

# Almanac

Published Weekly by the University of Pennsylvania  
Volume 23, Number 13 November 23, 1976

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## SAMP: REPORT ON THREE DEANS' ADVICE

Following is a summary prepared by Dr. James E. Davis, Executive Assistant to the Provost, of advice given to Provost Eliot Stellar by Deans Donald Carroll, Vartan Gregorian and Louis Pollak. The deans met with Dr. Stellar on Monday, November 15.

1. The deans stressed that they were acting as individuals, not as representatives of the Council of Deans, and that they had completed their charge with their report to the Provost on Monday.
2. They endorsed the work of and the recommendations of the Steering Committee, which was acting as a reallocation review body.
3. In addition, they urged a thorough examination of the November 8 SAMP five-year plan to add graduate programs without additional net cost, since that plan had not been considered by the Steering Committee.
4. Of the two Steering Committee recommendations, they prefer the first, to maintain SAMP as a school, if the University's academic objectives can be achieved thereby. If this is not possible, the second recommendation, the Jefferson option, is an acceptable alternative.

## TRUSTEES: DECEMBER 7

The agenda for the Executive Board of Trustees meeting Monday, December 7, is still in formation but the hour of the "sunshine" portion is set for 11 a.m. in the Tea Room of the Faculty Club.

## FIVE-YEAR PLANNING: FIGURES TO COME

As background for the December 7 release of detailed statistics on alternatives in faculty size over the next five years, Dr. John Hobstetter provides on pages 3 and 4 of this issue an explanation of the rolling five-year projections now being used in academic planning for each school of the University.

In his article the Associate Provost for Academic Planning describes the role of durable-income estimates in projecting the level of hiring and/or award of tenure that each school can support over the next five years.

In the next issue of *Almanac* (December 7), Dr. Robert Zemsky will give the projected figures, school by school, and will examine some of the alternatives that emerge from the projections.

## SEARCH COMMITTEE: ADMISSIONS

Dr. Phillip DeLacy, professor of classical studies and former chairman of the Faculty Senate, is chairman of the consultative committee which will advise on selection of a replacement for Admissions Dean Stanley E. Johnson when the Rev. Mr. Johnson leaves the deanship next spring to resume full-time service as University Chaplain.

On the committee, announced by Provost Eliot Stellar, are Dr. Joseph Bordogna, professor of electrical engineering at the Moore School and Associate Dean of the College of Engineering and Applied Science; Joette Clark, assistant professor of nursing; Dr. Norman Oler, professor of mathematics; Dr. Arnold J. Rosoff, assistant professor of business law, Wharton School; Dr. George Ruff, professor of psychiatry and associate dean at the School of Medicine; Irene Pernsley, associate professor of social work; and Dr. Michael Neiditch, coordinator of the Alumni Council on Admissions. Student members are Kathleen Froncek, '77 FAS, and Richard B. Graham, '78 FAS.

## SENATE ON SAMP: NOVEMBER 29

The Faculty Senate will hold a special meeting to discuss the SAMP situation Monday, November 29, from 3 to 5 p.m. in Room 200 College Hall, Chairman Robert F. Lucid has announced. The meeting, requested at the November 17 meeting, will have three purposes, Dr. Lucid said:

1. To inform faculty concerning the issues which underlie this proposed major reallocation of resources;
2. To generate ideas which might be of use to the Reallocation Review Board; and
3. To provide a forum for faculty who wish to place their positions on record.

## SENATE

### POLITICAL INFLUENCE ON ADMISSIONS

As part of the Chairman's report at Senate November 17, Dr. Robert F. Lucid invited Provost Eliot Stellar to speak on the racial census and on political influence in admissions (see page 2).

Dr. Lucid also outlined this year's committee structure and listed some personnel, promising a full list in this week's *Almanac*; that list is now postponed to December 7 so that written charges can be completed for two of the committees.

### GRAD ED: PASSED WITH PROVISIO

The Senate adopted a SAC resolution to approve the Hobstetter plan for graduate education (*Almanac* November 2) "subject to the development of a plan for the biomedical group that is satisfactory to SAC."

The voice vote, with none opposed but seven abstaining, came after impassioned pleas (by Drs. Hobstetter, Stellar and Langenberg) for an end to delay—and after heated debate about two things cited as causes of delay. One was the biomedical proviso itself, and the other the news that the Hobstetter plan will now be considered separately by the FAS faculty which voted last fall for the Rosner report (*Almanac* December 2, 1975).

After Dr. Stellar charged that a small group was "holding the rest of the University hostage," Dean Gregorian defended his faculty's intent to debate the plan and Dr. Phoebe Leboy later stressed the biomedical group's concern over where it would be located in the new structure. Dr. Seymour Mandelbaum called it a "just strategy . . . that [the majority] be held hostage for the well-being of the most vulnerable."

In the body of the Hobstetter plan itself, points at issue were lines of authority that Dr. Henry Teune, chairman of the FAS committee on graduate education, called ambiguous. "All our committee members sense the urgency, but we should not accept the illusion of resolution of ambiguity without recognizing the conflicts inherent [in the Hobstetter plan] between deans and the Vice-Provost." Dr. Hobstetter called it archaic to think that there are only two kinds of officers, line and staff; in his plan the "line" of deans remains, and the Vice-Provost has cross-cutting "programmatic" responsibilities. When the Vice-Provost reviews, for example, he reports upward to the Provost—and it is the Provost who takes issues back through the line for action. "It is a

*Statement by the Provost to the Faculty Senate concerning  
the pending federal investigation of political influence in  
admissions to professional schools in the Commonwealth  
November 17, 1976*

As most of you know, in recent weeks the major educational institutions in the Commonwealth, including our own, have been required to furnish information in connection with the investigation by a federal grand jury of political influence in admissions. That investigation continues, and it led yesterday to a plea of guilty to the charge of perjury by a person who denied that he had accepted money from the parents of students seeking admission to our veterinary school.

As the United States Attorney pointed out at a press conference following yesterday's guilty plea, the University has been "very cooperative" with those conducting the federal investigation. In addition, a Subcommittee of the Trustees Committee on Corporate Responsibility has been asked by the Chairman of the Trustees and the President to give priority to any questions affecting the University which may arise out of the current investigation, and the Subcommittee is presently at work. Both for that reason and because the Chairman and President requested Robert Trescher, Chairman of the Trustees Subcommittee, to act as the University's principal spokesman in these matters, a public statement at this time would be inappropriate. However, it may be worthwhile to point out that no charges of illegal or improper conduct have been made against any University employee by the federal authorities. Furthermore, we have no evidence of any connection between the person who pleaded guilty yesterday and any University employee and no evidence that any University employee has accepted bribes in connection with the admission of students to any of our schools.

We shall continue to cooperate with the federal authorities, and in due time we expect a report from the Trustees Subcommittee. If problems are uncovered in either area, we shall of course address and take steps to remedy them.

*Statement read by Dr. Robert E. Davies*

We the faculty of the admissions committee of the School of Veterinary Medicine unequivocally state that we know nothing of any attempts, successful or unsuccessful, to bribe anyone in connection with the admissions process of this school.

cardinal principle that those who initiate [requests for resources] cannot be the sole judges of their success in using them," he said.

Dr. Britton Harris said there was less ambiguity in the Hobstetter proposal than in previous ones, and "clearer roles in the new plan than in the old GSAS."

Dr. Albert Lloyd complimented the plan but questioned the need for the council of Graduate Deans (given the other structures in the Hobstetter plan) and the need for graduate students on the Graduate Council of Faculties. He withdrew objections when Dr. Langenberg explained the deans' group's role as operational—establishing common admissions processes, for example—and said students have already been serving effectively.

Dr. Phoebe Leboy said the Hobstetter plan is only two months old, but "biomedical graduate groups have been voting for two years in favor of affiliation with FAS for purposes of graduate education and academic planning." Their support of the proviso, she said, was based on the questions "Which dean represents us on the Council of Academic Deans? Which dean guides us in academic decisions?"

Dr. Stellar responded that he hoped for a quick solution—an institute or some form of council to take care of budgetary and other needs of the biomedical groups. The alternative, affiliation with FAS, he called a possibility, "if it can be worked out without damage to FAS."

## **LIVING-LEARNING . . . 'JUST CAUSE'**

Postponing to spring the scheduled Committee on Administration report which must await University data before completion, Senate adopted the Committee on Students' report on living-

learning projects (*Almanac* October 26). It voted to "receive" the report on dismissal of faculty for just cause presented by the Committee on Academic Freedom and Responsibility also (October 26) and will refer it to a joint faculty-administration committee working on revision of basic documents on tenure.

Debate on Dr. Mitchell Litt's presentation on living-learning focused on educational content of the college house programs, and on whether or not the committee had examined DuBois to see if it fostered segregation. On the latter, Dr. Litt responded that some white students are living in the house and participating in its programs, and he supported the black students' view that "being in the majority somewhere helped increase the number of black student who can make it in the University."

