

Almanac

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COMMONWEALTH INCOME IS UP

The Commonwealth of Pennsylvania's appropriation to the University for 1975-76 is \$15,991,000 (including \$100,000 for the Museum)—almost a million dollars above the 1974-75 figure. In addition, the state's PHEAA funds available for institutional assistance grants is \$275,000 more than the figure expected when the current budget was made up.

The increases give some cause for optimism in projecting salary and wage increases at mid-year, Executive Director of Budget Jon Strauss said. The University budgeted for 1975-76 at no increase in either state appropriation (\$15,056,000) or PHEAA grants (\$125,000).

Of the \$935,000 increase in state appropriation this year, \$500,000 is restricted (for dental clinics). The remaining \$435,000 plus the potential PHEAA increase of \$275,000, added to a \$443,000 contingency fund already in the current budget, provide a possible total of \$1,153,000 in contingency funds, Dr. Strauss said. (A 1% annual increase costs about \$680,000 in the unrestricted budgets.)

Things that could temper optimism range from enrollment drop (reducing tuition income) to energy cost increases and investment return and other income uncertainty. Enrollment of freshmen and transfers is up slightly because the summer "melt" of matriculants was less than expected, but figures on returning upperclassmen will not be firm for another three weeks. A new energy policy is in effect to control costs, but investment funds and other variables are in a state of wait-and-see.

"But overall," said Dr. Strauss, "we are in better shape than many had dared hope when we projected our figures at the beginning of this fiscal year."

PRIMARY HEALTH CARE

Hundreds of hours and thousands of pages of research and testimony went into the 16-page report issued this week by the Commission on Education for Primary Health Care.

The Commission has distilled its findings into eight conclusions and recommendations, calling for a systems approach to the training of physicians and related professionals who deliver "first contact care" to individuals.

It proposes new administrative linkages among Penn's health care schools and recommends study of the feasibility of merging of some of their facilities. To support its team concept of training, it asks for new practice models and for enlarged scope for medical education, plus systematic evaluation of programs.

It recommends that research in health services and health care delivery be increased and made more cohesive; and, to meet "inordinate" extramural influence in health education, it proposes a health policy institute based on existing policy and planning units of the University.

The report is an *Almanac* supplement which for cost reasons is not inserted in an issue but is being distributed separately. All faculty and administrators outside the health areas will receive it by inter-departmental mail, and in the health area schools it will go to students as well as to faculty, administration and staff. Any interested member of the University who has not received a copy by the end of this week may request the report from *Almanac* (Ext. 5274) or from the office of the Commission chairman, Dr. Alfred P. Fishman (227-3194 from University phones).

TRUSTEES: SEPTEMBER 12 AGENDA

The Trustees' Executive Board holds its first fall meeting Friday, September 12. Morning sessions (for Trustees and invitees only) consist of briefings by University officers on topics including WXP, Ivy Group meetings, and organizing for development, plus discussion by the Board of fiscal matters for the current year and for 1976-77.

The 2 p.m. session at the Furness Building (open to observers under Commonwealth "Sunshine Law") will have a combination of action items and information reports. Items for action include the appointments of a Vice-Provost for Undergraduate Studies and University Life, an Acting Dean of the Law School and a Dean for Education (*Almanac* September 2) as well as faculty appointments of those recommended after review in the Provost's Staff Conference. There are also resolutions on Moore School structure, radiology and the Huebner Foundation.

From the administration will come reports on fall admissions, settlement of the Rackin case (pages 2-3 this issue), completion of the bond issue for Silverstein Pavilion, progress on energy conservation and the status of Graduate Hospital.

Four Trustees' committees will report: Finance and Operations (Mr. Chance); Investment Board (Mr. Stanger); Development (Mr. Eckman); and Health Affairs (Mr. Ballam).

TRAINING: TWO CITY GRANTS

Two training grants have been awarded by the City of Philadelphia to the training and staffing office of the Personnel Department; one to train the unemployed as medical para-professionals (medical assistants, secretaries and emergency technicians); and another to provide training to handicapped persons in keypunching, programming, bookkeeping and clerical skills.

A vital part of the program is on-the-job training in cooperating University departments where trainees work for at least half a day at no cost to the department. For example, the Center for Emergency Care, under Dr. Gene Cayten's direction, is training unemployed persons as emergency medical technicians while handicapped participants are keypunching for Dr. Theodore Hershberg's Philadelphia Social History Project.

Jack Glover, director of staffing and training, and Karen Freedman, assistant director for training, initiated the program and coordinate its staff of eleven teachers and counselors.

After completing their courses, trainees will be placed in permanent jobs by the City's Manpower Planning Office and the Mayor's Program for the Handicapped.

Departments interested in providing an on-the-job training site for a prospective medical secretary, bookkeeper, junior accountant or typist, may contact Mrs. Freedman at Ext. 5601.

OPEN HOUSE AT THE CLUB

There will be an Open House at the Faculty Club on Thursday, September 18, for new faculty and administrators and clerical staff who have been employed at the University for at least seven years. Sponsored by the Club's Board of Governors and House Committee, the Open House begins at 4:30 p.m. with a guided tour of the facilities, followed by complimentary cocktails and hors d'oeuvres. A prime rib dinner with champagne completes the evening. Reservations are preferred and can be made by calling the Club at Ext. 5616.

Settlement of the Rackin Case

Friday, September 5, 1975

We are happy to announce that 'the Rackin case' is settled. Agreement has been reached out of court and in the spirit of harmony for which we have been striving these past months.

In an open letter on May 20, we agreed that we sought a settlement that would fully protect Dr. Rackin's position here, but would deal with the future rather than the past and would not attempt to assign fault to any party. We believe the settlement agreement completed on August 15 satisfied all of these criteria.

