

# Almanac

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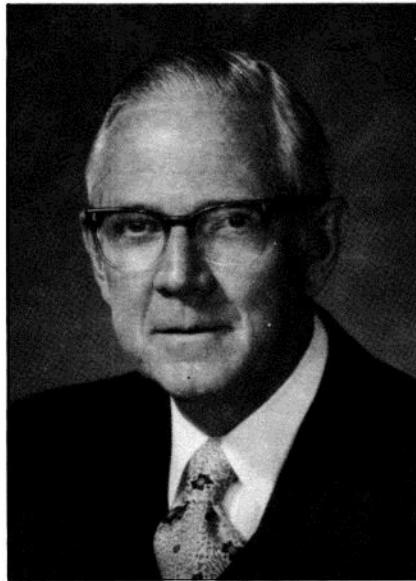
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KARSH OF OTTAWA



Donald T. Regan

FABIAN BACHRACH



Robert G. Dunlop

FABIAN BACHRACH



Thomas S. Gates

## A Triumvirate for the Trustees

A major restructuring of the leadership of the Trustees of the University of Pennsylvania and the election of three Trustees to key positions of responsibility under the new governing structure was announced Sunday.

The reorganization calls for the establishment of an office of the chairman consisting of a chairman of the Trustees, a vice chairman, and a chairman of the executive board.

Donald T. Regan, chairman and chief executive of Merrill Lynch and Company, and a Trustee since 1970, was elected chairman; Robert G. Dunlop, chairman of the board and chief executive officer of Sun Oil Company and chairman of the University Trustees since January 1974, was elected vice chairman; and Thomas S. Gates, former chairman and chief executive officer and currently a director of Morgan Guaranty Trust Company of New York and a Life Trustee, was elected chairman of the executive board.

In a related action, President Martin Meyerson was made an ex-officio Trustee.

Under the new organizational structure, the functions of chairman, vice chairman, and chairman of the executive board will be mutually complementary with principals sharing major policy formulation responsibilities formerly discharged by a single individual as chairman, the Trustees statement said.

Development of a triumvirate concept on the Trustee level recognizes that the University's financial, educational, and administrative operations have grown so complex and demanding that no one person, while pursuing an active management or professional career, could fulfill adequately all of the functions which have accrued over the years to the chairmanship.

The changes were based on recommendations made by a Trustees' committee headed by Charles D. Dickey, Jr., chairman and president of Scott Paper Company.

Envisioned in the concept of the office of the chairman is the evolution of the executive board which under Mr. Gates' leadership will concentrate on policy-making on behalf of the full membership of forty-four Trustees. In this connection, it



### A 234-YEAR-TRADITION

*The University's new triumvirate, left, with the 1755 Charter of the College. The lineage of the Trustees is traced to a trust established in 1740. Benjamin Franklin was elected the first president of the Trustees in 1749. In 1779 the Commonwealth of Pennsylvania enacted legislation ratifying and confirming the original charter and named a new board to conduct the institution under the title "The Trustees of the University of the State of Pennsylvania"—the first instance of the use of the title "University" in America. Since 1791 the corporation has been known by its present title, "The Trustees of the University of Pennsylvania."*

is anticipated that the executive board will be restructured in terms of size and frequency of meetings in the interest of handling major policy questions. An initial responsibility of the three Trustees comprising the new office of chairman will be the reorganization of the executive board.

The new organizational structure is designed to provide a more flexible response by the Trustees to the complexities of university operation in a new era of increasing demands for effectiveness and accountability, the statement continued. It should also provide a long-overdue division of labor in the interest of utilizing more effectively the abundant leadership potential inherent in the board's membership.

Election of the President of the University to the board is regarded as further recognition of the traditional sense of shared responsibility and mutuality of confidence which characterizes trustee-chief executive relationships at the University of Pennsylvania.

The pattern recommended by the committee recognizes the need for trustee boards to keep pace with the changing character of university governance over the past decade and, at the same time, to preserve the strength and effectiveness of the present structure.

Other Trustees who served with Mr. Dickey on the special committee on the structure and function of the Trustees were: Robert G. Dunlop, immediate past chairman of the Trustees; Thomas S. Gates; Dr. Carl Kayser, director of the Institute for Advanced Study in Princeton, N.J.; and Bernard G. Segal, chairman, Schnader, Harrison, Segal & Lewis; and Charles S. Wolf, president, York Container Company, York, Pennsylvania. In the election of officers, the Trustees acted upon the recommendation of a nominating committee headed by Mr. Segal.

The University Trustees ratified the new form of organization and elected the new officers at their annual stated meeting on Friday, May 3. In accordance with University policy, public announcement of these actions was made Sunday following notification Saturday of Trustees not attending the stated meeting.

Mr. Regan, the first nonalumnus to be elected chairman of the Trustees in nearly a century, is a 1940 graduate of Harvard College and has been associated throughout his business career with Merrill Lynch, the largest securities firm in the world. He is vice chairman of the board of directors of the New York Stock Exchange.

He is a member of Trustee committees on corporate responsibility, development and resources evaluation, and is chairman of the board of overseers of the University's Wharton School. He was awarded the honorary Doctor of Laws degree by the University in 1972.

Mr. Dunlop has been associated with Sun Oil Company for forty-one years and is now chairman of Sun's board of directors and chief executive officer.

