
I. Call to Order and Approval of Minutes

The minutes of the meeting of 30 July 1980 were approved as written by the Secretary.

II. The Chairman made no report.

III. Report of the President

A. General Comments

Mr. Meyerson reported that the campus continued to glow with pride and pleasure at the selection of Benjamin Franklin Professor Lawrence Klein as a Nobel laureate. The president said that Dr. Klein, who received the prize for his contribution to economics, was the tenth person affiliated with the University to receive a Nobel award.

He then noted that earlier in the week Penn had had its first hearing in Harrisburg on appropriations for 1981-82. "The $2 million abated by the Governor for this year has been returned," he said, "and consequently the deferment on appointments, instituted by the provost and me, has been lifted. But we should continue to be cautious," Mr. Meyerson remarked, "in part because of the mood in the capital." He explained that the University's request for FY'82 was for almost $7 million more than the current $20.5 million appropriation. Outside of increases based on the projected rate of inflation, the only extraordinary items in the request is for an increase in per capita student support for medical education and for operating funds for the Veterinary School's Small Animal Hospital. The new facility is expected to add more than $1 million to the University's operating cost, and the president said he believed this increase should be shared by the Commonwealth.
"Our reception by the State Board of Education was most cordial," Mr. Meyerson continued, "but realistically, you should know that every state agency has been asked by the Governor to come in with three budgets for 1981-82: one based on 97 percent of current expenditures, one based on 94 percent, and one based on 91 percent."

The president further noted that while nothing had been said about allocation among different programs, the Secretary of Education traditionally follows a policy that state-owned institutions ought to be favored in appropriations. He pointed out that over the past two years, Pennsylvania has been fiftieth among the states in the increase it has allotted for expenditures in higher education. That allotment has amounted to a 6-percent increase in a period when no other state has had less than an 11-percent increase, when the highest increase was 50 percent, and when even California, subject to Proposition 13, has made a 35 percent increase in expenditures. "But in fairness to the administration and the General Assembly," the president went on, "we have to recognize that the revenue picture is not a rosy one. Industries which have suffered in the recession have adversely affected income tax and corporate tax revenues. Nevertheless, we are going to do our utmost to get the largest possible appropriation for the University of Pennsylvania and we are pleased," he said, "that Temple, Pitt, and Penn State are working with us in an attempt to secure more funds for all of higher education."

The president next reported that at a University Council meeting the previous day it was noted that for the first time Penn had been mentioned in a proxy statement dealing with university relations with intelligence agencies. A Proctor and Gamble statement cited the University, along with Columbia and Harvard, as places where faculty are impeded from cooperating with these agencies. "We don't believe such an allocation is warranted," Mr. Meyerson said. "Matt Hall is writing to the secretary of P & G, as well as the secretaries of other corporations, to indicate in what way we believe our policy on relations with intelligence agencies is different from those of some other institutions."

Finally, the president noted that the University continues to negotiate with the Department of Labor on affirmative action.

B. He then requested and received approval of the following resolutions on appointments to overseers and other boards:

**Action:** The Resolution on Appointment to the Board of Overseers of the Graduate School of Fine Arts was approved as follows:

RESOLVED, that Elrman B. Mitchell, Jr. be appointed to the Board of Overseers of the Graduate School of Fine Arts for a three-year term, effective November 1, 1980, and that he be elected an associate trustee for a concurrent term.
Action: The Resolution on Appointment to the Board of Overseers of the School of Social Work was approved as follows:

RESOLVED, that Irene Peinsley be appointed to the Board of Overseers of the School of Social Work for a three-year term, effective November 1, 1980, and that she be elected an associate trustee for a concurrent term.

Action: The Resolution on Appointment to the Board of Overseers of the School of Veterinary Medicine was approved as follows:

RESOLVED, that Richard W. Newpher be appointed to the Board of Overseers of the School of Veterinary Medicine for a three-year term, effective November 1, 1980, and that he be elected an associate trustee for a concurrent term.

Action: The Resolution on Appointment to the Board of Trustees of the University Press was approved as follows:

RESOLVED, that Jerome Shestack be appointed to the Board of Trustees of the University Press for a three-year term, effective November 1, 1980, and that he be elected as associate trustees for a concurrent term.

C. Mr. Meyerson noted that William J. Hickey, the executive assistant to the vice president for health affairs, had been named Assistant Vice President for Health Affairs. "The promotion," he said, "is a long-overdue reward to a valued member of the administration."