There have been so many varying accounts of the terms of the settlement that we have decided to release the full text of the agreement and its attachments. Since the terms of the agreement are carefully drawn, clear and self-explanatory, further comment does not seem necessary.

We are pleased with the resolution that has been reached and we hope that the entire matter will now recede as it should in an academic community, as we all devote ourselves to our teaching and scholarly pursuits.

Eliot Stellar *Phyllis Rackin*

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

Phyllis Rackin
v.
The University of
Pennsylvania, et al.

Civil Action

No. 73-1007

STIPULATION OF VOLUNTARY DISMISSAL

AND NOW this fifteenth day of August, 1975, it is hereby stipulated and agreed by and between Peter Hearn, Esquire, counsel for plaintiff Phyllis Rackin, and Raymond K. Denworth, Jr., Esquire, counsel for defendants The University of Pennsylvania, Martin Meyerson, Eliot Stellar, William E. Stephens, Robert M. Lumiansky, Curtis R. Reitz, David R. Goddard, Theodore Hornberger, Roland M. Frye, Arthur H. Scouten, Robert Regan, Robert Lucid, James D. Gordon and Theophilus E.M. Boll that this action is dismissed with prejudice as to all defendants, pursuant to Federal Rule of Civil Procedure 41(a) (1) (ii).

Peter Hearn
Pepper, Hamilton & Scheetz
Attorney for Plaintiff

Raymond K. Denworth, Jr.
Drinker, Biddle & Reath
Attorney for Defendants

STIPULATION OF SETTLEMENT

Plaintiff has received a letter from the Secretary of the Corporation stating that she has been promoted to the rank of Associate Professor. She has also received copies of letters from Dean Vartan Gregorian to Provost Eliot Stellar, dated April 1, 1975, setting forth certain assurances plaintiff has been given, and from Robert F. Lucid, Graduate Chairman of the Department of English, to Raymond K. Denworth, Jr., Esquire, dated May 9, 1975, setting forth his intentions with respect to Dr. Rackin's graduate course assignments. Copies of these letters are attached. This leaves the parties to the above-captioned litigation in positions where they have been able to resolve the other issues by agreement. Accordingly, it is hereby stipulated and agreed among the parties and former defendant James D. Gordon that the litigation shall be terminated and the following terms of settlement shall be in effect.

TERMS OF SETTLEMENT

1. The Graduate Group in English will invite Dr. Rackin to join its membership effective July 1, 1975. She will be permitted to teach courses for graduate students in the same manner as other members of the Graduate Group in English. She shall be assigned to teach English 574 "Introduction to Literary Theory" in the spring of 1976, and a course in the 600 series in literary theory in the fall of 1976 or the spring of 1977.

2. [Statement of Dr. Rackin's salary for 1975-76.]

3. On account of plaintiff's legal fees and legal costs, the University will pay jointly to Pepper, Hamilton & Scheetz and Dr. Rackin \$70,000 on or before September 15, 1975.

4. With respect to all matters related to financial exigency and abolition of programs and with respect to any other matters upon which length of service as a tenured faculty member may be taken into account, Dr. Rackin will be treated by the University in a manner equivalent to other Associate Professors who acquired tenure on July 1, 1970, and who became fully affiliated on July 1, 1962.

5. Dr. Rackin shall be listed in undergraduate and graduate catalogs, faculty directories and other faculty lists and in all other University publications as "Associate Professor of English in General Honors." She shall be so listed as a member of the Faculty of Arts and Sciences.

6. Dr. Rackin's primary fields of interest include Shakespeare and Literary Theory. With respect to course assignments, Dr. Rackin, like any other faculty member, shall be treated in accordance with whatever University policies respecting allocation of teaching resources is generally operative. Catalog listings of the English Department courses shall be followed by a note reading: "See also, courses listed under General Honors."

7. As to courses in General Honors or other undergraduate courses taught by Dr. Rackin in subjects in English and American Literature above the freshman level, credits shall be counted toward a major in English. The determination of credits to be allowed for all other courses shall be made respecting individual students by the Executive Committee of the English Department on an ad hoc basis.

8. Former defendant James D. Gordon will execute a full release of all claims against Dr. Rackin.

9. The parties hereto will execute a stipulation dismissing this action with prejudice.

PETER HEARN
Attorney for Plaintiff

RAYMOND K. DENWORTH, JR.
Attorney for Defendants
and former defendant
James D. Gordon

DEAN'S LETTER

April 1, 1975

Provost Eliot Stellar
102 College Hall/CO

Dear Eliot:

I have received the enclosed letter from Dr. Paul Rozin, Chairman of the General Honors Program, requesting that Dr. Phyllis Rackin be considered for promotion to the rank of Associate Professor.

On March 31 I met with Dr. Rackin, who was accompanied by Professors Covey Oliver, Phoebe Leboy, and Ms. Carol Tracy. Our discussion centered around the status of Dr. Rackin within the newly organized Faculty of Arts and Sciences.

I told Dr. Rackin that as a member of the Faculty of Arts and Sciences she can expect the following from her Dean:

Due consideration of salary raise recommendations by her Chairman.

Normal committee assignments within FAS through the nominating committee of the FAS or by the action of the Dean.

Equal, fair and normal consideration of any requests of scholarly leaves of absence.

CHRONOLOGY OF THE SETTLEMENT

January-February 1975: On behalf of the SAC, Prof. Phillip DeLacy, chairman of the Faculty Senate, proposes on-campus negotiations as means to resolve the dispute. Prof. Covey Oliver is asked to mediate between the parties. Exploratory meetings with both sides are held.

