

Almanac

Volume 21, Number 10

October 29, 1974

Published Weekly by the University of Pennsylvania

- SENATE: *Voluntary Faculty Early Retirement*
- TRUSTEES: *The First Open Meeting*
- *Silverstein Pavilion* • *Sketches for the Quad*
- EQUAL OPPORTUNITY: *1973-74 Progress and Data*
- *Meeting Notices* • THINGS TO DO • DEATHS
- OPENINGS • BULLETINS

THE FACE STAYS FAMILIAR, HOWEVER THE SPACE MAY CHANGE

Architects and academics went before the University Trustees last Thursday to tell how Penn might change the inner space of the 39 houses and towers of the Quadrangle without losing "the finest example of English collegiate architecture in America."

The plan presented is the result of a long study by a Quadrangle task force and the New York City architectural firm of Davis, Brody and Associates, whose head, Lew Davis, lived in the Quad for four years as an undergraduate.

Briefly, the plans provide for renovation of the Quad and its reorganization into six self-contained college houses "residential in character, academic in thrust," as Vice-Provost Humphrey Tonkin described them. Beyond necessary repairs to badly deteriorated floors, roofs and electrical and plumbing systems, the plan calls for faculty living quarters, common lounges, art and music studios, and above all safe and attractive student rooms.

Each of the Quad's famous arches would be the focal point of one college house. From 170 to 263 students would live in each house—a population large enough to support a sound program and resident faculty but small enough for all members to interact. Quad residents would dine at Stouffer House, whose kitchen is not being used to its full capacity. Additional dining space might be created on the same floor as the kitchen for the 85 percent of Quad and Stouffer residents expected to take weekday meals there. Plans to include studio space, a crafts workshop, a small gym and a snack bar in McClelland Lounge would transform another underused facility into a center for inter-house activities.

One dramatic proposal: to scoop out a theatre/auditorium under the Lower Quad itself as an extension of McClelland.

As much renovation as possible would be done during the summer, Vice-President John Hetherston said; and work done during term would be phased so that only a few students would be displaced. Total population of the overcrowded Quad would in the end decrease from 1566 to 1331 students.

Vice-President Harold Manley explained that costs of the project—80 percent of which is for essential renovation—are estimated at \$17.3 million without air conditioning in student rooms, about \$20 million with it. One projected model for financing calls for raising \$10.5 million and borrowing \$8.5 million; this would require average rentals of \$1409 per year to bring the houses to the break-even point in three years. At projected occupancy of 1331 students, the cost of building college house residences would be about \$13,000 per student, compared to the \$11,000 per student spent in 1968 to build Superblock.

In plenary session last Friday, the Trustees voted the \$165,000 for additional planning for the project, drawings of which appear on pages 4 and 5.



Foerderer Arch
College A

SENATE

Following is the Personnel Office text to be presented
to the Faculty Senate at its fall meeting
Wednesday, October 30, 3-6 p.m. in the New Chemistry Building.

VOLUNTARY FACULTY EARLY RETIREMENT PLAN

The retirement age for University of Pennsylvania faculty in tenure or tenure-accruing ranks prior to July 1, 1974 is either 68 or 70.* Some senior faculty members wish to withdraw from their teaching and governance responsibilities at an earlier time than their mandatory retirement date, either because they would like to assume other professional responsibilities or because of a desire for greater leisure. In the past, pensions were rarely adequate to make this possible, but now with the advent of sharply increased Social Security benefits and the more rapid rate of pension accumulation in recent years, retirement at an age under 68 or 70 becomes a less remote financial possibility. The new mandatory retirement age of persons joining the faculty after July 1, 1974 is 65 and the Voluntary Early Retirement Program is designed to provide an additional option which will make retirement more feasible for the faculty.

What is the Program?

The Early Retirement Program is a plan which provides an eligible faculty member with a supplemental income allowance for each year of voluntary early retirement after the age of 65. The plan also calls for incentive payments for each year of early planning up to a maximum of three years beyond the required one year of advance notice.

Who is eligible to participate?

Tenured faculty members of any rank whose mandatory retirement age is either 68 or 70 are eligible to elect to retire early under the provisions of this program.

Description of the program.

All faculty with mandatory retirement ages of either 68 or 70 become eligible for supplemental early retirement benefits. These supplemental benefits will be paid to the early retiree each year of early retirement (beginning age 65 or later) until the date of mandatory retirement.

(a) Supplemental Early Retirement Benefits

The supplemental benefits are composed of:

(i) a base supplement equal to 27 per cent of the salary base appropriate to the school of the retiree (*School Salary Base* defined immediately below) in the last year of full-time employment.

(ii) an additional *early planning supplement* of 2 per cent of the same *School Salary Base* for each year beyond the requisite one year of advance commitment to early retirement, up to a maximum of 6 per cent.

(b) School Salary Base

(i) the *School Salary Base* applicable to a faculty member retiring early will be equal at least to the average base (i.e., academic year) salary for full professor in the faculty member's school as of June 30 of the fiscal year in which the faculty member retires.