Academic Freedom's report set out to define "just cause" in sections of the basic documents of the University which outline procedures for dismissal, and to install procedures for determining when a case for just cause had been made. Law Professor John Honnold outlined difficulties he saw in the practical application. The proposed definition of "just cause" includes a requirement that the grounds be considered just cause "by the overwhelming weight of faculty opinion at this or other universities," he noted, and asked how, in practice, these facts could be ascertained, or how any decision could be made or defended in the light of such a requirement.

He noted that under the proposal a decision had to be supported, in the case of faculties ranging up to 200 members, by the votes of two-thirds of the entire faculty. In view of the numbers who fail to attend such meetings, and those who would find it impossible to decide "beyond a reasonable doubt" without participating in the committee, Professor Honnold said that the proposed changes would make the removal procedure "impractical and meaningless."

## **SAMP: MORE TO COME**

Placed on the agenda as new business, discussion of the School of Allied Medical Professions began with Acting Dean Eugene Michels's chronology of events leading up to Dr. Thomas Langfitt's proposal to phase out the school. Debate centered mostly on issues previously raised at Council or in *Almanac*: Dr. Langfitt reiterated that SAMP Dean Rodenberg had proposed development that would have increased the budget by 40 per cent; Dr. Susan Herdman charged that Dr. Langfitt was willing to help seek funds for a SAMP at Jefferson but not at Penn; Dr. Langfitt corrected Dr. Herdman's statement that SAMP was left out of the Program for the Eighties: SAMP's original request was for \$16 million; the \$1.5 million now in the goal is the "highest in proportion of budget of any health school," he said. Roma Brown responded to Dr. Langfitt's challenge that schools find their own money by noting that funds have been raised but in a "negative environment. Give us a positive environment and see what we can do." Dr. Malcolm Laws, a professor of English who heads SAMP's committee on instruction, spoke at length on behalf of SAMP, saying it would be "illogical and unfair" to close it when it had been doing what it was asked to do in liberal and professional education. "Will it now be destroyed because it has not done what it was never encouraged to do (research)?" he asked.

Chairman Lucid ruled out of order Dr. Robert E. Davies's motion that a persuasive case had not been made for closing SAMP, but agreed to call a special meeting (page 1).

Chairman-elect Harris brought up procedural aspects of the review process, citing a need for improved procedures for evaluation on a continuous basis as problems of reallocation "are likely to become more frequent." Although the whole University should be involved, he said, "we cannot meet as a town meeting. We must give serious attention to these problems and evolve some methods. We are going to need them very badly."

## Academic Planning for the Next Five Years

*by John N. Hobstetter*

Our responsibility center budget system was installed to accomplish a variety of objectives, but among the most important was to display resources available at the local level where the important commitments of the University are actually made—which faculty to hire, which tenure to award, which and how many students to admit, which courses and curricula to offer, etc. When these decisions are made in the light of these local budget constraints, aspirations can be reduced to workable plans and defensible improvements in resource allocations can be reduced to workable plans and defensible improvements in resource allocation can be implemented over a reasonable span of time.

Academic decisions are, in the main, of two kinds—those that commit resources for a long term such as the award of tenure, and those that are reversible over a short term such as the appointment of nontenured faculty or a planned change in the size of an admitted class. Long-term commitments must be supported with “harder” money than short-term ones. Penn will probably never have the luxury of restricting tenure obligations to truly “hard” endowment—even endowment income has “softened” recently—but we *can* define the fraction of each kind of revenue currently being received that is quite unlikely to disappear over the long term. Long-term commitments should not exceed what can be supported by such durable income; indeed, prudence suggests commitments should fall short of revenues. Short-term commitments can tolerably be supported by the “soft” nondurable income remaining.

Our ability to bring closure between academic planning and budgeting depends upon our having adequate information about the probable size and the durability of the resources available to each responsibility center over a reasonable planning cycle of, say, five years. We can bring about this closure upon completion of three projects now under way, two in the budgeting area and the third, and most important, in the planning area: 1) A central subvention policy is being established which will define the probable amount of central resources each responsibility center may count on over a five-year span. 2) Analyses are being made of the probable size and durability of the resources earned by each responsibility center, and of the present allocation of all resources within the center itself. 3) A new assessment will now be made in each center of the ends to be served by the expenditure of its future resources and, indeed, of the relation between the pursuit of ends and resource generation itself.

### SUBVENTION POLICY

The General Income of the University is made up of the unrestricted income, including most of the Commonwealth appropriation, plus the proceeds of the newly instituted University Tuition (sometimes mistakenly called the tuition tax). Some small part of the General Income is reserved for the special Academic Development Fund, but the bulk of it is allocated to the responsibility centers in the form of subventions. In formulating a

long-range policy to guide this allocation, we keep in mind the two chief objectives to be met by making subventions, objectives which explicitly recognize differences between academic responsibility centers and their corporate counterparts in industry:

1. Our academic centers have only limited ability to pass on unit cost differences in the form of differing prices. Unit costs of education do differ widely among our schools and even among programs within schools. It is likely, for example, that a year in advanced science study costs as much as five times more than a year in humanistic study. Science study, to be sure, brings in income from many sources, but its net cost is still high. Yet tuition differences do not and probably should not reflect these net cost differences. Subvention is one means the University uses to recognize cost differences and to help compensate for them in the interest of maintaining a balanced university.

2. Our academic centers have as their goals the maximization of academic benefits, not profits, and therefore their balance sheets are complex indeed; they are not simple dollar statements. The academic “bottom line” depends to a considerable degree on the amount of the resources expended, and the benefit per unit expenditure varies from center to center. Subvention is the means by which the University adds resources to each center to help it generate benefits. In allocating subventions, the University must seek to optimize the benefits derived from the whole academic enterprise.

### DURABLE AND SOFT RESOURCES

Turning now from subventions to income earned by the responsibility centers through their own enterprise, we confront immediately the question of how durable this income is in each center. Here the recent past must be our guide. The ill fortune of the immediate past and the present have surely tested our incomes about as sorely as is likely to happen again. From this experience it becomes possible to see what proportions of tuition, grant income, endowment return, and the like are really at risk in each center, and to formulate a guideline for the level of long-term commitments that each center should or can safely carry. Analyses have now been made which show income prospects for a five-year future in each school and center.

The planning problem for each center is now easy to define: given the five-year outlook for subvention and for durable and soft income (all expressed in 1975 dollars), what long- and short-range commitments can prudently be supported by these resources? And how, over five years, can current commitments be adjusted to conform with these resource constraints in ways that will significantly improve the academic benefits obtained from the use of the resources?

Of course, the outlook for resources can change over the years. The development drive, for example, may add significantly to the durable resource base of a center. New teaching programs that draw new clienteles to the University may be launched; older



teaching programs may lose their appeal. It is proposed that the resource base of each center be reexamined annually and adjusted on the basis of demonstrated changes in the center's prospects. The five-year plan will in this way become a rolling plan with a continuing five-year horizon.

The income analyses upon which planning is to be based rest on a plausible set of rules which are meant to define durable and soft income. Experience during the last few years is the guide for the next five years. Since long-term commitments should be conservatively planned, the worst experience of the recent past is taken as possibly continuing and defining what durable income may be safely posited five years hence for purposes of making this year's plan. It is recognized, however, that part of the projected loss may safely be used for short-term commitments. Similarly, good experience during the last few years is taken as continuing, but with the recognition that only part of the projected improvement can be safely posited as durable five years hence for purposes of making this year's plan. Next year, and each year thereafter, it is proposed to reexamine experience and improve the projections on the basis of established facts. The projections are thus self-correcting and the detailed method of projecting becomes of little importance.

Note that the plans of the centers are to be couched in terms of the buying power of 1975 dollars. The thought behind this approach is that if a center's commitments today lay comfortably within today's resources expressed in constant dollar terms, then it is likely that the effects of future inflation on both revenues and expense could more easily be kept in balance. Our goals for the adjustment of commitments are therefore to be conceived in terms of what would be prudent today, even if it takes five years to complete the adjustments. The use of dollars of constant value greatly facilitates this planning.

## ACADEMIC BENEFITS

The level of analysis now available is able to show the current allocation of resources across the departments of schools which are departmentalized. We have not had such data before now. At the same time we have, in comparable form, data on the outputs of the departments—course units taught by level of instruction, section sizes, numbers of majors, graduate group activity, and degrees earned. In addition we have a good beginning on the internal and external assessment of program quality and centrality. All of these help inform the comparison of costs and benefits, even if the complexity of the comparison means that it must be a largely subjective one. It is from such comparisons that we garner insight to guide the better allocation of scarce resources in the future.

