

Almanac

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See the neighborhood . . . page 3

Social Work Dean: Shoemaker

President Martin Meyerson has announced the appointment of Dr. Louise Shoemaker as Dean of the School of Social Work. She has been Acting Dean since 1971 and a member of the School's faculty since 1965.

"Louise Shoemaker has demonstrated her wisdom, fairness and devotion to the school and to the University," President Meyerson said. "It gives me great pleasure to appoint her as Dean."

As acting Dean she has led the development of a new master of social work degree curriculum which will go into effect this September. The new curriculum emphasizes training social work students to set up new social service programs, and provides the option of specializing in one of four major areas: criminal and juvenile justice; education; health; and the urban family. Dean Shoemaker also has coordinated the establishment of a postdoctoral social work research program.

A substantial part of her earlier experience in social work has been in the development of group counseling patterns and procedures for public welfare clients, hospital patients and prison inmates. She has worked in settlement houses in Minneapolis, New York City, and Bremen, Germany, and served as director of a home for emotionally-disturbed children in St. Paul, Minn. She headed the staff of the training division of the Baltimore Department of Public Welfare.

Dr. Shoemaker took her bachelor of arts degree at the University of Illinois in 1945, an M.S.W. at Pennsylvania in 1947, and a D.S.W. here in 1965.

At the University, Dr. Shoemaker served in 1970 as president of the campus chapter of the American Association of University Professors. She serves on the University Committee on Open Expression. She also has served as a member of the Committee on Academic Freedom and Responsibility of the University Senate and of the President's Task Force on Women.

Class of '77 Invited

The University has offered admission to 3081 students from the total of 7509 seeking places in the Class of 1977, Dean Peter T. Seely has announced.

An additional 512 students already have been offered admission through the Early Decision Plan which enables prospective freshmen whose first choice is the University of Pennsylvania to apply for admission before January 1 and receive notification in late winter.

The University has reduced the freshman class size to 1825 students compared to 1950 last year. About two-thirds will be men and the remainder women, resulting in a proportion similar to last year's.

There were seven per cent more applications (7509) this year than last year (7016). A total of 2950 students was offered admission last year under the regular decision process and 610 through the Early Decision program.

A total of 110 students, compared to 107 last year, has been offered admission through the University's Small Communities Talent Search. Through this program, the Office of Admissions works with high schools in rural areas and small towns in Pennsylvania to encourage promising students to seek admission to the University who otherwise might not have included the University of Pennsylvania in their plans for college. In addition, members of the admissions staff worked intensively to recruit students from medium-size towns and cities in Pennsylvania. This spring 2150 of the applicants for admission come from Pennsylvania compared to 2118 last year. The number offered admission remains constant at 1090.

This year the University attracted its largest and most academically talented group of minority student applicants, a total exceeding 1000. The accepted group of 528 students is comprised of students from Spanish-speaking, American Indian, Asian-American and black communities. Some 358 of these students are black. Dean Seely said he expects the number who enroll from this group will be significantly larger than the number of these who entered last year.

Some 125 of the entering freshmen will be designated Benjamin Franklin Scholars in recognition of their outstanding academic ability. They will participate in special academic programs during the freshman and sophomore years.

It is estimated that 40 percent of the incoming freshman class will receive financial aid (scholarships, loans and part-time jobs on campus) from University and external sources totaling \$2.4 million.

COUNCIL ON THE ARTS

Vice Provost Humphrey Tonkin will take the chairmanship of a new Council for the Performing Arts. See details of the Council's first steps on page 7.

COUNTDOWN

The end of the year is at hand. As the academic year enters its last month and the fiscal year approaches its heavy season, a roundup of dates, deadlines and work-in-progress may be useful:

CALENDAR

May 1, Tuesday	Spring Term classes end
May 2-3, Wednesday-Thursday	Reading Days
May 4, Friday-May 12, Saturday	Final Examinations
May 18-19, Friday-Saturday	Alumni Days
May 20, Sunday	Baccalaureate
May 21, Monday	Commencement

COUNCIL

The last regular meeting will be May 9, but two more have been set up (May 14 and May 23) to discuss forthcoming reports on representation and governance issues; the judicial system; and the University Life report due later this month.

COUNCIL COMMITTEES

Bookstore: As part of its study on improving inventory and space allocation for the store, the Committee will hold a public meeting tomorrow (see box, right). It is also looking into possible cooperation with Drexel's new bookstore.

Educational Policy: Except for its rewrite assignment from Wednesday's Council meeting (page 3), the Committee's main project now is a report on the evaluation of teaching and the use of teaching fellows, due next fall.

Faculty Affairs: Definitions of faculty statuses are being prepared for the University's next *Handbook*, and a look at the Faculty Club is on the agenda for later. With the Student Affairs Committee, it is expecting their Joint Subcommittee's final report on University Life, for discussion at Council. (Other subcommittees are Faculty Grants and Awards, soon to report on screening of applications for grants-in-aid and summer fellowships; and Conflict of Interest, a joint subcommittee with Research, which will report this semester on faculty time in the Science Center.)

Personnel Benefits: The Committee is conferring with Blue Cross and with the Senate Committee on Economic Status of Faculty to propose changes in health insurance. It is also studying the A-3 pension plan, and is continuing to publish explanatory documents such as the one on page 5 of this issue.