(ii) the *School Salary Base* figure applicable to a faculty member remains fixed at the level that pertained at the time the early retirement began.

Payment of Supplemental Benefits

The early retirement supplemental benefit will be paid quarterly in advance as a gratuity. It may not be used as a payment for services. As a

*All faculty, except those in the School of Medicine, who received tenure prior to October 15, 1959 retire on June 30 following their 70th birthday; all members of the faculty of the School of Medicine and all other faculty members who receive tenure after October 15, 1959 retire on July 1 following their 68th birthday.

gratuity, it has no effect on social security benefits.

The supplemental benefits will not be paid into TIAA or CREF accounts.

The early retirement supplemental benefit is taxable as income under the federal income tax law but it is not subject to Philadelphia City Wage Tax, Pennsylvania State Income Tax, or FICA.

Up to the time of early retirement, death benefits paid to a faculty member's beneficiary will be the normal University benefits. However, after early retirement, the supplemental early retirement benefit will be vested and will be paid to a faculty member's elected beneficiary on the same quarterly basis for the duration of the early retirement period for that faculty member.

University benefits

A tenured faculty member is required to participate in TIAA/CREF during his years of active appointment. The University matches the contributions made by each faculty member with an amount based on age groups within the faculty (i.e., 9 per cent for those over 40 years of age.) Upon retirement, those University contributions cease and the faculty member normally begins to draw on his annuity. Upon early retirement, the faculty member may continue his own payment if he wishes, but the University's contributions will cease.

At age 65, faculty members are eligible for Medicare benefits and Blue Cross Over 65 Special plan which provide less expensive medical care than the present University plans.

The Equitable Life Insurance coverage will be continued at the faculty member's expense until mandatory retirement age, reducing each year as the Equitable plan now provides. The options to convert group insurance to whole life or to take a \$2,000 paid-up life insurance policy will be available.

All other perquisites of normal retirement will be available to faculty members who retire early.

Application Procedure

A faculty member who wishes to participate in this program must submit a written notice to the dean of his school at least by October 15 of the year in which the faculty member plans to retire early, except for this current year 1974-75. In this first year of operation of this plan it will be considered adequate if notice is given by March 15. This notice of intent to retire early should clearly specify the date of early retirement and will be considered irrevocable after the final year's waiting period begins. However, should a faculty member change his mind prior to the advance notice year begins, he loses any credit he had earned toward *early planning supplements* should he seek to retire early again at a later date.

The notice to retire early will be countersigned by the dean and a copy sent to Personnel Relations.

Details relating to an individual faculty member's circumstance will be important to planning. As such, faculty members should take advantage of a comprehensive review of retirement benefits through an interview with a benefits counselor in Personnel Relations.

Effective date

The effective date of this program is July 1, 1975. The program is subject to review and potential change. This description is to be considered as a general guide and the formal program document is available in the Personnel Relations office, 116 Franklin Building.

Not shown here is a chart illustrating benefits at some salary levels, distributed to all Senate members in a recent mailing.

—Ed.

TRUSTEES

OCTOBER 25: THE FIRST OPEN MEETING

Operating for the first time under the new Sunshine Law guidelines, the Trustees of the University held their Friday plenary session not in the usual Council Room at Furness, but in Penn's venerable chapel-turned-auditorium, Room 200 College Hall. The sometime site of faculty meetings, lectures, films, concerts and the occasional student sit-in, Room 200 was partially cleared to place Trustees in the center, spectators on the elevated section to the west, and a display of the proposed design for the Silverstein Pavilion to the east.

Some 50 observers (including many who are normally on hand as administrative staff) listened quietly as the Trustees under chairman Donald T. Regan heard reports and acted crisply on resolutions about people, programs and money. It all took just two hours.

Reports from the President and from the Provost (and in this case Vice-Presidents Paul Gaddis and Thomas Langfitt and University Counselor Curtis Reitz) were reminiscent of the updates they do monthly for the University Council.

FINANCIAL MATTERS

President Meyerson and Vice-President Gaddis reported on finance, summarizing last year's deficits and projecting an increased one for 1974-75. The President saw "no way now" to adhere to the published budget which had only a \$500,000 deficit written into it. He cited the \$1.5 million loss on portfolio; last week's setback with the New Jersey legislature (which had been expected to vote to help support the regionally-oriented School of Veterinary Medicine); and the low rate of state and Blue Cross support Penn's hospitals receive in comparison with those of Yale, Columbia, Johns Hopkins and others.

Fearing a "quality deficit" more damaging than a money deficit, Mr. Meyerson pledged to make savings in ways that would not compromise the quality of the University. The question, he said, is whether the condition is permanent or temporary; he added that both he and Mr. Gaddis believe it to be temporary.

The shortfalls of the next couple of years will be modest, manageable and predictable, Mr. Gaddis said. To preserve academic values but get through these years he listed three "degrees of prudence" that could be exercised: first, turning all non-operating funds into endowment; second, spending gains on endowment; and finally invading quasi-endowment or funds functioning as endowment.