He was graduated from the Wharton School in 1931, was awarded Wharton's Gold Medal of Merit in 1971, and was awarded the honorary Doctor of Laws degree by the University in 1972. He is a Life Trustee of the University.

Mr. Gates, the newly-elected chairman of the executive board, was graduated from the University in 1928 and was awarded an honorary Doctor of Laws degree in 1956. He joined Morgan Guaranty in 1961 after a lengthy period of public service. He was secretary of defense during the final year of the Eisenhower administration, having previously served as under secretary of the Navy, from 1953 to 1957, as secretary of the Navy from 1957 to 1959, and as deputy secretary of defense from June 1959 until his appointment as secretary in December that year.

His father, Thomas S. Gates, was a Trustee from 1921 until his death in 1948. During that period he served the University as president from 1920 to 1944; chairman of the executive board from 1928 to 1948; and chairman of the Trustees from 1945 to 1948.

### DENTAL SENATE

At a meeting April 22, the faculty of the School of Dental Medicine approved unanimously a recommendation that a Faculty Senate be established. Dean D. Walter Cohen will be chairman, with a secretary to be elected by the Senate. The new body will consider matters of concern only to the faculty, in contrast to the school's assembly, which deals with student-faculty questions. The recommendation to form the senate, and by-laws for it, were the work of an ad hoc committee chaired by Dr. Benjamin F. Hammond. Seven standing committees were formed to consider faculty salaries and benefits, student advancement, academic freedom, faculty appointments and promotions, admissions policy, nominating, and research.

## PENN IS 7TH IN PRIVATE GIFTS

Private giving to public four-year colleges rose a dramatic 20 percent last year, compared to 1.5 percent for major private universities, according to *The Chronicle of Higher Education's* report on data from the Council for Financial Aid to Education. For professional and specialized schools, however, the rise was 6.7 percent.

The University placed seventh among the 1020 institutions whose gifts and bequests were tabulated. Its placement:

Harvard University .....	\$57,154,814
Stanford University .....	46,513,140
University of California System ..	44,329,041
Yale University .....	32,185,329
Cornell University .....	30,614,561
Northwestern University .....	30,306,661
<i>University of Pennsylvania</i> .....	28,896,812
University of Chicago .....	28,673,133
Emory University .....	27,440,470
Columbia University .....	27,141,396

Gifts to private coeducational colleges (as opposed to universities) rose by 19 percent. Gifts to private women's colleges rose, but by less than 2 percent; and gifts to private men's colleges declined by 6 percent.

## NEWS IN BRIEF

### COMMENCEMENT: GOVERNOR SHAPP

Governor Milton J. Shapp will be the speaker at the University of Pennsylvania's 218th annual Commencement Exercises, 10 a.m., Monday, May 20, in Convention Hall of the Philadelphia Civic Center.

As Governor of the Commonwealth of Pennsylvania, Gov. Shapp serves as an ex-officio Trustee of the University and as President of the Trustees.

President Meyerson will confer some 4400 degrees, including eight honorary degrees, and Provost Eliot Stellar will cite academic honors. Music will be performed by the Cardinal Dougherty High School Band.

### NAMING THINGS: LOTT, ROSENTHAL

Two campus buildings were named last week to honor friends of the University. Last Wednesday, the Palestra tennis courts were renamed the H. Hunter Lott Jr. Tennis Courts, recognizing the contributions of Mr. Lott, C'36, who has supported racquet sports at Penn since he was a tennis champion during his college years. He is also a former president of the U.S. Squash and Racquet Association. Mr. Lott, now assistant to the vice president of Philadelphia Electric Company, has served on the governing board of the Varsity Club and the President's Council on Athletics and had major roles in the restoration of the White training house, the creation of the Ringe Squash Courts and the two tennis facilities at Penn. He has held positions on the General Alumni Society's executive committee and board of directors.

Last Thursday, President Meyerson and the Trustees attended the dedication of the main administration building of the School of Veterinary Medicine at 3800 Spruce St. The building, completed in 1964, was named in honor of Gladys Hall Rosenthal of Little Silver, New Jersey. Her husband, Alfred H. Rosenthal was with Mrs. Rosenthal at the ceremonies where she was presented with the Trustees' resolution citing her "distinguished support to the clinical and educational mission" of the Veterinary School. Since childhood, Mrs. Rosenthal has been interested in animal welfare, has contributed to various wildlife organizations, and is active in the Monmouth County SPCA.

### SUMMER DUTY: RICHARD BEEMAN

Vice Provost Humphrey Tonkin will be away for scholarly work May 1 to August 15 this year, with his Special Assistant Dr. Richard R. Beeman running the Office of the Vice Provost for Undergraduate Studies in his absence. Dr. Beeman, Associate Professor of History, "is fully acquainted with all facets of our office and has full decision-making powers," Dr. Tonkin said in a memo to University officers. "You should feel free to get in touch with him on all matters on which you would normally turn to me."

### NSF GRANTS: THREE TO TRY FOR

The National Science Foundation is accepting proposals for two grants to study ways of improving management of large research laboratories and facilities and of large-scale interdisciplinary research projects. The aim of both programs is to develop management methods which "provide more cost-effective research-support services" for nonprofit research organizations or university projects supported by federal funds. Application deadline for both proposals is *May 20, 1974*.

