

# Almanac

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## THE STRIKE: COURT STEPS IN

Campus operations continue to be slowed by the strike of Operating Engineers Local 835, joined formally during the past week by Local 1202, Buildings Maintenance Workers, and Local 473, Firemen and Oilers (laboratory animal handlers). Library and dining service personnel are out in sympathy.

Essential operations are being carried out by supervisory personnel, Gerald L. Robinson, executive director of personnel services said, and a campus hotline—Ext. 4500—is now staffed from 8 a.m. to midnight to answer questions for all members of the University community.

During the week the University secured three injunctions to restrain union personnel from threats or acts of violence against persons or property and from mass picketing that interferes with operations necessary to health and safety. "The strike itself is a legal economic strike," Mr. Robinson said in a memo issued to the campus; but he detailed specific activities which have been ruled illegal for the strikers and those acting in concert with them.

On Thursday, Local 835 was ordered to court to show cause why it should not be held in contempt of the injunction issued Monday in the Court of Common Pleas. The court appearance interrupted talks that were set for Friday morning with the Federal Mediation and Conciliation Service. Around noon the Court granted a continuance of the contempt hearing to Tuesday, October 28 and talks were resumed at 1:30—but were broken off before the end of the day.

A series of Strike Bulletins was issued during the week—four under the *Almanac* logo and one directly by Mr. Robinson's office—giving late news of the injunction proceedings and in one case outlining some economic factors in the University's position. Copies of the bulletins are available for those not reached via the emergency distribution system: call Ext. 4500 and arrange to pick them up, or come directly to *Almanac* at 515 Franklin Building.

On page 3 of this issue, Local 835's Business Agent James Mullin responds to one of the Strike Bulletins issued under the *Almanac* logo.

## STARTING NOVEMBER 1: WORKING AT 68°

The University will start a new phase of energy conservation on November 1, reducing the temperature level to 68° in all buildings. Between December 24 and January 5, it will further reduce temperatures to 60° except in buildings housing essential activities or those quartering animals. The "exempt" building list for December 24-January 5 now includes Van Pelt and Dietrich Libraries; HUP, Graduate Hospital and all buildings housing animals; College Hall, Franklin Building, Leidy Lab, New Biology and Vance Hall. If a building that requires normal environment during the period has been overlooked, the dean responsible for the building should contact the Provost.

Residence halls and dining facilities will continue at the 60° level past January 5, until the start of classes January 26. This and the above information is from a detailed memorandum on heating plans being sent by the Provost and the Senior Vice-President for Management to University offices this week; it asks that any suggestions for improving campus energy policy continue to be sent to Dr. Ezra Krendel, chairman of the Advisory Committee on Energy Conservation. Overall energy consumption has been reduced some 5% through campus cooperation, the memo said.

## POSTDOCTORAL FELLOWS: MEDICAL COVERAGE

By Trustee action, the University's Blue Cross, Blue Shield and Major Medical insurance group plan has been opened for participation by postdoctoral fellows. Under this extension of the program, premiums for single or family subscribers will be paid by the University for postdoctoral fellows whose salaries are paid through the University payroll system and who have completed six months of University service. Postdoctoral fellows whose salaries are paid directly by external granting agencies are also eligible for membership in the University's medical insurance group plan; however, University funds are not available for premium payment. For such postdoctoral fellows, costs of health insurance coverage may be charged to an institutional allowance if provided by the granting agency; otherwise, fellows may purchase coverage at their own expense.

### A. Postdoctoral Fellows Paid Through University Payroll System

Postdoctoral fellows whose salaries are paid through the University's payroll system may join the group plan immediately and have coverage retroactive to August 1, 1975. Those who have completed six months' service with the University by July 1, 1975 are eligible for single or family coverage in the plan at University expense. Those who did not complete six months of University service prior to July 1, 1975, may join the plan at their own expense until they have completed six months of service at which time they are eligible for coverage at University expense.

