

Almanac

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NEWS IN BRIEF

NATIONAL ACADEMY: FIVE FROM PENN

Five University of Pennsylvania faculty members were elected to the National Academy of Sciences at its 110th Annual Meeting in Washington on April 24.

Recognized for their distinguished and continuing achievements in original research were Dr. Robert E. Forster, Chairman and Professor of Physiology in the School of Medicine; Dr. Zellig S. Harris, Benjamin Franklin Professor of Linguistics; Dr. Lawrence R. Klein, Benjamin Franklin Professor of Economics; Dr. Beatrice Mintz, Professor of Medical Genetics; and Dr. Anthony F. C. Wallace, Professor of Anthropology and Curator of American Ethnology at the Museum.

The NAS is a private organization established in 1863 by Abraham Lincoln to act as an official advisor, upon request, to the federal government.

COMMENCEMENT: LABOUR'S MR. JENKINS

The Rt. Hon. Roy Jenkins, MP, deputy leader of the Labour Party in Great Britain from 1970 to 1972 and former Chancellor of the Exchequer, will be this year's Commencement speaker. Pennsylvania's 217th annual public Commencement Exercises will begin at 10 a.m. Monday, May 21, at the Philadelphia Civic Center.

Mr. Jenkins has been a member of Parliament since 1948 and his present constituency is the Stechford division of Birmingham. He has been Minister for Aviation, Secretary of State for the Home Department, and Chancellor of the Exchequer. He is also the editor of a volume of Lord Clement Attlee's speeches, *Progress and Policy* (1947), and the author of *Mr. Attlee: An Interim Biography* (1948). He is the author of *Pursuit of Progress* (1953); *Sir Charles Dilke: A Victorian Tragedy* (1958); *The Labour Case* (1959); and of *Asquith* (1964).

Mr. Jenkins was awarded the Charlemagne Prize for promoting European unity in 1972. He is an Honorary Fellow of Bailliol College of Oxford University and of Berkeley College of Yale University. He holds honorary doctorates from Harvard, Leeds and Glasgow Universities.

GRADUATE TUITION: 3 MORE INCREASES

President Martin Meyerson has announced that he will accept the Budget Committee's recommendation to raise School of Veterinary Medicine tuition and fees by \$1000, and those of the Law School and School of Social Work by \$160 each.

For 1973-74, out-of-state tuition in the Veterinary School will thus be \$3900 plus the general fee of \$160; in-state tuition will be \$3300 plus the fee.

Law and Social Work tuition will be \$3050 plus the fee.

Earlier in the year, the University announced increases of \$160 for Wharton Graduate; \$260 for Dental Medicine; and \$210 for most other schools. Undergraduate tuition and fees were increased by \$165.

SENATE:

From the Chairman-Elect

American universities and colleges have entered a new era in which hard choices will have to be made. This University has already made some of these choices. Indeed because of the recent serious sacrifices of faculty, administration and students, we are currently in a position to strengthen the quality of our faculty and the educational experience of our students and to bring the University of Pennsylvania to the very forefront of institutions of higher learning in this country.

As you well know the recommendations of the Development Commission Report, as approved or modified by the University Council, provide us with a plan to guide our future development. The crucial task of converting these recommendations into operating procedures is currently being undertaken by the Administration or by Task Forces. But a development plan is not enough. Our University will achieve its potential for greatness only if it has the faculty's loyalty and support, which will not be forthcoming unless and until the faculty feels it has contributed significantly to the formation and implementation of the plans.

While the Development Commission and the Task Forces include many of the most distinguished or promising members of the faculty, I must reiterate that these persons were not representatives chosen by the faculty, either directly or indirectly through Senate mechanisms. It will be necessary for the faculty to have continuing input as the various Task Forces bring in their reports and present plans are developed in greater detail and implemented. While faculty preferences can and should be expressed in full Senate meetings, it is impossible in such meetings to carry out discussions at a detailed level or to do more than choose between a limited number of possibilities. The main work will have to be done in Senate committees, which the Senate Advisory Committee will try its best to make as representative as possible. Past experience, however, has indicated that the representativeness of such committees is reduced because nominees refuse to serve. I realize that we all have important and time-consuming teaching, research, administrative and familial responsibilities, but at this crucial time I ask you all to make one more sacrifice which we will try to distribute equitably. Thus as I enter into my term as Chairman, I urge all my colleagues to bear their fair share of the burden of shaping the University for the coming decades.

—Paul Taubman

Report of the ad hoc Committee on the Faculty Addendum on Grievance Procedures

April 23, 1973

The faculty grievance procedures proposed below were approved by the Committee on April 23. They were developed by a subcommittee consisting of Brian Chellas, Jean Crockett (ex officio), Lucienne Frappier-Mazur, Robert Gorman, Dorothea Hurvich (Chairman), and Noyes Leech. The subcommittee drew upon a number of earlier proposals, including in particular the recommendations of the Council Committee on Faculty Affairs (Almanac, February 20, 1973) and the procedures now in use by a subcommittee of the College Committee on Academic Freedom and Responsibility.