March-April-May: Extended negotiations take place.

May 12th: A Preliminary Agreement is reached on all points except rank; legal proceedings are suspended while a review is conducted of Prof. Paul Rozin's proposal for the promotion of Dr. Rackin to Associate Professor.

May-June-July: Review of promotion takes place.

July 29: Executive Board of the Trustees approves promotion by unanimous consent in a mail ballot, adopting the following action:

The promotion of Dr. Phyllis Rackin to Associate Professor of English in General Honors, effective July 1, 1975 (full affiliation, full salary; has tenure).

August 15: Stipulation of Voluntary Settlement is signed in court; the case is dismissed.

—James E. Davis, Executive Assistant to the Provost

Evaluation and classification of her status vis a vis graduate groups of the former GSAS, once the jurisdictional and administrative issues are settled between Dr. Langenberg and myself. (As you know, we have settled most of the outstanding issues and we hope within the next two weeks to settle the other pending issues).

Possible consideration of her candidacy, along with other FAS members, to the General Literature Program, if and when the General Literature's Committee's proposal to become a department or a graduate program is approved by the faculty (I anticipate such action by October 1975).

I informed Dr. Rackin that the above promises of action were not related to her legal suit against the University. Hence these actions will be set into motion whether or not she drops her suit.

Professors Rackin, Oliver, Leboy and Ms. Tracy and I also discussed the issue of Dr. Rackin's promotion. I told them that it was an issue under litigation and that I could not take an independent action without the advice of the Provost and the President. Under normal circumstances I transmit the requests for promotion to the FAS Personnel Panel. I intend to do that in the case of Dr. Rackin too. Before acting, however, I need your advice.

Vartan Gregorian

GRADUATE CHAIRMAN'S LETTER

May 9, 1975

Raymond K. Denworth, Jr., Esq.
Drinker Biddle & Reath
1100 Philadelphia National Bank Building
Philadelphia, Pennsylvania 19107

Dear Ray:

I write this letter to assure you and all the parties engaged in negotiating a settlement of Phyllis Rackin's lawsuit that the Graduate Chairman is acting in good faith and will continue to act in good faith concerning course assignment for Dr. Rackin in our Graduate Program. I cannot guarantee her long range assignment of courses any more than I can guarantee anyone such assignment. The future of the program itself is not by any means guaranteed. What I will do is call upon Dr. Rackin when and as her services are needed in the program. This is what I do with everyone in the Graduate Group. At the present time I would estimate that we would call upon her every third semester. This could increase or decrease over the years, according to changing conditions.

Robert F. Lucid
Graduate Chairman

THINGS TO DO

LECTURES AND SEMINARS

Topics change weekly, attendance is optional and there's no registration, final exam or fee for the series of *Wednesday seminars* sponsored by the Women's Center. Time and place alternate. For example, *Women and Health* is discussed September 10 at 7:30 p.m. in the Center; *Collectivity and Leadership Structures*, on September 17 at noon in the C.A. lounge. On September 24, *Working and Women* moves back to the Center at 7:30 p.m. Materials relevant to the weekly topic are on reserve a week in advance. To read them, pick up a complete seminar schedule or suggest future topics, stop by at the Women's Center, 112 Logan Hall, Ext. 8611.

The *Morris Arboretum* offers a potpourri of fall programs. Among them: one-shot *workshops* on everything from mushroom cookery to Christmas trees; the *Saturday Gardeners* series of walks through the Arboretum and illustrated lectures; and *short courses* in botany and horticulture. Events begin September 13 and continue through the fall. For a brochure: Morris Arboretum, CH 7-5777.

Feminist *Betty Friedan* opens this year's *Connaissance* lecture series, September 17, 8 p.m., Irvine Auditorium.

Noise can drive you crazy. It can also make you well—or so claims Shayam Bhatnagar, a leading exponent of primal vibration therapy currently teaching at N.Y.U.'s Religious Center. He will conduct a *seven-week seminar* at Penn comparing Eastern and Western concepts of sound and the consequences for language, music, meditation and therapy. There is a fee of \$20 (\$10 for students) that can be paid at the first weekly session, September 17, 8-9:30 p.m. in the fourth floor lounge of Williams Hall. Sponsor: Penn Sound Workshop.

Corporate Involvement with the Arts. Glendon Johnson of American National Corporation and Sandra Ruch of Ruder and Finn, Fine Arts, a consulting firm, discuss corporate art collecting and public relations. September 17, 4:30 p.m. in Vance Hall. Sponsor: Wharton and the Arts.

EXHIBITS

A brief encounter: oils, watercolors and etchings of Dusseldorf artist *Rudolf Werner Ackerman* are exhibited September 10-12, 1-6 p.m. in 411 Deutches Haus, 3940 Locust Walk. The collection is on loan from the Goethe House in New York.

Graphics from sixteen countries are showcased in *AGPG International* (that's Artes Graficas Pan Americanas), an exhibit running through October 12 in the Sharpe Gallery. Sponsors: University Museum and Container Corporation of America.

For browsing and buying: Arlene Love *sculptures* and Frank LaMontagne *paintings* in Hoover Lounge, Vance Hall; Maggy Preston graphics at Lippincott Library. Both Wharton and the Arts exhibits run through October 13.

Arabic calligraphy, textiles and pottery are among the artifacts displayed in *Islam Worldwide*, an exhibit highlighting Islamic cultures in Africa and Asia and the Muslim communities of North America—including Philadelphia's. Through October 31 in the Klein Corridor, first floor, Van Pelt Library.