There should be no sacred cows to distract our future plans. Searching, even heretical, questions must be asked and answered. Are our teaching loads defensible? Are they directed toward the student clientele we most need to cultivate? Is the proportion of effort devoted to scholarship adequately attractive of resources and productive of results? Is the size of the graduate effort appropriate and fair? Is the investment in student aid, particularly teaching fellowships, wise? Is there an unnecessary proliferation of graduate programs which saps excellence? What undergraduate programs are best for students today? Are our curricula unnecessarily duplicative or inefficient? Can we afford our current life-style, marked by the current division of resources among faculty, staff, and support services, and the inefficient use of teaching space for the purpose of serving convenience?

It is in the answers to questions like these that we may hope to find a future that is both financially viable and of demonstrated academic value.

In the next issue, Dr. Zemsky, director of the Office of Planning Analysis, will present in *Almanac* data showing the outcomes of analyses made in accordance with the foregoing rationale, outlining their significance and some of the alternatives we all must face.

## GIVE ENERGY A FOUR-DAY BREAK

*An Open Letter to the Campus Community*

Please help us save energy over the Thanksgiving recess by taking personal responsibility for checking these items in your space:

1. Turn off all lights and appliances when you leave your office or apartment. You should check items such as electric heaters, ventilating fans, typewriters, copy machines, radios and phonographs.

2. Implement the above shutdown procedures and/or special operating schedules for laboratory equipment where possible. Please include sterilizers, distillation units, fanhoods, exhaust fans and other large energy-consuming equipment. Please use equipment only when necessary.

3. Close windows and curtains to prevent cold from infiltrating your space.

Thank you for your cooperation—and have a happy Thanksgiving.

—Francine McQuade and Horace Bomar of the Energy Office

## TUITION DEADLINE: JANUARY 3

January 3 is the deadline for payment of tuition and fees for spring 1977 for all regular students (i.e., all except those in the College of General Studies, Wharton Evening School, Community Wharton Educational Program or English Program for Foreign Students).

Payments postmarked on January 3 will be accepted as being on time, Vice-President and Treasurer Harold E. Manley said, but a \$20 late fee will be added to those not received or postmarked by that time. Failure to have completed registration for the semester does not excuse the late fee.

Bills will be mailed to campus addresses the first week in December, he added. Any student who has not received a bill by December 15 should call at the Registrar's Office, second floor Franklin Building—or, in the case of professional students or students in the graduate schools which issue their own bills, at the school office.

## THE REST OF 1976-77

*The Provost's Office has asked for a rerun of the remainder of the 1976-77 calendar, noting that this calendar supersedes the calendar which appears in the undergraduate bulletin this year:*

### 1976—Fall Term

November 24, Wed.	Thanksgiving recess begins at close of classes
November 29, Mon.	Thanksgiving recess ends at 8:00 a.m.
December 13, Mon.	Fall Term classes end
December 14-15, Tues.-Wed.	Reading Days
December 16-22, Thurs.-Wed.	Final Examinations
December 22, Wed.	Fall Term ends

### 1977—Spring Term

January 15, Sat.	Founder's Day
January 17-18, Mon.-Tues.	Spring Term classes begin and University registration
March 12, Sat.	Spring recess begins at close of classes
March 21, Mon.	Spring recess ends at 8:00 a.m.
April 4, Mon.	Pre-registration for Fall Term and Summer Session begins
April 29, Fri.	Spring Term classes end
May 2-5, Mon.-Thurs.	Reading Days
May 6-13, Fri.-Fri.	Final Examinations
May 21, Sat.	Alumni Day
May 22, Sun.	Commencement

### 1977—Summer Sessions

May 23, Mon.	First Session classes begin
July 1, Fri.	First Session classes end
July 5, Tues.	Second Session classes begin
August 12, Fri.	Second Session classes end

# THE UNIVERSITY COUNCIL, 1976-77

*The University Council . . . exists to discuss and formulate for recommendation to the President general policies of the University which may affect its educational objectives by consultation among elected representatives of the disciplinary fields of the faculties, representatives of the faculty at large, administrative officers, and elected representatives of the undergraduate and graduate-professional students. It is empowered to initiate policy proposals as well as to express its judgment on those which are submitted to it by the administrative officers of the various academic divisions of the University. It is also empowered to request information through appropriate channels from any member of the University administration.—Council Bylaws 1974*

## STEERING COMMITTEE

*The Steering Committee shall consist of the President of the University, the Provost, the Chairman and the Chairman-elect of the Faculty Senate, and five faculty members, one undergraduate student, one graduate student in the arts and sciences, and one student from the graduate-professional schools to be elected by the incoming Council at its May meeting from among its membership for the ensuing year. The Chairman of the Faculty Senate shall be the Chairman of the Steering Committee.—Bylaws*

Herbert Callen  
Helen C. Davis  
Britton Harris  
Claire Koegler  
Herbert S. Levine  
Robert Lucid

Ted Maciag  
Martin Meyerson  
W. Allyn Rickett  
Barry Silverman  
Eliot Stellar  
Susan M. Wachter

## MEMBERSHIP OF COUNCIL

*Faculty:* All members of the Senate Advisory Committee sit on Council, 13 as voting members and five (normally the four first-year members and the past secretary) as observers. In addition there are four assistant professors, chosen by the Council Steering Committee; and 27 faculty members from mutually exclusive constituencies.

*Students:* Nineteen students serve on Council, nine of them from undergraduate schools and colleges (five elected by mutually exclusive constituencies and the other four—including a freshman—elected at large via the Student Assembly). The ten graduate/professional students on Council are from mutually exclusive constituencies based on enrollment. Three are in mixed constituencies: Nursing-SAMP-Veterinary; Education-Engineering-Social Work; and Annenberg-Fine Arts. Each of the grouped schools sends a representative, but only one per constituency may vote; the others become nonparticipating observers. Each constituency's representatives select the voting member by whatever method they choose.

*Administrative and Staff:* The President and the Provost are automatically members of Council. The President appoints nine other administrative officers, and the Administrative Assembly sees to the election of one administrator representing all A-1s except librarians, programmers and research personnel. The Librarians Assembly has one voting representative, and the A-3 Assembly sends a nonvoting observer with right to speak.

*Moderator:*  
Peter C. Nowell

*Parliamentarian:*  
Christian Day

### Members of the Senate Advisory Committee

\*Jean V. Alter  
Ralph Amado, *Past Ch.*  
\*Steven C. Batterman, *Past Sec'y.*  
\*Richard A. Cooper  
James W. Cornman  
Helen C. Davies, *Sec'y-elect*  
Britton Harris, *Ch.-elect*  
Richard Kadison  
Barbara Lowery  
\*Observers

Robert F. Lucid, *Chairman*  
Seymour J. Mandelbaum  
Ann R. Miller  
John A. Quinn  
Thomas A. Reiner  
W. Allyn Rickett  
Robert L. Shayon  
\*Walter Wales  
Robert A. Zelten, *Secretary*

### Members of the Administration

Donald C. Carroll  
D. Walter Cohen  
\*Paul O. Gaddis  
George Gerbner  
Vartan Gregorian  
John N. Hobstetter  
D. Bruce Johnstone  
\*Thomas W. Langfitt  
Patricia McFate  
Martin Meyerson  
Curtis R. Reitz  
Louise Shoemaker

Eliot Stellar

*Librarians Assembly:* Martha Lightwood

*Administrative Assembly:* James Malone

\*A-3 Assembly: Joseph F. Kane

\*ROTC Representative: Julian Patrick

### Assistant Professors

Mary Ann Lafferty  
Stanley Nash  
Ivan S. Cohen  
Richard Marston

### Representatives of Constituencies

FAS: Anthropology, Geology, Psychology ..... Julius Wishner  
FAS: English ..... David DeLaura  
FAS: Linguistics, Mathematics,  
Philosophy ..... Peter J. Freyd  
FAS: Biology, Chemistry ..... Eugene R. Nixon  
FAS: Astronomy, Physics ..... Herbert Callen  
FAS: Classical Studies, Modern  
Languages ..... Lance K. Donaldson-Evans  
FAS: History, History of Art,  
Music, Religious Thought ..... Tom G. Kessinger  
FAS: American Civilization, Ancient History,  
Classical Archaeology, Folklore and Folklife,  
History and Sociology of Science, Near East Center,  
South Asia Studies ..... W. Allyn Rickett  
FAS: Economics, Regional Science ..... Herbert S. Levine  
FAS: Political Science, Sociology ..... Samuel Klausner  
Moore School of Electrical  
Engineering ..... Samuel D. Bedrosian  
Engineering: Civil, Mechanical,  
Chemical, Metallurgical ..... Charles D. Graham  
GSFA: Architecture, City Planning, Fine Arts,  
Landscape Architecture,  
Regional Planning ..... Seymour J. Mandelbaum  
School of Social Work ..... Irene Pernsley  
School of Allied Medical Professions ..... Roma Brown  
Wharton School: Accounting, Finance, Statistics,  
Operations Research ..... Susan M. Wachter  
Wharton School: Business Law, Insurance,  
Marketing, Industry ..... Ross A. Webber  
School of Medicine ..... Norman Klinman  
School of Medicine ..... Marilyn Hess  
School of Medicine ..... Donald H. Silberberg  
School of Medicine ..... Arnold Chait  
Law School ..... Alvin C. Warren  
School of Veterinary Medicine ..... Wilfried T. Weber  
School of Dental Medicine ..... James L. Ackerman  
School of Nursing ..... Barbara J. Lowery  
Graduate School of Education ..... Charles E. Dwyer  
Annenberg School ..... Sol Worth

