

Almanac

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Ennis Chair: Dr. Farhat

Dr. Nabil H. Farhat has been appointed the first Alfred G. and Meta A. Ennis Associate Professor of Electrical Engineering at the Moore School. The chair was established by Dr. and Mrs. Ennis in gratitude for the scholarship that launched Dr. Ennis (Moore School '28) on his long and successful engineering career nearly fifty years ago. In his career, Dr. Ennis has served as an engineer with General Electric and a department head at George Washington University among other posts. For 25 years, until retirement in 1970, he performed distinguished research at Johns Hopkins's Applied Physics Laboratory where he played an important role in design and implementation of the TALOS guided missile.

Mrs. Ennis has had a distinguished career of her own and is a former lieutenant commander in the U.S. Navy.

Dr. Farhat has been a member of the Moore School faculty since 1964. He was born in Haifa, Israel in 1933, and received his bachelor's degree in electrical engineering from the Technion Israel Institute of Technology in 1957. He received his master's from the University of Tennessee in 1959, and his Ph.D. from Pennsylvania ten years ago.

An internationally recognized expert in the field of holography and electro-optics, Dr. Farhat was the recipient of a Lindback award in 1970. He was also among the authors and inventors honored by the RCA Corporation in 1970 and 1971.

Rhodes-Thompson Chair: Dr. Donohue

Dr. Jerry Donohue, Professor of Chemistry here since 1966, has been named the William Warren Rhodes-Robert J. Thompson Professor of Chemistry at the University of Pennsylvania.

The Rhodes-Thompson Chair was established in 1972 through the generosity of Mr. and Mrs. Robert J. Thompson and the late William Warren Rhodes, who took his bachelor's degree in chemistry here in 1910. As close friends and business associates with the Du Pont Company for more than 30 years, Thompson and Rhodes chose to commemorate their happy relationship in creating this professorship. Mr. Thompson and his wife, Ethel, now reside in Pompano Beach, Florida.

Dr. Donohue, who was chairman of chemistry at the University of Southern California before joining Penn, is a 1941 graduate of Dartmouth who took his master's there and his Ph.D. at Caltech. He has held Guggenheim and NSF fellowships and published over 160 scientific articles.

His research focuses primarily on X-ray diffraction studies of molecular and elemental crystals. This work, which covers a broad range of systems, has led to significant discoveries concerning the structure and interactions of molecules, including large molecules of biological importance. His work in hydrogen bonding plays a unique role in the Watson-Crick helical structure of DNA.



Calder in Color . . . page 8

University Scholars Council

Provost Eliot Stellar has announced the membership of a Council of University Scholars which will help conduct the new program for "gifted, strongly motivated undergraduates" provisionally admitted also to graduate or professional work. The program starts on a pilot basis in 1973-74.

Chairman will be Dr. Richard Solomon, Professor of Psychology and master of Van Pelt College House.

The members:

- Dr. Russell L. Ackoff, Silberberg Professor of Systems Science;
- Dr. Edward C. Banfield, Kenan Professor of Political Science;
- Dr. Britton Chance, Director of the Johnson Foundation and Chairman of Biophysics and Physical Biochemistry;
- Dr. Robert H. Dyson, Professor of Anthropology and Curator of Near East Section, University Museum;
- Dr. Alan N. Epstein, Professor of Biology;
- Dr. Robert Maddin, Professor of Metallurgy & Mat'l's Science;
- Dr. Leonard D. Miller, Professor of Surgery and Director, Harrison Department of Surgical Research;
- Dr. Ruth Patrick, Adjunct Professor of Biology;
- Curtis R. Reitz, Professor of Law and University Counselor;
- Dr. J. Robert Schrieffer, Wood Professor of Physics;
- Dr. Otto Springer, University Professor of German;
- Dr. Henry Trowbridge, Professor of Pathology and Associate Dean for Academic Affairs, School of Dental Medicine;
- Ex officio:* Dr. Stellar, Vice Provost Humphrey Tonkin, Admissions Dean Peter Seely, Financial Aid Director James Shada and Assistant to the Provost H. M. Neiditch.

Overseers for Wharton

A Board of Overseers has been formed for the Wharton School, headed by Penn Trustee Donald T. Regan, chairman and executive officer of Merrill Lynch, Pierce, Fenner and Smith.

Members are Marshall S. Armstrong, chairman of the Financial Accounting Standards Board; Dr. Andrew F. Brimmer, member of the Board of Governors of the Federal Reserve System; August A. Busch II, executive vice president of Anheuser Busch, Inc.; Leonard Davis, founder of the Colonial Penn Group; Reginald H. Jones, chairman and chief executive officer of the General Electric Company; John A. Mayer, chairman and chief executive officer of Mellon National Bank and Trust Company; Dr. Robert H. Nathan, president of Robert R. Nathan Associates; Louis M. Ream, Jr., executive vice president of Atlantic Richfield Company; and William J. Zellerbach, president of Zellerbach Paper Company.

Incentives and Responsibility Centers

The University is currently operating under a responsibility center concept for the various schools. The Wharton School has already extended the concept to its departments, and there are indications that other schools will soon follow. The basic rationale of this concept is that units which are responsible to produce education and other "outputs" will do so most efficiently if they can decide how to allocate their own budget and if they can keep the "savings" they generate. This system currently operates by assigning to a center all tuition revenue it earns, as well as funds it raises from research grants, and income from restricted endowment. In addition, the University transfers "subventions" which are derived from the state appropriation and from unrestricted income. The center is charged for all its direct costs, such as salaries and assignable indirect costs such as maintenance on its own building. In addition, each center is allocated part of the University's overhead for central administration, interest, etc.