D. He then asked and received approval of two administrative appointments. But before the resolution on the acting provost was passed, he explained, in answer to a question from Mrs. Mainwaring, the procedures which led to the nomination of Benjamin Shen. They involved extensive consultation, and the president noted that Dr. Shen had agreed to serve until the end of the 1980-81 academic year.

Action: The Resolution on Administrative Appointment was approved as follows:

RESOLVED that Benjamin S.P. Shen be appointed acting provost, effective October 25, 1980.

Action: The Resolution on Administrative Appointment was approved as follows:

RESOLVED, that the term of Edward J. Stemmler, M.D., dean of the School of Medicine, be extended for five years from July 1, 1981, until June 30, 1986.

IV. Report of the Provost

A. General Comments

Dr. Gregorian commented that he had recently pursued with Glenmeade Trust a proposal to renovate Leidy Laboratories, concluded agreements for the establishment of the Salvatori Chair in Computer Science and Cognitive Studies and the Zellerbach Chair in Humanistic Studies, and spoken with Robert Payton at the Exxon Foundation to ensure continuation of a grant for undergraduate education. The provost then spoke to the subject of distinguished professorships, noting that the Faculty Senate had reversed itself on the issue and called for the reintroduction of the title University Professor with certain caveats. "During the past semester," he said,
"I have been working with the president and the Senate to establish a mechanism for reviewing all such appointments."

B. Dr. Gregorian then sought approval of a Resolution on Academic Appointments and Promotions for the period from 4 June 1980 to 28 August 1980, as found in pages 1 through 36 in the Gray Book. But in voting for the resolution, Mr. Chance raised a question about the extension of leaves for employment elsewhere beyond a two-year period. The president commented that a disadvantage to the two-year rule once raised by some trustees was that such a rule would make it less likely that Penn people would be able to accept high positions in government requiring a four-year commitment. "Obviously there are both virtues and problems associated with the rule," Mr. Miller said. He asked that the president and provost report to the Executive Board on the matter at a future time.

Action: The Resolution on Recommendations for Academic Appointments and Promotions for the period from 4 June 1980 to 28 August 1980 was approved.

C. In introducing a resolution to amend the handbook in regard to the status of clinician-educator faculty in the School of Medicine, Dr. Gregorian asked for a comment from Dr. Stemmler. The dean described the regulation, which had denied those members of the medical faculty the right to vote in the Senate, as a hardship, and said that the resolution addressed that problem by making clinician-educators members of the standing rather than the associated faculty.

Action: The Resolution to Amend Handbook was approved as follows:

RESOLVED, that the Trustee resolution of June 4, 1976 setting forth the structure of the academic staff, which has been revised from time to time to reflect necessary editorial changes and printed at pages 23 through 28 of the 1979 edition of the Handbook for Faculty and Administration, be repealed and that the following policy be adopted, effective October 16, 1980:

B. THE STRUCTURE OF THE ACADEMIC STAFF
(Source: Trustees of the University of Pennsylvania, 6/4/76, as revised 10/16/80)

The academic staff of the University is divided into four classifications: The Standing Faculty, the Associated Faculty, the Academic Support Staff, and the Emeritus Faculty.

I. THE STANDING FACULTY AND THE STANDING FACULTY-CLINICIAN EDUCATORS

The Standing Faculty and the Standing Faculty-Clinician Educators consist of the core of the academic staff. A prime measure of the University's distinction is the quality of that faculty. The term "Standing Faculty," used alone, shall refer only to those faculty members with tenure or in tenure probationary status.

A. STANDING FACULTY

The essential requisite to membership in the Standing Faculty is a commitment to both the advancement and the communication of knowledge. The Standing Faculty is composed of all faculty members

SECRETARY
with tenure or in tenure probationary status.

The Standing Faculty includes persons throughout the University in the following ranks: Professor, Associate Professor, Assistant Professor, and Associate (in some health professional schools only). All appointments in these ranks modified by the qualifiers "visiting," "adjunct," "clinical," and "research," designate appointments in the Associated Faculty.

PROFESSOR. The title of Professor signifies that the holder is a mature scholar whose achievements have won outstanding approval both by scholars outside the University and by his or her faculty colleagues, and whose presence on the faculty enhances the prestige of the University. Appointment to this rank is not merely a recognition of length of service, but also of outstanding quality. Such an appointment is for an indefinite term.

In 1968 the trustees created Benjamin Franklin Professors in place of an earlier category of University professorships. In January 1970 the trustees reinstated University professorships.

ASSOCIATE PROFESSOR. Appointment to this rank is made only to a person who has demonstrated the personal and intellectual qualities that with increased maturity are expected to lead to appointment to a professorship. An appointment as associate professor may be either for an indefinite term with tenure or for a fixed term.