### Undergraduate Students

Mitch Blutt (FAS '78)  
Trish Brown (Wh '78)  
Bernard K. Dehmelt, Jr. (Eng '78)  
Leonard Ginsburg (FAS '80)  
Ted Maciag (Wh '77)  
William M. Madway (FAS '78)  
Steven Roth (FAS '79)  
Carolyn Schwartz (Nsg '77)  
Kenneth Taber (Wh '77)

### Graduate-Professional Students

David Aufhauser (Law)  
Jeffrey Barks (GSE)  
Thomas C. Elwertowski (GSAS)  
William C. Hale (GSAS)  
Martha Hill (Nursing)  
Marilyn Jackson-Beeck (ASC)  
Claire Koegler (GSAS)  
Olga Maksymiuk (SAMP)  
Susan Molofsky (Wh Grad)  
Barry Silverman (Engineering)  
Barbara C. Spence (Social Work)  
Ford W. Stevens, Jr. (Dental)  
David Swetland (Fine Arts)  
Walter Tsou (Medicine)  
Lawrence Wolf (Vet)

\*Observers

# COUNCIL COMMITTEES AND UNIVERSITY COMMITTEES, 1976-77

*The University Council meets on the second Wednesday of each month from 4 to 6 p.m. in the Council Room of the Furness Building. Any member of the University may submit items for its consideration to the Steering Committee, c/o the Secretary of the Corporation, 112 College Hall.*

*Much of the work of the Council is done through its standing committees and subcommittees, listed at right and on the following page. They are chosen through the Committee on Committees, which makes its recommendations in the spring after issuing a campus-wide call for nominations. The Committee on Committees also recommends members for the two Independent Committees below, and for the University-wide Committees and Operating Committees on page 8. Note that one former Independent Committee, Academic Planning, has been retired and that many of its functions are carried by the new Educational Planning Committee listed under Council Committees.*

## INDEPENDENT COMMITTEES

### Budget

- Chairman:** John N. Hobstetter (associate provost)
- Faculty:** Phoebe S. Leboy (biochemistry in dental medicine)  
Noah S. Prywes (computer and information science)  
Walter D. Wales (physics)
- Administration:** \*John C. Hunt (secretary and vice-president)  
J. Jerrold Jackson (comptroller)  
Donald N. Langenberg (vice-provost for graduate studies and research)  
\*Edwin M. Ledwell, Jr. (director, administrative services, Provost's Office)  
Harold E. Manley (vice-president and treasurer)  
\*Patricia A. McFate (vice-provost for undergraduate studies and University life)  
Fred A. Shabel (vice-president for operational services)
- Students:** Warren H. Feldman (Wh '77)  
Randall D. Marks (Wh '77)  
Stephen Huling (graduate systems engineering)  
Claire Koegler (graduate astronomy)
- Ex officio:** Julius Wishner (chairman, Educational Planning Committee)
- \*Observer

### Committee on Open Expression

- Chairman:** Larry P. Gross (communications)
- Faculty:** Henry Hansmann (law)  
Michele Pollock (Romance languages)  
David Solomons (accounting)  
Ann L. Strong (city planning)
- Administration:** Phyllis Beck (vice dean, law)  
Donald N. Langenberg (vice-provost for graduate studies and research)
- Students:** Fred Kafka (graduate engineering)  
Douglas Lewis (CEAS '77)  
Eli Rosenbaum (graduate Wharton)  
Leslie M. Tierstein (graduate Romance languages)  
Stephen Young (FAS '78)

## COUNCIL COMMITTEES

### Committee on Committees

- Chairman:** To be named
- Faculty:** Lucy C. Behrman (urban studies)  
Stuart W. Churchill (chemical engineering)  
Robin M. Hochstrasser (chemistry)  
Adele A. Rickett (Oriental studies)  
David Solomons (accounting)
- Administration:** William G. Owen (vice-president for development and University relations)
- Students:** Steven I. Ojalvo (graduate energy management)  
Corey R. Shanus (FAS '78)

### Community Relations

- Chairman:** Sol H. Goodgal (microbiology in medicine)
- Faculty:** Stanley J. Brody (community medicine)  
Herbert Diamond (psychiatry)  
Joan Faris (nursing)  
Marian F. Pond (administrative assistant to President Emeritus Harnwell)  
Eloise Severinson (social work)  
Louise P. Shoemaker (social work)
- Students:** Randi M. Buzin (FAS '79)  
Wolcott B. Etienne (GSFA)
- Ex officio:** Ronald Bond (director of recreation)  
Gordon Brandes (director, Morris Arboretum)  
James E. Davis (executive assistant to the provost)

### Conflict of Interest

(Joint Subcommittee of Faculty Affairs and Research)

- Chairman:** Martin J. Aronstein (law)
- Faculty:** Gordon W. Ellis (biology)  
Henry A. Sloviter (biochemistry in surgery, medicine)  
Herbert S. Wilf (mathematics)  
Marvin E. Wolfgang (sociology)
- Students:** Lee B. Grossman (FAS '78)  
Sherry Ash (graduate linguistics)
- Ex officio:** Bernard Steinberg, Chairman, Research Committee  
Seymour J. Mandelbaum, Chairman, Faculty Affairs Committee

### Educational Planning

- Chairman:** Julius Wishner (psychology)
- Faculty:** Bernard E. Anderson (industry)  
Claude S. Colantoni (accounting)  
Helen C. Davies (microbiology in medicine)  
Alfred P. Fishman (cardiology)  
Nancy L. Geller (statistics)  
Larry P. Gross (communications)  
Britton Harris (city planning)  
Robert Maddin (metallurgy)  
Morris Mendelson (finance)  
Fay Ajzenberg-Selove (physics)  
Donald H. Silberberg (neurology)  
Humphrey Tonkin (English)  
Guy R. Welbon (religious thought)  
One to be appointed
- Students:** Mitchell Blutt (FAS '78)  
Deborah Burnham (graduate English)  
Drusie Menaker (FAS '78)  
Kathryn E. Slott (graduate Romance languages)  
One to be appointed
- Ex officio:** John N. Hobstetter (associate provost for academic planning)
- Staff:** Daniel J. O'Kane (deputy associate provost for academic planning)



### Facilities

**Chairman:** John G. Brainerd (electrical engineering)  
**Faculty:** Walter D. Bonner (biochemistry)  
Lawrence Eisenberg (electrical engineering)  
Ralph O. Erickson (botany)  
John A. Lepore (civil engineering)  
Ian L. McHarg (landscape architecture)  
David T. Van Zanten (history of art)  
**Administration:** Gerald Katz (University Hospital)  
Steven D. Murray (transportation and communications)  
**Students:** Nestor Matthews (FAS '79)  
Raymond van der Horst (Wh '78)  
Stephen M. Lynch (graduate education)  
Steven I. Ojalvo (graduate energy management)  
**Ex officio:** Fred A. Shabel (vice-president for operational services)

### Faculty Affairs

**Chairman:** Seymour J. Mandelbaum (city planning)  
**Faculty:** David Cornfeld (pediatrics)  
Clifford Jordan (nursing)  
Donald Lateiner (classical studies)  
Alan L. Myers (chemistry)  
Phyllis R. Rackin (general honors)  
Adele A. Rickett (Chinese)  
Richard Sloane (law)  
Franklin C. Southworth (South Asia studies)  
**Students:** Chris R. Hensel (FAS '77)  
Oreet Zohar (Wh G)  
**Ex officio:** Martin J. Aronstein, Chairman, Conflict of Interest Subcommittee

### Faculty Grants and Awards (Subcommittee of Research)

**Chairman:** Robert E.A. Palmer (classical studies)  
**Faculty:** Stuart A. Curran (English)  
Hendrik F. Hameka (chemistry)  
James Pickands, III (statistics and operations research)  
Mary L. Rosenland (pediatrics)  
Stephen S. Shatz (mathematics)  
Yoshitaka Suyama (biology)  
Anthony R. Tomazinis (city planning)  
Frank A. Trommler (German)  
Anne D. Williams (economics)