In all times, but especially in a period of a budgetary crisis, it is desirable to give incentives to schools and departments to shepherd wisely resources assigned to them. But the responsibility center concept, as currently designed, has a number of flaws and disincentives built into it. In part, these problems arise because the University has as its primary mission both the discovery and transmission of knowledge. But the incentives contained in the responsibility center are not directly related to how well a department teaches or how good or important its research is. Thus, if a center wishes to increase its income in order to increase the salary, amenities or number of its members, it can do so by: replacing small classes with large ones; forbidding or restraining its majors or graduate students from taking related courses in other centers and perhaps duplicating such courses, e.g. mathematics, and inducing its members to do research in areas where funds are available. I want to emphasize that I do not believe that small classes are always better than large, that the current distribution of class size in various departments is optimal or that the contents of, say, mathematics as taught in that department is ideal for engineers, physicists, social scientists. The point is that any changes should be undertaken to improve the University's capability of fulfilling its goals and not to increase the profitability of a particular center. You may think that these are cynical reactions of a professional economist who is trained to think that money matters. But the Senate Committee on Education, which is examining this topic, has found a number of recent changes throughout the University that convince them that a few such reactions to the responsibility center incentives have already occurred and that the probability of others occurring are likely as people learn.

Even if we ignore the disincentives discussed above, there are other flaws in the responsibility center concept. One of the most important problems is that support for the various areas is determined solely by the preferences of students and outside funders. While I think it is entirely appropriate for the University to respond to changing desires of students and of funders by altering its hiring patterns

and its distribution of resources, the current budgetary system would not allow the University to support those areas it believes to be important. One aspect of this problem is that it is crucial that the University maintain some departments for which no research funds are available and to which few students will come.

There are other problems with the new budgetary concept which I will not dwell on here. Instead, I will turn to the question of what should be done in the face of these problems. I know that some people think that the difficulties are so immense that the whole responsibility center concept should be junked. I am not yet so convinced. Instead, I think that there are a number of changes that can be instituted so that the budgetary system does not divert the University from its true goals.

These changes must both stop people from diluting quality to obtain income and encourage people to improve quality. I think these changes can be accomplished by: a) reserving a significant part of tuition to the central administration to be distributed on the basis of the quality of education; and b) reserving all unrestricted contributions and income to the central administration to be distributed in accord with the propagation of knowledge mission of the University and the quality of the faculty. In making these distributions, the administration should be advised by a faculty committee.

I might add that the Senate Committee on Education is considering this and other plans. Since there are a variety of problems in any system, I am sure they and I will welcome reactions to this piece and suggestions for improvements.

Paul Taubman

Senate Action November 28

At its special meeting November 28, the Faculty Senate completed action on agenda items left over from the regular fall meeting October 31: Early Retirement, Grievance Procedures, Changes in Tenure Rules and support of Chilean intellectuals.

EARLY RETIREMENT

Dr. Robert Summers' motion on the Report published here October 30 passed as follows:

The Senate approves in principle the Early Retirement Plan of the Senate Committee on the Faculty as amended and authorizes the Committee to negotiate with the administration on the refinement of the plan, taking account of any comments made at this meeting.

The single amendment was to add to the October 30 text a subsection proposed by Dr. Derk Bodde and presented by Dr. Allyn Rickett:

(v) The categories of full retirement enumerated in the foregoing subsections (i) to (iv) are illustrative rather than exhaustive. For example, they do not include faculty members with a mandatory retirement age of 68 who might wish to retire at 66 or 67 (instead of 65 as there specified), or with a mandatory retirement age of 70 who might wish to retire at 66, 68 or 69 (instead of 65 or 67 as there specified). For such faculty members or any others whose individual circumstances of early retirement may be consonant with, but are not explicitly mentioned among, those enumerated in the foregoing subsections, options comparable to the options there enumerated are to be provided.

GRIEVANCE PROCEDURE

Senate adopted two motions which took the Faculty Affairs Committee's version (*Almanac* October 23) and added two other motions from the floor. On one of Dr. Robert Davies' motions, Senate accepted Faculty Affairs' section II:

II. GRIEVANCE COMMISSION: INQUIRY PANELS

a. There shall be selected by the Senate Advisory Committee sixteen persons from the University faculty to constitute a Grievance Commission. The Commission shall be broadly representative (including women, [and] members of minority groups and partially affiliated faculty), but shall not include department chairpersons; deans and directors; associate, assistant or vice deans; or members of the central administration. In accepting appointment to the Commission each member shall commit himself/herself to maintain confidentiality with respect to oral and documentary evidence presented during the investigation of individual cases. 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. The Grievance Commission shall act in each individual case through a three-member Inquiry Panel. The first member will be chosen by the Commission; the second member will be chosen by the grievant; the third member will be selected by the first two members of the Inquiry Panel and will serve as its chairperson. If the Commission does not include a member who in the grievant's opinion can adequately appraise his/her case, the Commission chairperson, taking the grievant's interest into account, will name to the Commission, for this case only, a single set of three additional faculty members, from which the grievant may choose one as a member of the Inquiry Panel. 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 other successful Davies motion added a sentence to section VI to the effect that if the grievance is successful, grievant's counsel is at University expense.

Jean Crockett's motion on confidentiality passed; it refers to Section IV.b. of the Faculty Affairs version of the procedure (*Almanac* October 23).

Letters of evaluation which are currently in personnel files and which have been provided subject to an understanding by their authors that the letters will be confidential shall be made available to the Grievance Panel only with the consent of the author.

A motion to reconsider was offered by faculty who said they voted for her motion on the assumption it limited the grievant's access to letters rather than the Panel's access; motion failed 20-30.

Also passed, however, was Dr. Irving Kravis' motion giving the Grievance Commission the right to set rules of procedure for Grievance Panels to follow, where procedures have not been specified in the document.

(To piece together the grievance proposals that have been approved by Senate and will now go before Council, see the November 6 issue and the several previous issues referred to there. *Almanac* probably will not publish another full text version until the subject goes before Council.)