PROPOSED FACULTY GRIEVANCE PROCEDURES

I. Applicability

- a. This grievance procedure shall be available to any member of the University faculty.
- b. A grievance is a claim that action has been taken which affects the faculty member's personnel status or the terms or conditions of his/her employment and which is: (1) arbitrary and capricious; (2) discriminatory with regard to race, sex, creed or national origin; or (3) not in compliance with University procedures or regulations (other than those relating to academic freedom).

II. Grievance Commission: Inquiry Panels

- a. There shall be selected by the Senate Advisory Committee sixteen persons from the full-time University faculty to constitute a Grievance Commission. The Commission shall be broadly representative and members shall serve three-year terms expiring June 30 which shall be so arranged that the terms of no more than six members shall expire simultaneously. Replacements shall be selected by the Senate Advisory Committee at least once a year as needed. Each year members of the Grievance Commission shall select from among themselves one person to chair the Commission.
- b. The Grievance Commission shall have power to receive and to process grievances in accordance with the procedure set forth below. In so doing, the Grievance Commission shall act in each individual case through a three-member Inquiry Panel, the composition of which shall be determined by alphabetical rotation. The Panel shall not include persons belonging to the grievant's department nor, in a case involving termination at the end of the probationary period, an untenured person from the grievant's school. The grievant shall be permitted a peremptory challenge of one Panel member.

III. Preliminary Procedures

- a. Before filing a grievance with the Grievance Commission, the affected faculty member shall first (1) request from his/her dean a written statement of the reasons for the decision which is the subject of the faculty member's grievance, and (2) make an effort to confer in person with the dean to attempt to reach an equitable settlement of the grievance. The dean shall promptly cooperate with the grievant in this preliminary procedure.
- b. Failing a settlement, the grievant may submit to the Grievance Commission through its chairperson a written notice of

grievance and request for a hearing. In such a case, the grievant shall at the same time notify the Provost in writing that such notice and request have been filed. In the event it should appear to the chairperson of the Grievance Commission that the grievance implicates questions of academic freedom, he/she shall refer the notice of grievance to the Senate Committee on Academic Freedom and Responsibility (Senate Committee), which shall promptly determine whether the grievance is in fact within the jurisdiction of the appropriate School Committee on Academic Freedom and Responsibility.

- c. Upon receipt of notice of the grievance, the Grievance Commission shall appoint an Inquiry Panel to process the grievance. The Panel shall undertake a full examination of relevant evidence, to commence within two to four weeks from the date of filing of the grievance, unless the Senate Committee earlier determines that the grievance is in fact within the jurisdiction of the appropriate School Committee under Section IIIb. The Panel is encouraged, as its inquiry progresses, to effect an equitable settlement of the grievance through mediation.

IV. Inquiry Procedures

- a. Both the grievant and the parties who made the decision which is the subject of the grievance shall be permitted to provide to the Panel oral and documentary evidence in support of their respective positions.
- b. In cases involving reappointment, promotion, or tenure, the Panel shall have access to all documentary evidence concerning the grievant that was available to the parties who made the decision. Such "parties who made the decision" might include any or all of the following: department chairmen, department personnel committees, department members who decide on departmental recommendations for personnel action, the deans of the schools, the school personnel committees, the Provost, the Provost's Staff Conference. The Panel shall also be authorized to solicit additional documentary evidence on its own initiative.

V. Findings

- a. If after examining the evidence the Panel determines that there are no substantial grounds for complaint, it may dismiss the grievance. This decision shall be final within the University.
- b. Otherwise the Panel shall promptly prepare a written report and recommendations, setting forth, in detail appropriate to the case, the factual findings of the Panel, its conclusions regarding the merit of the grievance and its recommended disposition of the case. In cases involving reappointment, promotion, or tenure, where the Panel has found persuasive evidence of arbitrariness, discrimination, or non-compliance with University procedures, it shall recommend re-evaluation of the decision on proper grounds. Neither the Inquiry Panel nor the Grievance Commission shall have the responsibility or authority to make such a re-evaluation of professional competence on its own.
- c. The Grievance Commission shall communicate the report and recommendations both to the grievant and to the Provost.

- d. While these recommendations are to be accorded great weight, they are advisory to the Provost and not binding upon him. In the event the Provost declines to implement the recommendations, he/she shall communicate that decision to the Commission in writing, accompanied by compelling reasons stated in detail.