In response to Trustee John Eckman's query about what controls and early warning systems were being adopted to keep Trustees from more of the "unpleasant surprises" of recent years, Mr. Meyerson cited the quarterly budget review system as the newest technique adopted.

The Trustees heard from the Investment Committee on earnings and on changes in handling of the portfolio, and passed this motion on specific projects:

RESOLVED, that additional planning funds be advanced for the following projects:

Silverstein Pavilion	\$800,000
Medical Education Building	270,000
Small Animal Hospital	250,000
Quadrangle Renovations	165,000
	<u>\$1,485,000</u>

with the understanding that the specific sources of funds be identified by the President, approved by the Chairman of the Trustees' Finance Committee and reported to the Executive Board at its next meeting.

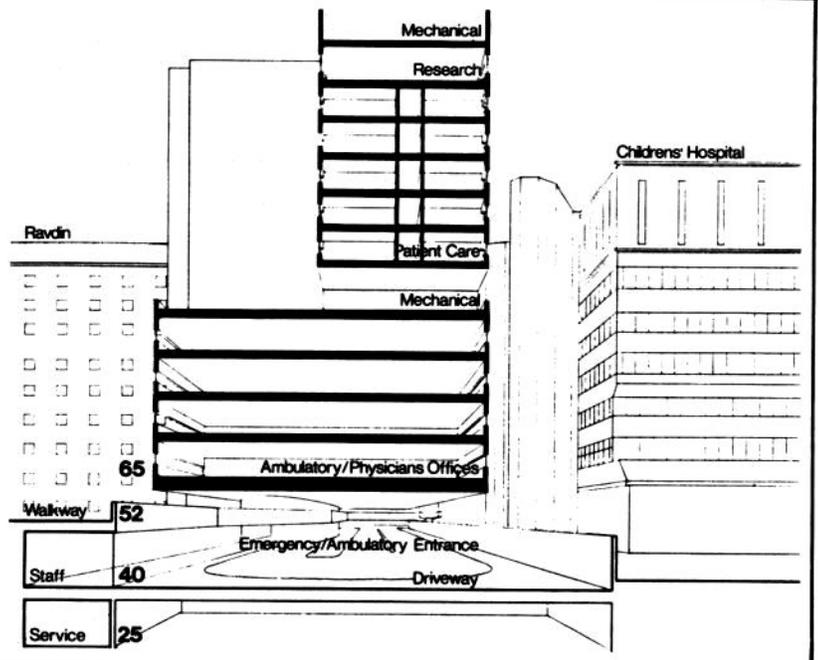
ACADEMIC MATTERS

Mr. Reitz reported that "sounder, more acceptable" contractual arrangements for faculty are being designed with the advice of Senate and others—a detailed report will be made at the next meeting.

Provost Eliot Stellar reported on search committees: a deadline of January has been set for the Dean of Medicine search, and a job description has almost been completed by the GSE dean search committee. He announced a need to set up new search committees to fill posts of dean of admissions (the Rev. Stanley Johnson has accepted the acting deanship): vice-provost for university life; dean of law; and, (in preparation for the retirement of Dr.

SILVERSTEIN PAVILION

In their approach to designing a new pavilion to be built between Ravdin and Children's Hospital, architects Westermann/Miller/Associates and Geddes-Brecher-Cunningham took the long-range view: their plan extends Hamilton Walk both east and west, running it under the Silverstein Pavilion to help link up the Hilton "hospital hotel" on the east and the eventual Medical Education Building west of HUP. Their plan had to meet four major needs. Thus emergency services, physicians' offices, the 200-bed hospital space and a cancer research facility are stacked one on top of the other. Best of all, ambulances will go underground off 34th Street to take patients immediately to emergency services. The late Louis Silverstein bequeathed \$5 million to launch the Pavilion, and government funds are being sought now. The Trustees in plenary session voted to commit \$80,000 to advance to the next stage of design.



Froelich Rainey) director of the University Museum. He reported progress in an exchange program with Israeli institutions, involving faculty of Penn's engineering, dental medicine, medicine and veterinary medicine schools.

In the Provost's report, visitors for the first time saw faculty appointments, promotions, etc. processed for Trustee vote: the Provost introduced the list; noted with some warmth the one-year appointment of the distinguished 80-year-old G. Robert Le Ricolais to the Cret Professorship last held by Dr. Louis Kahn; pointed also to the Bellet Chair for Dr. John Hirshfeld and the Magnuson Chair for Dr. Edgar Ralston, and noted that Acting Dean Edward Stemmler was promoted to full professorship. Noting in passing that the appointments list is at this time of year heavy with routine reappointments, he called for questions and received none. Motion made, seconded, carried.