Research: A report on copyright policy is due shortly followed by another on the status of funding of faculty grants and awards.

Student Affairs: On referral from the Steering Committee it is reviewing Development Commission recommendations 78, 79, 81 and 84, final report due before term's end.

TRUSTEES

The third and last full meeting of the year will be May 3 and 4. The Standing Committees reviewing Development Commission proposals are due to report, along with the ad hoc Committee on Resources. This is the meeting that votes on appropriation of the budget for 1974-75.

Our own schedule for the rest of the term is to publish as long as the money holds out. That probably means May 15 will be the last issue. Issues are filling up rapidly, and although we can usually take short material on Wednesday mornings before the Tuesday of issue, we are beginning to fill up as much as two weeks ahead of publication date. Please call us early if you expect to need space, especially if articles are lengthy.—KCG/MMM

BOOKSTORE COMMITTEE: OPEN MEETING

The Bookstore Committee will hold an open meeting, on Wednesday, April 18, at 4 p.m. in the Franklin Room of Houston Hall. It is intended as a session where students, faculty, and staff can ask questions, lodge complaints, and make suggestions about the operation and services of the Bookstore. Representatives of the Bookstore management will be present, in addition to members of the Committee.

—C. D. Graham, Chairman
University Bookstore Committee

NEWS IN BRIEF

TIFFANY'S IN A WHARTON SETTING

The Wharton School has joined with Tiffany & Co. of New York to sponsor a lecture series next fall, exposing Wharton students to the importance, role and application of aesthetics in the many facets of management.

The Tiffany Lecture Series on Corporate Design Management will be the first of its kind in any U.S. business school. It will consist of a series of six lectures given in October and November, 1973.

The first lecture will be by Tiffany's chairman Walter Hoving. The others:

Thomas J. Watson, Jr., former Chairman of the IBM Corporation;

Sir Misha Black, Director of the Royal Academy of Art in London;

Edgar Kaufmann, writer-designer and inventor of the Good Design Art Program at the Museum of Modern Art in New York;

George O'Brien, a Vice President of Design at Tiffany & Co.; and

Van Day Truex, Former President of the Parsons School of Design in New York.

THE GREENING OF 40TH AND WALNUT

In cooperation with the Penn Community Park Coalition and members of the University Community, the University is proceeding with the first stage of development for a community park at the southeast corner of 40th and Walnut Streets near the Free Library.

The park was made possible through the efforts of the Coalition, which originated the concept and raised \$18,000 toward its implementation in accordance with the terms of an agreement worked out in April of 1971 with the University Planning Office, the Philadelphia Redevelopment Authority, the Pennsylvania Higher Education Facilities Authority, and the then Vice-Provost for Student Affairs.

To supplement community financial support, the University's Development Office is working to obtain outside funding for improvements on the site. The initial work will be primarily beautification of the area: clearing the ground, planting grass and shrubbery, and installing adequate lighting.

The eventual design, including more elaborate and permanent structures, will be worked out by representatives of the Coalition in conjunction with John Hetherston, the University's Vice-President for Facilities Management; G. Holmes Perkins, University Professor of Architecture and Urbanism; and Peter Shephard, Dean of the Graduate School of Fine Arts.

In a letter to Loreli Steuer, head of the Coalition, University President Martin Meyerson said: "We are grateful to the Penn Community Park Coalition for their efforts and look forward to the realization of our joint goal—

a setting that can indeed become a place of both recreation and beauty enjoyed by students, staff and community members."

UNIVERSITY CITY: INCOME FOR PHILADELPHIA

A new economic profile issued by the West Philadelphia Corporation shows a 40% increase in jobs and a 106% increase in total wages at local institutions over the past six years. Home values have risen 51%, based on a comparison of 1972 sales with previous sales for the same homes.

Institutions in the area now employ 23,460 versus 16,885 in 1966. Payrolls rose from \$89 million to \$183 million.

Corporation researchers note that although University City covers only 2.4% of the total land area of Philadelphia, it contributes more than 5% of the total Wage Tax income and contains 3.4% of the City's taxable real estate.

According to Executive Director I. Milton Karabell, tax assessments on urban renewal land which had been condemned would have brought the City some \$3.5 million in revenue. The Science Center and other development have already replaced the lost tax assessments and the institutions have increased their wage tax contributions by \$4 million over the past six years.

The 6,600 new institutional jobs created since 1966 also support at least 12,000 jobs in the general economy, he said. Student expenditures in University City support 1600 jobs in the economy and construction in the area supported 14,000 jobs in addition to the \$100 million in construction payrolls.

MEYERSON AT A-3 ASSEMBLY: APRIL 26

The A-3 Assembly's general meeting Thursday, April 26, will be in 200 College Hall to allow a larger audience of A-3's to hear President Martin Meyerson as guest speaker. The meeting begins at 1 p.m.

SEARCH FOR A VETERINARY SCHOOL DEAN

Doctor Mark W. Allam of the School of Veterinary Medicine has recently been named Assistant Vice President for Health Affairs of the University and will retire as Dean of the Veterinary School as soon as a successor has been named. A committee has been appointed by President Martin Meyerson to advise him in the selection of a new Dean. The committee is composed of faculty, students and alumni from the Veterinary School and representatives from the Graduate School of Arts and Sciences, School of Medicine, School of Dental Medicine and Law School.