VI. *Hearing by School Committee on Academic Freedom and Responsibility*

- a. In cases not dismissed by the Inquiry Panel, which involve reappointment, promotion, or tenure, the grievant, if not satisfied with the disposition of his/her case, is entitled to a formal hearing before the Committee on Academic Freedom and Responsibility of his/her school on the grounds asserted in the grievance. The report and recommendations of the Grievance Commission shall then be made available to the School Committee.
- b. Each School Committee on Academic Freedom and Responsibility shall adopt procedures for the conduct of the hearing. Such procedures shall be similar to those stipulated in cases involving suspension or removal of a tenured faculty member for just cause, except that in the present case the burden of proof shall be upon the grievant. In particular, the grievant shall have the right to question adverse witnesses, to call witnesses on his/her own behalf, and shall have the assistance of the administration in securing the attendance of witnesses on his/her behalf; both the grievant and the administrative officers whose decision is the subject of the complaint may have the assistance of counsel; and a verbatim record of the hearing shall be taken.
- It shall be the duty of the Senate Committee on Academic Freedom and Responsibility to monitor the development of such procedures by the School Committees.

COMMENTS

A faculty grievance procedure is initiated only after the normal channels of University administrative authority have been exhausted for redress. Hence we believe the facts should be reviewed by a peer group that is independent of the regular administrative channels.

The Senate Committee on Academic Freedom and Responsibility has urged us to create a procedure which does not channel all grievances into academic freedom committees in the schools. We have agreed that, because a large proportion of potential grievances do not fall within the usual ambit of academic freedom concerns, a special procedure should be devised which does not entail reference of all grievances to the School Committees. We believe that the inquiry process proposed here will be adequate to dispose of the bulk of potential grievances without recourse being necessary to formal, judicial-type hearings.

The procedure that we have suggested differs in a number of respects from that submitted (1/29/73) by the Faculty Affairs Committee of the University Council. (See *Almanac*, February 20, 1973.)

We believe that the three-member Inquiry Panels should be selected from among the sixteen-member, broadly representative, Grievance Commission by a neutral procedure. We are concerned that, if one member of each Panel were to be selected by the faculty member whose complaint is at issue, as proposed by the Faculty Affairs Committee, the role of the member so selected might be distorted by a possible implication of advocacy rather than impartiality. We prefer to permit the faculty member a peremptory challenge of one Panel member. Also, we propose extension of the length of service of Commission members to staggered three-year terms (rather than two) in the interests of continuity and attendant gains in efficiency.

We believe that, prior to initiation of a grievance inquiry procedure, the faculty member is entitled to an explicit statement of reasons for the decision at issue; and we believe further that all interests are best served by attempted mediation both through regular University channels, and also by the Inquiry Panel of the Grievance Commission, before more formal procedures are invoked.

We have been alert to the possibility that in the case of major grievances involving reappointment, promotion or tenure, more

formal hearings may be desired by faculty members after an Inquiry Panel has made its findings and recommendations. Rather than create new hearing bodies, in addition to the school academic freedom committees, we have thought it useful to incorporate those committees into the formal hearing process. In doing this we realize that cases involving, say, arbitrariness or sex discrimination may not be viewed by some as necessarily involving academic freedom in its customary academic usage. Nevertheless, we have chosen those committees because their more traditional roles are not inconsistent with those we are proposing that they assume and because many of those committees have already developed expertise and procedures which are useful for the purposes we propose here.

We are aware that the role of the Senate Committee on Academic Freedom and Responsibility that we propose here may require an amendment to the Senate Bylaws that define and limit the functions of the Senate Committee.

Maria Z. Brooks
Brian F. Chellas
Jean Crockett (ex officio)
Dorothea Hurvich
Noyes E. Leech
Ludo J. Rocher, Chairman
Robert Summers

NSF DEADLINE: MAY 20

Technology assessment proposals dealing with the impact of data processing and telecommunications on the criminal justice system, a cashless-checkless society, biological substitutes for chemical pesticides, conversion from the English to the metric system in the U.S., alternative work schedules, and alternative strategies and methods for conservation of energy are being solicited by the National Science Foundation.

Two levels of awards will be available. The first will be for a group of preliminary, comprehensive assessments involving up to 60 man-months of professional work over 18 calendar months, including a three-month period of review, evaluation and performer rewrite. The second will be for in-depth technology assessments involving up to 60 man-months of professional effort over a period of 18 calendar months, with the same three-month review requirement as the first.

Deadline for applications is May 20. For further information telephone the Office of Research Administration, Ext. 7295.

SENIOR FULBRIGHT-HAYS PROGRAM FOR 1974-75

The Committee on International Exchange of Persons announces that applications for senior Fulbright-Hays awards for university lecturing and advanced research during 1974-75 in over 75 countries are now being accepted. The booklet on the program for this period is available on request to the Committee, (2101 Constitution Avenue, N.W., Washington, D.C. 20418), and it may be consulted at the office of the Faculty Fulbright Adviser, James B. Yarnall, 3537 Locust Walk.

Application requirements include U.S. citizenship; for *lectureships*, college or university teaching experience; for *research awards*, a doctorate or, in some fields, recognized professional standing as demonstrated by faculty rank, publications, compositions, exhibition record, etc.