Some discussion did take place on the Provost's resolution to award the M.S.W. retroactively to alumni of the School of Social Work who took the M.S.W. curriculum but without the bachelor's degree. The practice of admitting such students began in the 'thirties, he explained when numerous refugees arrived "qualified but without credentials." There are 106 such alumni, their certificates dating back to 1936; in response to query Dr. Stellar said only one such student was graduated in 1974. "The purpose here is simply to correct an injustice," he said. The motion was passed.

Dr. Langfitt's part in the program was to introduce the highlight of the afternoon, the Silverstein Pavilion presentation (page 3).

TRUSTEE COMMITTEES

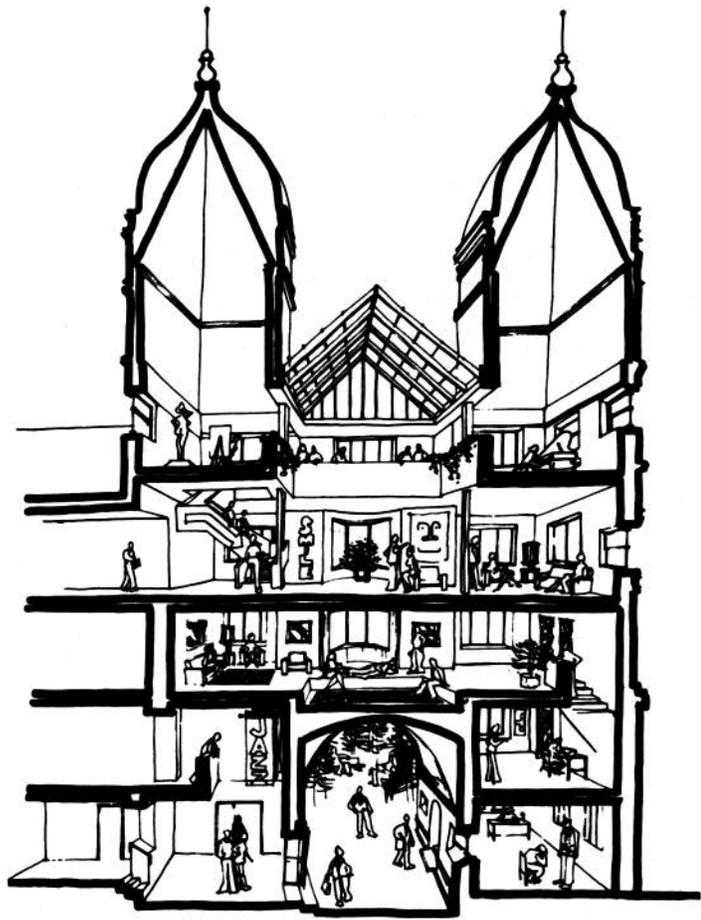
Among reports of the Trustees' own committees was that of Dr. Carl Kaysen (Educational Policy), summing up Thursday's panel discussion on women's education. "Penn appears to be meeting and going beyond its legal obligations but is far from assuming a leadership position" he said, "in education of women in areas traditionally open preferably—and sometimes *only*—to men." He said the President thought it appropriate for him to announce to the Board that they may expect to hear shortly from the administration on just how much leadership Penn can and should take in women's education.

In other committee reports, Trustee Ione Strauss reported on the seven major national awards won by Alumni Relations' Family Day program and the monthly alumni *Gazette*, on the Alumni College and on regional outreach projects; and Health Affairs Committee Chairman Sam Ballam Jr. announced that Penn's Cancer Research Center under Dr. Peter Nowell has been designated (in conjunction with the inter-institutional Fox Chase facility) as one of 17 national cancer institutes in the country.

Two Trustees accepted new committee assignments: Wesley A. Stanger Jr., chairman of the Investment Committee, was named to the Executive Board; and Robert Trescher of the Student Affairs Committee was chosen to succeed Bernard Segal as chairman of the Committee on Corporate Responsibility.

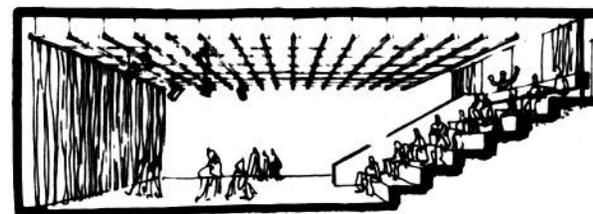
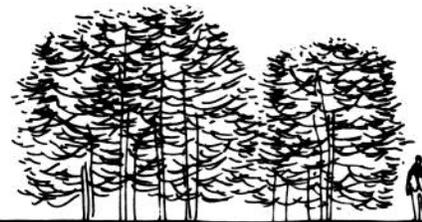
The naming of a new Alumni Trustee and of members to a board of overseers, plus the reappointment of three five Associate Trustees, will be carried in a later issue.

The plenary session that began with a minute of silence for the late Dr. Alfred H. Williams (former dean of the Wharton School and later Chairman of the Trustees), ended with a few moments of warm praise from Mr. Regan for the "diligent and dedicated" Young Alumni Trustees who were attending their last session. Law alumnus Arthur Larrabee and College alumnus Charles A. Krause responded in kind. They were the first such Trustees elected in an experimental new category, "an experiment that proved Young Alumni Trustees have a definite place on this board," Mr. Regan said. Nominations are in progress now, and their replacements will be elected before the January meeting of the Trustees.