SWIMMING

The early morning swim is revived—8 a.m. to 9 a.m. every Monday and Wednesday in Gimbel Gym as of September 15. Admission: a University I.D. Sponsored by the recreation department.

STAR GAZING

To catch a glimpse of a favorite nebula or planet—through a professional telescope—stop by at the campus Observatory on the rooftop of David Rittenhouse Labs, 33rd and Walnut Sts. Open Monday and Thursday evenings, 9-10:30 p.m., if the sky is mostly cloudless.

Clint Eastwood, Mick Jagger, Kate Hepburn, Cary Grant. . . campus film programs are underway. Penn Union Council films are shown at Irvine Auditorium; Christian Association screenings are right there—at the C.A. Admission to each is \$1 unless otherwise noted. September 10: *Dirty Harry*, 7:30 and 10 p.m., PUC. September 11: *Lord of the Flies*, 7:30 and 9:30 p.m., C.A. September 12: *The New Land*, 7 and 10 p.m., C.A.; *Ladies and Gentlemen, the Rolling Stones*, 7:30 and 10 p.m., PUC; *Bringing Up Baby*, midnight at the Fine Arts Auditorium, 50¢, PUC. September 13: *The Conversation*, 7:30, 9:30 and 11:30 p.m., C.A.; *Mean Streets*, 7:30 and 10:30 p.m., PUC.

The Ombudsman as Go-Between *by James O. Freedman*

The Office of the Ombudsman has now completed four years of existence. Although statistics alone cannot adequately capture the nature of the Office's work, they do indicate that the number of persons consulting the Office—faculty, students, and staff—has risen steadily during each of the last four years.

The statistics concerning the numbers of persons seeking the assistance of the Office follow:

1971-72	164
1972-73	223
1973-74	234
1974-75	368

As the categories listed on the attached chart suggest, those consulting the Office brought a wide range of problems. The categories showing the greatest growth during the two years of my tenure as Ombudsman have been, perhaps not surprisingly, (1) faculty complaints relating to promotion, tenure, and salary questions, which rose from 18 complaints a year ago to 34 complaints last year; and (2) student complaints relating to academic questions, particularly grades and examinations, which rose from 72 complaints a year ago to 97 complaints last year. And in what is perhaps a disconcerting sign of the times, the number of faculty members consulting the Office of the Ombudsman about all matters also increased, from 30 a year ago to 47 last year.

The 1974-75 academic year was the busiest by far in the four-year history of the Office. The caseload of 368 complaints represented a 57 percent increase over the prior year's total and almost a three-fold increase over the total number of complaints that the Office received during its first year of operation.

Of the many categories of complaints that were received last year, I want to comment upon one of the smallest, that relating to alleged violations of academic integrity. These cases usually involve allegations of cheating on examinations or of plagiarism in papers. The Office of the Ombudsman was consulted—sometimes by a student, sometimes by a faculty member, sometimes by a dean or department chairman—six times in connection with such problems in 1973-74 and five times last year.

But the relatively small number of inquiries does not reflect the importance that such problems assume when they do arise. Charges of cheating and plagiarism are, of course, among the most serious that can be brought against a member of an academic community; in addition, they tend to cause an inordinate amount

of faculty rancor in the course of their resolution, as well as to create considerable personal suffering for the student involved, regardless of whether he or she is eventually exonerated or found guilty of the charge.

For the second straight year, a graduate school of the University was required to decide whether a student had violated accepted norms of academic integrity. This school, like the school involved in the prior year's case, had no pre-existing statement of what its governing norms of academic integrity were—a question whose subtleties are legion—and no written rules prescribing the procedures it would follow in reaching a decision on whether the norms had been violated.

The process by which a decision was reached in each case left much to be desired, even though the faculty members finally responsible for making a decision sincerely sought just results. Because of the absence of written norms and prescribed procedures, the decisional processes that each school followed were necessarily *ad hoc*. Vigorous discussion was had on such questions as which faculty committee, if any, had jurisdiction to decide the case; what role, if any, student honor groups should play; whether the student was entitled to be accompanied to the hearing by a faculty advisor, particularly when the faculty advisor chosen by the student happened also to be a lawyer; and what the form of the hearing should be.

The fact that the faculty members charged with the high responsibility of decision had to resolve procedural questions of the kind just mentioned means that the students involved hardly had timely notice of the nature of the proceedings they might expect or of the approaches likely to be permitted in establishing a defense or in pleading the existence of mitigating circumstances.

FINDING THE OMBUDSMAN

Anyone wishing to talk with the Ombudsman should either call (Ext. 8261) or go directly to the Office, 3537 Locust Walk, a stone's throw west of Benjamin Franklin's statue, just before Locust Walk intersects 36th Street. If Professor Freedman is not engaged, he will talk with anyone who seeks him out even if no appointment has been made. If he is occupied, the caller can talk with the Assistant Ombudsman, Ms. Val Gossmann, or can arrange to see Professor Freedman at the earliest possible time, usually within a day or two.

by James O. Freedman

Given the seriousness of the occasion in the life of the student, *ad hoc* decisions that establish hearing procedures under the pressures of time—often at the burnt-out end of an academic year—give insufficient basis for confidence that their implications have been adequately considered. Such decisions may also tend too readily toward creation of trial-type proceedings based on an adversary model, when the plenary faculty upon deliberative consideration might well conclude that it was desirable in an academic community to follow a less formal method of proceeding. Yet precedents once established—even though it may be recognized that they were set under the pressures of a moment when deliberative thought was not possible—have a way of taking on a normative life of their own.