A third grant, under the Foundation's program for research applied to national needs, provides support for studies in wind energy conversion systems. Proposals are sought in six categories: the first two involve "the definition of requirements and assessment of applications for the large-scale generation of energy." Deadline for one of these is *June 19*, the other *July 17*. Four others with deadline *July 17* involve "research on advanced concepts, systems and subsystems, wind characteristics" and other wind energy-related studies.

Copies of program solicitations for these three grants are available for examination at the Federal Relations office, 103 Logan Hall.

### MORGAN-PENN: FIVE MORE YEARS

Morgan State College and the University of Pennsylvania have entered into a five-year agreement to continue the Morgan-Penn Cooperative Project, Penn coordinator Justine J. Rector announced last week.

The agreement comes under a new HEW grant program, the Advanced Institutional Development Program. Now in its eighth year, the project was funded initially by HEW under its grants for Strengthening Developing Institutions Program, with additional support from the 1907 Foundation fund for the past two years. Pennsylvania also makes an annual contribution to the operation.

Through the project, there have been both academic and cultural exchanges annually between the small, predominantly black institution in Baltimore and the large, predominantly white institution in Philadelphia.

In 1973-74, sociologists from the two schools cooperated on population studies; Dr. Stuart Churchill of Penn gave a chemistry seminar at Morgan; and Morgan's Dr. Bernice Evans lectured at Penn on urban economics.

For the birthday of W.E.B. DuBois, Morgan helped stage a Penn celebration by lending its distinguished historian Dr. Benjamin Quarles for a Bethune-Fanon Lecture here.

Other cultural activities for the academic year included an art exhibit of Morgan State student work in Houston Hall, and appearances of Morgan's Concert Choir at Penn under Nathan Carter, with the newly formed Penn Community Gospel Choir at Morgan under John Thompson.

There are now 21 Morgan State alumni doing graduate work at the University (in Medicine, Wharton, Social Work, GSFA [city planning] Dental Medicine, GSE and GSAS) and one Morgan faculty member is working toward a doctorate under a 1907 Foundation Fund grant. A special Penn scholarship fund aids Morgan graduates who enroll here.

This summer, several Morgan students will also be enrolled in the summer internship program at the School of Medicine under the direction of Dr. Helen C. Davies, Penn's faculty co-chairman of the cooperative project.

# HONORS

## HONORS IN BRIEF

*Dr. Stuart W. Churchill* has been elected to the National Academy of Engineering. He was cited for his work in heat transfer and convection, especially thermal and solar radiation.

*Herbert L. Flack*, director of the pharmacy service at HUP, received the Alumni Annual Award of the Philadelphia College of Pharmacy and Science. A member of the class of 1942, Mr. Flack took his master's degree there in 1947 and is now professor of clinical pharmacy.

A professorship in honor of *Dean Emeritus Jefferson B. Fordham* has been established at the Law School. Dr. Fordham, now professor of law at the University of Utah, taught at Penn from 1952 until 1970. He is a specialist in local government law and legislation and while in Pennsylvania served on the Commission on Constitutional Revision and was chairman of the Philadelphia Mayor's ad hoc committee on improvement in municipal standards and practices, formed by the late Mayor Richardson Dilworth. In 1966, Dr. Fordham was the first chairman of the section on individual rights and responsibilities of the American Bar Association and has also chaired the ABA's section on local government law.

*Dr. Neal Gross* has been elected a Visiting Fellow of Wolfson College of Oxford University; he will also be an Academic Visitor of the Department of Educational Studies during Oxford's Trinity term. Dr. Gross will be in Europe for four months studying major changes in western European educational systems. The project is part of a year's travel and study grant he received from the Ford Foundation.

*Frank N. Jones*, vice dean of the Law School, received an Alumni Award from DePaul University, where he took his LL.B. in 1964.

*Dr. Richard Kadison* has been elected a foreign member of the Royal Danish Academy of Sciences and Letters.

*Mary Ann Meyers*, writer in the President's Office, won a Women in Communications award for her article, "Chairman Renee," on Dr. Renee Fox, which appeared in the October, 1973 issue of *The Pennsylvania Gazette*. WIC, formerly Theta Sigma Phi, is the professional women's journalism society.

*Dr. Martin Ostwald* has accepted an invitation to be a visiting member of the Princeton Institute for Advanced Studies during his leave next year. He plans to complete a book on Greek political thought and institutions and to begin another study in the same field.

*Dr. Otto Pollak* was elected a Fellow of the College of Physicians of Philadelphia. Earlier this month he was keynote speaker at the European Symposium of the National Association of Social Workers in Munich.

*Dr. Jonathan Rhoads* was presented the award of the James Ewing Society when he delivered the society's lecture on "A Clinician's View of the Cancer Problem." Later this month, he will receive an honorary Doctor of Science in Medicine degree from the Medical College of Pennsylvania.

*Dr. Warren D. Seider* has received a NATO Postdoctoral Fellowship in Science, one of 33 to be awarded in the U.S. He will study computer-aided chemical process design at Cambridge University in England.

*Dr. Irving M. Shapiro* was presented the 1974 Award in Basic Science Research in Oral Science of the International Association for Dental Research for his studies of tooth mineralization and developing bovine dental tissues.