### Honorary Degrees

**Chairman:** J. Robert Schrieffer (physics)  
**Faculty:** E. Digby Baltzell (sociology)  
Eugenio Calabi (mathematics)  
Judah Goldin (Biblical studies)  
A. Leo Levin (law)  
Paul Nemir, Jr. (surgery)  
Abraham Noordergraaf (bioengineering)  
**Students:** Michael A. Mayerson (Wh '78)  
Patricia L. Rose (graduate English)  
**Ex officio:** Seymour J. Mandelbaum, Chairman, Faculty Affairs Committee

### Implementation of University Policy in the Conduct of Research Programs (Subcommittee of Research)

**Chairman:** Alfred P. Fishman (medicine)  
**Faculty:** John W. Carr, III (electrical engineering)  
Vivianne T. Nachmias (anatomy)  
**Student:** John A. Warner, III (graduate engineering)  
**Ex officio:** Bernard Steinberg, Chairman, Research Committee

### Research

**Chairman:** Bernard Steinberg (electrical engineering)  
**Faculty:** Stella Y. Botelho (physiology)  
Edward G. Effros (mathematics)  
James R. Emshoff (social systems science)  
Joseph S. Gots (microbiology in medicine)  
Shiv K. Gupta (operations research)  
Nicholas A. Kefalides (medicine)  
Barbara Kirshenblatt-Gimblett (folklore and folklife)  
Samuel Z. Klausner (sociology)  
Robert H. Koch (astronomy)  
Reuben E. Kron (psychiatry)  
Howard M. Myers (dental medicine)  
Robert J. Rutman (biochemistry)  
Michael Topp (chemistry)  
**Students:** Marla F. Peerless (FAS '77)  
Suzanne K. Jeffries-Fox (graduate communications)  
John C. Shryock, III (graduate physiology)  
**Ex officio:** Martin J. Aronstein (chairman, Conflict of Interest Subcommittee)  
Robert E.A. Palmer (chairman, Faculty Grants and Awards Subcommittee)  
Alfred P. Fishman (chairman, Research Policy Implementation Subcommittee)  
Donald N. Langenberg (vice-provost for graduate studies and research)

### Student Affairs Committee (1976-77)

**Chairman:** Maria E. Matteo (FAS '79)  
**Faculty:** Erling E. Boe (education)  
Arthur A. Dole (education)  
Margaret A. Keen (nursing)  
Milton Merker (astronomy)  
Tyzoen Tyebjee (marketing)  
Gail L. Zivin (communications)  
**Administration:** Betty F. Daskin (FAS)  
Steven Goff (Annenberg Center)  
**Students:** Richard D. Ruffin, Jr. (FAS '79)  
Lori G. Weiner (FAS '78)  
Albert Glowasky (graduate sociology)  
Donna O'Hara (Wh G)  
**Ex officio:** Ferdinand A. Geiger (director, recreation and intercollegiate athletics)  
Patricia McFate (vice-provost for undergraduate studies and University life)

### Undergraduate Admissions and Financial Aid (1976-77)

**Chairman:** Roger H. Walmsley (physics)  
**Faculty:** Deirdre Barr (English)  
Alexander Hersh (social work)  
David K. Hildebrand (statistics)  
Robert J. Rutman (biochemistry in veterinary medicine)  
Gretchen A. Wood (English)  
**Administration:** Curtis L. Barnes, Jr. (publications office)  
**Students:** Joseph Q.Y. Dung (FAS '79)  
Andrew M. Pearlstein (FAS '77)  
David J. van Hoogstraten (FAS '77)  
Hattie M. Ulan (FAS '78)  
Ronald Berman (graduate engineering)  
**Ex officio:** Stanley E. Johnson (dean of admissions)  
George S. Koval (director, student financial aid)  
Nan Reed (representing vice-provost for undergraduate studies and University life)  
**Deans' representatives:** Roma E. Brown (SAMP)  
Mark S. Chang (CEAS)  
F. Wood Fischer (FAS)  
Frederick G. Kempin (Wharton)  
Malinda Murray (Nursing)

# 1976-77 COMMITTEES CONTINUED

*University-wide Committees, below, function in cooperation with Council Committees and with the Steering Committee of Council, but have non-Council constituencies represented on them.*

*Operating Committees, right, are advisory to the operations named. One of these, the Committee on International Services, remains under study by the Committee on Committees this year.*

*Like the Council Committees, these committees issue interim reports as needed and are expected to produce annual reports which are either published in Almanac or, if unusually long, may be summarized in print and placed on file for examination in the Office of the Secretary. No comprehensive report of Council University-wide and Operating Committees was published for 1974-75 because of the lengthy strike which curtailed the size of issues in the fall of 1975. Committee reports for 1975-76 will be published beginning next month.*

## UNIVERSITY-WIDE COMMITTEES

### Personnel Benefits

**Chairman:** J. David Cummins (insurance)

**Faculty:** Charles E. Dwyer (education)  
Norig Ellison (anesthesia)  
Janice Madden (regional science)  
John G. Miller (chemistry)

**Administration:** Kristin Davidson (Development)  
Katherine M. Gantz (Medicine)  
Robert L. MacDonald (Wharton Evening School)

**A-3 Staff:** Una L. Deutsch (Chaplain's office)  
Virginia Hill Upright (Development)

**Ex officio:** James J. Keller (director, personnel administrative services)  
George B. Peters (associate treasurer)  
John Pyne, Jr. (director, budget administration)  
Gerald L. Robinson (executive director, personnel relations)

### University Committee on Recreation and Intercollegiate Athletics (1976-77)

**Chairman:** Philip G. Mechanick (psychiatry)

**Faculty:** Andrew R. Baggaley (education)  
C. Drew Faust (American civilization)  
Harold I. Lief (psychiatry)  
Milton Merker (astronomy)  
Janette L. Packer (nursing)  
Philip Rieff (sociology)

**Students:** Bruce H. Greenberg (Wh '78)  
Claire J. Rauscher (FAS '78)  
Andrzej Kuhl (graduate engineering)

**Trustees:** Robert P. Levy  
William D. Patterson

**Alumni:** H. Hunter Lott, Jr.  
One to be appointed

**Administration:** Ferdinand A. Geiger (director, recreation and intercollegiate athletics)  
Rev. Stanley E. Johnson (chaplain and dean of admissions)  
Patricia A. McFate (vice-provost, undergraduate studies and University life)

**Ex officio:** Robert F. Lucid (chairman, Faculty Senate)  
Martin Meyerson (president)  
Eliot Stellar (provost)

## OPERATING COMMITTEES

### Bookstore

**Chairman:** William T. Kelley (marketing)

**Faculty:** Adele A. Rickett (Chinese)  
Richard L. Spielman (human genetics)

**Administration:** James P. Michalko (Van Pelt Library)  
Cornelia Trubey (Law Library)

**Students:** Ethan H. Goldman (FAS '78)  
Robert T. Howling (Wh G)

**Ex officio:** Gerald T. Ritchie (director, University Bookstore)

### Disability Board

**Chairman:** Dan M. McGill (insurance)

**Faculty:** Robert L. Mayock (medicine)  
Dorothy A. Meredith (nursing)  
Harry F. Zinsser (medicine)

**Secretary:** Gerald L. Robinson (executive director, personnel relations)

### Laboratory Animal Care

**Chairman:** Charles Gallistel (psychology)

**Faculty:** Benjamin G. Brackett (animal reproduction)  
Willys K. Silvers (human genetics)

**Ex officio:** Henry P. Schneider (University veterinarian)  
C.C. Templeman (director, laboratory animal medicine division)

**Students:** Gina Mae Tapper (graduate nursing)

### Library Committee

**Chairman:** Roland M. Frye (English)

**Faculty:** Herbert Callen (physics)  
Hennig Cohen (English)  
Peter G. Earle, Jr. (Romance languages)  
Donald F. Morrison (statistics)  
W. Allyn Rickett (Chinese)  
Bernard Wailes (anthropology)  
Margaret G. Wood (dermatology)

**Administration:** Larry Robbins (Wharton)

**Students:** Betty L. Rosenkranz (FAS '79)  
William C. Hale (graduate English)

**Ex officio:** Richard DeGennaro (director of libraries)

### Safety and Security

**Chairman:** Joette Clark (nursing)

**Faculty:** Carl E. Aronson (pharmacology)  
Peter J. Freyd (mathematics)  
Mary Ann Lafferty (nursing)

**A-1 and A-3 staff:** Joseph Bullock (medicine)  
Elizabeth Ralph (physics)

**Students:** Robert M. Bogin (FAS '77)  
Wilbur Foster (Wh '78)  
Neal Goldberger (FAS '78)  
Christine E. Yaris (FAS '78)  
Martha W. Bond (graduate chemistry)

**Ex officio:** Mary G. Beermann (director, residential living)  
Donald J. McAleer (director, physical plant)  
Donald C. Shultis (director, safety and security)

### Student Fulbright Awards

**Chairman:** Henry Wells (political science)

**Faculty:** Lawrence F. Bernstein (music)  
Frank P. Bowman (Romance languages)  
David K. Hildebrand (statistics)  
Rosane Rocher (South Asian studies)  
Hidemi Sato (biology)

**Ex officio:** James B. Yarnall (associate, international programs)



## GRANT DEADLINES

Listed below are upcoming deadlines and program information from several sponsors. Additional information is available from the Office of Research Administration, 409 Franklin Building, Ext. 7293.