July 1, 1973 is the deadline for applying for most of the announced research awards, and it is the suggested date for filing for lectureships.

Senior Fulbright-Hays awards generally consist of a maintenance allowance in local currency to cover normal living costs of the grantee and family while in residence abroad, and roundtrip travel for the grantee (transportation is not provided for dependents). For lecturers going to most non-European countries, the award includes a dollar supplement, subject to the availability of funds, or carries a stipend in dollars and foreign currency, the amount depending on the assignment, the lecturer's qualifications, salary, and other factors.

CAMPUS BUS ROUTES

The Campus Bus Service run by Buildings and Grounds now has two vehicles in service. A 32-passenger bus travels Route #1, below, and a 44-passenger vehicle alternates between Routes #2 and #3, also detailed here. Bus service is free to all students, faculty and staff. IN ADDITION TO STOPPING AT THE CORNERS DESIGNATED BELOW, THE BUS CAN BE FLAGGED AT CORNERS BETWEEN DESIGNATED STOPS. The Christian Association informally serves as a terminal for the Campus Bus Service. Schedules are posted in its doorway, and in inclement weather passengers may use its lobby as a waiting room during C.A. hours. In case of breakdown of either campus vehicle, the driver will stay on duty to assist passengers in finding alternate transportation, with the cooperation of the University Office of Security and Safety.

ROUTE #1

Leaves Christian Association Building, 36th & Locust; north on 36th to Chestnut, east on Chestnut to 34th, south on 34th to Ravdin Institute, around circle, north on 33rd to Walnut, west on Walnut to 37th, south on 37th to Spruce, west on Spruce to 39th, south on 39th to Baltimore, west on Baltimore to 42nd, south on 42nd to Woodland, west on Woodland to 43rd, north on 43rd to Baltimore, west on Baltimore to 45th, south on 45th to Chester, west on Chester to 46th, north on 46th, to Baltimore, west on Baltimore to 47th, south on 47th to Chester, west on Chester to 48th, north on 48th to Cedar, east on Cedar to 47th, north on 47th to Pine, east on Pine to 42nd, north on 42nd to Spruce, east on Spruce to 38th, north on 38th to Chestnut, east on Chestnut to 36th, south on 36th to Locust to Christian Association.

ROUTE #1	36th Loc	36th Ches	34th Ches	34th Rav	33rd Wal	37th Wal	37th Spr	39th Spr	39th Balt	42nd Balt	42nd Wood	43rd Wood	43rd Balt	45th Balt	45th Ches
6:00	6:01	6:02	6:05	6:08	6:12	6:13	6:15	6:16	6:18	6:19	6:21	6:22	6:22	6:23	6:24
6:50	6:51	6:52	6:55	6:58	7:02	7:03	7:05	7:06	7:08	7:09	7:11	7:12	7:12	7:13	7:14
7:40	7:41	7:42	7:45	7:48	7:52	7:53	7:55	7:56	7:58	7:59	8:01	8:02	8:02	8:03	8:04
8:30	8:31	8:32	8:35	8:38	8:42	8:43	8:45	8:46	8:48	8:49	8:51	8:52	8:52	8:53	8:54
9:45	9:46	9:47	9:50	9:53	9:57	9:58	10:00	10:01	10:03	10:04	10:06	10:07	10:07	10:08	10:09
10:35	10:36	10:37	10:40	10:43	10:47	10:48	10:50	10:51	10:53	10:54	10:56	10:57	10:57	10:58	10:59
11:25	11:26	11:27	11:30	11:33	11:37	11:38	11:40	11:41	11:43	11:44	11:46	11:47	11:47	11:48	11:49
1:15	1:16	1:17	1:20	1:23	1:27	1:28	1:30	1:31	1:33	1:34	1:36	1:37	1:37	1:38	1:39
2:00	2:01	2:02	2:03	2:04	2:05	2:06	2:07	2:08	2:09	2:10	2:11	2:12	2:12	2:13	2:14
36th Loc	36th Ches	46th Balt	47th Balt	47th Ches	48th Ches	48th Cedr	47th Cedr	47th Pine	42nd Pine	42nd Spr	38th Spr	38th Ches	38th Ches	36th Ches	36th Loc
6:25	6:26	6:27	6:28	6:28	6:29	6:31	6:32	6:33	6:35	6:36	6:37	6:39	6:41	6:42	6:43
7:15	7:16	7:17	7:18	7:18	7:19	7:21	7:22	7:23	7:25	7:26	7:27	7:29	7:31	7:32	7:33
8:05	8:06	8:07	8:08	8:08	8:09	8:11	8:12	8:13	8:15	8:16	8:17	8:19	8:21	8:22	8:23
8:55	8:56	8:57	8:58	8:58	8:59	9:01	9:02	9:03	9:05	9:06	9:07	9:09	9:11	9:12	9:13
10:10	10:11	10:12	10:13	10:13	10:14	10:16	10:17	10:18	10:20	10:21	10:22	10:24	10:26	10:27	10:28
11:00	11:01	11:02	11:03	11:03	11:04	11:06	11:07	11:08	11:10	11:11	11:12	11:14	11:16	11:17	11:18
11:50	11:51	11:52	11:53	11:54	11:54	11:56	11:57	11:58	12:00	12:01	12:02	12:04	12:06	12:07	12:08
1:40	1:41	1:42	1:43	1:44	1:44	1:46	1:47	1:48	1:50	1:51	1:52	1:54	1:56	1:57	1:58
2:15	2:16	2:17	2:18	2:18	2:19	2:20	2:21	2:22	2:23	2:24	2:25	2:26	2:27	2:28	2:29