*Dr. Carroll Smith-Rosenberg* was elected to the Delta of Connecticut chapter of Phi Beta Kappa at Connecticut

College. At five-year intervals, the college selects graduates with significant accomplishments in their careers for the society.

## PUBLIC SERVICE APPOINTMENTS

*Dr. David E. Boyce* has been appointed chairman of the urban activity systems committee of the Transportation Research Board of the National Academy of Sciences.

*Norman S. Fink*, counsel to the University's development program, is chairman of a new Committee on Taxation and Philanthropy made up of 21 colleges and universities in the U.S. The committee, headquartered at One Dupont Circle, Washington, D.C., will advise and inform development practitioners on taxation factors in giving; represent them in national and state councils and groups addressing policy questions; and recommend guidelines in public policy to enhance existing tax incentives to philanthropy.

*Anne Keane* was appointed to the Governor's task force on cancer control.

*Dr. Covey T. Oliver* is one of a three-member delegation named to investigate charges of violation of human rights in Chile. The unit was established by the United Nations' international commission of jurists.

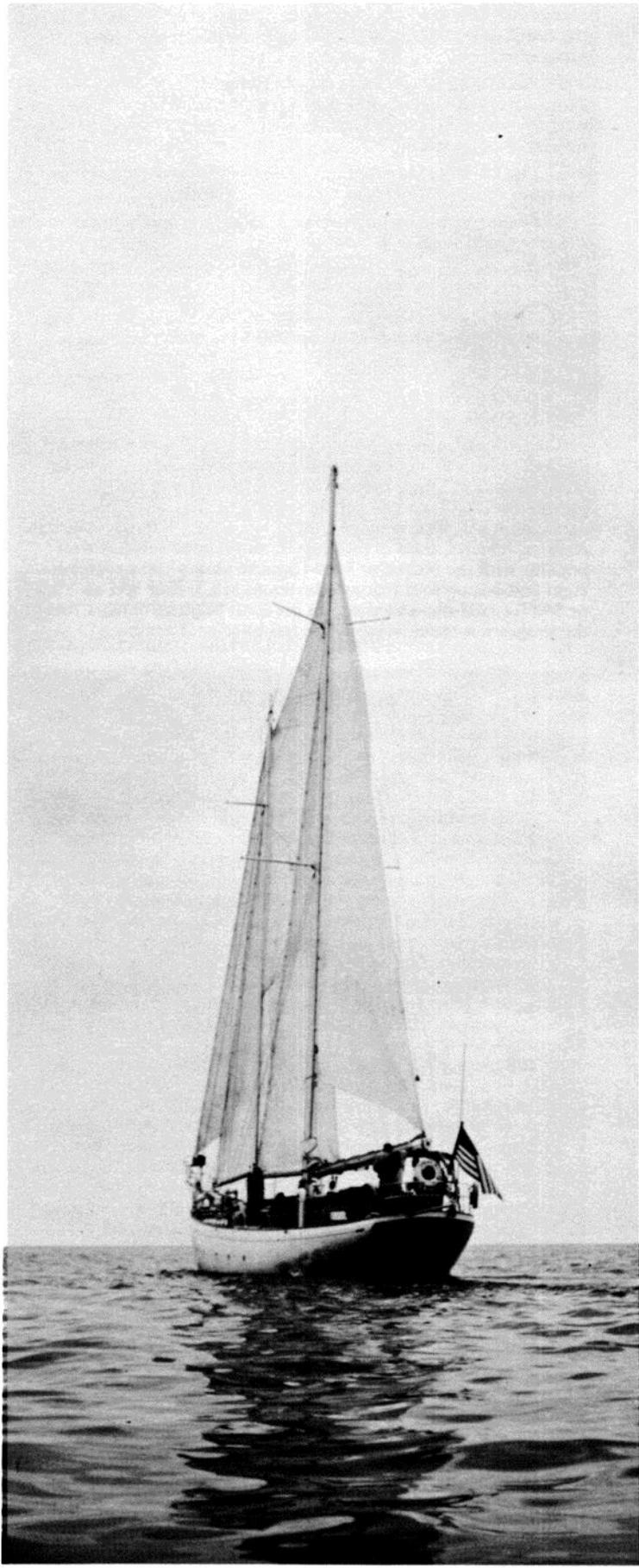
*Robert Lewis Shayon* was recently elected to the advisory board of the National Council for Public Assessment of Technology in Washington, D.C. Locally, he was named to the board of directors of Philadelphia's educational television station, Channel 12.

## PENN IS 16TH IN FEDERAL STUDY

The University of Pennsylvania is 16th in the nation in number of its representatives on federal advisory bodies, Washington University economist Murray L. Weidenbaum reports in an article analyzing the influence of universities on government operations (*Change* magazine, May 1974).