### B. Postdoctoral Fellows Paid Directly by Outside Granting Agencies

Postdoctoral fellows whose salaries are paid directly by sponsoring agencies such as the National Institutes of Health, and whose fellowships include an institutional allowance sufficient to provide payments to the University for the Blue Cross, Blue Shield, Major Medical group health insurance benefit, may join the plan immediately and receive coverage retroactive to August 1, 1975. Payment for single or family group premiums for individuals enrolled under this provision must be made in advance for each fiscal year. An adjusted, lump sum premium payment must be made for the period, August 1, 1975, through June 30, 1976, to obtain retroactive coverage.

Postdoctoral fellows whose grants do not provide an institutional allowance sufficient to reimburse the University for the cost of the Blue Cross, Blue Shield, Major Medical group health insurance benefit may, however, join the University's group plan at their own expense. This would allow individuals who desire coverage to gain the advantage of group premium rates for themselves and their dependents. Individual or family coverage may be arranged by payment of premiums in advance for each fiscal year. Such coverage may be purchased beginning October 1, 1975.

### C. Postdoctoral Trainees

Mechanisms for participation by postdoctoral trainees are being developed and should be ready for announcement in the very near future.

### For Additional Information about Enrollment:

Remember, you must enroll to receive this coverage.

Postdoctoral fellows may contact the Personnel Benefits Office to arrange for enrollment beginning *Wednesday, October 29, 1975*. Questions may be directed to Ext. 7282.

—J.J. Keller  
Director, Personnel Administration Services

*Nominations are due November 17 for the election of students to the University Scholars Program now in its third year. Only the faculty may nominate students, and the Council for University Scholars will elect by the procedures outlined below. Any unanswered questions may be directed to Michael Neiditch, Assistant to the Provost, at 102 College Hall, Ext. 6888. Note that nominations and supporting materials go to that office addressed to Dr. Otto Springer.*

## University Scholars: Year III

### *Nature of the Program*

This program enables some of our most talented students to enroll simultaneously for an undergraduate and graduate degree or for an undergraduate and professional degree. The object is to draw the two kinds of educational experience together into a coherent program without restriction of time, with the following results in mind: (1) much greater breadth of knowledge than is usually the case; (2) several subjects mastered with greater depth of knowledge than is usually the case. The University Scholars needing it will have adequate financial support until both degrees are awarded. They will have one advisor in the appropriate undergraduate program, one in the appropriate graduate or professional program, and one in the Council for University Scholars itself. The Scholars will become members of a Society of University Scholars for the exchange of ideas and experiences across many fields of knowledge.

There are now twenty-five University Scholars in most of the professional and graduate schools of the University. Each of them is crafting a baccalaureate and post-baccalaureate program which integrates and enhances educational objectives that were hitherto

separate. The ambition of the program is not acceleration, but enrichment. It hopes to foster an atmosphere in which creativity, rigor, and excellence can flourish. The program encourages young men and women to love ideas, to develop their mental powers, and to aspire to intellectual enterprise, regardless of their eventual careers.

### *Who is eligible to become a University Scholar?*

Eligible students will have shown, through their potential and accomplishments, that they are capable of effectively using the advantages of the program. Some students might come from the entering freshman class, because of their unusual promise and their clear graduate or professional goals. Some, having demonstrated in their first year the qualities of talent and motivation required for the program, might be enrolled during their freshman year. Others, depending on the clarity and brilliance with which their graduate or professional goals have revealed themselves to the appropriate faculty members, might be chosen during their sophomore or junior years.

### *How does one become a University Scholar?*

Students will be nominated only by members of the faculty.

Should a student become convinced of his or her worthiness as a candidate, he or she must acquire a faculty sponsor. The sponsor must be closely acquainted with the student and his or her talents and goals. The faculty sponsor will nominate the student to the Council only if the student is unusually qualified. A faculty member may initiate the nomination process if he or she is convinced of the highly promising qualifications of a student with whom he has become acquainted. Seniors will not be considered. Faculty members should reserve the nomination privilege to the "one-in-ten-years" type of student. It should be understood that in any class at Penn there will at the outset probably be only fifteen to twenty University Scholars. Those considered most promising after credentials review will be interviewed by the Council. The final decision will be made by the Council *only* after it has obtained the consent of the appropriate graduate or professional admissions group.