ASSISTANT PROFESSOR. Appointment or reappointment to this rank is usually for a term of three years. Appointment as assistant professor is accorded to a person who has completed his or her final earned degree or other professional certification relevant to his or her discipline and who has given evidence of superior potential for development in academic stature. As most persons in this rank are passing through an early period of their scholarly growth, an effort is made to design departmental and school policies in such a way as to provide them with a variety of educational experiences, including the opportunity to conduct original research and to participate in both undergraduate and graduate levels of instruction. Appointment in this rank provides a period during which an individual has an opportunity to confirm his or her own interest and motivation as being appropriate to the broad scope of University faculty responsibilities, and also one in which senior faculty may assess the promise and the competence of the faculty member's performance in both instruction and scholarly productivity.

ASSOCIATE. This rank is used in some of the health schools of the University and is an intermediate rank between instructor and assistant professor. It is a term appointment of one year or less and is accorded to individuals who have shown promise in their professional studies, have earned their final professional degree or certification and are qualified to teach.

B. STANDING FACULTY-CLINICIAN EDUCATORS

Currently, this group includes full-time faculty members, appointed in the Faculty of Medicine, with primary responsibility for delivery of medical services in the Hospital of the University of Pennsylvania or in a hospital affiliated with the University. Clinician educators do not acquire tenure. While such faculty members are not expected to engage in substantial research activities, they are important to the educational programs of the School of Medicine. There shall be a limit of 10 years on the length of full-time service as Assistant Professor and Associate Clinician Educators in accordance with procedures set by the Faculty of Medicine. Clinician Educators with the rank of Professor or Associate Professor shall have continuing appointments, subject to their generation of income to support their appointments, and subject to satisfactory performance of their responsibilities, as established by the Faculty. It is expected that income from professional services rendered will assure indefinite affiliation of Clinician Educators, but the University does not assure continuity of appointment by commitment of

SECRETARY
any other resources. Permissible ranks in the category of Clinician-Educator will identify the academic level of appointment, the specialty of the faculty member, and the hospital with which the appointee is affiliated; e.g., Professor of (specialty) at (hospital) and a member of the Standing Faculty-Clinician Educator in the Faculty of Medicine.

The School of Medicine has written a procedural memorandum setting forth the relevant information concerning such appointments.

2. THE ASSOCIATED FACULTY

Members of the Associated Faculty do not acquire tenure by virtue of their appointment or service in the Associated Faculty. Nonetheless, members of this group play varied and important roles in the teaching, research, and professional programs of the University. The Associated Faculty is composed of the Research Faculty, the Clinical Faculty, the Adjunct Faculty, Practice Professors, and the Visiting Faculty.

Permissible ranks in the Associated Faculty are comparable to those in the Standing Faculty, but have appropriate modifiers to indicate appointment in the Associated Faculty.

THE RESEARCH FACULTY. This group includes persons who are qualified to participate full-time or part-time in one or more of the research activities undertaken by the University and whose salary is derived principally from grants or contracts from governmental or private agencies. Such appointments should not be given to full-time faculty members holding a terminal professional degree and continuously engaged over an extended period in the same academic activities as faculty members having tenure or serving in a probationary period for tenure. Because of the nature of the funding of such activities, an appointment to the Research Faculty will normally be for a specified term or for the duration of a particular specified project, whichever is shorter. Persons may serve on the Research Faculty through successive reappointments. While the University will seek to find employment elsewhere in the University for a member of the Research Faculty when a project has been terminated, the University does not assure continuity of appointment for any person on the Research Faculty. Designations of academic ranks in the Research Faculty are preceded by the qualifier, Research.

THE CLINICAL FACULTY. This group is composed of persons who are members of the Faculties of Medicine, Dental Medicine, Nursing or Veterinary Medicine, who provide professional services and participate in educational programs on a part-time basis. The professional careers of the Clinical Faculty are primarily independent of their University affiliations. Persons may serve in part-time status in the Clinical Faculty without limit of time through successive reappointments. The University does not assure continuity of appointment for any person in the Clinical Faculty.

Designations of academic ranks in the Clinical Faculty are preceded by the qualified "clinical;" e.g., Clinical Professor of (specialty) in the Faculty of (school).

