish Calligraphy and Paper Cutting workshop by Karen Schain-Schloss.

SPECIAL EVENT

29 Philadelphia Trees with Tropical Cousins; a tour focusing on trees native to Borneo but found here; held in conjunction with the University Museum’s exhibit on the Dayak peoples of Borneo; 2 p.m., Morris Arboretum. Admission: adults $2, children, students and senior citizens $1 (The Morris Arboretum).

TALKS

25 Transgenic Mouse Embryos: In Situ Cell Lineage Markers; Rosa Beddington, Imperial Cancer Research Fund Labs, Oxford, 4 p.m., Wistar Auditorium (Wistar Institute).

Health Care Decisions: Preserving the Right of Self-Determination; panel discussion of medical, ethical and legal aspects of decision-making in health care; explores living wills, durable power of attorney and other topics; 6:15-8 p.m., Room 111, Annenberg School (Social Gerontology Alumni Association).

26 Water, Law and Politics in the Middle East: The Hidden Dimension of Peace; Thomas Naff, Oriental Studies at Penn; 12:45-1:30 p.m., Faculty Club (Faculty Club).

27 Function and Topology of the Nicotinic Acetylcholine Receptor; Arthur Karlin, Neurology at Columbia; 4 p.m., fourth floor, Physiology Library (Department of Physiology).

ALMANAC April 25, 1989