### *Supporting materials to be submitted by faculty sponsor*

A dossier consisting of the following materials should be transmitted by the faculty sponsor to Dr. Otto Springer, 102 College Hall.

1. Pertinent scholarly or research papers written by the nominee and showing unusual achievement;
2. A letter of endorsement by the faculty sponsor, together with other supporting letters;
3. A letter from the nominee to the Council indicating how he or she will use the advantages of the program in arranging a special study sequence, together with a statement of long-term goals and personal aspirations;
4. A high school transcript; and
5. A transcript from the undergraduate school.

### **DEAN OF NURSING: NOMINATIONS**

The consultative committee to advise on the selection of a new Dean of the School of Nursing invites the nominations of the University community—and would appreciate receiving them soon so that we can complete our work this semester. Names of candidates, preferably with supporting materials, should be sent to the undersigned.

—Dr. Barbara Lowery, Chairman of the Committee  
School of Nursing, 205 South 34th Street

### **SAMP REVIEW: INPUT INVITED**

There is currently under way a review process for the School of Allied Medical Professions. The review was prompted by a request of the School's department chairmen to the University administration for clarification of the University's philosophy and commitment to the School and by the recent resignation of the Dean.

Before making any recommendations I have requested that a staff report be prepared that identifies all possible options concerning the future direction of the School and its programs, and collects into one document updated information on factors that need to be considered for the various options. The preparation of this report is under way with the assistance of the Dean, Acting Dean Designate and department chairmen of the School. In addition, consultations are being sought both internally and externally.

The purpose of this announcement is to invite concerned groups or individuals in the University wishing to express suggestions or provide relevant information to contact the Office of the Vice-President for Health Affairs. Where appropriate, information received will be incorporated into the report and statements received will be included in the appendix material.

—Thomas W. Langfitt, M.D.  
Vice-President for Health Affairs



## SUMMER CONFERENCES?

The Conference Office staff encourages any department interested in hosting a conference during the summer months to contact them as soon as possible. Many prospective conferences have already reserved space and a limited number of open dates remain.

The Office no longer offers low-cost transient and conference housing accommodations during the academic year due to an increase in demand for undergraduate housing. However, two high-rise dormitories (Harrison and Harnwell) are projected for use during the Bicentennial Summer.

If you have any questions or would like to discuss a potential conference or seminar, please contact Assistant Director David Bianchi or myself at 3901 Locust Walk, Ext. 6843.

—Kathy Moses  
Director of Conferences

## LETTERS

### UNION RESPONSE TO MR. ROBINSON

*The following response to Gerald L. Robinson's message in an Almanac Strike Bulletin October 23 is published under Almanac guidelines.*

1. The University states that it is in an "economic bind," with a \$10 million deficit.

If the University wants to have any credibility attached to that claim it should open its books (not just the published budget) and make public the complete financial status of the University.

Meanwhile we maintain our position that employees cannot subsidize deficits that result from sadly misguided priorities.

2. The University states that both sides agreed that final negotiations would begin in the fall.

That is absolutely true, but the Unions never agreed that that should mean that negotiations would begin less than three days before the contracts expired, which is when the University made its economic offer—more than 100 days after the Unions had agreed to extend their contracts.

3. The University states that the only negotiable item in the economic negotiations is the effective date for wage increases from an already fixed dollar amount, e.g., 6% on January 1 or 4% on October 1, etc.

The Unions, whose contracts originally expired on June 30, cannot accept the "first and only offer" tactics of the University administrators who have told the Unions that they must accept an offer that is in reality an increase of only 3% in real income for fiscal 1975-76.

4. The University states that its current wage proposal (a 6% increase on January 1, 1976 and an additional 6% on July 1, 1976) would raise wage levels 12.4% in six months.