The problem of affording prior notice and fair treatment to students alleged to have cheated or plagiarized arises primarily at the graduate level of the University, since undergraduates are covered by the elaborately-conceived Code of Academic Integrity, which creates the Honor Board of the University Judicial System. But in many graduate schools of the University, a student charged with cheating or plagiarism will find that the faculty has not stated in writing the norms of academic integrity that it expects students to adhere to, and has not addressed the question of what procedures it will follow in determining whether specific charges are true or false.

The absence of pre-existing standards and procedural arrangements presents a serious dilemma for deans and department chairmen who are faced with allegations of academic dishonesty by a graduate student. It also presents a serious dilemma for graduate students who must prepare for one of the most trying experiences of their lives.

It would be highly desirable for the appropriate graduate schools to initiate deliberative faculty consideration leading to the promulgation of a set of procedures governing alleged violations of academic integrity by their students, so that the faculties and the students involved will know prospectively what rules will govern the eventual decision-making or hearing processes. Alternatively, it would be desirable for the University Council or the Faculty Senate to consider whether graduate students should be included explicitly within the Honor Board's jurisdiction, particularly when a graduate school has no pre-existing hearing procedures of its own.

The factors underlying the steady growth of the caseload of the Office of the Ombudsman undoubtedly reflect the increased pressures and uncertainties that the University's economic

situation has created for faculty, students, and staff. But I hope that the increase also reflects the fact that the services of the Office of the Ombudsman—as listener, counselor, advisor, conciliator, mediator, advocate—have gradually become better known to the members of the University community.

It was one hundred and eighty-four years ago that Edmund Burke, in *An Appeal from the New to the Old Whigs*, wrote:

The world is governed by go-betweens. The go-betweens influence the persons with whom they carry on intercourse, by stating their own sense to each of them as the sense of the other; and thus they reciprocally master both sides.

Although Burke's description overstates what an ombudsman often can accomplish, it nonetheless describes one of the goals toward which I believe the Office of the Ombudsman should strive. I hope that the steady growth in the numbers of those consulting the Office represents a conviction that a "go-between" is an indispensable functionary in a University such as ours—one that, because it is large and diverse, often can seem faceless and indifferent to many of its members.

Those who have had occasion to consult the Office know the large degree to which its successes are attributable to the competence and dedication of Val Gossman, who for two years has served as Assistant Ombudsman with an extraordinary devotion. I am buoyed by the fact that she will continue to serve during my third and final year as Ombudsman.

1974-75 GRIEVANCES

Of the 368 individuals who came to the Office of the Ombudsman during the 1974-75 academic year, the subject breakdown was:

academic	97	safety.....	13
academic integrity	5	health.....	11
residential.....	35	registration.....	9
promotion tenure salary	34	financial aid	8
job problems.....	33	pets.....	8
fees.....	24	libraries.....	7
miscellaneous.....	21	buildings & grounds.....	4
communications.....	20	cars parking.....	4
benefits.....	15	recreation.....	4
personal differences.....	13	dining service.....	3

Of the 166 individual undergraduate grievants, 59 were seniors, 41 juniors, 31 sophomores, and 19 freshmen (15 were CGS students, 1 a Wharton evening student):

College.....	56	CGS.....	15	Nursing.....	3
CW.....	48	Engineering.....	5	Oral Hygiene.....	1
Wharton.....	33	SAMP.....	4	Wharton eve.....	1

The distribution of graduate and professional students was:

GSAS.....	22	Social Work.....	5	Engineering.....	2
Wharton.....	11	Law.....	5	Annenberg.....	1
GSFA.....	10	Medicine.....	3	Nursing.....	1
GSE.....	9	Dental.....	2	Veterinary.....	1

In addition, this year, a total of 12 alumni asked for assistance.

The numbers for faculty and staff were as follows:

A-1.....	29	A-3.....	22
A-2.....	47	A-4.....	1
Former employees.....	5		

The faculty breakdown by school:

FAS.....	15	Engineering.....	2	Law.....	1
Medicine.....	12	Social Work.....	1	Wharton.....	1
GSE.....	8	Veterinary.....	1	Dental.....	1
GSFA.....	4				

DEATHS

ADOLF KLARMANN

Dr. Adolf D. Klarmann, Emeritus Professor of German and General Literatures, died August 27 at University Hospital. He had been a member of the Pennsylvania faculty for 44 years.

The scholar of Austrian literature wrote extensively about and edited the collected works of Franz Werfel. From 1969-72, he served as first president of the American Council for the study of Austrian Literature.

Dr. Klarmann was the recipient of numerous awards including the Austrian Cross of Honor for Letters and Arts, First Class; honorary degrees from La Salle and Lebanon Valley Colleges; and Guggenheim and Fulbright fellowships. In 1974, he was honored with a festschrift, *Views and Reviews of Modern German Literature*.

An alumnus of N.Y.U. and Penn, he is survived by his wife, Isolde Doernenburg Klarmann. She is the daughter of the late Dr. Emil Doernenburg, a professor of German here.

KNUT KRIEGER

Professor of Chemistry Knut A. Krieger died July 19. A member of the faculty since 1934, he had served as acting chairman of his department during the spring term of this year.

Widely known for his research in heterogeneous catalysis, the Penn alumnus was a founder of the Philadelphia Catalysis Club and an active member of the Philadelphia Section of the American Chemical Society.

In 1943 he began his work for the National Defense Research Committee. He was consultant, project leader, investigator and director of many large scale studies at Penn's Institute for Cooperative Research, until its closing in the late sixties.

He is survived by his wife, Miriam; his son, Knut Rutherford, a Penn student; and four grandchildren.