The committee asks your help in selecting the individual best qualified to fill this important position. If you are aware of someone who has the necessary qualities of leadership and dedication to academic excellence, please communicate his or her name to the committee, including a brief resume and statement of the candidate's qualifications for the deanship. Correspondence should be directed to Dr. Donald F. Patterson, 252E Vet. All communications will be held in confidence.

Donald F. Patterson, Chairman

<i>Alexander M. Capron</i>	<i>Benjamin F. Hammond</i>
<i>David K. Detweiler</i>	<i>Colin Johnstone</i>
<i>Alan N. Epstein</i>	<i>Alan M. Kelly</i>
<i>Stuart A. Fox</i>	<i>David L. Marshall, Vet '75</i>
<i>George Glanzberg, Vet '74</i>	<i>Donna K. McCurdy</i>

COUNCIL

At its April 11 meeting, Council passed Dr. Irving Kravis's motion to approve the statement of the Implementation report concerning Development Commission recommendation 49:

Student service functions on behalf of black students should be budgeted in the normal fashion. Funds to augment departmental budgets for hiring black faculty should come from reallocation funds rather than from a separate across-the-board cut as proposed in recommendation #19. We believe that sufficient funds can be generated through the reallocation concept to assist departments in hiring black faculty in accord with recommendation #43. We regard this as the central recommendation on the black presence.

Council also passed Dr. Jean Crockett's motion to refer #45 and 46 on the funding of the Afro-American Studies Program and the founding of an Institute of Afro-American Studies to the Academic Planning Committee.

The Educational Policy Committee's response to recommendations 30, 31, 75 and 76—that "scholarly accomplishment and contribution to knowledge be taken as the first and, in any event, the necessary requisite for appointment to any chair or endowed professorship"—was returned to the Committee for alternate proposals after discussion on two separate issues: the relationship of scholarship and teaching; and the definition of 'scholarship' to include creative and artistic contributions.

THINGS TO DO

FACULTY TEA CLUB. Annual Spring Luncheon followed by Annenberg Theatre Lab production of four one-act plays. Annenberg Center, Studio Theatre lobby, April 24, noon. Reservations at \$5 each: Mrs. Lionel Rubin, MO 4-5016.

DANCE TRADITION AND INNOVATION. Dr. Nadia Chilkovsky Nahumck, Research Associate at the University Museum whose special field is ethnic dance, will examine theatrical eclecticism in ballet, modern and jazz dance forms. Performing Arts Gallery, University Museum, April 28, 11 a.m. Free

CONTINUING EVENTS

PHILADELPHIA ARCHITECTURE I. Furness Library (1888-1891), local masterpiece of Victorian design is featured in two exhibitions of the work of architect Frank Furness; at the Philadelphia Museum of Art, through April 22. The American Institute of Architects Library is concurrently displaying Furness building plans from University archives; 17th and Sansom, Monday-Friday, 9-5.

Closer to hand, the Fine Arts Library is showing early pictures of itself, also from the University archives.

TWO WALKING TOURS: Venerable landmarks of University City. The tours have been arranged by Sylvia Barkan, photo-essayist of the urban scene. George Thomas, co-chairman of the AIA committee on conservation and historic preservation, will lead the tours.

Tour I: Suburban architecture of the 1860s, '70s and '80s; open houses, lunch. Meet: University City Arts League, 4226 Spruce Street (free parking, 4207 Spruce). Coffee hour at the Arts League after the tour. April 28, 11 a.m. (Raindate: April 29.)

Tour II: Old and new University City institutions—some will be opened for the tour; lunch. Meet: PNB parking lot, 32nd and Market Streets (free parking). May 5, 11 a.m. (Raindate: May 6).

Reservations: Both tours, \$4; single tour, \$2.50; students and children, \$1. Walkers bring lunch, beverage will be supplied. Send checks to West Philadelphia Corporation, 4025 Chestnut Street, telephone EV 6-5757.

The Plan to Improve Safety for Women at Penn

Under the agreement that ended the recent sit-in in College Hall, women from the demonstrators' group have elected seven members to the Committee to Implement and Monitor Measures to Improve Security for Women. For most positions filled, the women also named an alternate, who will help form liaison with the constituencies represented.

They will serve along with four Administration members: Provost Eliot Stellar, Vice Presidents John Hetherston and Robert Dripps, and Dean Alice Emerson.

The elected members and alternates are:

A-1: Sharon Weremiuk, Research Specialist at Leidy Lab; Karen L. Miselis, Assistant Dean at CW, alternate.

A-2: Carroll Smith-Rosenberg, Assistant Professor of History and Psychiatry; Lynnette Hirschman, Research Associate in Linguistics, alternate.

A-3: E. Eileen Shrager, Research Technician at Leidy Lab; Peggy Landy of the Office of Budget Administration, alternate.

A-4: Addie Flowers of the Medical Library; alternate to be named.

Undergraduate: Rose Weber, CW '76; Kathy Sanders, CW'75, alternate.

Graduate Student: Judy Colucci Breault; Carol Fritz, alternate.

HUP Nursing Student: Kathy Reardon.

The Committee will shortly begin conducting a survey of the University population in University City, canvassing both employees and students to determine potential market for increased Campus Bus service. They also expect to set up systems whereby staff and students may report centrally on defective lights, security phones or other gaps in the security system.