Based on a just published study by a Senate subcommittee on budgeting, management, and expenditures of the Committee on Government Operations, Weidenbaum finds that 50 top universities (out of a total 2700 higher learning institutions) account for 63 percent of all academic memberships in advisory committees of federal departments and agencies. (The data rates advisory composition as of December 31, 1972.) University representatives on federal advisory bodies are ranked by the universities to which they belong and by the number per institution:

1. Harvard U., 129
2. U. of Michigan, 117
3. Johns Hopkins U., 103
4. M. I. T., 103
5. UCLA, 103
6. U. of Texas, 100
7. U. of Washington, 98
8. Columbia U., 94
9. U. of Chicago, 89
10. U. of Wisconsin, 89
11. U. of Illinois, 87
12. U. of Minnesota, 86
13. Yale U., 85
14. Cornell U., 78
15. U. of C. (Berkeley), 78
16. U. of Pennsylvania, 76
17. Stanford U., 75
18. U. of No. Carolina, 70
19. U. of Cal. (unspecified), 63
20. Washington U., 59
21. Duke U., 56
22. New York U., 55
23. U. of C. (San Francisco), 52
24. U. of Pittsburgh, 52
25. U. of Iowa, 46
26. U. of Indiana, 44
27. Princeton U., 44
28. U. of Colorado, 43
29. U. of Southern Cal., 43
30. Ohio State U., 40
31. U. of Rochester, 40
32. Pennsylvania State U., 39
33. U. of Maryland, 39
34. U. of Virginia, 39
35. Purdue U., 37
36. Case Western U., 36
37. U. of C. (San Diego), 36
38. Michigan State U., 34
39. Northwestern U., 34
40. U. of Georgia, 34
41. Boston U., 33
42. U. of Arizona, 33
43. U. of Florida, 33
44. Caltech, 30
45. U. of Utah, 30
46. Howard U., 29
47. U. of Oregon, 29
48. U. of Connecticut, 28
49. U. of Alabama, 27
50. Rutgers U., 26



## Unexpected Pleasures of Penn: The Shearwater

*She's really for work more than play, of course; the 68-foot staysail schooner Shearwater is a research boat owned by the University and maintained by the Institute for Environmental Medicine for eventual use in marine sciences. But for income to keep her shipshape, the Institute has a charter program for University groups at nonprofit rates. When not in use for laboratory purposes, the Shearwater will take charters by the week at*

*\$800 for two persons*

*\$1000 for four persons*

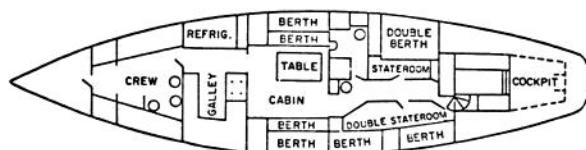
*\$1200 for six persons*

*\$1600 for eight persons.*

*The rate is slightly higher for non-University groups. On rare occasions and by special arrangement, day charters may be available for sailing clubs, diving clubs or seminars that provide their own services; \$200 for four to six people, \$300 for seven to twelve. The Shearwater comes with licensed Captain (Jim Shearston), plus crew including cook. But if passengers want to take part in the sailing, the crew will cooperate.*

*In winter and spring, the Shearwater stays in the Caribbean, sailing among the Windward Islands. She moves to Cape Cod during summer and fall, but can also be chartered for Chesapeake Bay during parts of the fall.*

*University groups interested in a cruise of their own may contact Ms. R. A. Kavcak at Ext. 8692 for further details.*



*Not shown: head with freshwater shower.*

## RED AND BLUE UNDERGROUND

SEPTA has painted the south side of its 37th-University subway-surface stop in Penn colors and installed some \$28,000 worth of mercury vapor lighting there; it has also improved lighting at the 36th-Sansom stop. Both improvements are part of a \$15.6 million fix-up program funded through grants of the federal Urban Mass Transportation Administration, the Commonwealth of Pennsylvania and City of Philadelphia.

## The Alumni Are Coming

*On Alumni Day May 18, up to 7000 old grads from the Classes of 1898 to 1974 will be back on campus for the traditional tent parties in the Quad, the Parade of Classes to College Hall Green and, of course, ceremonies in which alumni are honored and in return honor the University with their Class Gifts and annual giving contributions (such as last year's more than \$3 million.)*

*But more than a day is devoted to alumni in this university all year long, and alumni give more than a day of their time to alma mater, too. One of the strengthening ties in recent years has been continuing education: summer courses, seminars and lectures which bring the alumni (and sometimes their families) back to school for update or extension of their original Penn education. Alumni Relations Director Michel T. Huber has provided an annotated list of the current offerings administered by his office on its own behalf or on behalf of constituent alumni organizations. (The list does not include the many separate efforts of the professional schools in continuing education of their own graduates.)*

## INVENTORY OF CONTINUING ED

1. The one-week Alumni College program. Now in its fourth year, this summertime offering gives alumni the opportunity to return to the campus with their families, to live in the high-rise residences, to eat in the student commons, to take part in certain extracurricular activities and to take two courses which are developed especially for them. Reading material is distributed in advance, and the course offerings are fairly rigorous, one faculty member having estimated that the students receive half a semester's work in each course during the week they are here.

2. One-day Alumni College seminars. These programs are new this year and have been held in Philadelphia (two programs), Wilmington, Washington, D.C., Westchester-Fairfield in suburban New York, San Francisco and Los Angeles. Before the end of the academic year additional programs will have been held in Cleveland, Detroit, Kansas City and San Diego. Conducted on a Saturday or Sunday, these day-long programs feature one to three members of the faculty lecturing on a given topic. There is suggested reading, and ample time is devoted to questions and discussions.