ROUTE #2

Leaves C.A., 36th & Locust Walk, at 6:00, 7:15, 8:30, 10:00 and 11:15 p.m. and 12:30 and 1:45 a.m. Route: north on 36th to Chestnut, east on Chestnut to 34th, south on 34th to Market, east on Market to 30th, around 30th St. Station, west on Market to 33rd, north on 33rd to Lancaster Ravdin Institute, around circle, north on 33rd to Walnut, west on Walnut to 40th, south on 40th to Locust, west on Locust to 44th, south on 44th to Spruce, west on Spruce to 47th, north on 47th to Chestnut, east on Chestnut to 36th, south on 36th to C.A., 36th & Locust.

ROUTE #2	36th Loc	36th Ches	34th Rav	34th Wal	40th Loc	40th Wal	44th Loc	44th Spr	47th Spr	47th Ches	36th Loc
6:00	6:01	6:02	6:05	6:08	6:13	6:14	6:16	6:17	6:19	6:21	6:28
7:15	7:16	7:17	7:20	7:23	7:28	7:29	7:31	7:32	7:34	7:36	7:43
8:30	8:31	8:32	8:35	8:38	8:43	8:44	8:46	8:47	8:49	8:51	8:58
10:00	10:01	10:02	10:05	10:08	10:13	10:14	10:16	10:17	10:19	10:21	10:29
11:15	11:16	11:17	11:20	11:23	11:28	11:29	11:31	11:32	11:34	11:36	11:43
12:30	12:31	12:32	12:35	12:38	12:43	12:44	12:46	12:47	12:49	12:51	12:59
1:45	1:46	1:47	1:50	1:53	1:58	1:59	2:01	2:02	2:04	2:06	2:13
36th Loc	36th Ches	34th Rav	34th Wal	40th Loc	40th Wal	44th Loc	44th Spr	47th Spr	47th Ches	36th Loc	36th Ches
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8:30	8:31	8:32	8:35	8:38	8:43	8:44	8:46	8:47	8:49	8:51	8:58
10:00	10:01	10:02	10:05	10:08	10:13	10:14	10:16	10:17	10:19	10:21	10:29
11:15	11:16	11:17	11:20	11:23	11:28	11:29	11:31	11:32	11:34	11:36	11:43
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36th Loc	36th Ches	34th Rav	34th Wal	40th Loc	40th Wal	44th Loc	44th Spr	47th Spr	47th Ches	36th Loc	36th Ches
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8:30	8:31	8:32	8:35	8:38	8:43	8:44	8:46	8:47	8:49	8:51	8:58
10:00	10:01	10:02	10:05	10:08	10:13	10:14	10:16	10:17	10:19	10:21	10:29
11:15	11:16	11:17	11:20	11:23	11:28	11:29	11:31	11:32	11:34	11:36	11:43
12:30	12:31	12:32	12:35	12:38	12:43	12:44	12:46	12:47	12:49	12:51	12:59
1:45	1:46	1:47	1:50	1:53	1:58	1:59	2:01	2:02	2:04	2:06	2:13

ROUTE #3

Leaves C.A., 36th & Locust at 6:30, 7:45, 9:00, 10:30 and 11:45 p.m. and 1:00 a.m. Route: north on 36th to Chestnut, east on Chestnut to 34th, south on 34th to Ravdin Institute, around circle, north on 33rd to Market, east on Market to 30th, around 30th St. Station, west on Market to 33rd, north on 33rd to Lancaster Ravdin Institute, around circle, north on 33rd to Walnut, west on Walnut to 40th, south on 40th to Locust, west on Locust to 44th, south on 44th to Spruce, west on Spruce to 47th, north on 47th to Chestnut, east on Chestnut to 36th, south on 36th to C.A.