CHANGES IN TENURE RULES

Senate continued with the report of Dr. Maria Brooks' subcommittee (*Almanac* October 16, amendments October 30). At its fall meeting October 31, Senate had

passed section 1 (individuals acquire tenure only by explicit grant) and 2a (extension of a ten-year option for clinicians). Council has since approved both of those motions, and also provisionally approved 2b. On November 28, Senate approved also:

2b. Promotion to the rank of Associate Professor without tenure is permitted for faculty members who are in a ten-year probationary period, but their maximum total service in that rank without tenure must not exceed five years.

Section 3 of the Report was passed with Dr. Ralph Amado's amendment, italicized below:

3. Appointees from outside the University to Associate Professor without tenure, if they have had no previous full-time academic experience, may be continued in this rank for seven years (including renewal of original contract). *Eligibility for the seven-year probationary period must be mutually agreed to in writing by the appointee and the appropriate Dean at the time of the original appointment. In the absence of such agreement, or if such appointees have had previous full-time academic experience, service without tenure continues to be limited to a maximum of five years.*

After intense debate, Senate returned to committee sections 4, 5 and 6, which relate to Lecturers and others similarly titled, including some who do not have terminal degrees but whom departments may wish to retain in teaching positions for long periods of time. Speakers cited as examples of such specialists native-speaking language teachers; teachers of computer programming in social sciences, supervisors of practice teachers in GSE, and certain professionals in SAMP and Nursing. (The title Lecturer is used also for graduate students working toward the Ph.D. and for visiting faculty with full academic credentials.) Dr. James Davis recommended consultation with the Personnel Benefits Committee.

Senate passed the authors' motion amending their Report by adding a new item:

7. In the case of an appointment that takes effect on or after October 1 of an academic school year and on or before October 1 of the following academic year, the tenure probationary period begins on the intervening July 1.

At the authors' motion, Senate also voted to delete the original #7 (renumbered as #8 with the addition of the above #7):

[8. In extraordinary circumstances, it may be desirable to depart from the above rules. Such exceptions must be approved by the Senate Committee on Academic Freedom and Responsibility.]

CHILEAN INTELLECTUAL COMMUNITY

Dr. Alfred J. Kutzik's motion in support of Chilean academicians and students ousted from their universities in the military coup against Allende was passed with friendly amendments to two of the five sections. Additions italicized, deletion in brackets:

1. that the Senate *ask* [support the request of fourteen of its members to] President Meyerson to enlist the efforts and resources of the University to provide places here for a number of scholars and students now unable to work and study in Chile for political reasons;

2. that the Senate *urge* each department and school to consider appointment for the coming term of one or more *highly qualified* Chilean academicians as visiting professors or lecturers and that the University seek special funds to supplement existing departmental resources for this purpose;

The remainder of the text (*Almanac* November 13) urges the admission of Chilean students; asks members of the University community to offer home hospitality and work space; and calls on the administration for leadership of University action in this area.

Seven Themes for Spring

There are seven themes in this year's College of Thematic Studies; and about 500 freshmen and sophomores will be able to participate in the program of small seminars, independent study and field work offered in the spring.

This is the program's third year, under the direction of Associate Dean of the College Peter Conn and Assistant Director Jan Hill. Student suggestions were responsible for several of the themes, especially University Studies which, Ms. Hill said, students presented to the directors in almost its final form. Four of this year's topics are funded by a grant from the Sloan Foundation: Energy Management, Systems Study, Business Culture, and Health and Society.

University Professor John Brainerd is the coordinator for the first theme on *Systems Study*. In four seminars, students will examine the fundamentals of the discipline and apply them to social, economic and regional systems in the hopes of confronting "the whole of a problem and not just the parts." Following the introductory course, students and teachers will form work teams for in-depth study of a particular system.

Energy Management gives an introduction to social and technological requirements of energy consumption in the future. The coordinator, Dr. Iraj Zandi, hopes this will produce "a person who will continue education in the area of energy management." After coursework in the fundamentals of energy management and its economic and social elements, the final activity of the semester will be a trip to Washington to meet with congressional representatives and government officials who legislate and design energy facilities, and one to the Tennessee Valley Authority and other hydroelectric installations.

Teachers for the *Wharton School-Sloan Foundation Theme* come from IBM, Quaker Oats, and the Federal Trade Commission as well as from the Wharton faculty itself. This series offers two thematic programs; one on "Managerial Issues and Problems" and one on "Management in the Non-Corporate World." The seminars deal with problems of women in management; corporate social responsiveness; and management of religious, theatrical and political institutions (the public education management seminar will be taught by Philadelphia Superintendent of Schools Matthew Costanzo). Courses such as those on the portrayal of business in American and English literature and the American lobbyist provide historical perspective. Wharton Assistant Dean Thomas Schutte is coordinator.

"Sociology of Medicine", taught by Dr. Renee Fox, leads off the *Health and Society* topic; eight other seminars address themselves to the legal, practical and historical aspects of health care. At one extreme, students will discuss ethical responsibilities which medical advances impose. At the other, a preventive medicine lab will teach disease screening and health education in the community. Assistant Dean Peter Conn and Jan Hill are coordinators.

The *Women's Theme* is equally diverse, offering 13 courses in ten different disciplines, from "Women Novelists" to "The Biology of Women," and locating woman's place from the points of view of linguistics, law, biology, psychology, economics, sociology, history, anthropology, film and English. Every student in the Women's Theme must take two courses and is encouraged to plan an independent study project of special significance to her. Dr. Elsa Greene, Coordinator of Women's Studies, and Betsy Sandel, are coordinators.

ON PLAIN WORDS

Following is the text of a letter received by the Editor.