—Anthony Merritt

### INSTITUTE ON HUMAN VALUES IN MEDICINE

Fellowships (postdoctoral and predoctoral) for health professionals wishing to explore a humanistic discipline and for humanists seeking experience in a medical setting. Amounts range from \$1000 to \$8000 for a period up to six months. Application forms: Director of Programs, Institute on Human Values in Medicine, 723 Witherspoon Building, Philadelphia 19107. *Applications due February 15, 1977.*

### U.S. DEPARTMENT OF AGRICULTURE

Cooperative State Research Service Special Grants Program in (1) soybeans, (2) integrated pest management, (3) transportation, (4) genetic vulnerability, (5) beef and pork production and (6) forage, pasture and range. Draft guidelines: ORA. *Tentative deadline for receipt of proposals is February 1, 1977.*

### U.S. DEPARTMENT OF TRANSPORTATION

*December 1, 1976:* Program of University Research; *February 1, 1977:* Urban Mass Transportation: applications for research grants in problems of urban transportation and professional training grants in fields of urban transportation, analysis, planning, engineering and operations. UMTA guidelines for the preparation of university research proposals: Division of University Research (UPP-35), Urban Mass Transportation Administration, Department of Transportation, Washington, D.C. 20590.

### NATIONAL SCIENCE FOUNDATION

#### Program Deadlines

December	6 - National Needs Postdoctoral Fellowships
	10 - Research Initiation and Support (RIAS) Program
	15 - Minority Institutions Graduate (MIG) Traineeships
	15 - Scientists and Engineers in Economic Development (SEED) Program
	15 - Social Sciences (Division of) (Proposed Starting Date: June 1)
	31 - Alan T. Waterman Award Nominations
January	1 - Anthropology Program (Proposed Starting Date: July 1)
	1 - Biochemistry Program (Proposed Starting Date: June 1)
	1 - Social Psychology Program (Proposed Starting Dates: June/July)
	1 - U.S.-Australia Cooperative Science Programs (Seminars)
	3 - National Needs Graduate Traineeships
	7 - Science Faculty Professional Development Program (formerly Faculty Research Participation and Science Faculty Fellowships)
	15 - Biophysics Program (Proposed Starting Date: May 1)
	15 - Chemical Instrumentation Program (Proposed Starting Date: June 1)
	15 - Geology Program (Proposed Starting Date: May 1/June 1)
	15 - Geophysics Program (Proposed Starting Date: May 1)
February	1 - U.S.-Australia Cooperative Science Programs (Long-Term Visits)
	4 - Instructional Scientific Equipment Program (ISEP)
	28 - U.S.-Japan Cooperative Science Program (Scientific Visits and Seminars)

## LEAVES

The following LEAVES were approved by the Trustees during 1976, and except where noted they indicate leave that has been authorized for the academic year 1976-77. Note that individual faculty members sometimes reschedule their leaves after formal approval, and that this may not be reflected in the record.

### FACULTY OF ARTS AND SCIENCES

*Dr. Mark B. Adams*, Social Studies, to do research in the Soviet Union for his book, *Evolution of Genetics in Post-Revolutionary Russia*.

*Dr. Ralph D. Amado*, Physics, to continue research on the theory of nuclei and particles at the Institute for Advanced Study in Princeton (spring, 1977).

*Dr. Richard R. Beeman*, History, to fulfill a Fulbright scholarship at the University of Hull in England.

*Dr. Jere R. Behrman*, Economics, to conduct research on problems of economic development and income, education, and occupation status in the United States.

*Dr. Jacques Bordaz*, Anthropology, to prepare a monograph on archaeological research in Turkey.

*Dr. George Cardona*, Linguistics, to finish a book on the history of Indian grammar (spring, 1977).

*Dr. Lee V. Cassanelli*, History, to research two essays on the social and cultural history of Somalia (1977).

*Dr. Clifton Cherpack*, Romance Languages, to complete a book on ideas and fiction in France to the end of the 18th century (spring, 1977).

*Dr. Hennig Cohen*, English, to complete research on an edition of Mark Twain's travel letters (fall, 1976).

*Dr. Peter J. Conn*, English, to continue research on conscience and casuistry in colonial New England.

*Dr. Diana Crane*, Sociology, to work at the Institute for Advanced Study in Princeton (fall, 1976).

*Dr. James C. Davis*, History, to work on a history of birth control.

*Dr. Willy DeCraemer*, Sociology, to research occupational aspirations of secondary school students in Zaire (fall, 1976).

*Dr. John D. Durand*, Economics, to research demography and economic development (fall, 1976).

*Dr. Augusta E. Foley*, Romance Languages, to work on a critical edition of *Solideas* (spring, 1977).

*Dr. John Fought*, Linguistics, to study Mayan hieroglyphic writing (spring, 1977).

*Dr. David H. Friedman*, Art History, to write a book on Florentine town foundation in the fourteenth century.

*Dr. Michael Friedman*, Philosophy, to complete a book on space and time in the foundations of physics and the philosophy of science.

*Dr. Henry Gleitman*, Psychology, to research psycholinguistics and the psychology of humor and dramatic experience (fall, 1976).

*Dr. Wilhelm Halbfass*, Oriental Studies, to prepare a reference book on the history of Indian philosophy (fall, 1976).

*Dr. John Hill*, Music, to research and write a monograph on the history of the oratorio in Florence.

*Dr. Henry Hiz*, Linguistics, to work on a semantic theory of English and Polish at the University of Warsaw.

*Dr. Henry M. Hoenigswald*, Linguistics, to serve as Fulbright lecturer at Oxford University and as a visiting fellow at St. John's College at Oxford.

*Dr. Michael Jameson*, Classical Studies, to complete a study on classical Greek agriculture and to work at the Institute of Advanced Studies at the University of Edinburgh.

*Dr. Paul J. Korshin*, English, to work on a book, *A History of Evidence 1650-1830* (spring, 1977).

*Dr. Bruce Kuklick*, History, to study intellectual response to the Cold War.

*Dr. Tom Lubensky*, Physics, to study at Harvard (fall, 1976).

*Dr. Wilfred Malenbaum*, Economics, to complete a study on health and economic growth (spring, 1977).

*Dr. Alan Mann*, Anthropology, to examine fossils in Europe and to write a book on hunting and human behavior.

*Dr. Edwin Mansfield*, Economics, to continue studies on productivity growth in the United States (spring, 1977).

*Dr. Julius Margolis*, Economics, to teach at the University of California at Irvine.

*Dr. David L. McNicol*, Economics, to serve on the staff of the Council of Economic Advisors of the federal government.

(continued)

*Dr. Norman Oler*, Mathematics, to conduct research on the geometry of numbers (spring, 1977).

*Dr. Nell Painter*, History, to research a book on racial judgments of blood "purity."

*Dr. John Parr*, Regional Science, to teach and conduct research at the University of Glasgow.

*Dr. Otto Pollak*, Sociology, to complete a study of stoic, hedonistic, and existential philosophies.

*Dr. Phyllis Rackin*, English, to write a book on Shakespeare (spring, 1977).

*Dr. William Roach*, Romance Languages, to complete the final volume of *Perceval* by Chretien de Troyes (spring, 1977).

*Dr. Paul Rozin*, Psychology, to study human food habits (spring and fall, 1977).

*Dr. Magali Sarfatti-Larson*, Sociology, to serve as visiting associate professor of sociology at Harvard (spring, 1977).

*Dr. Andrew T. Scull*, Sociology, to study historical research methods at the University of London (spring and summer, 1977).

*Dr. Brian J. Spooner*, Anthropology, to continue a research program in Iran (spring, 1977).

*Dr. Robert Summers*, Economics, to do research in applied econometrics (spring, 1977).

*Dr. Paul J. Taubman*, Economics, to research the effects of genetics and environment on earnings.

*Dr. Andre von Gronicka*, German, to research and write *The Russian Image of Goethe*.

*Dr. Michael L. Wachter*, Economics, to study the determinants of inflation (fall, 1976).

*Dr. Frank Warner*, Mathematics, for research.