LUNCH												LUNCH												LUNCH																										
36th Loc	36th Ches	34th Ches	34th Rav	34th Wal	33rd Mkt	30th Mkt	30th Sta	33rd Lan	Ham Lan	32nd Ham	32nd Bar	37th Bar	37th Pow	32nd Pow	32nd Race	34th Race	34th Wal	36th Loc	36th Ches	34th Ches	34th Rav	34th Wal	33rd Mkt	30th Mkt	30th Sta	33rd Lan	Ham Lan	32nd Ham	32nd Bar	37th Bar	37th Pow	32nd Pow	32nd Race	34th Race	34th Wal															
6:30	6:31	6:32	6:35	6:38	6:41	6:43	6:44	6:45	6:47	6:48	6:49	6:50	6:50	6:52	6:53	6:55	6:57	7:45	7:46	7:47	7:50	7:53	7:56	7:58	7:59	8:00	8:02	8:03	8:04	8:05	8:08	8:10	8:12	9:00	9:01	9:02	9:05	9:08	9:11	9:13	9:14	9:15	9:17	9:18	9:19	9:22	9:23	9:25	9:27	
10:30	10:31	10:32	10:35	10:38	10:41	10:43	10:44	10:45	10:47	10:48	10:49	10:50	10:50	10:52	10:53	10:55	10:57	11:45	11:46	11:47	11:50	11:53	11:56	11:58	11:59	12:00	12:02	12:03	12:04	12:05	12:07	12:08	12:10	12:12	1:00	1:01	1:02	1:05	1:08	1:11	1:13	1:14	1:15	1:17	1:18	1:19	1:22	1:23	1:25	1:27

JOB OPENINGS

#499, UPDATED 4/25/73

A-1 POSITION VACANCIES

ASSISTANT BASKETBALL COACH, *Qualifications:* Degree plus 5 years' coaching experience. Ability to motivate, teach and discipline. *Salary Range:* Undetermined.

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).

ASSISTANT DIRECTOR, URBAN STUDIES PROGRAM to develop and implement field work program, including placements, training, seminar and supervision. Responsible for academic advising for majors and other students. *Qualifications:* Graduation from a recognized college or university with a Master's degree. At least two years' related experience, preferably at Penn. *Salary Range:* \$8600-\$10,600 (midpoint).

ASSISTANT RESIDENCE DIRECTOR to assist in carrying out the duties and responsibilities of a 1600 student residence unit. *Qualifications:* Experience in residence halls. Ability to work with staff of counselors; assist in physical plant planning and develop new programs in residence. Degree required. *Salary Range:* \$7500-\$9300 (midpoint).

ASSOCIATE DEVELOPMENT OFFICER to be responsible for 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 college with at least three years' experience in fund raising at the college level. Ability to write and speak effectively. *Salary Range:* Undetermined.

DEVELOPMENT WRITER III to be responsible for writing proposals, letters and brochures interpreting the University's aims to alumni and other potential donors. *Qualifications:* Graduation from a recognized college or university. Demonstrated skills in writing on assigned subjects on an everyday basis, preferably in a university. *Salary Range:* \$11,400-\$14,200 (midpoint).

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-type 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 pro-

DIRECTOR OF UNIVERSITY-OWNED HOSPITALS

Search is underway for an individual experienced in the administration of urban teaching hospitals to be named Director of University Hospitals. This individual will be responsible for the management and coordination of the Hospital of the University of Pennsylvania and the Graduate Hospital. The Director will work in close cooperation with the Dean of the School of Medicine whose programs in the hospitals are vital to the school's mission. Both individuals will report to the Vice President for Health Affairs. The search is being conducted in collaboration with President Meyerson, Provost Stellar and Vice President Gaddis.

Recommendations of candidates should be sent to Dr. Dripps, 110 College Hall or Timothy S. Sotos, 116 FB.

cedures 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.

HEALTH PROFESSIONS ADVISOR (Part-time, approximately 16-20 hours/week) to conduct meetings with students on an individual basis to discuss academic program and choice of profession and school. *Qualifications:* Graduation from a recognized college or university, preferably with a Master's. Teaching experience in a university or health professional school. Knowledge of the health field. *Salary Range:* Undetermined.

RESIDENCE UNIT DIRECTOR to be responsible to the Associate Director of Residence for the direction and control of all functions and services within his operating unit. *Qualifications:* Graduation from a recognized college or university in hotel management. Five years administrative experience. Ability to work effectively with others. *Salary Range:* \$8600-\$10,600 (midpoint).

SENIOR SYSTEMS ANALYST to conduct feasibility and cost/benefit analysis of systems; study and define request for systems and define interrelationships and links between systems and coordinate the design of systems in all areas of the University. *Qualifications:* Degree plus 5 years' direct experience in systems analysis and design, or some college plus 8 years of experience. Ability to work with all management levels. *Salary Range:* \$13,100-\$16,300 (midpoint).

SYSTEMS ANALYST to be responsible for working out cost analysis system, computerized cost accounting system, and establishing computerized billing system. *Qualifications:* Graduation from a recognized college or university with a degree in business administration or the equivalent. At least 3 years' experience in systems design and analysis. *Salary Range:* \$11,400-\$14,200 (midpoint).