Some years ago, Sir Ernest Gowers, then a government official, initiated an unfortunately rather unsuccessful effort to persuade the British civil service to use decent English. His well-known book *Plain Words* was an outcome of this effort.

While our institution has not yet developed the complexity of Whitehall, its use of language has reached a comparable stage of deterioration. I have long since given up worrying about the logical absurdity of receiving notes from people's desks (as though such notes write themselves in the middle of the night, or as though the institution is run by the desks, not the people behind them), or "accommodating" myself to idiosyncratic spelling, or (that greatest of all absurdities) providing the Dining Service with feedback. Nevertheless, two small yet pervasive errors continue to bother me terribly.

One is the misuse of the word "freshman." Despite the fact that in English nouns used as adjectives are customarily expressed in their *singular* form, we are daily subjected to "freshmen seminars," "Faculty Freshmen Days," "freshmen residences," and so on. We do not speak of "sophomores classes" or "sophomores residences." No more should we talk about "freshmen seminars" when we mean "freshman seminars."

While I comfort myself that these errors are at least the work of unschooled administrators rather than well-educated faculty, the same is not true of the term "vita." We all of us have a *curriculum vitae*, a rundown of our life. The word *vitae* means literally "of life." The Latin for "life" is *vita*, and hence we sometimes refer to a *curriculum vitae* as a *vita*, pure and simple. But it is quite wrong to refer to this document as a *vitae*. Indeed *vitae* means, according to its context, not only "of life" but also "lives." Hence when someone next sends you his "academic vitae" you may be dealing with ignorance or you may be dealing with arrogance. Either way, request a correction.

—Humphrey Tonkin, Vice-Provost
for Undergraduate Studies

Dr. Enoch Brater, Director Ilona Gerbner and the Annenberg Center staff will give three seminars on *The Experience of Theater*; the courses combine academic theory and practical stagecrafts to provide an intensive study of how drama is translated to the stage.

University Studies "challenges you to take a critical look at the university, especially Penn." Five seminars and a supplementary discussion series conceived by students, with faculty help, explore the idea of a university and how it works. For example, Vice Provost Humphrey Tonkin's course on liberal arts and the university asks students to "compare our university with one other institution in Pennsylvania;" the studies will contribute to the Pennsylvania Conference on Undergraduate Education which will be held here in the spring. Students also choose a special project with a University faculty member or administrator.

Freshmen and sophomores in CTS will be graded according to the normal University grading system; students may also decide whether they will take distributional credits for any course, and the pass/fail option of his/her undergraduate school will apply. A student who takes a theme can take from two to four of the seminars offered in CTS, and most will still take one or two courses elsewhere in the University.

GUIDE TO FACULTY AND STAFF ORGANIZATIONS

ADMINISTRATIVE ASSEMBLY

A-1's in administration formed the Assembly in 1970 to improve administrative services and provide a forum for administrative opinion. Elects one member to University Council. Meets twice yearly; executive committee once a month.

George Kidd Jr., *Chairman* Karen C. Gaines, *Chairman-Elect*
Gloria K. Olmstead, *Secretary* Raymond Saalbach, *Secretary-Elect*
Executive Committee: Helena F. Clark, Charles F. Farrell, John R. Kershner, Edwin M. Ledwell, Barbara Oliver, Effie Thompson.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

The University chapter of the national organization dealing with such issues as academic freedom, tenure, due process, professional ethics and economic status of faculty was founded in 1917. It is made up of teachers and research scholars, with junior members who are graduate students and associates who are administrative personnel teaching half time. The chapter holds three general meetings annually; its Executive Board meets monthly.

Ralph D. Amado, *President* Ann R. Miller, *Vice President*
Brian F. Chellas, *Secretary* June Axinn, *Treasurer*
Executive Board: Phillip DeLacy, Marten S. Estey, James O. Freedman, Larry P. Gross, Benjamin F. Hammond, W. Allyn Rickett, Ronald C. Rosbottom, Carroll Smith-Rosenberg.

ASSOCIATION OF BUSINESS ADMINISTRATORS

Founded in 1966, the Association has some 111 members who are by title or function business administrators. They meet monthly to share professional problems and solutions. *Steering Committee:* Shirley Smith, *Chairman*, Alfred F. Beers, Juan Graña, John Kershner, Anthony Merritt, John Patrick, Barbara D'Ulisse.

A-3 ASSEMBLY

Formed in 1971 and open to all interested A-3 staff, the A-3 Assembly is set up to refer, comment on and help in areas of concern to A-3's but "not to presume to speak for or commit" individual A-3's to any specific position or course of action. Observer status in University Council. Meetings are monthly, with major administrators and faculty as speakers.

Margaret Weyand, *Spokesman*

Steering Committee: Mary Emore, Joseph Kane, Mrs. Weyand
Recording Secretary: Una Deutsch.

Coordinating Committee: Dorothy Delevie, Mrs. Deutsch, Alton DuBrey, Gladys Griffiths, Patricia Hanrahan, Virginia Hill, William Hoffman, Evelyn Holmes, Berniece Jordan, Martha Knecht, Mary Moffatt, Phyllis Nemarow, Myrna Quitel, Hilda Rifkin, Margaret Sabre, Virginia Scherfel, Sandra Schwartz, Iris South, Pauline Winitz.

BLACK FACULTY AND ADMINISTRATORS

Some 70 black faculty members and administrators meet to discuss and act upon issues particularly relevant to the Black community of the University. Information: Ext. 6976/6977.

Steering Committee: William Meek, *Convener*, William R. Adams, Bernard E. Anderson, Howard Arnold, Carol A. Black, Ronald Bond, Oliver Franklin, Rose D. Moorman, Justine J. Rector, James H. Robinson, Louise D. Stone, Samuel Sylvester.