As it stands, that statement is not terribly impressive after years of double-digit inflation, and it is even less impressive when it is seen as the total increase over a two-year period.

5. The University states that from July 1, 1974 to July 1, 1975, the cost of living rose between 8% and 9% and that during that period University wages and salaries rose more than 7%.

In fact, the Operating Engineers maintenance workers received an increase of less than 4% in that period. The University statement also fails to mention the inflationary rate of preceding years during which our increases fell significantly behind the increases in the cost of living. Our salaries also fall considerably below those of equivalent ones at other universities in the Philadelphia metropolitan area.

6. The University states that payroll dollars will be shared equally by all employee groups.

We are not competing with any other group for a fair increase, but we would point out that 6% or any percent of an administrative salary of several tens of thousands of dollars is a lot more than 6% or any percent of a union wage as low as \$3.40 per hour.

—James Mullin, Business Agent, Local 835

### KLARMANN SERVICE

To correct any confusion that may have resulted from last week's *Daily Pennsylvanian* announcement that the memorial service for Dr. Adolf Klarmann was scheduled on October 23, Dr. Albert Lloyd notes the correct date: October 30 at 4 p.m. in 200 College Hall (*Almanac* October 14).

## 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 two figures in salary listings show minimum starting salary and maximum starting salary (midpoint), in that order.*

### ADMINISTRATIVE/PROFESSIONAL (A-1)

**APPLICATIONS PROGRAMMER** responsible for analysis and programming support of academic research and analysis office; to assemble data aggregations using financial, personnel and student flow data bases; perform technical programming, testing and debugging; maintain and update systems as assigned; assist in analysis and design. *Qualifications:* Bachelors degree preferred; formal training and experience in programming concepts, techniques and applications; experience and familiarity with the following relatively large operating systems: OS/370 ANS COBOL, MARK IV; PL/I and APL desirable. \$10,675-\$13,275.

**ASSOCIATE COMPTROLLER** for field business management to implement new structure of bilateral communication regarding financial and accounting matters and use it to disseminate information and receive questions; conduct educational programs to improve understanding of University accounting policies; and establish a liaison between the central administrative offices and the responsibility centers. Responsible, in consultation with the deans, for evaluation of all field business personnel in regard to their financial and accounting effectiveness, and for supervision of business personnel. *Qualifications:* Superior professional quality; knowledge of University operations; ability to communicate with and motivate people at all levels of management. Salary to be determined.

**JUNIOR RESEARCH SPECIALIST** to perform physicist duties with a research group. The position will last about one year, with the possibility of an extension, and involves substantial periods at out-of-town laboratories. *Qualifications:* Practical experience in physics experimental techniques; physics training at least equivalent to B.S. \$8,075-\$10,050.

**WRITER II** to write news stories, spot announcements, film copy and commentary for broadcast use; use, operate and apply broadcast equipment. *Qualifications:* Bachelors degree in communications, radio, television and film production; writing and working experience in radio and television production either at a broadcasting station or in handling those media in a public relations capacity. \$9,275-\$11,450.

### SUPPORT STAFF (A-3)

**CLERK II**, grade recording (10/21/75).

**COLLECTION ASSISTANT (2)** (10/7/75).

**COLLECTION ASSISTANT, SENIOR** (9/30/75).

**DENTAL ASSISTANT I** to perform routine work under direct supervision; provide assistance to dentist or dental student in the performance of dental therapy. *Qualifications:* High school diploma; completion of an ADA Council on Dental Education-approved dental assistance course, or one year's experience; ability to execute manual techniques. \$7,075-\$8,300.

**MEDICAL SECRETARY (2)** (10/7/75).

**RESEARCH BIBLIOGRAPHER II** (10/7/75).

**RESEARCH LABORATORY TECHNICIAN I (2)** (10/21/75).

**RESEARCH LABORATORY TECHNICIAN II (3)** (10/28/75).

**RESEARCH LABORATORY TECHNICIAN II** to perform radioimmunoassays of various hormones; enzyme assays; and animal experiments.