A-3 POSITION VACANCIES

ASSISTANT SUPERINTENDENT, Morris Arboretum—to be responsible for the care and maintenance of the Morris Arboretum. *Qualifications:* Graduation from a recognized school or college of horticulture and gardening, preferably with a Bachelor's degree. Two to four years' direct experience. *Salary Range:* \$5800-\$6700-\$7600.

CYTOLOGY TECHNICIAN (Botanical) to work on research project on campus. *Qualifications:* Six months of specific training in cytology; at least 4 years of direct experience as a cytology technician, using plant tissues. *Salary Range:* \$7700-\$9700.

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).

LIBRARIAN I to head Technical Services. Supervises all operations and staff in ordering, searching, classifying and binding books, periodicals and audio-visual materials in medical library. *Qualifications:* M.L.S. Subject background in sciences. Some experience preferred. *Salary Range:* \$8,600-\$10,600 (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.

MAINTENANCE MAN for New Bolton Center (Kennett Square). Janitorial and maintenance duties in clinic area. *Qualifications:* Some experience desired. *Salary Range:* \$4800-\$5425-\$6050.

MEDICAL SECRETARY (June) Patient contact, budget work, manuscript typing. *Qualifications:* Medical terminology, excellent typing. Two years' experience as a medical secretary preferred. *Salary Range:* \$5800-\$6700-\$7600.

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. Prefer Registered Nurse or previous experience. *Salary Range:* \$7300-\$9400.

CHIEF COMPUTER OPERATOR for engineering department. *Qualifications:* Some college preferred. At least 4 years of experience in the operation of a large-size computer. Ability to supervise others. *Salary Range:* \$8100-\$9300-\$10,500.

PERSONNEL BENEFITS ASSISTANT to be responsible for administration of 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).

PROGRAMMER III to write, debug, implement, document and maintain application programs that fall within the scope of A.D.P. *Qualifications:* Two or three years' experience in applications programming, utilizing COBOL. JCL ability (OS preferred). Degree desired but not necessary. *Salary Range:* \$9500-\$11,000-\$12,500.

PUMP TECHNICIAN for Heart-Lung machine. *Qualifications:* Prefer medical (i.e. nursing) or engineering degree. *Salary Range:* \$6700-\$7000.

RESEARCH BIBLIOGRAPHER — Medical Area. Trained as searcher and bibliographer for research unit. Editing and proof-reading manuscripts. *Qualifications:* Previous library experience desirable. Reading knowledge of French and German. Some typing. B.A. with biology and English background. *Salary Range:* \$6400-\$7300-\$8200.

RESEARCH LABORATORY TECHNICIAN (Part-time, 3 days/week). *Qualifications:* Graduation from college with a science major, preferably in biology or chemistry. *Salary Range:* Undetermined.

COMPUTER-SKILLS PLACEMENT

Since January of 1973, the Office of Computing Activities has been operating a Computer Referral Service for the University community. The project was set up to coordinate between members of the community who need to hire people with computer-related skills and the well-qualified keypunchers and programmers that are on campus.

In particular, we now have applications for placement and resumes from a large number of people looking for summer employment. If you have an employment opening, please come to our office at 3609 Locust Walk and look at our file. We also are still accepting applications for referral placement.

—Office of Computing Activities

ACCOUNTING SEMINARS

The Office of the Comptroller will conduct on-site seminars on the new accounting system at the offices listed below:

The College, May 1, 200 College Hall, 2 p.m.

Wharton School, May 2, B-6 Vance Hall, 9:30 a.m.

School of Engineering, May 3, 108 Towne School, 1:30 p.m.

School of Medicine, May 4, Classroom D Medical Labs, 10 a.m.

Office of the Provost, May 7, 200 College Hall, 2 p.m.

Office of the Dean of Students, May 9, 3609 Locust Walk, second floor, 9 a.m.

Graduate School of Arts and Sciences, May 9, 225 Bennett Hall, 2 p.m.

Chief budget officers of the above schools and offices should designate for attendance all members of their support staffs who are involved in accounting.

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 laboratory or small animal surgery 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 (16) *Qualifications:* Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. *Salary Range:* \$5000-\$6500.

SECRETARY III (14) *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.

TECHNICAL SECRETARY *Qualifications:* Technical skills for reports and papers and good business background for executive secretarial duties. Three years' experience and technical typing. *Salary Range:* \$5800-\$6700-\$7600.

TECHNICAL TYPIST for academic office on campus. *Qualifications:* Ability to work with little supervision. Excellent typing. 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 to the Personnel Office, 130 Franklin Building, on weekdays between 2 and 4 p.m.

STATEMENT ON THE DOPPELT SIT-IN

Because many students and faculty have asked about the discussions I held with a group of students interested in the reappointment of Assistant Professor Gerald Doppelt (April 17), I thought it would be helpful to review the students' requests and my responses.