The "Stop Rape" sit-in ended Friday, April 6 at 8:30 p.m. following four days' intensive discussion that involved President Meyerson, Provost Stellar, Vice Presidents Gaddis, Dripps and Hetherston, Dean Emerson, and Executive Assistant to the President Bruce Johnstone. Scott Lederman, Mr. Gaddis' assistant, at one point took the women on a two-hour walkaround of the campus to study proposed lighting and hear their recommendations for placement of the new lights planned.

As soon as lighting positions are fixed, *Almanac* will publish a map showing "lighting corridors" of the campus, as requested in the agreement.

In addition to formation of the Committee and the installation of 90 new lights and 40 additional emergency telephones, the agreement included such items as:

- A 36-passenger bus (now in service) to replace the 24-passenger bus, plus other modifications of service to be worked out with Buildings and Grounds: additional streets served, flag stops and alternative schedules. Bus routes will be printed with schedules and posted in key locations. (The Christian Association has agreed to installation of a covered bulletin board for bus notices and the use of its lobby as a waiting room in inclement weather.) Negotiations are in progress with SEPTA on extending the routes of D-1 and 42 buses.

- A task force of women's representatives, Security personnel and Building and Grounds personnel to investigate new alarm systems.

- Investigation with the City of ways to increase patrols and monitor subway stops.

- Increased security in residence halls including first-floor window security and control of access to buildings.

- Hiring of a female security specialist (below) and monitoring of affirmative action in hiring guards. "Because of the critical need for this expanded presence, the next guard hired will be female," the agreement reads.

- Increased liaison with Drexel security.

- Establishment of a Women's Center on the first floor of Logan Hall, with a coordinator (see below).

- Health services now under discussion between the concerned women and Dr. Dripps with Drs. Albert Stunkard (Psychiatry) and Luigi Mastroianni (Ob/Gyn).

- Free self-defense classes for women, taught by women and funded through Department of Recreation, to begin in the summer session. The number of courses is contingent on demand, and instructors will be selected only with the concurrence of the women's representatives.

- Leashed dogs to be permitted to accompany women into offices, classrooms and other places except where Public Health regulations forbid.

NEW POSITIONS

Two new positions are in the process of being established in carrying out the agreement on women's safety. The concerned women have assigned members to participate in the search and interview process. These are tentative job descriptions, pending formal procedures in the Personnel Office:

SECURITY SPECIALIST. Responsible to the Director of Security and Safety, with access to the Vice President for Facilities Management and the Provost on issues involving women's safety; has responsibility for all security issues which are of special concern to female students and personnel at the University. (Training security personnel in handling rape and personal safety; interviewing applicants for campus police to ensure awareness of women's security concern; holding seminars with students, staff and faculty on security; liaison with community and with West Philadelphia police on personal security issues). She will serve on the Advisory Board of the Women's Center and on the Council's Security Committee. *Qualifications:* College degree preferred, but community experience can be substitute for up to two years of college; at least three years' experience in community, legal or security work. Must have recent experience working with women's groups on personal safety issues; ability to supervise others and deal effectively with students; exercise command in emergencies, conduct special investigations and reports and work effectively with other law enforcement agencies.

COORDINATOR OF WOMEN'S CENTER. Responsible to the Dean of Students for development and implementation of the University's program for medical, psychological and legal support for victims of assault; assistance to the Security Specialist in dissemination and training functions; assistance in development and implementation of University functions and services (both academic and nonacademic) pertaining to women. *Qualifications:* shall complement those of the Security Specialist and others whose professional rather than administrative energies will be applied to the delivery of services. Resumes to Dean Emerson, 3533 Locust Walk.

To avoid confusion between the functions of Coordinator of Women's Center and those of a position which had been in planning for some time before the sit-in, we note here the outline of a job description that is also undergoing classification and clearance procedures in Personnel:

COORDINATOR OF WOMEN'S STUDIES. Responsible to the Vice Provost for Undergraduate Studies for coordination of interdisciplinary Women's Studies Program; preparation of foundation proposals; long-range planning in cooperation with faculty, students and administration. Administrative and teaching experience preferred. Resumes to Betsy Sandel, 3601 Locust Walk (EV 6-1610).

OF RECORD



LONG-TERM DISABILITY INCOME PLAN

Because University publications such as the HANDBOOK FOR FACULTY AND ADMINISTRATION do not undergo frequent revisions, and because the benefits available to University employees are constantly changing, the University-wide Personnel Benefits Committee would like to utilize the facilities of ALMANAC to describe various major benefits available to the employees of the University. Therefore, it is the intention of the committee to summarize a particular benefit in these pages from time to time in the hope that the summaries will foster a dialogue between University employees and the committee as well as prompt employees to make sure they are taking advantage of the benefits available to them in the most efficient manner possible. If these comments raise questions, be sure to contact the Benefits Office of the University.

With the current high interest and discussion on the University payment of health and life insurance premiums, the protection provided by the Long-Term Disability Income Plan may be receiving less attention than it deserves. This plan instituted in 1965 with the University assuming the full cost of the coverage assures each faculty and supporting staff member of a continuation of a substantial portion of income in the event of an extended and catastrophic disability. Most physical disabilities, fortunately, are for relatively short periods and are covered by standard sick leave and health insurance provisions. Some of these disabilities, however, do continue for long periods and even for a lifetime causing much concern and financial hardship to the individual and family involved. It is to these situations that the protection of the Disability Plan is directed.