3. Two day-long College for Women Alumnae Society offerings—Post Graduate, which is held in the fall, and a spring seminar. These two programs are our most popular continuing education programs, drawing from 200 to 400 people per session.

4. College Day, which is held annually by the College Alumni Society. This day-long program focuses on a department of the College with all lectures and seminars being conducted by members of that department. If appropriate, there is a tour of the department's facilities, such as the new Chemistry Building when the Chemistry Department was the topic this winter.

5. *The Pennsylvania Gazette* with its literary, editorial and journalistic excellence, is a continuing educational experience for alumni.

Of all the above, the one-day Alumni College seminars offer the greatest potential for the immediate future. They enable us to offer a variety of topics, to involve a great number of people and to

blanket the country with continuing education offerings. There is the eventual possibility of extending these to weekend-long programs.

The following programs cannot be correctly called "continuing education," but nevertheless they have educational overtones, particularly when compared with the socially-oriented type of traditional alumni activity:

1. The Family Day programs, including Family Day at the Museum and Family Day at New Bolton Center.
2. Faculty seminars on the Friday afternoon and Saturday morning of Alumni Weekend.
3. Faculty speakers at alumni dinners, receptions, luncheons, etc.

We have also discussed mail-order courses and use of the electronic media, but no definite programs have been undertaken.

## ENCORE '74

The Office of Alumni Memorial Programs also experimented this year with a form of continuing education uniquely suited to older alumni and their spouses and friends. Fifty of the 68 who attended held at least one degree from the University. The basic curriculum was money management—tax laws, estate planning, transfer vehicles, costs of retirement, and related subjects were popular with the retired or soon-to-retire alumni. They attended eight sessions on four Friday afternoons at a cost of \$25 a person or \$40 for husband-and-wife. On the basis of questionnaire results, the program is tentatively planned to be offered again.

## TIOGA-NICETOWN SCHOOL

The Office of Community Programs and the Office of External Affairs are working with citizen groups and other educational institutions to develop a scattered-site high school in the Tioga-Nicetown area of North Philadelphia.

The school is conceived in the image of the current Parkway program and as a component of a larger effort to increase the social and economic resources of the residents of Tioga-Nicetown. Planning and implementation of the school will take place over a two-year period. The task during 1974-75 will be to develop and test various models. In 1975-76 high school students will enroll in the school and the models will be further modified and finalized.

Penn students and community people will work on the project through ten teams. It is expected that some teams will be larger than others and that the intensity and nature of their efforts will vary over time.

The project raises—and promises to allow students responsibly to address—major normative and analytic issues which are appropriate subjects for university instruction. We have already developed ways for students at both the graduate and undergraduate levels to participate in the project. We now need a measure of faculty interest. We are looking for faculty members:

1. who teach a graduate or undergraduate course which may serve as the major focus of the project work groups;
2. who teach courses which relate to the project and in which students might use project tasks to satisfy major course assignments;
3. who would be willing to supervise students whose independent study would be focused on the project;
4. who would be interested in supervising work groups outside their regular course load.

Substantive areas in which we are interested are: the sociology of education, instructional design, curriculum development, facilities planning, education law, community organization, communications planning, economic development, health planning, management and evaluation.

If you would like to discuss the project with us, please call or write: Ms. Jane Wells, Office of Community Programs, 415 Logan Hall, Ext. 4827.

## OF RECORD



## HIRING THE DISABLED

*Following is the text of a memorandum issued April 5, 1974, to all deans, directors and department chairmen.*

It is the policy of the University of Pennsylvania to employ faculty and staff personnel who are qualified and able to carry out the responsibilities and activities for which they are engaged, without regard to any individual condition or physical disability and/or hearing or sight impairment (hereafter the "disabled").

In too many instances the preconceptions of a prospective employer, rather than an absence of appropriate qualifications, are the principal obstacle to the employment of a disabled job applicant.

To the extent that this has been the problem, it is the purpose of this policy to encourage the employing authorities within this University to look at the individual and not at the disability.

—Eliot Stellar, Provost

—Paul Gaddis, Vice President for Management

## OPENINGS

*The following listings are taken from the Personnel Office's weekly bulletins and appear in ALMANAC several days after they are first made available via bulletin boards and interoffice mail. Dates in parentheses refer to publication of full job description in ALMANAC. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.*

*The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current University positions will be given consideration for promotion to open positions.*

*Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.*

### ADMINISTRATIVE/PROFESSIONAL (A-1)

#### ACCOUNTANT II (3/19/74).

ACCOUNTANT II to assist in establishment of indirect cost rates and employee benefit rates. Prepares reports, works with ledger accounts and assists auditors in investigations. Qualifications: College graduate with accounting major. At least three years' experience. Must be familiar with federal regulations involving indirect cost determination. Federal audit and/or University accounting experience desirable. \$10,250-\$12,750-\$15,255.

#### ASSISTANT COMPTROLLER (3/19/74).

DEPARTMENT HEAD III, medical library (3/26/74).

BUSINESS ADMINISTRATOR I responsible for budget preparation, personnel procedures and transactions, recording payroll, purchasing, coordinating service requests, keeping statistical records and routine correspondence. Qualifications: College degree in accounting and/or business administration or equivalent experience. At least three years' administration experience in budgets, contract or clinic administration desirable. \$7,750-\$9,625.