Dr. John Russell Abersold (July 3 at 73), Emeritus Professor of Industry, who was a member of Penn's faculty for forty-nine years until his retirement in 1972. During World War II, he was chief of the War Department's Wage Administration; he then served as an advisor to General Douglas MacArthur on labor policies in Japan. Dr. Abersold received his A.B., L.L.B., A.M., and Ph.D. degrees from Penn.

Avery Felton Blake (August 25 at 68), lacrosse coach here for ten years until his retirement in 1970. Before coming to Penn, the former All-American player headed the lacrosse coaching staff at Swarthmore for twenty-nine years. He served as president of the U.S. Intercollegiate Lacrosse Association and was named its Coach of the Year in 1969. A member of the Lacrosse Hall of Fame, the Swarthmore alumnus received the Lacrosse Hero Award from the State of Maryland.

Timothy Clayton (May 18 at 76), a janitor in Buildings and Grounds for 18 years, then a part-time animal laboratory technician in the Veterinary School.

Robert B. Cotton (June 8 at 25), a student in the School of Veterinary Medicine since 1972.

Stella Cross (May 16 at 50), a cook at Hill Hall who joined the Dining Service staff in 1969.

Dr. Hans May (July 23 at 73), Associate Emeritus Professor of Surgery, who joined the faculty of the Graduate School of Medicine in 1936. Before retiring as chief of plastic and reconstructive surgery at Lankenau Hospital in 1969, he had also been chief of plastic surgery at Germantown, Abington and Holy Redeemer hospitals and St. Christopher's Hospital for Children.

Dr. Charles W. Metz (June 5 at 86), Emeritus Professor of Zoology, a member of the faculty and chairman of his department

THE UNIVERSITY AND TRAVEL AGENCIES

In order to eliminate any possible confusion that may exist over the association of travel agencies with the University of Pennsylvania we wish to bring the following information to the attention of members of the faculty and staff.

Houston Hall Travel Agency: Although this agency is located in Houston Hall, it is a division of Travelco, Inc. which has no association with the University other than that of a tenant.

University City Travel Service: This agency is also a tenant of the University and has an extension giving entry to the University's telephone system, but has no other tie-in.

Penn Towne Travel: Although the word "Penn" appears in the name and the agency also has an extension giving entry to the University's telephone system, there is no other tie-in.

It is important to note that while agencies such as these and RAC Travel will honor University Travel Authorizations, they have no association with the University.

—Paul O. Gaddis, Senior Vice-President for Management

from 1940 until his retirement in 1959. The cytologist and geneticist was named director of Penn's Zoological Laboratories in 1953. The author of approximately 100 publications, he was a member of numerous professional and honorary organizations including the National Academy of Sciences, the American Philosophical Society, the American Academy of Arts and Sciences, the American Society of Naturalists, the American Society of Zoologists, Phi Beta Kappa and Sigma Xi. After receiving his doctorate from Columbia in 1916, he served on the staff of the Carnegie Institution of Washington for 24 years.

Allen Munson (by drowning at 24), a graduate student in the School of Social Work for the last two years, who had been missing since March 30. His body was found May 15.

Dr. Charles Pollard Olivier (August 14 at 91), Reese W. Flower Emeritus Professor of Astronomy, who joined Penn's faculty in 1928 and served as chairman of the astronomy department and as director of the Flower Observatory until his retirement in 1954. A leading authority on meteors, he catalogued almost 300,000 that had been observed from 1900 to 1959; and was a founder and long-time president of the American Meteor Society. In 1918, he was an independent discoverer of the Nova Aquilae, an exploding star, and subsequently did extensive visual work on double stars. A member of the American Philosophical Society, Dr. Olivier received both his undergraduate and graduate degrees from the University of Virginia. He served on its faculty 1912 to 1928.

Jennifer M. Schultz (June 25 at 19), a student in the College of Engineering and Applied Science since 1974.

Dr. Robert Chester Smith Jr. (August 21 at 63), Professor of Art History, who joined the faculty in 1947. An authority on 18th century Portuguese and Brazilian art, he was the author of six major books in Portuguese and in 1968 published *The Art of Portugal*, the first comprehensive study of its kind in English. In recognition of his work, the Portuguese government awarded him the rank of grand officer in the Military Order of Santiago and the Camoens Prize, an award for the best foreign book published about Portugal. A recipient of the Athenaeum Literary Award, he was a member of the Athenaeum of Philadelphia; a fellow of Brazilian and Portuguese Studies of the Library of Congress; and a member of the American-Portuguese Cultural Society. He took his undergraduate and graduate degrees from Harvard.

Donald C. Wagner (May 8 at 73), lecturer in political science and senior research investigator at the Fels Institute from 1963 until his retirement in 1969. The Penn alumnus served as executive director of the Greater Philadelphia Movement; personnel director for the city of Philadelphia; and as managing director of the city.

STAFF CHANGES

ATHLETICS

Bob Staak has joined the staff as an assistant basketball coach, director of athletics. **Andy Gieger** has announced. He comes to Penn after coaching assignments at William and Mary and the University of Connecticut, where he was captain of the basketball team for two years before graduating in 1971.

Connie Van Housen, director of women's athletics, has announced the appointment of **Lois Ashley** as assistant director and as head basketball coach. In 1975, she was the former head coach of Haddonfield (N.J.) Memorial High School was the first woman to be chosen South Jersey Basketball Coach of the Year. She is an alumna of Westchester State.

BUILDINGS & GROUNDS

Ronald D. Lowden Jr. has been named staff architect. **Liutas K. Jurskis**, assistant director for engineering and work control, has announced. The Penn alumnus was formerly director of research at Vincent G. Kling and Partners, Architects.

GRADUATE HOSPITAL

Administrator of Graduate Hospital **Paul A. Scholfield** has announced the following additions to the staff there.