SKETCHES FOR THE QUAD

In Thursday's presentation to the Trustees, two of the most familiar the great Memorial Towers [above left], built in honor of alumni who newest building in the complex, 1950's McClelland Lounge [below]. dormitory layout and the intricate new design which fits six college [Heavy circles in the lower drawing designate the six arches that will the houses; the numbers indicate how many students to be housed.] "gutting" is envisioned—though extensive rehabilitation would make basements dry, the windows capable of both opening and closing, and sprinkler system for fire safety.



1973-74 Report On Equal Opportunity

by James H. Robinson

FACULTY AND STAFF BY JOB FAMILY, MAJORITY-MINORITY, MALE-FEMALE
April, 1974 (Full-time only)

	Majority Male No.	Majority Male %	Majority Female No.	Majority Female %	Minority Male No.	Minority Male %	Minority Female No.	Minority Female %	TOTAL No.
A-1 STAFF:									
Sr. Administrator	108	90.8	5	4.2	6	5.0	0	0.0	119
Administrator	179	49.2	147	40.4	16	4.4	22	6.1	364
Professional	228	42.9	245	46.1	27	5.1	31	5.8	531
A-2 FACULTY:									
Professor	520	93.9	20	3.6	19	3.4	0	0.0	559
Associate Professor	329	85.9	37	9.7	16	4.2	1	0.3	383
Assistant Professor	376	79.0	69	14.5	24	5.1	7	1.4	476
Other Tenure Accruing Ranks	104	55.9	69	37.1	9	4.8	4	2.1	186
Non-Tenure Accruing Ranks	91	64.5	30	21.3	15	10.6	5	3.5	141
Student Appointments	0	0.0	0	0.0	1	100.0	0	0.0	1
A-3 STAFF:									
Professional	7	14.0	38	7.6	0	0.0	5	10.0	50
Library Staff	58	32.4	67	37.4	30	16.8	24	13.4	179
Technician	134	26.2	221	43.2	45	8.8	112	21.9	512
Miscellaneous Technician	2	50.0	1	25.0	0	0.0	1	25.0	4
Typist	0	0.0	18	51.4	0	0.0	17	48.7	35
Secretary	1	0.3	223	71.9	0	0.0	90	27.7	324
Secretary-Administrative	6	1.2	446	86.1	2	0.4	64	12.4	518
Clerk	44	14.8	172	57.9	18	6.0	63	21.1	297
Bookkeeper	6	7.8	56	72.7	2	2.6	13	16.9	77
Office Equipment Operator	16	29.6	17	31.5	2	3.7	19	35.3	54
Skilled Trade	47	94.0	0	0.0	3	6.0	0	0.0	50
Service Worker	50	54.3	14	15.2	19	20.7	9	9.8	92
A-4 STAFF:									
Technician	20	42.6	0	0.0	24	51.1	3	6.4	47
Skilled Trade	137	78.7	3	1.7	32	18.4	2	1.1	174
Service Worker	113	18.5	86	14.4	207	33.9	202	33.2	610
TOTAL	1156	28.6	1771	43.9	433	16.6	677	16.7	4637

A good bit of progress in the development of the affirmative action plan was accomplished over the past year. Policies and procedures with respect to affirmative action were refined and made ready for implementation. However, one of the difficult areas for Pennsylvania as well as other universities is statistical reporting.

Early in 1973, the University responded to requests from the Office for Civil Rights for additional data on utilization, hiring, promotion, transfer and termination. While the University prepared the data, it was not without difficulty since the new computer system is not in operation.

On April 26, 1973, Paul Gaddis, vice-president for management, sent an interim data analysis prepared by the Office of Equal Opportunity and additional major components of the affirmative action plan to the Office for Civil Rights. A task still remaining was the development of the University's goals and timetables which was expected to be completed in August of 1973. The deadline was met.

In order to keep the University community apprised of the affirmative action effort, copies of the material submitted to the Office for Civil Rights were distributed to selected groups and individuals on campus.

On November 9, 1973 the University received a response to the plan from Dewey Dodds, regional civil rights director, outlining those areas which were considered acceptable and areas in need of attention. The Office for Civil Rights gave the University thirty days in which to make the necessary changes. The Office of Equal Opportunity, working with other University administrators, made the necessary changes and revised the plan which was resubmitted to the Office for Civil Rights on December 9, 1973.

Attention was then given to several of the affirmative action procedures namely, A-1 hiring and the grievance procedure for nonacademic staff. It was evident that the A-1 hiring procedure was not being fully adhered to by hiring officers within the University. As a result of a series of discussions, a joint memorandum from Provost Eliot Stellar and Mr. Paul Gaddis on the problem was sent to deans, vice-presidents, directors, and department chairmen. The grievance procedure for nonacademic staff was reviewed and minor changes made for a more effective process. Forty-eight grievance cases have been processed through the Office of Equal Opportunity in the past year. Most of these cases were resolved at an administrative level. One case reached the level of a panel hearing.