*Dr. Henry Wells*, Political Science, to research the restructuring of the inter-American system (spring, 1977).

*Dr. Siegfried Wenzel*, English, to work on medieval Latin for the Chaucer Library (spring and fall, 1976).

*Dr. Richard F. Wernick*, Music, to compose.

*Dr. Oliver P. Williams*, Political Science, to write a book on comparative local politics (fall, 1976).

## SCHOOL OF DENTAL MEDICINE

*Dr. Gary H. Cohen*, Microbiology, to continue research on the viral structure of protein at the Swiss Institute of Cancer Research.

*Dr. Max A. Listgarten*, Periodontics, to work on periodontal disease at the University of Gothenburg, Sweden.

## GRADUATE SCHOOL OF EDUCATION

*Dr. William W. Brickman*, Education, to conduct research on the history of international relations in higher education (spring, 1977).

*Dr. Kenneth K. George*, Education, to study marriage counseling and family life education in the psychiatry department.

*Dr. Peter Kuriloff*, Education, to study the impact of the PARC decision on retarded children in Pennsylvania.

## COLLEGE OF ENGINEERING AND APPLIED SCIENCE

*Dr. Raymond S. Berkowitz*, Electrical Engineering and Science, to develop microwave holographic imaging techniques.

*Dr. Stuart W. Churchill*, Chemical Engineering, to pursue study of natural convection with applications to solar energy utilization (spring, 1977).

*Dr. David Graves*, Chemical and Biochemical Engineering, to work on solar energy utilization at the Max Planck Institute.

*Dr. Peter Jessel*, Electrical Engineering, to work as a resident associate at the Massachusetts Institute of Technology.

*Dr. Burton Paul*, Mechanical Engineering, to prepare research results for publication (fall, 1976).

*Dr. Morris Rubinoff*, Computer and Information Science (1976).

*Dr. Vukan R. Vuchic*, Civil and Urban Engineering, to complete a text on urban public transportation (fall, 1976).

## LAW SCHOOL

*Dr. Martha F. Field*, Law (spring, 1977).

*Edward V. Sparer*, Law, to complete *Class Medicine and The Right to Live*.

## SCHOOL OF MEDICINE

*Dr. Neil S. Cherniack*, Medicine, to conduct research on the effects of hypoxia on breathing pattern at the Karolinska Institutet in Stockholm.

*Dr. David Cornfield*, Pediatrics, to teach at the University of London and practice at the Hospital for Sick Children (January-June, 1977).

*Dr. Nicholas Gonatas*, Pathology and Surgery, to do research at Pasteur Institute.

*Dr. Joseph S. Gots*, Microbiology, postponed to spring, 1977.

*Dr. Howard Holtzer*, Anatomy, for laboratory work at the University of Tokyo.

*Dr. Andrzej W. Kozinski*, Human Genetics, to perform experiments on T4 bacteriophage DNA at University of Tromsø in Norway (spring, 1977).

*Dr. David E. Pleasure*, Neurology, to do research in muscular dystrophy in England (summer, 1976).

*Dr. William J. Rashkind*, Pediatrics, to research historical aspects of congenital heart disease (1977).

*Dr. John H. Rockey*, Ophthalmology, to conduct research on inflammatory eye disease and to give lectures at Veterans General Hospital in Taipei (1976).

*Dr. George E. Strobel*, Anesthesia, for personal reasons.

## SCHOOL OF VETERINARY MEDICINE

*Dr. Samuel K. Chacko*, Pathology, to work on biochemical studies on proteins at the National Heart and Lung Institute.

*Dr. Richard O. Davies*, Physiology, to research intracranial hydrogen ion chemoreceptors at the Ruhr University in Bochum, West Germany (fall, 1976).

*Dr. Alfred M. Merritt, II*, Medicine, for research and study of gastrointestinal tract of horses at the University of Cambridge.

## SCHOOL OF SOCIAL WORK

*Dr. Tybel Bloom*, Social Work, to produce the conceptual base of the School of Social Work's curriculum (July-December, 1976).

*Dr. Joseph Soffen*, Social Work, to complete studies of an Israeli kibbutz.

## WHARTON SCHOOL

*Dr. J. Scott Armstrong*, Marketing, to complete research on long-range forecasting in the social sciences (spring, 1977).

*Dr. Bernard F. Cataldo*, Business Law, (fall, 1976).

*Dr. John S. deCani*, Statistics, to write papers on presenting statistical evidence in discrimination cases and statistical methods in anthropology (fall, 1976).

*Dr. Ronald E. Frank*, Marketing, to write a marketing research text (spring 1977).

*Dr. Peter Knutson*, Accounting, to teach at the North European Management Institute in Oslo.

*Dr. Edward Lusk*, Accounting, to research cognition in MIS report usage and an emergency medical services costing system (fall, 1976).

*Dr. Donald F. Morrison*, Statistics, to research the theory and methods of multivariate statistical analysis (spring, 1977).

*Dr. Herbert Northrup*, Management, to complete a book on multinational bargaining and a study of the Occupational Health and Safety Administration.

*Dr. Dov Pekelman*, Decision Sciences, to teach at Tel Aviv University in Israel.

*Dr. David Solomons*, Accounting, to study professional education in Britain (fall, 1976).

*Dr. John M. Stockton*, Business Law, to revise a new edition of *Law of Sales* (fall, 1976).

# OPENINGS

*The following listings are taken from the Personnel Office's bulletin of November 17. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. The full list is made available weekly 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).*

## ADMINISTRATIVE/PROFESSIONAL

ACCOUNTANT I (10-19-76).

ACCOUNTANT II (10-12-76).

ASSISTANT DIRECTOR (11-16-76).

ASSISTANT DIRECTOR OF RESIDENCE UNIT to oversee building administration; repair scheduling and oversight; and residential programming. *Qualifications:* College degree, experience in residential management and programming. \$9,100-\$12,275.

ASSISTANT TO DIRECTOR with budgetary responsibilities including funding proposals, monitoring budget and scholarship funds. Public relation duties involve annual giving projects. Research and compiling of student statistical data as well as establishing student follow-up. Support services provided to students include exploring career options, advising, selecting degree candidates, securing tutors. Recruiting and interviewing of prospective students, suggesting acceptance and rejection, and approving course selection. *Qualifications:* Sensitivity to urban and minority issues and problems. Ability to interact well with faculty and students; innovative, mature, and objective judgment; organizational ability; willingness to work evenings. Graduation from an accredited college with some courses in business administration. Experience performing administrative functions. Ability to write clearly, candidly, and convincingly. Knowledge of accounting principles. \$9,100-\$12,275.

BUSINESS ADMINISTRATOR IV is responsible for the preparation, review, administration of some 34 grant budgets and five University budgets; screening, interviewing, selection, and supervision of support personnel; inventory control, salary reviews, and payroll administration; staff liaison and office management; budget control; compliance surveillance and reports; special funds and records. *Qualifications:* Direct experience in budget work; supervisory experience and ability to work with people. Graduation from college or university with substantial coursework in accounting and business administration. At least ten years' responsible experience. Must be highly knowledgeable in budget and contract administration, data processing, systems, and procedures. \$14,125-\$19,425.

DIRECTOR OF COLLEGE OF GENERAL STUDIES & SUMMER SCHOOL (9-14-76).

DIRECTOR OF RESOURCE MANAGEMENT (9-14-76).

FACILITIES PLANNER (9-28-76).

JUNIOR RESEARCH SPECIALIST (1) Isolation and characterization of subcellular organelles. (11-9-76). 2) Assists investigators and fellows with research techniques, including animal surgery, injections, etc.; complex laboratory procedures. Keeps records and researches in medical library; aids in writing papers for publication. *Qualifications:* College with at least one year of lab experience in a biochemistry, biology, immunology, microbiology, or chemistry lab. Ability to conduct research independently and also as part of project team. \$9,100-\$12,275.

LIBRARIAN II (media service) (11-9-76).

LIBRARIAN II (9-14-76) to catalog in Arabic, Persian, Turkish.

LIBRARIAN FOR RARE BOOKS (11-16-76).

MUSEUM MEMBERSHIP MANAGER controls, bills, keeps up-to-date, and administers the Museum membership rolls; solicits new members; devises, directs, plans, and orders Museum events and functions, lectures, dinners, cocktail parties, openings, etc. *Qualifications:* Basic typing and accounting skills. Ability to deal with the general public. A pleasant, even personality a requisite. College degree preferred. Knowledge of Philadelphia and its environs desirable. \$9,100-\$12,275.