## OPENINGS continued

**Qualifications:** Two years' college; will train in techniques. \$7,000-\$8,300.

**RESEARCH LABORATORY TECHNICIAN III.** Five positions: two call for virological procedures; one for bacteriological techniques; one for biochemical analyses; and one for small animal surgery, radioactive labeling and tissue culture (10/21/75).

**RESEARCH MACHINIST I** (9/2/75).

**RESEARCH MACHINIST II** (10/21/75).

**SECRETARY I** (10/7/75), **II** (8); **III** (4) (9/2/75).

**TECHNICAL TYPIST** (10/21/75).

### HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

**MT/SC OPERATOR** (10/7/75).

**SCIENTIFIC GLASSWASHER**, 16 hrs./week. **Qualifications:** Rudimentary typing skills; experience not essential; training provided.

**SECRETARY I**, 20 hrs./week (10/14/75).

**TEMPORARY EXTRA PERSON**, two to four months, full-time or 20 hrs./week, to code census data and population register; keypunch data to cards. **Qualifications:** Good reading knowledge of French and typing or keypunching experience required; previous coding experience desirable.

## THINGS TO DO

### LECTURES

**Suicidal Behavior: Phenomenology and Management.** The psychological services department of GSE sponsors a luncheon discussion with Dr. Marika Kovacs, associate in psychiatry here. October 29, 12:30 p.m. in Stiteler Faculty Lounge.

Dr. Stirling Colgate delivers this year's first Goodspeed-Richards Memorial Lecture, *Quasars in Cosmology*. October 29, 4 p.m. in Auditorium A2 of the David Rittenhouse Labs. Sponsor: Physics Department.

The School of Social work launches its Bicentennial program with the Ruth E. Smalley Symposium, October 30: Harvard Professor of Psychiatry Alvin F. Poussaint offers a black perspective on *Generating Knowledge for Social Change: Science, Social Science and Social Work* at 4 p.m. in the Annenberg School Auditorium; dinner and discussion with Penn faculty follow. Fees: \$15; \$7 for students (who can attend just the lecture for \$2). For reservations: Mrs. Ruth Perlberg, Ext. 5542.

The biomedical sciences series of graduate seminars continues with *Enzymatic Modification of the 5'-Terminus of Viral and Cellular Messenger RNAs* by Dr. Bernard Moss of NIH. October 30, 11 a.m. in Lecture Room D, Medical School. Informal discussion with Dr. Moss follows at 3 p.m. in M165, Medical School Mezzanine.

Be prepared: soon-to-be or already-retired faculty, staff and alumni can get advice on investment, pension and estate planning when *Encore '75* begins October 31. For more information: October 21 *Almanac* or program director Dr. Raymond Saalbach, Ext. 7927.

Seeing clearly: the Newman Center sponsors a *Value Clarification* workshop led by Helen McDevitt, campus minister at Rosemont College; Saturday, November 1, 10 a.m.-2 p.m. Also at the Center: a discussion on the ethics of *Death and Dying* with Dr. Joseph Gambescia, director of staff at St. Agnes Hospital; November 5, 8:30 p.m.

**What is Therapeutic Communication?** Dr. Helen First, clinical associate professor of psychiatry at Thomas Jefferson University Medical College, speaks in the Annenberg Colloquium. November 3, 4 p.m. in the Colloquium Room.

The Wharton Graduate Finance Association sponsors a discussion with Ray Garret, chairman of the Securities and Exchange Commission. November 4, 4:40 p.m. in B-11 Vance Hall.

**Death in Early America—Its Perception and the Reality** is considered by Dr. Maris Vinoskis of the University of Michigan's history department and Institute for Social Research. November 4, 4:15 p.m. in Houston Hall. Sponsor: Bicentennial College.

Helen Yeh of Penn's metallurgy and materials science department discusses *Phase Transformations in Amorphous Metals*. November 4, 4 p.m. in 105 LRSM, 3231 Walnut.