On April 8, 1974, the University was notified through the Office of Equal Opportunity that the Office for Civil Rights requested an

on-site review on April 29, 30, and also indicated the University administrators, deans and department chairmen they wished to talk with while here. On April 9, the University received a detailed outline of the items to be discussed during the on-site review. The recommendations and questions in the outline addressed themselves basically to various aspects of the affirmative action plan.

A meeting with representatives from the Office for Civil Rights and University administrators was held on June 28, at which time the University signed a Memorandum of Understanding, indicating that it would submit a revised plan by July 29, 1974 with an accompanying statistical report covering utilization, hiring, promotion, transfer, termination and salary analysis. Since it was virtually impossible for the University to submit the statistical report at that time, OCR indicated that it be submitted no later than November 30, 1974. Attached to this report is a census covering the University's workforce as of April, 1974.

While the University's plan has not been approved as yet, OCR representatives indicated that it is likely to be the first one approved in the region. Approval is expected by the end of the year or before.

THE NEXT STEP

It is obvious that now comes the task of implementation, measuring results and strengthening the affirmative action plan where necessary. The ultimate measure of success of the plan is when University statistics on minorities and women show steady progress.

Compliance reports for both faculty and nonacademic staff are in effect. Maternity leave, nepotism, hiring and termination policies exist and have been disseminated to the University community. Grievance procedures for both faculty and nonacademic staff are available as effective affirmative action mechanisms. Goals and timetables have been established and October, January and May are the designated times when statistical reports will be prepared so that progress may be measured.

Over the next year the University may have to respond to the Philadelphia Commission on Human Relations, the Pennsylvania Commission on Human Relations and the Equal Employment Opportunity Commission on pending future cases that may be lodged by employees or groups of employees.

It is therefore, most important that a continuous effort be made to implement the University's affirmative action plan and periodically make the progress known to the University community.

FALL MEETING OF FACULTY SENATE
WEDNESDAY, OCTOBER 30 3-6 P.M.
New Chemistry Building
34th and Spruce Streets

FIRST MEETING OF THE
FACULTY OF ARTS AND SCIENCES
TUESDAY, NOVEMBER 12 11 A.M.
200 College Hall

UNIVERSITY COUNCIL
WEDNESDAY, NOVEMBER 13 3-5 P.M.
Council Room, Furness Building

THINGS TO DO

LECTURES

Margie Brown, executive director, Tioga Community Youth Council, speaks tonight at the Urban Workshop *Community Speakers* program. B-3 Fine Arts, October 29, 8 p.m.

Cassiodorus and the Problems of Editing. Medieval Studies Group lecture by Dr. James W. Halporn, professor of classics, Indiana University and co-author, *The Meters of Greek and Latin Poetry*. Upper east lounge, Hill Hall, October 29, 8 p.m.

Dr. Rebecca Baltzer, professor of music, University of Texas at Austin, gives a lecture on *Perotin and the Clausula*, or sacred music in Paris in the eleventh century. Music building annex, 34th between Spruce and Walnut, October 30, 4 p.m.

Perspectives on Gay America. The Christian Association and Gays at Penn sponsor a six-week lecture series on various aspects of homosexuality. Dolores Klaich, editor, *Transatlantic Review* and author, *Woman + Woman: Attitudes toward Lesbianism*, gives the first lecture tonight on *Lesbian Artists*. CA, 8:30 p.m.

Huebner Foundation Lecture. Robert A. Rennie, senior vice-president, Nationwide Insurance, on *Investment Strategy*. Leonard Davis Auditorium, Colonial Penn Center, October 31, 4:30 p.m.

Dr. Jerome McGann, professor of English, University of Chicago, on *Formalism, Savagery and Care: The Function of Criticism Once Again*. B-3 Fine Arts, November 1, 3 p.m. Sponsored by the English department.

Annenberg Colloquium. William T. Powers, now an independent researcher and formerly chief systems engineer in the astronomy department, Northwestern University, speaks on *Feedback Theory as an Alternative to Behaviorism*. Colloquium Room, November 4, 4 p.m.

ENTERTAINMENT

Annenberg Cinematheque. Rene Clair's *A Nous la Liberte*; profiles of Andy Warhol, Hugh Hefner and Mayakovsky; three documentaries, cartoons of "violent improbability"—the usual unusual fare. Studio Theatre, October 30-November 3, check the Cinematheque brochure for times and dates. Tickets: \$2.

Music at Noon. Madrigals by Arcadelt and Marenzio, sacred music by Victoria and Morales sung by Jerome Brandt, Thomas Connolly, Eugene Wolf and John Yeomans. West lounge, Houston Hall, October 31, noon.

The film of the Royal Ballet's *Peter Rabbit and the Tales of Beatrix Potter* opens the Museum's Children's Film Program. Museum, November 2, 10:30 a.m.