#### RECREATION INSTRUCTOR (4/30/74).

#### RECREATION SUPERVISOR (4/30/74).

#### RESEARCH SPECIALIST II, enzyme purification (4/23/74).

#### RESIDENCE UNIT DIRECTOR (2) (3/5/74).

#### SENIOR SYSTEMS ANALYST (4/30/74).

SYSTEMS & PROGRAMMING STAFF COORDINATOR (ran 4/9/74 as "systems & programming staff technician") acts as in-house consultant to staff in areas of problem solving, setting up new structures, procedures, use of facilities, design improvement and new developments in the field. Qualifications: Degree preferred. Extensive experience in administrative data processing with programming skills and some systems analysis background. Ability to communicate on highest technical level; working knowledge of PL/I, COBOL, JCL, OS and VS. Knowledge of MARK IV. \$15,625-\$19,375-\$23,000.

### SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I, placement service (4/9/74). CLERK IV, campus business office. Qualifications: Excellent attention to detail. Some knowledge of data processing procedure. Ability to deal effectively with people. Accurate typing. Several years' experience. \$5,825-\$6,825-\$7,825.

COMPUTER TECHNICIAN, Engineering School. Qualifications: Ability to run computer and write programs for data input. Exposure to reasonable amount of biology or biochemistry. Pre-medical training preferred. \$8,500-\$10,000-\$11,500.

DATA CONTROL CLERK, data processing office (4/30/74).

ELECTRON MICROSCOPE TECHNICIAN II (2/5/74) to do special fixation and embedding procedures for electron microscope, operate Siemens electron microscope, do darkroom work, projection printing. Qualifications: Previous experience with electron microscope. Graduate with major in biology or related field. \$7,525-\$10,000.

ELECTRONIC TECHNICIAN II (4/30/74).

ELECTRON TECHNICIAN III responsible for repair, maintenance and adjustment of all TV equipment including video, audio, studio transmitter link and TV transmitter. Qualifications: Knowledge of TV receivers and other repairs. Familiarity with video cameras, amplifiers, waveform generators and monitors. Graduation from TV electronic technician school plus TV studio experience preferred. Must have FCC first-class radio telephone license. \$8,500-\$10,000-\$11,500.

FILM COORDINATOR, Annenberg Center. Negotiates film prices with distributors, books films, confirms dates, returns films, researches films being shown in Philadelphia area, prepares program notes on films, coordinates film programs among departments at Annenberg. Qualifications: Degree in film or communications and/or significant experience. Typing and clerical skills, ability to work with detailed material and under pressure of deadlines. Organizational ability and writing skills necessary. \$7,225-\$8,550-\$9,875.

JUNIOR ACCOUNTANT, campus business office. Qualifications: College background in accounting. Some experience reading computer runs. Ability to use calculator. Some experience preferred.

\$6,250-\$7,350-\$8,450.

MEDICAL RECORDS ASSISTANT, Graduate Hospital (4/9/74).

MEDICAL SECRETARY (2) (3/19/74).

PROGRAMMER IV (4/9/74).

PROJECT BUDGET ASSISTANT, physics business office. (4/9/74).

RESEARCH BIBLIOGRAPHER II, Medical School (4/16/74).

RESEARCH LABORATORY TECHNICIAN II, laboratory analyses (4/30/74).

RESEARCH LABORATORY TECHNICIAN III, biochemical analysis (4/30/74).

SECRETARY II (5) (4/30/74).

SECRETARY III (4) (4/30/74).

TECHNICAL SECRETARY, Medical School (4/30/74).

TECHNICAL SECRETARY, Pennsylvania Muscle Institute, director's office (4/30/74). Apply to Mr. Sminkey, Presbyterian Hospital, 662-8452.

### PART-TIME (A-4)

PROGRAMMER. Part-time position, programming Fortran, PL 1, SPSS.

PENN TEMPS: temporary assignments for people who have excellent typing and, in some cases, shorthand or dictaphone. Call Valerie Sandillo, Ext. 7285, weekdays 9-11, 130 F.B.

# THINGS TO DO

## EVENTS

COHR Seminar. Dr. Gordon E. Levenson, histology, leads today's seminar on *Experimental Dental Displasia in Organ Culture*. Dr. Vernon Brightman's lecture, scheduled for today, has been postponed. 234 Levy, May 7, noon.

*Energy Conservation in Buildings.* Students in this graduate architecture course present twelve designs to a jury of engineers and architects. The course, taught by architect John-Robertson Cox and consulting engineer Lawrence G. Spielvogel, was developed under a PPG Industries Foundation grant and included lectures by authorities in environment, solar energy and resources as well as architecture. The best design will receive an award, and, after the judging, the exhibit will be on display through Alumni Weekend. During June the designs will be at the American Institute of Architects' building in Center City. Judging at basement lobby, Fine Arts, May 7, presentations begin about 10 a.m.; awards presented about 4 p.m.

Third Festival of Films by Women. *Antonia: A Portrait of the Woman* (Judy Collins and Jill Godmilow, 1974); *Doktor Glas* (Mai Zetterling, 1968). A co-director of *Antonia* will talk with the audience following the showing. Annenberg Auditorium, May 10, 7:15 p.m. (one showing only). Tickets: \$1, Annenberg Center box office.