Brian G. Costello has been appointed director of personnel. After serving for six years with the U.S. Navy, he was employed overseas by the Philco-Ford Corporation and as a labor relations consultant to the government of Guam. He is an alumnus, Wh '75.

William A. Murray, formerly consultant to the Republican National Committee, has joined the Graduate staff as director of development. Prior to his 1971 appointment as executive director of the Republican Finance Committee of Pennsylvania, the Penn alumnus served with the Boy Scouts of America for 14 years.

Assistant Administrator for Patient Care **Marion Webber** comes to Graduate from Garden State Community Hospital where she held posts as assistant administrator of nursing services and as director of nursing. Formerly director of nursing at Salem Memorial Hospital, the Temple alumna was also an instructor of medical surgical nursing at Cooper Hospital School of Nursing.

HUP

Gerald Katz, University Hospital Administrator, has announced the following personnel changes at HUP.

Clara Deily, assistant comptroller since 1969, has been named comptroller. After earning bachelors and masters degrees from Temple, she was employed by Abbotts Dairies until joining the HUP comptroller's staff nine years ago.

Assistant Administrator **Fred Hollander** comes to HUP from the Daroff Division of Albert Einstein Medical Center where he served as assistant director. Prior to that, he held administrative positions at Long Island Jewish-Hillside Medical Center; the Jewish Home and Hospital for the Aged; and the Lutheran Medical Center. A graduate of S.U.N.Y. at Buffalo, he received a masters in hospital administration from Columbia.

Dr. Helen L. Smits, assistant professor of medicine and health care systems in the Medical School, has been named to the new post of associate administrator for patient services. She will have management responsibility for all HUP departments dealing directly with patient care and will act as administrative liaison to all clinical and diagnostic departments. Chief of HUP's general medical clinic since 1971, the *cum laude* alumna of Yale's medical school has been a Fulbright Scholar and a traveling fellow of Britain's Royal Society of Medicine Foundation. She served as an Infectious Disease Fellow at Beth Israel Hospital in Boston, and as chief medical resident at HUP.

FREE WOMEN'S SCHOOL

It's first come, first served when registration begins next Monday for assertiveness training, auto repairs, carpentry or any of the other thirty-seven classes offered by the Free Women's School. The five- to ten-week courses start the week of September 29 with the majority meeting in the evenings or on weekends; free child care is also provided. Tuition, based on ability to pay, reaches a maximum of \$25. For a complete course roster, stop by at the Women's Center, 112 Logan Hall, where registration will be held September 15, 17, 19 and 22, noon-2 p.m.; September 16 and 18, 5-8 p.m.; and September 20-21, 1-5 p.m.

A-3 PICNIC

You've probably seen the campus posters announcing the A-3 Picnic on September 13. Don't believe every word. The picnic is on, but one of the two tours of New Bolton is off. The *only* tour of the facilities will be at 2:30 p.m.

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 (mid-point) and top of salary scale, in that order.

ADMINISTRATIVE/PROFESSIONAL (A-1)

ASSOCIATE DEVELOPMENT OFFICER II, responsible to the Director of Corporate and Foundation Relations, to manage selected corporate fund-raising programs; implement special corporate communications projects; and assist in the planning, preparation and coordination of major gift appeals. *Qualifications:* Three to five years' public relations, promotional or fund-raising experience; ability to communicate effectively within and without the University family; to assume responsibility for a fund-raising program or project from beginning to end including research, planning, promotion, cultivation, solicitation and stewardship; to participate in a team effort and goal oriented environment. \$14,125-\$17,600-\$21,050.

ASSOCIATE DIRECTOR OF RESIDENTIAL LIVING to develop academic, cultural and social programs for students; coordinate staff selections and in-service training; conduct staff and new student orientation; serve as liaison with academic advising officers. *Qualifications:* Advanced degree preferred; previous experience in University administration and extensive experience in student counseling and programming essential. *Resume only.* \$12,300-\$15,325-\$18,350.

HEAD TEACHER to supervise 3-5 year old children within a classroom setting; plan and carry out a program which recognizes the social, cultural, emotional, intellectual, and health needs of each child and of the group; provide classroom teaching, supervision, and evaluation of peers, aides and volunteers who work with the group; consult and collaborate with social worker/social work students in the Masters Program and parents on matters affecting their child; develop and maintain a friendly relationship with parents; assist in planning and maintenance of group coverage; participate in staff development meetings and workshops; participate in supervisory consultation with assigned staff; perform related duties. *Qualifications:* College degree in early childhood education or

demonstrated competency in this field; teaching experience in early childhood education. \$9,275-\$11,450-\$13,600.

JUNIOR RESEARCH SPECIALIST to perform protein purification and characterization coagulation; protein and carbohydrate assays; gel and SDS electrophoresis; column chromatography; gel filtration; and blood procurement and processing. *Qualifications:* Experience in protein purification and chemistry; B.S. or preferably, M.S. in chemistry; knowledge of biochemistry desirable; two years' laboratory experience; knowledge of coagulation desirable but not necessary. \$8,075-\$10,050-\$12,000.

NEWS OFFICER—MEDICAL to find, write and place news stories related to health affairs and medical departments; handle press inquiries and other media relations tasks as assigned. *Qualifications:* Bachelors degree; ten years' experience working for newspapers, magazines and university news bureaus. *Salary to be determined.*

RESEARCH COORDINATOR. Responsible for the development and implementation of data gathering techniques, the analysis of collected data, and the conceptualization and preparation of technical reports, memoranda, and letters. Required to interface frequently with individuals outside the project team to collect data and coordinate activities. May be responsible for some administrative duties in connection with the project. May be responsible for the independent completion of a defined segment of the project, including research design, data collection and analysis, and report writing. *Qualifications:* B.A. degree in social science or business; Masters degree in health or hospital administration desirable but appropriate experience may be substituted; responsible research work experience in economic analysis, preferably in a health related field; experience as hospital accountant or assistant. \$10,675-\$13,275-\$15,875.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I; II (9/2/75).