Man in the Wilderness. The 1820's in the Northwest Territory. Adult Film Festival, Museum, November 3, 2:30 p.m.

Love for Love. New Phoenix Repertory Company production of Congreve's Restoration comedy. Zellerbach Theatre, through November 3, 8 p.m.; Saturday and Sunday, 2 p.m. Box office: Ext. 6791.

Charley's Aunt. The famous comedy by Brandon Thomas, first produced in London in 1892, finally comes to Philadelphia in the Shaw Festival production directed by Paxton Whitehead—who also plays Charley's Aunt. Zellerbach Theatre, November 5-17; 8 p.m.; Saturday and Sunday, 2 p.m. Box office: Ext. 6791.

POST GRADUATE '74: NOVEMBER 6

The Quality of Life is the theme of this year's Post Graduate program, the seventh yearly seminar series offered by the College for Women Alumnae Society. Penn faculty members present six seminars on the morning of November 6, two of which each person may choose to attend.

First session (10 a.m.-11 a.m.): *The Impact of Women's New Roles on the American Family*, Dr. Ann Beuf, sociology; *Violence, Culture, and Human Nature*. Lt. Col. Faris Kirkland, lecturer in military science; *The Effect of Economic Growth on Individuals and Society*, Dr. Richard Easterlin, economics and FAS associate dean.

Second session (11:15 a.m.-12:15 p.m.): *The Interpretation of Religion and Religious Man: One Answer*, Dr. Van A. Harvey, religious thought; *The Effect of the Quality of Life on the Length of Life*, with Dr. Ingrid L. Waldron, biology; *Folie a Deux: Contemporary Poetry as a Therapeutic Encounter*, Dr. Robert Regan, English.

Lunch at International House follows classes; Dean Vartan Gregorian is guest speaker.

Call Alumni Relations, Ext. 7811, for a list of suggested reading and reservations (\$7.50, deadline November 1).

Those who can't make it to the seminars will have several chances to hear and see the speakers on radio or television this week and next. Frank Ford of WFLN radio will interview Col. Faris Kirkland at 11:30 a.m. October 31 and a taped interview with Col. Kirkland will be aired on WCAU-TV, channel 10, before the Tom Brookshier sport show November 3. Dorie Lenz of WPHL-TV, channel 17, will talk about money and happiness with Dr. Richard Easterlin on "Delaware County Bulletin Board." Tapes of that interview will be shown five times between October 31 and November 5, times alternating between noon and 1:30 a.m. (after the Late Show), and 9 a.m. Saturday morning.

DEATHS

Mildred Carroll (August 23 at 59), an administrative assistant in the math department, who had been at Penn since 1961.

Dr. Harlan Coornvelt (September 15 at 68), since 1968 associate professor of architectural engineering. He joined the Fine Arts faculty as a lecturer in 1957.

Dr. John P. Emich (October 13 at 57), clinical professor of obstetrics and gynecology and director of professional services at Philadelphia General Hospital. Memorial services will be held November 15 at 4 p.m. in the Museum auditorium.

Dr. Alfred Irving Hallowell (October 10 at 81), emeritus professor of anthropology and renowned scholar in personality and culture. In addition to his B.A., M.A., and Ph.D., the University awarded him an Honorary Sc.D. on retirement; others in the nation gave him the Viking Medal, membership in the National Academy of Sciences, presidencies of American Anthropological Association and American Folklore Society, and in 1965, a *Festschrift* (*Context and Meaning in Cultural Anthropology*, Free Press) among his many honors. He is survived by his wife, the former Maude Frame; she requests, in lieu of flowers, donations to the American Cancer Society.

Memorial services for Dr. Hallowell will be held in the Rainey Auditorium at the Museum at 2 p.m. November 13.

John W. Hood (August 25 at 52), gardener and janitor here for six years.

Virginia D. Moony (September 7 at 43), secretary at HUP's medical group.

Harry E. Parker (September 29 at 87), alumnus and emeritus professor of architecture. The Philadelphia architect and author was on the faculty from 1912 until his retirement in 1957.

Raymond Stainrook (August 27 at 75), who retired in 1960 after sixteen years as a carpenter here.

VICE-PRESIDENT FOR UNIVERSITY RELATIONS AND DEVELOPMENT

The University seeks a senior officer responsible for the support of University fund-raising efforts; governmental, community and public relations; and alumni affairs.

Requirements include experience in fund-raising, in public and/or governmental relations, and administration of a professional staff; and appropriate education and knowledge of educational institutions. The officer will report initially to E. Craig Sweeten, who will be senior vice-president in charge of a prospective fund-raising drive, and subsequently to Martin Meyerson, president of the University. Send resumes and a letter describing education, experience, interests and any other supporting materials to the search committee (announced in *Almanac*, October 22), Office of the President, 101 College Hall (CO).

OPENINGS

The following listings are taken from the Personnel Office's weekly bulletin and appear in *ALMANAC* several days after they are first made available via bulletin boards and interoffice mail. 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 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.