In the first eight years of coverage under the plan, 116 members of the University family have become eligible for benefits. Of this number 27 have died, 23 have retired and four have returned to work leaving 62 present participants in the program.

The plan is administered by a Disability Board composed of seven senior faculty members, three of whom are from the clinical faculty of the Medical School. The medical members act as a subcommittee of the Board for the purpose of evaluating the medical aspects of a case. In arriving at its judgment, the subcommittee may request that the applicant be examined at the Health Evaluation Center of the University Hospital.

Eligibility for Coverage. Faculty members with tenure and senior administrative officers are eligible for benefits after one year of service, provided that in the meantime they have demonstrated themselves to be free of any disabling condition by undergoing a physical examination at the Health Evaluation Center. In the absence of such showing of good health, the tenured faculty member or senior administrative officer will have to satisfy the normal service requirement of three consecutive years. Non-tenured, fully-affiliated faculty and all other full-time University personnel are also eligible for benefits after working at the University for three years.

Sick Leave Pay During Initial Period. Administrative, professional, and academic personnel absent because of illness or injury may be retained in regular salary status in their budgeted position for a period not to exceed 30 days. As soon as it is certain that the absence will exceed 30 days, the dean or director authorizes an extension of full salary during the further continuance of the illness but not to exceed a period of six months in the aggregate.

All eligible personnel in semi-monthly or weekly pay status absent from duty for an extended period because of

illness are retained in regular pay status in the budgeted positions for the period of their accrued sick leave and accrued vacation. If an employee is still unable to return to work after the exhaustion of these leaves, the departmental chairman will request the granting of an extended sick leave allowance of one week for each year the employee has served the University but not exceeding a total allowance of six months, including the accrued sick leave and vacation.

Salary Continuation Beyond Initial Sick Leave Period.

1. **Cash Benefits.** An eligible employee who has met the service requirements, has been disabled through the extended sick leave period, and is below 65 years of age is entitled to a cash payment in an amount equal to 50% of monthly base salary up to a total payment of \$1,000 per month for the period of disability but not beyond the end of the month in which the 65th birthday occurs.

The cash payment includes any amounts payable to the employee and his dependents under the disability section of the Social Security Act, the applicable workmen's compensation acts, any other federal and state income assistance benefit, and the total and permanent disability coverage under the University's group life insurance plan. For this purpose, only one-half of the face amount of the group life insurance is taken into account, with such amount being prorated in equal monthly installments running from the beginning date of benefit eligibility for a period not to exceed 60 months. The portion of the life insurance not used in this manner will be available on the death of the individual for payment to the beneficiary under the provisions of the group contract.

2. **Continuation of Other Benefits.** During the time that a disabled employee is receiving disability income payments under this program, coverage under group life insurance, the appropriate retirement income plan, Blue Cross-Blue Shield programs, and the major medical expense insurance plan will be continued, provided the employee was a participant in such plans at the time he became disabled. In that event, the University shall assume the full payment of all contributions to these programs, including any contribution the employee would have been making to the program at the time he sustained his disability. Furthermore, the children of a disabled employee shall be entitled to the same scholarship privileges as those applicable to children of active employees.

On the first of the month following his or her 65th birthday, the disabled individual is retired and becomes eligible to receive benefits under the appropriate retirement income plan.

*Robert Zelten, Chairman
Personnel Benefits Committee*

JOB OPENINGS

#497, UPDATED 4/11/73

A-1 POSITION VACANCIES

ASSISTANT DEAN, COLLEGE OF ARTS AND SCIENCES to advise and counsel students and be responsible for evaluating the counseling operation. Will represent the College on matters of advising other University groups. Assists the Dean with general operations. *Qualifications:* Ph.D. required, plus experience in teaching or administration, preferably at a college or university. Ability to speak and write effectively. *Salary Range:* \$9900-\$12,300 (midpoint).

ASSISTANT DIRECTOR OF INTERNATIONAL SERVICES to serve as foreign student advisor, counseling students on all facets of American life and immigration. *Qualifications:* Graduation from a program in languages or one of the social sciences. Demonstrated writing skills; fluency in a foreign language and living experience abroad. Understanding of cultural differences and sensitivity to people making a cultural transition. *Salary Range:* \$7500-\$9300 (midpoint).

ASSOCIATE DEVELOPMENT OFFICER to be responsible for the coordination of fund-raising activities with the corporate sector. Responsible for supervising the Matching Gifts Program, Corporate Annual Giving and special non-recurring projects in Development. *Qualifications:* Graduation from a recognized college or university, with at least three years' experience in fund raising at the college level. Ability to write and speak effectively. *Salary Range:* Undetermined.

DIRECTOR OF UNIVERSITY COMPUTING ACTIVITIES to be responsible for coordination of University-run computing activities and external sources. *Qualifications:* Ph.D. with strong academic reputation in computer-related discipline; experience in computing services; ability to qualify to teach. *Salary Range:* Undetermined.

EXECUTIVE ASSISTANT TO THE PROVOST An academic administrator to assist the Provost in executing his academic and administrative duties. *Qualifications:* Ph.D. plus university teaching and research experience. Ability to write well and communicate with others. *Salary Range:* Undetermined.