CLERK III (9/2/75).

COLLECTION ASSISTANT (9/2/75).

DENTAL ASSISTANT I (3) (9/2/75).

DRAFTSPERSON (9/2/75).

EKG TECHNICIAN I (9/2/75).

ELECTRON MICROSCOPE TECHNICIAN II to receive training in advanced electron microscopy; perform electron microscope research under the direction of a principal investigator; prepare electron microscope specimens; perform routine and more difficult examinations of specimens. Responsible for photographic projection printing and preparation of specimens for electron microscopy by freeze-etch technique. *Qualifications:* Knowledge of basic handling and care of small animals; knowledge of freeze-etch technique or ability and willingness to learn; college degree in biology or related field; one to two years' experience in electron microscopy techniques. \$7,900-\$9,450-\$11,000.

ELECTRONIC TECHNICIAN II to perform radiation protection surveys of radionuclide laboratories and x-ray installations; maintain, calibrate, perform simple repair of radiation measurement instrumentation. *Qualifications:* Knowledge of health physics (radiation safety), or prior experience with radiation detection and measurement instruments; must be able to get along with people. \$7,900-\$9,450-\$11,000.

GROOM, New Bolton Center (9/2/75).

HISTOLOGY TECHNICIAN I (9/2/75).

HISTOLOGY TECHNICIAN II, Anatomy Lab, School of Veterinary Medicine, to prepare, organize and replace histological materials for embryology, histology and neuroanatomy courses and other educational pursuits of the various staff members of the Laboratories of Anatomy; assist in preparing fresh materials and in handing out teaching materials and specimens in setting up the laboratories for embryology, histology and neuroanatomy. *Qualifications:* College degree in chemistry or biology, with course work including histology and micro technique; ability to prepare and stain paraffin and celloidin sections or willingness to learn such techniques. \$7,900-\$9,450-\$11,000.

LABORATORY TECHNICIAN I, ELECTRON MICROSCOPE (9/2/75).

LABORATORY TECHNICIAN III. Perform precise measurement of physical properties of red cell membranes using a microaspiration

technique. Requires great care in technique. Studies are directly applicable to mechanisms of red cell destruction in disease. *Qualifications:* Ability to use microscopic techniques; previous research experience or masters' degree. \$7,900-\$9,450-\$11,000.

MEDICAL SECRETARY (9/2/75).

NURSE'S ASSISTANT to weigh patients; obtain specimens; perform basic laboratory test with specimens; prepare examining rooms and patients for physicians' examinations; obtain necessary information from patients. *Qualifications:* High school graduate preferred; basic background in Ob-Gyn family planning; must be dependable, patient, and tactful. \$4,850-\$5,600-\$6,325.

PHYSICAL LABORATORY TECHNICIAN III (9/2/75).

PROJECT BUDGET ASSISTANT (9/2/75).

PSYCHOLOGY TECHNICIAN II to assist in designing language, cognitive and problem-solving research paradigms for chimpanzees. Responsible for care and maintenance of chimpanzees. Collection of data and compiling weekly reports on data collected. Supervision of animal care employees; advise and supervise students and other employees in data collections techniques. *Qualifications:* Minimum Experience: at least 5 years' experience working in animal research; at least 4 years working with chimpanzees in chimpanzee language research. Practical knowledge of experimental design and elementary statistics; testing and training technology with chimpanzees in a lab setting; knowledge of practical primate care. \$8,925-\$12,325-\$14,525.

RESEARCH LABORATORY TECHNICIAN I. Three positions: one calls for media making, contamination testing and tissue culture; two for standardized lab analyses and small animal handling. *Qualifications:* High school diploma; lab coursework or experience desirable. \$6,200-\$7,275-\$8,350.

RESEARCH LABORATORY TECHNICIAN II. Five positions, three calling for immunologic techniques, one for enzyme preparation, and one for operation of 220 MHX NMR spectrometer. *Qualifications:* B.S. or appropriate experience. \$7,000-\$8,300-\$9,575.

RESEARCH LABORATORY TECHNICIAN III. Nine positions, four calling for cell culture, four for biochemical analyses and animal handling, and one for maintenance of an electrophysical laboratory. *Qualifications:* B.S. or appropriate lab experience. \$7,900-\$9,450-\$11,000.

RESEARCH MACHINIST I (9/2/75).

RESIDENCE HALL CLERK (2), evening shift, 4 p.m.-midnight, to receive students, parents, faculty, University personnel and public; answer telephones; distribute mail; perform related clerical duties. *Qualifications:* High school diploma; previous experience in related public contact field; ability to deal effectively with all types of individuals in a pleasant and efficient manner. \$6,125-\$7,325-\$8,525.

SECRETARY I; II (22); III (5); IV (9-2/75).

TECHNICAL TYPIST (2) (9/2/75).

TYPIST I (3) (9/2/75).

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

ASSISTANT CASHIER (9/2/75).

PAYROLL CLERK, six-month full-time position (9/2/75).

RESEARCH LABORATORY TECHNICIAN, full- or part-time until April 1, to purify and synthesize biomolecules. *Qualifications:* Must have had organic lab; synthetic chemistry or biochemistry.

SECRETARY (2), 20 hrs./week (9/2/75).

TECHNICAL TYPIST, two days/week (9/2/75).

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