FACULTY CLUB

Incorporated in 1958, the Faculty Club has dining and other services at James M. Skinner Hall, 36th and Walnut streets. Membership of 1650 includes teaching and research personnel, administrators, managerial and professional staff members. Reservations and information: EV 6-1825. Catherine Clifford Barnes is Acting Manager. Leadership is by a Board of Governors:

John S. deCani, *President* Richard DeGennaro, *Secretary*
Harry Fields, *Vice President* Edward B. Shiels, *Treasurer*
Board members: Adelaide M. Delluva, Peter J. Freyd, Harry E. Morton, William G. Owen, Fred A. Shabel. *House Committee:* Gerald L. Robinson. *Finance:* Matthew J. Stephens. *Membership:* Patricia A. Meyers. *Program:* Kenneth D. George.

FACULTY SENATE

Since 1952 the Senate has acted as an independent forum for expression of faculty opinion on University matters. All fully-affiliated faculty, assistant professor and above, are members. Senate Advisory Committee members sit on Council and Senate Chairman chairs Council's Steering Committee. Membership meets spring and fall, Advisory Committee monthly.

Paul Taubman, *Chairman* Phillip H. DeLacy, *Chmn-elect*
Stephen A. Ross, *Sec'y* Maria Z. Brooks, *Sec'y-elect*
Members: Jean Crockett, Edward G. Effros, Lucienne Frappier-Mazur, Jamshed K. S. Ghandi, William G. Grigsby, Benjamin F. Hammond, Fred Karush, Abraham Klein, Phoebe S. Leboy, Robert Maddin, John D. Minyard, Robert H. Mundheim, David T. Rowlands, E. J. Lawson Soulsby.

FACULTY TEA CLUB

Founded by wives of faculty administrators and by women faculty and staff members, the Faculty Tea Club welcomes all women associated with the University. It sponsors bi-weekly meetings, alternating between neighborhoods and campus, with discussions led by speakers from both University and community. Its Resources for Women project maintains a job bank, day care directories and counseling sessions open to all women.

Margy Ellin Meyerson, *Honorary President*
Merry Chellas, *President*

Sandra Wertz, *1st V.P.* Maurine Kelly, *Corresponding Sec'y*
Estelle DeLacy, *2nd V.P.* Betty Steinberg, *Recording Sec'y*
Eleanor Northrup, *Treasurer* Betty Stellar, *Honorary Director*
Directors: Shirley Burley, Birgit DeGennaro, Terry Fortuna, Alice Freedman, Mary Powers, Mary Elma Price, Anne Pritchard, Barbara Rubin, Helen Stephens.

GRAMMATEIS ORGANIZATION

Formed 21 years ago by chief clerks of the University, Grammateis has some 50 members in senior A-3 and other managerial posts. It meets six times a year for luncheons with speakers on University operations and problems; sponsors volunteer services at HUP and other charities.

Grace McCombe, *President*
Olive Griffiths, *Vice President* Barbara Bingman, *Secretary*

LIBRARIANS ASSEMBLY

Some 100 members of the professional and administrative staffs of the University Libraries formed the Assembly in 1972 to promote both professional development and participation in University affairs by the librarians. Elects one member to Council.

Hamilton Elliott, *Chairman*
Martha Lightwood, *Vice Chairman* Janet Miller, *Secretary*
Executive Committee: Nancy Arnold, Sally Gale, Jean Green, Robert Stewart.

WOMEN'S FACULTY CLUB

A-1 and A-2 women formed the Club in 1948. Its 100 members meet monthly for luncheon lectures; give annual awards to outstanding undergraduate women.

Dwight B. McNair Scott, *Pres.* Rachel di Stefano, *Sec'y*
Barbara Lowery, *Vice Pres.* Gloria Olmstead, *Treas.*
Executive Committee: Members at large: Adele Rickett, Jean Green, Joanne Rudd, Marion Kreiter, Marjam Behar, Barbara Oliver. *Committee chairpersons:* Program: Barbara Oliver, *Membership:* Adele Rickett, *Parliamentary:* Eileen Gersh, *Day Care:* Marion Kreiter, *Problems of Women:* Helen Davies.

WOMEN FOR EQUAL OPPORTUNITY (WEOUP)

A legal action and research organization of some 500 women faculty, staff and students, WEOUP holds open meetings weekly, conducts study groups at noontime, maintains liaison with day care and women's studies groups, lobbies for affirmative action and retains legal counsel for individual and group complaints.

Carol E. Tracy, *President*
Vice Presidents: Jeanne Jensen, A-1; Phyllis Rackin, A-2; Agnes Carlin, A-3; Jacqueline Wolf, student. *Treasurer:* Rachel Di Stefano; *Rec. Sec'y:* Eileen Gersh; *Corr. Sec'y:* Noriko Fujita.

GRANTS AVAILABLE

CANCER COMMISSION: DECEMBER 11

The Cancer Commission of the University of Pennsylvania is offering research grants up to \$3,000. The primary purpose of these grants is to serve as "seed" money to permit the initiation of promising new projects or novel ideas, especially by junior investigators. Relevance to the cancer problem enters significantly into the priority considerations. An application may be made in the form of a two- to five-page letter (in six copies), sent to:

The Cancer Commission
c/o Miss Rosemary Acinapura
Box 603
Hospital of the University of Pennsylvania

The application should contain a brief review of the background of the problem, a title and plan for the research, and a listing of the proposed expenditures. A short curriculum vitae and a pertinent bibliography, if any, should be included also. Deadline: December 11.

NSF, SERVICE DELIVERY: JANUARY 22

The National Science Foundation has announced a program on decision-related research on the organization of service delivery in metropolitan areas. Fields of research are: police, fire, solid waste collection and disposal, public health and water and sewage management.

A copy of the program announcement is available at the Office of Federal Relations, 103 Logan Hall. Deadline for submission of proposals is January 22, 1974.