FACILITIES INFORMATION SYSTEM MANAGER to direct the work of professional and technical personnel in designing and maintaining a comprehensive facilities information system in conjunction with physical development of the campus. *Qualifications:* Familiarity with statistical methods and techniques as well as knowledge of information systems for physical development and management. At least ten years of supervisory experience in a similar institution. Graduation from a recognized college or university with a graduate degree in statistics or computer sciences, or working toward a graduate degree. *Salary Range:* Undetermined.

GROUP PRACTICE ADMINISTRATOR to be responsible for the supervision of all non-physician, practice-oriented staff; developing of systems of billing and revenue collection as well as the development of new systems for outpatient surgical procedures area and outpatient clinics. *Qualifications:* M.A. in Health Care Systems. Ability to manage a private obstetrics and gynecology practice. Special skills in personnel management and billing systems. *Salary Range:* Undetermined.

SYSTEMS ANALYST to be responsible for working out cost analysis system, computerized cost accounting system and established computerized billing system. *Qualifications:* Graduation from a recognized college or university with a degree in business administration or equivalent. At least three years' experience in systems design and analysis. *Salary Range:* \$11,400-\$14,200 (midpoint).

A-3 POSITION VACANCIES

CLERK III for a business office on campus. *Qualifications:* Graduation from high school with some clerical experience, preferably in a college or university. Excellent clerical aptitude. Accurate typing. *Salary Range:* \$4800-\$6300.

RUSSIAN HOUSE

A faculty member or graduate student who is fluent in Russian is wanted to live in a new Russian Language and Culture House for the 1973-74 academic year. The Russian House will be in an off-campus townhouse, where a resident advisor would have his or her own room. Resumes should be sent to the Office of the Vice Provost for Undergraduate Studies, 106 CH. For more information, telephone students Diana Hare, EV 2-4781 or Nina Levine, EV 6-5771.

CYTOLOGY TECHNICIAN (botanical) to work on research project on campus (not at New Bolton Center, as announced earlier). *Qualifications:* Six months of specific training in cytology; at least four years of direct experience as a cytology technician using plant tissues. *Salary Range:* \$7700-\$9700.

DUPLICATING MACHINE OPERATOR II Responsible for the operation of various duplicating machines as well as the ordering of supplies for the duplicating section. *Qualifications:* At least three years of experience in the operation of duplicating machines. Knowledge of the mechanics of the various machines. *Salary Range:* \$4600-\$5100-\$5600.

EDITORIAL ASSISTANT II Receptionist, secretarial and editing duties. *Qualifications:* Proofreading and typing skills. Editorial experience preferred. *Salary Range:* \$5200-\$5950 (midpoint).

ELECTRON MICROSCOPE TECHNICIAN III for sectioning and staining, light microscopy, electron microscopy, tissue preparation, darkroom work, animal handling and general lab work. *Qualifications:* Graduation from college with a science major and/or pretraining as an EM technician; four years' experience. *Salary Range:* \$7700-\$8900 (midpoint).

MACHINIST I for research area of the University. *Qualifications:* Graduation from high school with some trade school work. Completion of apprentice program or experience. Ability to work from drawings. *Salary Range:* \$5800-\$6700-\$7600.

MEDICAL RECORDS ASSISTANT for research department. *Qualifications:* Excellent clerical aptitude. Some college preferred. *Salary Range:* \$5000-\$5750-\$6500.

NURSE/TECHNICIAN-VETERINARY for supervision of the care of all hospitalized animals at New Bolton Center. *Qualifications:* Knowledge of general nursing care of animals; ability to supervise other personnel. Prefer Registered Nurse or previous animal nursing experience. *Salary Range:* \$7300-\$9400.

PERSONNEL BENEFITS ASSISTANT to be responsible for the administration of the Group Life Insurance, Unemployment Compensation and Workman's Compensation programs. *Qualifications:* Graduation from high school; prefer some college. Must have analytic background and at least one year of administrative experience. *Salary Range:* \$7300-\$8200 (midpoint).

RESEARCH LABORATORY TECHNICIAN II to assist in biological research programs which involve the handling of research animals. *Qualifications:* Graduation from college, preferably with a biological science major. *Salary Range:* \$6100-\$7900.

RESEARCH LABORATORY TECHNICIAN III to participate in research program in medical area of the University. *Qualifications:* Graduation from an approved college or university with a science major—preferably in biology, zoology, microbiology, bacteriology or other related fields—with one to two years of chemistry. *Salary Range:* \$7000-\$9100.

RESEARCH LABORATORY TECHNICIAN IV for biochemical assays using spectrophotometric and fluorometric methods. Small animals and humans are studied. *Qualifications:* Prefer master's degree with biochemical experience. *Salary Range:* \$7300-\$9400.

SECRETARY I *Qualifications:* Good, accurate typing and clerical ability. Light shorthand. Some experience preferred. *Salary Range:* \$4400-\$5400.

SECRETARY II (12) Qualifications: Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. **Salary Range:** \$5000-\$6500.

SECRETARY III (11) Qualifications: Interest in working with figures. Excellent typing; shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied duties. **Salary Range:** \$5500-\$7000.