THE ADJUNCT FACULTY. This group is composed of faculty members whose primary careers are outside the University faculty, whether self-employed or with other institutions of higher education, business or non-profit organizations, or government agencies. Such persons may be appointed to part-time teaching status in the University while continuing their principal associations or careers elsewhere. Appointment to the Adjunct Faculty may also be used for academically qualified persons employed by the University for non-academic or administrative duties. Persons may serve in the Adjunct Faculty without limit of time through successive reappointments. The University does not assure continuity of appointment for any person in the Adjunct Faculty. Designations of academic ranks in the Adjunct Faculty are preceded by the qualifier, Adjunct.

SECRETARY
THE VISITING FACULTY. This group normally is confined to persons who are temporarily employed by the University while they have continuing academic appointments in another institution of higher education, or have continuing associations with business or non-profit organizations, or with government agencies. A Visiting Faculty member is a full-time member of the University while on leave from the institution, organization or agency with which he or she is affiliated. Full-time appointment as a Visiting Professor is limited to three consecutive years and normally such appointments are for one year or less. Designation of academic ranks in the Visiting Faculty are preceded by the qualifier, Visiting.

3. THE ACADEMIC SUPPORT STAFF

Members of the Academic Support Staff include the many persons who contribute actively to the University's teaching, research and clinical services, but who are not eligible for appointment to the standing or associated faculty. Each appointment to the Academic Support Staff is for a term of years, and is without tenure or tenure significance.

LECTURER. The rank of lecturer is flexible, denoting eminent scholars whose appointments at the University are temporary or part-time, scholars still in professional training, or persons who do not possess the normally expected scholarly credentials but nevertheless provide valuable instructional services. Appointments are for one year or less, but may be renewed. Full-time service in the rank of lecturer is limited to three consecutive years, except where additional appointments are approved by the provost.

INSTRUCTOR. This rank is used primarily for part-time clinical personnel in the health professional schools. There is no limit on the length of part-time service in this rank. In addition, this rank is occasionally used in some schools for full-time appointments of scholars still in professional training. In this case appointments are limited to three consecutive years, except where additional appointments are approved by the provost.

POSTDOCTORAL FELLOW. This title is accorded to an individual who holds the degree of Ph.D. or M.D. or the equivalent and comes to the University for the principal purpose of furthering his or her personal development by engaging in research or participating in advanced training programs. Appointments are made on an annual basis for no more than five years.

SENIOR INVESTIGATOR AND INVESTIGATOR. Senior investigators and investigators work in sponsored research programs and must hold the appropriate terminal professional degree in their disciplines. Their appointments may not exceed three years, except with approval of the provost.

SENIOR FELLOW. A senior fellow of the University is a distinguished scholar who holds a non-standing appointment at the University for teaching or research, for a limited period of time.

4. RANKS LIMITED TO GRADUATE AND PROFESSIONAL STUDENTS

Appointments as assistant instructor, teaching fellow, research fellow, and research assistant are limited to persons registered in graduate or professional programs at the University of Pennsylvania. Such appointments are for one year or less, but may be renewed. Departments may place limits on the length of service by their graduate students in these ranks.

ASSISTANT INSTRUCTOR. This rank is used for scholars still in graduate study or professional training who have substantially greater instructional responsibilities than those normally expected of teaching fellows, yet who are not fully qualified for full-time faculty appointment. Appointments to this rank are for one year or less, but may be renewed.
TEACHING FELLOW. A teaching fellow is a member of the instructional staff who is also registered as a graduate or a graduate professional student and whose work involved actual teaching or guidance of students under the direction of a senior faculty member. Appointments are ordinarily for a one-year term and are made by department chairmen under the general supervision of the appropriate dean or director.

RESEARCH FELLOW. A research fellow is appointed for research directly related to the area in which his or her degree is to be conferred and in which equivalent research is required of all candidates as a condition for receiving such a degree.

RESEARCH ASSISTANT. A research assistant is a graduate student engaged to aid the research of an investigator or a member of the faculty.

5. THE EMERITUS FACULTY

Emeritus status is conferred on professors and associate professors of the standing faculty at the time of their retirement. No faculty actions are required to initiate such designations. The rights and privileges of members of the Emeritus Faculty are designated by policy memorandum.

D. Finally, a resolution was passed amending the bylaws of the Trustee Board of the Hospital of the University of Pennsylvania:

Action: The Resolution on the Amendment of the Bylaws of the Trustee Board of the Hospital of the University of Pennsylvania was approved as follows:

RESOLVED, that the attached bylaws of the Trustee Board of the Hospital of the University of Pennsylvania, containing the amendments described in the attached memorandum and adopted by the Trustee Board of the Hospital of the University of Pennsylvania on September 8, 1980, be approved by the Trustees of the University of Pennsylvania.

Adjourned.

Respectfully Submitted,

Mary Ann Meyers
Secretary of the University