DEATHS

DR. GEORGE D. LUDWIG (November 24 at 51, in Toledo), '46 M, chairman of the medicine department at the Medical College of Ohio since 1970. A 1953 Markle Scholar in the Medical Sciences here, he joined the medical faculty in 1950 and from 1967-70 was chief of the metabolism section. In 1962, Dr. Ludwig headed a Penn team sent by CARE to staff an Algerian hospital. He is survived by his widow, Mary Ellen, and five children.

ELLEN MCGOLDRICK (September 28 at 89), retired laboratory worker in the bacteriology department of the Dental School.

PHILIPUS MILLER (November 20 at 77), '23 W, assistant curator of Egyptology at the University Museum from 1947 until 1960, and a member of pre-World War II Museum expeditions to Palestine and Egypt.

WILLIAM H. SCOTT (October 17 at 45) came to Penn in 1950 as a mimeograph operator in the President's office and in 1966 became a business administrator in GSAS.

NORA HELEN VALENTENYI (November 11 at 20), CW sophomore.

RUDOLPH VAN DAALLEN (November 9 at 64), for the past five years an accountant in the Comptroller's office. In lieu of flowers the family asked that contributions be given to the Rudolph van Daalen Fund, 110 College Hall.

STAFF CHANGES

EQUAL OPPORTUNITY

Eva Sanjurjo-Peebles has been named Associate Administrator for Equal Opportunity, E.O. Administrator James H. Robinson has announced. Ms. Peebles took an associate degree in architecture at the University of Madrid, a B.S. in sociology from Hunter College, and graduate work in community organization and social planning at Columbia. She has taught in Africa, Europe and New York where she also handled drug programs and set up a museum for the Puerto Rican community.

OMBUDSMAN

A new Assistant to Ombudsman James Freedman is *Waltraud A. (Val) Gossman*, a 1969 Penn honors graduate in economics who has been on staff since 1962 in posts including project budget assistant, and later fiscal coordinator, in the Moore School. She also did graduate work here in South Asia Regional Studies.

PERSONNEL

Promotions and reassignments in the Personnel Office have been announced by Director James J. Keller effective December 1. *Jacqueline Pollard*, former assistant to Executive Director Gerald Robinson is now Assistant Director for Employment and Affirmative Action.

Former salary administrator *Barbara D'Ulisse* has been named Assistant Director for Compensation Administration.

Karen Freedman, who has been a job counselor, is now Personnel Counselor and Special Assistant to the Director, counselor *Joie Anderson* became Senior Job Counselor.

STAFF ENROLLMENT IN CGS

University employees who have been admitted to the College of General Studies and plan to register for Spring term courses should observe the following procedures, outlined by the College's Director Arleigh P. Hess, Jr.

1. Obtain the registration forms from the College of General Studies office, room 210 Logan Hall, or by intramural mail through December 15. Students are urged to register as soon as possible in order to avoid standing in line.

2. Bring or mail the completed forms to the College of General Studies office. Last mail date is December 15.

3. Upon receipt of the completed forms, the College of General Studies will issue the bill either directly to the student or by mail if time permits.

4. Obtain Faculty and Staff Scholarship forms NOT from the College of General Studies, but from the Student Financial Aid office 223 Logan Hall.

5. When the Student Financial Aid office issues the voucher, the student takes it with the bill to the Cashier's office. The voucher and \$5.00 per course are needed to pay the bill.

6. Upon presentation of the paid bill the College of General Studies will issue class cards and the procedure is then complete.

Please note that anyone who wishes to register in the College of General Studies must first be admitted. Admission application forms are available in the College of General Studies office or by mail. The deadline for filing an application is December 15. An application fee of \$15.00 must be paid.

Please note also that the College of General Studies does not handle the Staff Scholarship aspects of registration.

BENEFITS BOOKLETS

Over the summer the University Personnel Office printed faculty/staff benefits booklets which have not gone into circulation because, by the time they were finished, the Office regarded them already incomplete. A new set is being prepared, telling of both traditional and new benefits for academic and nonacademic staff here. In the meantime, anyone who wants one of the uncirculated booklets can drop by 116 Franklin Building and pick up a copy.

OPENINGS

Dates in parentheses refer to publication of full job description in ALMANAC. Those interested should contact Personnel Services at Ext. 7285 for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

ADMINISTRATIVE/PROFESSIONAL (A-1)

ACCOUNTANT III (11/13/73).

APPLICATION PROGRAMMER (2) (11/6/73).

ASSISTANT EDITOR for organizing, coordinating and performing editorial and production functions (including journal format, production schedules, budgets, copy editing) for interdisciplinary social science journal. *Qualifications:* Degree in English or journalism required. Two years' experience in editing and producing publications. \$7,750-\$9,625-\$11,500.

ASSISTANT TO THE COMPTROLLER for assistance in studies and reports, analysis, development and implementation of accounting control procedures, and training personnel in new system. *Qualifications:* College degree with emphasis on accounting and economics or finance. Postgraduate study desirable. Experience and knowledge of University accounting policies, systems and organization. Previous demonstrated experience in problem-solving and analysis. \$11,800-\$14,700-\$17,600.

ASSISTANT TO THE DIRECTOR III, Alumni Annual Giving to direct giving programs for medical alumni; coordinate, plan and prepare materials for annual fund campaign. *Qualifications:* BA degree, from Penn. At least five years' experience in public relations, fund raising or sales. Demonstrated ability to communicate well and relate to people. \$10,250-\$12,750-\$15,225.

BUSINESS ADMINISTRATOR II for Family Study Department. personnel management, general maintenance, clinic services, general office, liaison work with psychiatry dept., preparation, review. Administration and control of budgets, proposals, and reports. *Qualifications:* College degree with coursework in business administration and accounting. At least five years' progressively responsible experience in business, industrial or institutional administration. \$8,900-\$11,975-\$13,050.