SECRETARY/RECEPTIONIST for business office, to be responsible for receiving all visitors, handling all routine correspondence, arranging appointment schedules, answering telephones. **Qualifications:** Graduation from high school, with further training in secretarial school preferred. At least three years of office experience, preferably as a receptionist. Excellent typing; must enjoy working with many people. **Salary Range:** \$5000-\$6500.

STOCKKEEPER I for college department. **Qualifications:** Ability to move about and do strenuous work; high school graduation with a course in chemistry. **Salary Range:** \$4800-\$5425-\$6050.

TECHNICAL TYPIST for academic offices on campus. **Qualifications:** Ability to work with little supervision. Excellent typing ability. Willingness to learn mathematical typing. **Salary Range:** \$5000-\$6250.

Those interested should contact the Employment Section of the Personnel Services Department (Ext. 7285) for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially by the Personnel Office.

Anyone interested in temporary typing and secretarial positions should call Clare Trout (Ext. 7287) or come into our office on weekdays between 2 and 4 p.m.

CAREERWAYS I ANNENBERG CENTER APRIL 24-25

The University-sponsored conference for women now employed, for women who are returning to work or who are looking for their first jobs, will be held at Annenberg Center a week from today. Jacqueline Pollard, Conference Chairwoman and Assistant to the Director of Personnel Relations, writes that the conference will help prospective employees to recognize what employers expect in an applicant as well as assist women in seeking and holding more responsible positions.

Some 100 firms in the Delaware Valley and representatives from government agencies and educational institutions have taken booths at the conference, where women will be able to present resumes or schedule interviews. The two-day program will also combine practical and theoretical discussions on job advancement, training programs, new fields of work for women and opportunities and methods for making the most of a career.

University employees who would like to attend sessions of Careerways I are asked to request release time from their supervisors.

TUESDAY, APRIL 24

"The Status of Women in Today's Labor Market" 10 a.m.-11 a.m.
Dr. Anne Belfort, General Electric Company
Visit booths of prospective employers 11 a.m.-6 p.m.
Seminar: "Women's New Legal Rights: How to Get Them" 11 a.m.
Workshop: "How to Prepare a Resume" 2 p.m.
Mrs. Helen G. Stubbs, Project Supervisor
Jobs '70 Training Program
University of Pennsylvania

WEDNESDAY, APRIL 25

Visit booths of prospective employers 10 a.m.-6 p.m.
Seminar: "The Interview: How to Hire a Boss" 11 a.m.
Seminar: "Strategies of Advancement" 2 p.m.
Workshop: "How to Prepare a Resume" 4 p.m.
Mrs. Helen G. Stubbs

Open Letter on the Performing Arts

We are pleased to announce that Professor Humphrey Tonkin will serve as chairman of the Council on Performing Arts for the University. Such a Council was recommended by the Development Commission in its report of early this year. Dean George Gerbner of the Annenberg School of Communications had earlier urged the formation of this Council.

Professor Tonkin is a member of the English Department and also Vice Provost for Undergraduate Studies. He combines professional concern with the arts and humanities with activities in academic planning and administration.

In 1965, upon the recommendations of several University committees, the University decided it would begin to plan and build a center for the performing arts on our campus. That same year, Dean Gerbner was asked by the University to assume the additional responsibility of administering this new University project. He was also asked to assist the Vice President for Development in the raising of funds for what was to become the Annenberg Center for Communication Arts and Sciences. Thanks to these efforts, the University now has one of the finest performing arts facilities in the country.

Dean Gerbner has suggested that policy decisions regarding an all-University facility should not be made solely at the financial responsibility center level. Although these policy decisions reflect major fund-raising priorities, they also involve student concerns, and future academic programs in performance. He has further outlined a variety of program options regarding the directions in which the Center might serve the community, ranging from purely extracurricular student activities to a professionally conducted regional performing arts center also supporting an academic program. We believe that only a plan of the scope and quality of the optimum program recently proposed (*Almanac* February 13) will do justice to the needs and opportunities at the University of Pennsylvania. But we also agree with Dean Gerbner's conclusion that such a proposal will take time to realize, and that we should move ahead circumspectly and with proper planning.

The Council on Performing Arts with the advice of appropriate University committees will initiate a broad and intensive exploration of University policy in the performing arts in order to advise us on long-range policies and priorities in the Center. With our full participation and Dean Gerbner's assistance, the Council will begin to assess campus opinion, conduct forums, and formulate recommendations to us and the University community about policy, programs, and operations for the performing arts.

We agree with the Dean that the arts on this campus should be strengthened and developed. We believe that a performing arts center of high quality that serves both academic needs and the general interests of students, faculty and the community will immeasurably enhance the quality of life on this campus.

—Martin Meyerson, President
—Eliot Stellar, Provost

ACCOUNTING SEMINARS: DEADLINE APRIL 19

The University will have a new accounting system beginning fiscal 1973-74. Orientation seminars on the system begin this month. Department chairmen and other appropriate officers are asked to notify Training Officer Richard Glover, 729 FB, Ext. 6015, by April 19 of personnel in their departments who will need to attend the sessions.

SUPPLEMENT TO FACULTY-STAFF DIRECTORY

This is the third list of additions or changes in the 1972-73 Directory. The first two were in Almanac February 6 and March 20.