Lost in a crowd? The College for Women Alumnae Society sponsors a seminar with *The Individual and Mass Society* as its theme, November 6 in the Faculty Club. Participants spend the morning in any two of the six classes led by Penn faculty; the program concludes with a luncheon discussion, *Toward a Renaissance in the Management of the Arts* by Dr. Thomas Schutte, president of the Philadelphia College of Art.

**First session (10 a.m.): Selfless and Self-Centering: the Poetry of Contemporary Women** by Dr. Elsa Greene, coordinator of Women's Studies; *Moral Guilt and Criminal Liability* by Dr. Louis B. Schwartz, Benjamin Franklin Professor of Law; *The Early American Family* by Dr. Stephanie Wolf, coordinator of the Bicentennial College.

**Second session (11:15 a.m.): Age 30 and Age 40 Crises: What Are Our Options in a Mass Society?** by Dr. Ellen Berman, assistant professor of psychiatry; *The Myth of a Mass Society: Have We Been Reduced to a Common Denominator?* by Dr. Harold Bershad, associate professor of sociology; and *How Can Architecture Contribute to the Habitability of Cities?* by Dean Peter Shephard of the Graduate School of Fine Arts.

Fees: \$5 for recent alumni and Old Guard; \$7.50 for others. To register: Penny Rubincam, program director, Ext. 7811.

### BROUGHT TO YOU LIVE...

*The Boys from Syracuse* are out front on the Annenberg Center stage, October 30-November 2 and November 5-8. Tickets at \$4 for the Penn Players' production are available from the Center Box Office, Ext. 6791.

Byard Lancaster, Sunny Murray and Khan Jamal join forces with 13 other jazz musicians for *Change of the Century*, the first local jazz orchestra to perform here in 30 years. November 1, 7:30 p.m. in St. Mary's Church, 3916 Locust Walk. Just behind St. Mary's and one flight up is the Cherry Tree Club where *Ola Belle Reed* plays banjo and guitar on November 4. Tickets: \$3 for *Change*; \$2 for *Reed*, available at the door or from the New Foxhole Cafe, 386-8388.

The Shaw Festival's production of *Caesar and Cleopatra* continues at the Annenberg Center through November 8. For ticket information: Annenberg Box Office, Ext. 6791.

### ...AND ON FILM

*I'm the Prettiest Piece in Greece*, claims jazz singer Billie Holiday and *Malcolm X Speaks* in this week's *Cinematheque* series, Black Contrasts, which includes *Panola*, a monologue by a Natchez, Mississippi, resident of the same name; and *Frame-up: The Imprisonment of Martin Sostre*, October 30 and 31. Also showing: Nagis Oshima's *Death by Hanging*, based on the true story of a Japanese falsely accused of murder and rape; Murnau's expressionist adaptation of *Faust*; and Buster Keaton in *Steamboat Bill Jr.* For programs and tickets: Annenberg Box Office, Ext. 6791.

Magic, myths and golden fleece—*Jason and the Argonauts* is screened November 1, 10:30 a.m. as the University Museum's Children's Film Program gets under way.

*Truman Capote's Trilogy*, including the film version of his childhood Christmas story, is shown November 2, 2:30 p.m. in the Museum's Sunday film series.

### MIXED BAG

New Yorker Fred McSherry paints small *watercolor fantasies*. He'll be on hand November 2, 2-5 p.m. in the Philomathean Gallery for a reception and preview of his work which is exhibited November 3-18, weekdays 1-5 p.m., fourth floor, College Hall.

After a stop at the polls, new members of the *Faculty Tea Club* are invited to join Mrs. Martin Meyerson for coffee at her home, November 4, 10:30 a.m.-noon. To R.S.V.P.: Lindsay Moulton, 647-0917 or Birgit DeGennaro, 527-3491.

A political comment? The Faculty Club is celebrating Halloween on election night, November 4 with a special dinner, prizes for the best costume and, as an added incentive, a place to drink before the polls close. Reservations are suggested for the party that begins at 5 o'clock: Ext. 4618.

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