BUSINESS ADMINISTRATOR III to coordinate financial activities of pathology, pathologic anatomy-HUP, clinical pathology (Pepper Lab) and neuropathology departments. *Qualifications:* College degree or equivalent with experience or training in management and/or accounting. MBA candidate will be considered. \$10,250-\$12,750 (midpoint).

ELECTRICAL ENGINEER II (9/18/73).

JOB COUNSELOR responsible to Assistant Director of Personnel for Employment and Affirmative Action for recruiting, interviewing and the placement of University personnel, except faculty and top administrative positions. *Qualifications:* Graduation from an approved college or university with major in personnel or related fields; i.e., educational counseling, psychology, sociology. At least three years' experience in interviewing and counseling. Extensive experience in the personnel field may be substituted for two years of college. \$8,900-\$11,975 (midpoint).

LIBRARY DEPARTMENT HEAD III to administer cataloging department and supervise 20 full-time staff; determine cataloging and classification policy for library system; develop processing

procedures with other units. *Qualifications:* M.L.S. and knowledge of foreign languages. Experience in administering large processing unit within academic library and the use of Library of Congress classification system. Experience with computers and acquaintance with use of Ohio College Library Center system is valuable. \$13,550-\$16,875 (midpoint).

PROJECT MANAGER (11/6/73).

RESEARCH SPECIALIST II (11/6/73).

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT II, Houston Hall (10/30/73).

ADMINISTRATIVE ASSISTANT II, Veterinary Dept. (11/13/73).

BILLING ASSISTANT for Dental School. *Qualifications:* Ability to type accurately. Figure work background. Ability to deal effectively with people. Several years experience preferred. \$6,250-\$7,350-\$8,450.

COMPUTER OPERATOR—Second shift 5 p.m. to 12 p.m. for engineering department on campus. *Qualifications:* At least four years' experience in operation of large computer and associated data processing equipment. Thorough knowledge of all phases of computer machine operation. Ability to supervise work of others. \$6,250-\$7,350-\$8,450.

DATA CONTROL CLERK, Data Processing Office. (10/30/73).

DELIVERY CLERK for campus office. *Qualifications:* Ability to do some heavy lifting. Must have Pennsylvania driver's license. \$4,400-\$5,050-\$5,700.

DENTAL ASSISTANT I chairside assisting and supporting functions. Delivering orthodontic care under supervision, instructing dental students. *Qualifications:* Completion of dental assistant course. Approved by ADA. \$5,900-\$6,850-\$7,800.

ELECTRON MICROSCOPE TECHNICIAN II (9/18/73).

ELECTRONIC TECHNICIAN/ENGINEER (11/6/73).

KEYPUNCH OPERATOR I for Dental School office. *Qualifications:* Graduation from high school. Familiarity in operating IBM 029, 059, 129 and Univac VIP machines. One year's experience in keypunch and verifying accurate typing ability. \$5,050-\$5,875-\$6,675.

LAB EQUIPMENT ENGINEER (11/13/73).

MECHANICIAN for college department. (11/13/73).

NURSE TECHNICIAN (11/13/73).

RESEARCH LABORATORY TECHNICIAN II responsible for undergraduate students working in laboratory. Make sure research supplies, animals for experiments, etc., are ordered. Assist in experiments. *Qualifications:* Some college or medical technology training; laboratory training required. \$6,675-\$7,775-\$8,875.

RESEARCH LABORATORY TECHNICIAN III (2). One to perform operations on brain of small animals; electronic experience helpful. *Qualifications:* Electronic instrumentation with experience in small animal surgery. BA, science major. The other, for independent assays, new research in gastrointestinal area. *Qualifications:* BS in science, one or more years' experience. Biology preferred. \$7,525-\$8,825-\$10,100.

SECRETARY I for campus offices. *Qualifications:* Excellent typing skill. Good clerical aptitude. Some experience preferred. \$5,050-\$5,875-\$6,675.

SECRETARY II (6) *Qualifications:* Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. \$5,425-\$6,325-\$7,225.

SECRETARY III (4) *Qualifications:* Interest in working with figures. Excellent typing, shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied duties. \$5,825-\$6,825-\$7,825.

PENN TEMPS NEEDS YOUR HELP

If you know people (past employees, friends, relatives, casual acquaintances) who have excellent typing and possibly shorthand or dictaphone, we have temporary assignments for them. Have them come to Personnel, 130 Franklin Bldg. any morning from 9-12 or call Ms. Clare Trout at 594-7287 for further information.

FACULTY CLUB: HOLIDAY NOTES

The annual lighting of the Christmas tree* will take place Tuesday, December 11, at 5 p.m. at the Faculty Club. As usual, the wassail bowl will be filled to overflowing. Prior to the lighting, the Board of Governors will hold an open meeting at 4 p.m. (room to be announced) for the purpose of presenting reports to the membership on our current activities. While the Board will respond to questions, no formal business will be transacted. This is an important year for the Faculty Club. If you want to know our plans and progress, we urge you to attend.

The Club will be open on a limited basis during Christmas vacation. We will be closed all day December 24-25, December 31 and January 1, and open only for lunch on December 26, 27, and 28 and January 2, 3 and 4. Bar service will be available on those days, but the luncheon menu will be limited. Employee vacation schedules and a drastically reduced volume of business during the holiday period make this necessary.

—John de Cani, President,
for the Board of Governors

*It won't be kept lit long enough to create an energy crisis.

ADMINISTRATIVE ASSEMBLY: DECEMBER 13

University Archivist Dr. Francis J. Dallett will speak at a special membership meeting of the Administrative Assembly in the conference room, Van Pelt Library, next Thursday at 3 p.m. A cocktail party will follow at the Faculty Club.