Belcastro Vincent J, Dr	3-4000	Postdoc Fel Harr Surg, HUP—2705 S 76th
Fuller Carolyn L, Mrs	4912	Sec Ling, 202 EH—3407 Baring
Jurasek Kathryn L	8582	Prod Coord Grad Eng TV Syst, 297 TB/103 Moore—4814 Cedar Av
Koop C Everett, Dr	KI 6-1173	Prof Pediatric Surg, ChH—1123 Rock Crk Rd, Gladwyne
Nolley Susan A	3-2071	Sec to Dr KC Tsou, Harr Surg, 563 Dulles—1219 N Frazier
Rothrock Joseph T	3-2093	Res Spec, B-102 Ravdin—16 Budd Blvd, Woodbury Hgts, NJ
Shumate George R, Dr	3-4000	Postdoc Fel Harr Surg, HUP-Oak Hill Estates, Hagy's Ford Rd, N Penn Valley
Subitzky Seymour	5968	Res Adj Prof Land Arch, 310 Duhring Wing—14 Hillside Rd, Levittown
Subramanian Sivaraman H . .	7187	Asst Health Physicist Rad Safety, 191 TB-126 S 40th
Tadlock Nathan	7837	Tech Grad Eng TV Syst, 103 Moore-43 Ashmead Pl S
ADDITIONS TO THE YELLOW PAGES		
Gov't Policy Research	Sgt Hall	4989
Grad Eng TV Syst	TB & Moore Sch	8582/7837

DEATHS

E. PERRY CAMPBELL (August 18 at 74), W '19, L '22. Director of the bequest program at the University for five years and consultant to the bequest and deferred gift program from 1967 until his retirement in 1969.

JOHN M. DONNELLY (February 24 at 20). A sophomore, he died of a fall from a window in his apartment.

DR. FREDERICK L. JONES (March 29 at 71), Emeritus Professor of English. He came to Penn in 1947 from Mercer University in Macon, Ga., where he had been professor and chairman of the English department. Dr. Jones was editor of the letters and journal of Mary Shelley; the selected poems of Percy Bysshe Shelley and Shelley's letters. He was co-author of *An Examination of the Shelley Legend*.

Dr. Jones was graduated from Furman University in 1921 and received his M.A. and Ph.D from Cornell. He served as president of the South Atlantic Modern Language Association in 1942 and was a member of several other professional societies.

THE REVEREND WILLIAM J. JONES (January 23 at 69), candidate for a doctoral degree in English in the Graduate School of Arts and Sciences.

WILLIAM J. MARTIN (March 14 at 67). A member of the Buildings and Grounds staff for 30 years, he was a gardener and foreman of the housekeeping department.

A. DANIEL MCCLAIN (September 11 at 44), electronic shop engineer in the Towne School since 1970.

DR. JESSE L. SCOTT (March 30 at 75). He joined the faculty of the School of Education in 1929 and received his Ph.D. from the University in 1946. In 1952, Dr. Scott became assistant professor of music and was a member of that department until he retired in 1967.

EMMA LOU SMITH (February 6 at 65). A secretary in the psychiatry department for 11 years, she had been on leave of absence for a year before her death.

CLARENCE E. TIEGLE (July 30 at 52), a janitor in the Faculty Club for five years.

ALMANAC: 515 Franklin Building, Ext. 5274
Editor Karen C. Gaines
Assistant Editor Margaret M. McIlmoyl

BULLETINS

NATIONAL ENDOWMENT GRANTS OPEN

The Division of Education of the National Endowment for the Humanities has announced the next deadlines for receipt of applications for four distinct programs: Humanities Program Grants, Institutional Development Grants, Project Grants, and Planning Grants.

HUMANITIES PROGRAM GRANTS: Support of well-defined programs basic in content and broad in perspective. Up to \$180,000 over three years. Deadline July 2, 1973. Decision fall 1973.

INSTITUTIONAL DEVELOPMENT GRANTS: Comprehensive changes in instruction, curriculum content, and instructional methods. \$100,000 to \$200,000 a year for three to five years. Deadline July 2, 1973. Decision March 1974.

PROJECT GRANTS: Development and testing of imaginative approaches to humanities education. \$30,000 maximum for a one year period. Deadline November 1973. Decision March 1974.

PLANNING GRANTS: Encourage groups of faculty members to work together on new programs that are beyond the capabilities of any single scholar. Up to \$30,000 for a period of six to eighteen months. Deadline November 1, 1973. Decision spring of 1974.

Further information and guidelines available from:

Division of Education Programs
National Endowment for the Humanities
Washington, D. C. 20506
(202-382-5891).

—Donald S. Murray

ERRATA, APRIL 10 ISSUE

Tenure: In the 20th item of the summary of the Keast Report (page 4), the phrase "one half of two thirds" should read "one half to two thirds." (And for those who did not receive our errata sheet with their copies, note that on Page II of the Supplement on tenure at Penn, the leftmost graph only has a transposition: $t=.25$ should be $t=.75$ and vice versa. A corrected reprint is available on request.)

Dean Strazella: At Temple, he will be associate professor, not assistant professor as reported (page 1).

Charter Flight: Dr. Emily Girault at Ext. 7911 cannot get you to London, but the Alumni Relations Office at Ext. 7811 can (page 8). Our apologies to both offices.—Ed.