*Spring Fling* at the Morris Arboretum. Guided tours of the grounds, with a special walk through the splendid Azalea Meadow at peak bloom. Tours leave Gates Hall, 9414 Meadowbrook Avenue, Chestnut Hill, between 4 and 6 p.m. May 17. Buffet supper at 5 p.m. Reservations for walk and supper at \$4: Arboretum, CH 7-5777.

## EXHIBITS

*M.F.A. Candidates.* Painting and sculpture by 42 students. Gallery, Fine Arts, through May 20.

*Graphic Studio.* Prints and photographs by students in fine arts and architecture. Bowl Room, HH, through May 30.

*Women in the Visual Arts.* Graphics by Ranagai Jaws and Blaine Kurtz. Hoover Lounge, Vance, through May 24.

*Mayan Mosaics from Tikal.* Reconstructed figures from the Museum's dig in Guatemala on display at the Museum.

*Byron Memorabilia.* Letters, manuscripts, etc., most from private collections. Sixth floor, Van Pelt Library, through May.

## WOMEN'S SELF DEFENSE

Summer courses in self-defense begin May 20 and are offered free to all women in the Penn community. Beginning courses are scheduled Monday and Wednesday, 5:30 p.m.-7 p.m. and Tuesday and Thursday, 3 p.m.-4:30 p.m. Intermediate courses are Tuesday and Thursday from 5 p.m.-6:30 p.m. All classes are held at Weightman Hall dance studio; to register, appear at class. Instructor Gloria Einstein recommends loose clothing. Information: Women's Athletics office, Ext. 7438.

## UNCLOGGING SPRUCE STREET

Beginning May 14, the four lanes on South and Spruce Streets between South Street Bridge and 38th Street will be reserved for moving traffic. (A map of the area will appear in *Almanac* May 14.) The plan is in effect for a trial period, pending City Council approval of an ordinance to establish the regulations permanently. Under another permanent ordinance, vehicles parked or standing in this area will be towed away.

The Hilton Hotel garage, now completed, has 600 spaces reserved for University use on a daily basis. Longer-term rentals may be arranged through the University parking service, P-107 F.B. Annex, Ext. 8667.

## SCHOOL ON ICE

*Summer Hockey School.* One or two weeks of hockey instruction, with two and a half hours of ice time and another hour and a half of lectures and films each day, July 21 through August 17. Full-

## ADVISORY COMMITTEE CONCERNED WITH THE PHYSICALLY DISABLED, DEAF AND BLIND

For the past several years, a committee headed by Harold Taubin, senior analyst in the Office of Planning, Design and Project Management, has been active in making the campus an easier place for disabled persons to work at or visit. The 25-member committee, composed of faculty, students and administrators, operated as an independent task force until the late Dr. Robert Dripps made it an advisory committee to the Office of the Vice President for Health Affairs. The committee's concerns range from a grounds-improvement program in Buildings and Grounds to the development of a University Center for Services to the Handicapped, now housed at the Language Laboratory in Logan Hall.

time staff of ten includes Penn varsity coach Bob Crocker and professional hockey players and instructors. Tuition fee of \$69 for one-week program or \$129 for two weeks includes locker, jersey and AHA insurance. Registration and information: John McCormick, director, Class of '23 Rink, Ext. 4831; or Coach Crocker, Ext. 6601. Sessions for women will be scheduled based on enrollment response.

## SUMMER AT THE LEVY PAVILION

*Tennis Instruction.* Five lesson plans directed by assistant coach Jayson Schwartz, May 15 through September 20. Starting dates only listed here, the Levy office has fliers giving later sessions and times, Ext. 4742.

*Adult mini-sessions* meet for one hour twice a week for a month in groups of six formed according to ability. Begins May 15, 16. Fee: \$48 per session.

*Early Bird Clinics* meet Monday and Wednesday or Tuesday and Thursday at 7 a.m. or 8 a.m.; same format as mini-sessions. Begins May 15, 16. Fee: \$48 per session.

*Concentrated Clinics* for men, women or children Monday through Friday, three hours daily in classes limited to four. Begins May 20. Fee: \$90, one week; \$180, two weeks.

*Children's Clinic.* Two plans for a month of lessons: four one-hour classes Saturday or Sunday mornings; eight lessons on both mornings. Begins May 18, 19. Fee: \$24, one day, \$48, two days.

*Custom Clinic Programming.* Students design a program for themselves and friends to suit their own schedules. Arrange with Jayson Schwartz, Ext. 4741. Fee: \$6 per hour per person.

*Summer Contract Plans,* May 13-September 15, allow faculty and staff to reserve courts for one hour or one and a half hours one day a week. Rates (faculty and staff only): \$72, 1 hour, 9 a.m.-5 p.m.; \$108, 1½ hours, 5 p.m.-midnight; Open-court time: \$4 per hour, 9 a.m.-5 p.m.; \$8, 1½ hours, 5 p.m.-midnight. Court contract forms available at the Levy Pavilion.

## THE END IS IN SIGHT

As the academic year draws to a close, *Almanac* expects to publish on May 14 and May 21, then give our readers a rest until after July 1, when Volume 21 and the 1974-75 budget start. If you have announcements for either of the two remaining May issues, remember that we need copy on the Tuesday before the Tuesday of publication—and earlier than that if the material is lengthy. Call us if you have any questions about space and timing.

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