INFORMATION ON UNIVERSITY SCHOLARS PROGRAM

H. Michael Neiditch, Assistant to the Provost, is handling faculty inquiries about the new University Scholars Program (*Almanac*, November 6). A booklet on the program is available at his office, 102 College Hall, Ext. 6888.

PENN AND ITS PUBLICS

A limited number of copies of Donald T. Sheehan's status report on *University of Pennsylvania Relationships with its Publics* is available on request from his office, Ext. 8448. The 50-page study (excerpted in *The Daily Pennsylvanian* November 2 as "As Others See Us" and "As We See Ourselves") was prepared for the October meeting of a special Trustees committee on public relations, chaired by Franklin Murphy, chairman of the Los Angeles Times Mirror, and co-chaired by Robert Levy, president of Delaware River Terminal, Inc.

TO PARENTS AND FRIENDS OF DEAF CHILDREN

We are conducting a study on the role of auditory input in language acquisition. Our approach is to observe the spontaneous communicative behavior of deaf children in a natural setting. We visit the deaf child's home once a month and videotape him at play alone or with his mother. The abilities that the child exhibits in our films are 'natural' to him; that is, the abilities are independent of auditory linguistic input.

Our study is designed to give us insight into the capacities that children, both deaf and hearing, bring to the language learning situation. Our results will help parents and educators of the deaf design their language programs so that they might make optimal use of the deaf child's inherent capacities.

If you are the parent or the friend of a deaf child (18 mos.-36 mos. old) and are willing to have us come into your home and observe your child, please contact us at either 594-6478 or 594-7914 during the day, or at EV 2-1020 or SA 7-2470 during the evening.

—Susan Goldin Meadow and Heidi Feldman,
Psychology Department

THINGS TO DO

LECTURES

Dr. W. Robert Marshall, Dean of Engineering at Wisconsin, will give the Spencer Lecture today on *Social Directions for Technology*. Alumni Hall, Towne Bldg., December 4, 3 p.m.

Gunther Schuller will present the second Leon Lecture, *Where is Contemporary Music Going?* B-1 Fine Arts, December 4, 8:15 p.m. Schuller, president of the New England Conservatory of Music, has composed in many musical idioms and is author of *Early Jazz: Its Roots and Music Development*.

People and Their Dances. Lecture-film demonstration by Dr. Nadia Chilkovsky Nahumck on dances using props, and dance as expression of personal power. Museum, December 6, 3:30 p.m.

Congressman Brock Adams (State of Washington), co-author of a railroad bill, will speak at the last seminar on the *Northeast Rail Crisis*. W-1 Dietrich Hall, December 10, 3:30 p.m.

Faculty Tea Club will present a panel on the background and functions of *Resources for Women*; coordinator Anne Klein and staff members will discuss continuing education, the job bank, etc. Tea Club room, December 11, 1:30 p.m.

Geology Department seminar, *The World's Energy Economy*, is by Penrose medalist M. King Hubbert of Stanford; Towne Auditorium, December 12, 4 p.m.; coffee 3:30, Hayden Hall.

CONCERTS

Penn Contemporary Players, Richard Wernick, director. Rochberg, *Chamber Symphony*; Varèse, *Offrandes, Octandres*. Prince Theater, December 7, 8:30 p.m. Free tickets, Ext. 6791.

Handel's Messiah. 1750 version performed by Pennsylvania Pro Musica and Lancaster/Franconia Choral Singers. Museum, December 8, 8 p.m. Tickets \$3.25, (students \$2.25) at the door or by check to 4816 Beaumont Ave., Philadelphia, 19143.

University Dorm Concert. Music for flute, oboe, cello and piano performed by Barbara Haffner, Rheta Smith, Emily Swartley. Rooftop Lounge, Harnwell House, December 9, noon.

EXHIBITS

African Dolls. Handmade fertility objects and playthings, some more than a century old, loaned to the Museum by four private collectors. Museum, December 5-February 28.

Harnwell House Arts Project Exhibit. Paintings and photography by Project members. Gallery opening and wine and cheese party, Harnwell House, December 4, 4-6 p.m. Regular hours: 1-6 p.m. Tuesday-Sunday, through December 16.

European and American Paintings from the Collection of Richard Brown Baker. Selections from an outstanding collection of contemporary art, including Jackson Pollock's "Arabesque." ICA gallery, December 7-January 27.

Flying Colors. Eight-foot model airplanes designed by Alexander Calder for Braniff International. First floor, Vance Hall, December 4-20.

Benjamin F. Miller, M.D. The Free Library on Logan Square is displaying the scientific papers, books, poems and manuscripts of Dr. Miller, associate professor of surgical research here from 1963 until 1971. He wrote several books on health care for lay readers, including *The Complete Medical Guide*, *The Family Book of Preventive Medicine*, and *Freedom from Heart Attacks*. Central Library, Logan Square, second floor, until January 7.

OTHER

Julie Harris and Charles Durning continue brilliantly in the New York Shakespeare Festival production of *The Au Pair Man*. Zellerbach Theatre through December 8. Box office: Ext. 6791.

Holiday Dinner Dance sponsored by the Faculty Tea Club. Faculty and staff and their guests are invited December 14, Faculty Club, 6-10 p.m. Reservations at \$8 per person: Alice Scandura, 1249 Green Tree Lane, Narberth, Pa. 19072, by December 10.

Christmas Holly and Greens Sale. Fresh-cut boughs of holly, etc., from the Morris Arboretum and Pacific Northwest. Hillcrest Pavilion, Arboretum, 9414 Meadowbrook Avenue, Chestnut Hill. December 15-16, 10 a.m.-4 p.m.

ALMANAC: 515 Franklin Building (I6) Ext. 5274
Editor Karen C. Gaines
Assistant Editor Margaret M. McIlmoyl