1) The students requested that a "Community of Students Department" be created to be structured and operated by students. I declined this request because of my philosophy about departments and the impracticality of accomplishing such an idea within our present University values, precedents, and priorities.

I did, however, express an interest in what I saw as a common goal of experimenting with ways of providing more student influence and control in parts of their educational experience. The Development Commission's work team on Undergraduate Education had discussed ideas of this sort, including courses, chairs for young faculty and CTS themes determined mainly by students. It was agreed that the Vice Provost for Undergraduate Studies and several of the students would begin discussion along these lines right away.

2) The students also requested "that undergraduates, graduates, and junior faculty each be given representation and voting power equal to that of the tenured faculty in all departmental level decisions." I told them this would be impossible to do. I was then asked if I agreed with the idea philosophically. I said "no."

3) Finally, the students asked "that Gerald Doppelt be immediately rehired by the University." I said I would not agree to that. However, in response to a formal request by the Student Committee on Undergraduate Education, I agreed to seek advice widely on Professor Doppelt's status, including asking the members of the Provost's Staff Conference for their wisdom. I reminded the students that the College Committee on Academic Freedom and Responsibility would soon report on its investigation as to whether proper procedures and criteria were employed in evaluating Professor Doppelt's contributions to the Department of Philosophy and to the University. I also agreed to share with members of the Staff Conference the data SCUE had collected regarding Professor Doppelt's scholarship and teaching.

The vitality of our community depends on our willingness to explore new ideas and our ability to test their practicality. For new ideas to command support, however, they must have demonstrable promise of educational and scholarly promise and must compete successfully with other priorities for funds, time, and other resources.

—Eliot Stellar

SMOKING TREATMENT CENTER

On May 22, the Day Treatment Center of the Department of Psychiatry will begin a repeat of its program to help cigarette smokers who want to quit but have not been able to do so on their own. The program, directed by Dr. Ovide Pomerleau, uses behavior modification techniques which have been successful in other self-control areas. Treatment in a small-group setting consists of eight sessions over a two-month period and five follow-up sessions over a nine-month period. The fee will be \$100—of which \$50 can be earned back by attending follow-up sessions.

Screening for admission to the program will begin May 8, by appointment.

Those interested in treatment should telephone 662-3503 to make an appointment for screening. Treatment will be in Room 1142, Gates Building, HUP.

NEWS IN BRIEF Continued**WOMEN'S SECURITY COMMITTEE: UPDATE**

The women's component of the Committee to Implement and Monitor Measures to Improve Security for Women has restructured its membership so that those formerly listed as alternates (*Almanac* April 17) are now full members of the Committee. A-4 member Addie Flowers, who was listed incorrectly as a member of the Medical Library staff, is instead with the Stouffer Dining Service; she is vice president of local 54 as well. Newly added to the Committee as community representatives are Harriet Williams and Judy Faulkner, residents of West Philadelphia.

DR. NEARING HONORED

The University last week honored a professor who 58 years ago was dropped from the faculty when his contract was not renewed by the Trustees.

At a dinner in his honor at the University's faculty club, Dr. Scott Nearing was named Honorary Emeritus Professor of Economics by President Martin Meyerson and Professor Almarin Phillips, Chairman of the Economics Department in which Dr. Nearing had been an Assistant Professor in 1915.

The citation, presented by President Meyerson at the dinner, recognized Dr. Nearing for "a singular career begun as a member of the faculty of the Wharton School and for adhering to a belief that to seek out and to teach the truth is life's highest aim."

Before the dinner, Dr. Nearing addressed students and faculty members in the Wharton School from which he had received his undergraduate degree in 1905.

Although Dr. Nearing was a popular economics teacher, in the spring of 1915 the University Trustees voted not to approve his contract for the next semester. The subsequent controversy about the manner in which his contract was terminated led eventually to the present protection of "academic freedom" for college faculty members nationally. The controversy figured in the early growth of the American Association of University Professors.

STUDENT FILMS AT ANNENBERG

Some unusual aspects of Philadelphia, ranging from the life of a cheese merchant at the Italian market to the problems of sex change and identity, are among subjects examined by student film makers whose work is being shown tomorrow at the Studio Theatre of the Annenberg School.

Other subjects treated in the four films are the struggles of an elderly couple at Philadelphia's Home for the Jewish Aged and the initiation ceremony of a local white witchcraft fraternity.

The films to be shown are "Claudio the Cheese King," by Howard Arenstein and James O'Neill; "The Orange Path," by Ronald Light and Warren Sheppell; "Nancy, Henry and Elizabeth," by Robert Aibel and Lynn Fagan; and "Home Movie," by Karen DeNitto, David Gutting, and Barbara Lynch.

The showing is the concluding session of this year's documentary film series at the Annenberg School.

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