The three figures in salary listings show minimum starting salary, maximum starting salary (midpoint) and top of salary scale, in that order.

ADMINISTRATIVE/PROFESSIONAL (A-1)

- APPLICATIONS PROGRAMMER (10/15/74).
- APPLICATIONS PROGRAMMER ANALYST (10/8/74).
- APPLICATIONS PROGRAMMER ANALYST (10/15/74).
- ASSISTANT COMPTROLLER (10/8/74).
- ASSISTANT DIRECTOR, University Bookstore (10/22/74).
- JUNIOR RESEARCH SPECIALIST. Three positions announced September 3 through October 15, including general biochemical laboratory work, enzyme purification assays and cell fractionation.
- MANAGING EDITOR, management journal (10/22/74).
- RESEARCH COORDINATOR, emergency medical services (10/22/74).
- RESEARCH SPECIALIST. Three positions announced September 24 through October 8 including surgical research, biochemistry and cytogenetics.
- RESEARCH SPECIALIST, University Museum (9/3/74).
- RESEARCH SPECIALIST, Phila. Social History Project (10/8/74).

SUPPORT STAFF (A-3)

- ADMINISTRATIVE ASSISTANT II for Development Office to perform extensive financial, personnel, secretarial and general administrative duties; deal with confidential material, maintain files, monitor budgets. *Qualifications:* Demonstrated organizational and supervisory experience, preferably on campus. Ability to deal with people and handle budgets. \$7,050-\$8,600-\$10,150.
- ASSISTANT PUBLICATIONS PROCUREMENT COORDINATOR (9/17/74).
- CLERK I to act as receptionist and handle customer requests. *Qualifications:* Good typing skills; filing; ability to perform varied duties. \$4,625-\$5,300-\$5,975.

CLERK II (2), medical area on campus (10/15/74).

COLLECTION ASSISTANT, Treasurer's Office (10/22/74).

MEDICAL SECRETARY (1) (10/15/74).

PSYCHOLOGY TECHNICIAN I (10/22/74).

RESEARCH LABORATORY TECHNICIAN II, PGH (10/8/74).

RESEARCH LABORATORY TECHNICIAN III. Five positions announced September 3 through October 15 including enzyme assays, leukocyte morphology, hormone immunoassays, and blood gas analysis.

SECRETARY I (2). *Qualifications:* Excellent typing and clerical skills. Ability to deal effectively with people. Varied duties. \$5,300-\$6,225-\$7,150.

SECRETARY II (7). *Qualifications:* Excellent typing, some require shorthand as well as dictaphone. Ability to perform varied duties. \$5,700-\$6,750-\$7,800.

SECRETARY III (3). *Qualifications:* Interest in working with figures. Excellent typing, shorthand and/or dictaphone. Ability to work with minimum supervision in performing varied duties. \$6,125-\$7,325-\$8,525.

SENIOR MAINTENANCE ENGINEER, New Bolton Center, to schedule, plan and accomplish maintenance and repair of buildings, heating, ventilating and air conditioning systems; supervise handymen. *Qualifications:* Apprenticeship or other training leading to journeyman status in the electrical or air conditioning and refrigeration mechanic trade. At least five years' journeyman experience; ability to read blueprints. \$9,250-\$10,975-\$12,675.

STOCKKEEPER II, campus office (10/22/74).

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

SECRETARY, hematology, 1 p.m.-5:30 p.m., Mon.-Fri. or three full days (9/17/74).

BULLETINS

CHRISTMAS CARDS ON CAMPUS

The Publications Office at Logan Hall is offering a 25 percent discount on Christmas cards ordered before November 15. List prices range from 20 to 45 cents each; with names printed on at slight additional charge. Sample books of cards may be seen at the Publications Office from 8 a.m. to 6 p.m. or borrowed overnight on request. Call Ext. 4833 for more information.

BASKETBALL CLINIC TONIGHT

Penn women basketball players—faculty, students, staff—are invited to come to a participation session on Fundamentals and Strategies of Defense led by men's varsity coach Chuck Daly at the Palestra, October 29 at 7 p.m. Connie Van Housen of the women's athletics program has more information, Ext. 7438.

WEOUP MEETING TOMORROW

Women for Equal Opportunity at the University of Pennsylvania (WEOUP) will hold a general meeting October 30 at 1 p.m. at the Women's Center.

TEA CLUB: NOVEMBER 5

Mrs. Martin Meyerson will hold an Election Day Coffee and welcome for new members at her house November 5 from 10:30 a.m. until noon. Old members are invited if they are sponsoring prospective Tea Club members, whether they are new to Penn or new to the Tea Club. Those planning to attend should call Mary Powers (MO7-7986) or Birgit DeGennaro (S27-3491), who can also provide transportation information.

ALMANAC: 515 Franklin Building (16) Ext. 5274
Editor Karen C. Gaines
Assistant Editor Margaret M. McIlmoyl
Distribution Jane L. Wilson