PROJECT MANAGER organizes and supervises the work of professional and technical consultants, carrying out design studies and preparing construction plans. Prepares reports for consideration by the director and responsible deans; manages the preparation of interior designs and equipment specifications; procures equipment and furniture; serves as the liaison between the project organization and consultants and agencies of the City, State, and Federal governments. *Qualifications:* Graduation from a recognized college or university with bachelor's degree in engineering or architecture. Advanced degree desired. Licensed as a Professional Engineer or Architect in the Commonwealth of Pennsylvania. At least ten years' professional experience, including at least two years' design experience and five years' experience in management of construction projects. \$18,775-\$25,800.

RESEARCH SPECIALIST I conducts biochemical analysis of various subcellular fractions of microorganisms. Performs laboratory technical research on molecular aspects of bacterial pathogenicity. *Qualifications:* Knowledge of column chromatography, biochemical analysis, routine microbiological and immunological procedures. At least two years' experience with master's degree in biology or chemistry preferred. \$9,850-\$13,550.

RESEARCH SPECIALIST III is responsible for field liaison with institutions and state agencies cooperating in a major epidemiologic research project (a case-control study of water quality and carcinogenesis in Pennsylvania); identifies cancer patients to be interviewed from state cancer morbidity reports and individual hospital registries; assists biostatistician in programming and designs and prepares descriptive and analytical statistical tables; prepares computer tabulations and conducts significant tests. *Qualifications:* Master's degree from a school of public health and major course work in epidemiology; extensive experience or course work in biostatistics. \$13,000-\$17,550.

STATISTICIAN (11-16-76).

SUPERVISOR for special functions on campus; arranges crew to work function; gets all china, flatware, and equipment to place of function; accounts for all food, labor, and miscellaneous costs. *Qualifications:* Willing to work unusual hours. At least ten years' experience with schedules for parties and events. *Salary to be determined.*

(continued)

## HOLIDAY PAYCHECKS

Tomorrow is payday for employees on the weekly payroll. These employees will also receive two checks on Thursday, December 23, to cover the period through the first of the year. Employees and faculty on the monthly payroll will receive their checks on November 30 and on December 17.

## TOYS FOR ORPHANS

The purchasing department is again coordinating the collection of Christmas toys for orphans. Contributions should be dropped off before December 8 at the purchasing department, P-204 Franklin Building/16, Ext. 7216.

## SORRY, WRONG MONEY NUMBER

The right number for Check Cashing at the Bookstore is 7595. The wrong number given in the yellow pages of the new Faculty-Staff Directory, 7295, reaches the Office of Research Administration—whose secretary Karen Sasso will greatly appreciate everyone's making a write-in correction in their directories.



## SUPPORT STAFF

ADMINISTRATIVE ASSISTANT I (11-9-76).  
ADMINISTRATIVE ASSISTANT I (11-2-76).  
ADMINISTRATIVE ASSISTANT I (NEW YORK) (10-5-76).  
ADMINISTRATIVE ASSISTANT II (11-16-76).  
CUSTODIAL FOREMAN (11-2-76).  
ELECTRON MICROSCOPY TECHNICIAN II (11-9-76).  
LICENSED PRACTICAL NURSE (11-16-76).  
MEDICAL SECRETARY (2) (9-14-76).  
PROGRAMMER II (11-16-76).  
RESEARCH BIBLIOGRAPHER I researches and writes reports on alumni and nonalumni prospective donors, based on material in libraries, development records, etc. *Qualifications:* At least two years' college; ability to work independently; accurate typing. \$6,950-\$8,675.  
RESEARCH LABORATORY TECHNICIAN II (2) (11-9-76).  
RESEARCH LABORATORY TECHNICIAN III (8) (11-9-76).  
RESEARCH MACHINIST II (11-2-76).  
SECRETARY II (4) (11-16-76).  
SECRETARY III (11-9-76).  
SECRETARY III (10-12-76).  
SECRETARY III (10) (10-12-76).  
SUPERVISOR-MECHANICAL SYSTEMS (10-12-76).  
UNIVERSITY POLICE OFFICER (2) (11-2-76).

## PART-TIME

SECRETARY (15 hrs./wk.);      TYPIST (14 hrs./wk.)

### DOUBLE THE CONCERT, DOUBLE THE CROWD

When a concert draws more people than the hall allows some impresarios change halls. Not the President and the Provost.

They like St. Mary's Episcopal Church for their annual holiday concert, and with "The Play of Daniel" as this year's offering, where else would it play so well? Their solution to the annual overflow is to sponsor the concert *twice* this year: December 7 and 8, both at 8 p.m. The Collegium Musicum performs under the direction of Mary Anne Ballard, and the entire campus is invited.

### A-3 ASSEMBLY: DECEMBER 7

A-3 Assembly members meet the officers—and each other—at the fall meeting December 7, an open house from noon to 2 p.m. in the Ivy Room at Houston Hall. All A-3 staff are welcome, whether formally involved in the Assembly or not. Bring lunch (beverages and sweets provided), questions and suggestions for the program committee. Information: Ext. 5285.

## THINGS TO DO

### THEATER

The McCarter Theatre Company production of *Major Barbara* begins at the Annenberg Center December 1. Maria Tucci stars in the George Bernard Shaw play, which is directed by Kenneth Frankel. For reservations and ticket information, call Ext. 6791.

*Two Gentlemen of Verona* by Quadramics, a student drama group, plays the weekend of December 2 through 4, 8:30 p.m., Prince Theater of the Annenberg Center.

Up the O'Casey: Sean O'Casey's *The Plough and the Stars*, produced by the Abbey Theatre Players, begins at the Annenberg Center December 8. Siobhan McKenna and Cyril Cusack perform. Call the Annenberg Center box office at Ext. 6791.

## FILM

The Annenberg Documentary film series ends with *Chess Fever* and other documentaries of the unrepeatable event; December 1, 4 and 7 p.m.; Studio Theater of the Annenberg Center.

*Midnight Cowboy* shows at 7:30 p.m. and 10:30 p.m. December 3; Fine Arts Auditorium, \$1.

What's my lion: *Living Free* is the University Museum's children's film December 4; 10:30 a.m. in Harrison Auditorium of the Museum.

*Rivers of Sand*, a documentary of the Hamar people of Ethiopia, is the Museum's adult film; December 5, 2:30 p.m., Harrison Auditorium.

## EXHIBITS

Getting her acts together, Joan Jonas displays and performs at the ICA through the holiday season. Her *Stage Sets* begins December 3 with the local premiere of "Mirage," a series of multi-media vignettes; 9 p.m.; admission is \$3.50. A series of video tapes shows through January 5, and on December 7 screenings of four Jonas films are scheduled for noon, 2, 4, and 6 p.m. She renders "The Juniper Tree" for children on December 11 at 2 p.m.; advance tickets are available for 50c.

## LECTURES

Hugh Gilmore speaks on *Social Communication Among Wild Baboons* in the final Annenberg School Colloquium of the fall; November 29, 4 p.m.; Colloquium Room, Annenberg School.

Core colloquium: Dr. Richard Hewlett discusses *Issues in the History of Nuclear Science and Technology* in a program sponsored by the history and sociology of science department; 4 p.m., November 29; Room 107, E.F. Smith. A second colloquium is scheduled for December 6, 4 p.m., same place. Nicholas Mullins of the University of Indiana speaks on *Roles in Scientific Specialties: An Algebraic Approach*.

*Robert Morris* is the last tradition to emerge in the ICA's fall lecture series; Marcia Tucker speaks at 7:30 p.m. in the Fine Arts Auditorium November 30; \$4.

George Gerbner, Annenberg School dean, crosses school lines to serve as colloquist at the Graduate School of Education; his topic: *Television: The Hidden Curriculum*; November 30, 2 p.m., Room A-36, GSE.

Dr. Alan Beck, director of the animal affairs bureau of the New York City health department, talks about *The Public Health and Political Implications of Urban Dogs*. A case of man plights dog? November 30, 3 p.m., alumni hall, Maloney Building.

O Eniac! The Moore School hosts a series of colloquia, including Mario Barbacci of Carnegie-Mellon on *Computer Architecture* (November 30); George Cowan from Burroughs on *Network OIS* (December 1); and Amir Pnueli from Penn (December 7). All begin at 3 p.m. in alumni hall of the Towne Building.

Dr. Judah Goldin, professor of post-Biblical literature, speaks to a Faculty Tea Club seminar December 1 at 10:30 a.m. His topic is *The Near East in Hellenistic Times*. The second seminar is December 8; Dr. George Makdisi, professor of Arabic, speaks on the medieval period in the same part of the world.

Dr. Henry Primakoff discourses *On Some Problems in Elementary Particle Physics* in the first Sigma Xi lecture of the season; December 9, 4:15 p.m., Auditorium of the Annenberg School.

## MUSIC

Try the borshcht before the *vecherinka* music December 2. Tickets for the Slavic buffet and music of balalaika in the Houston Hall auditorium are \$2.50 in advance, \$3 at the door. Call BA 2-3458 for reservations.

Fabulous Invalid: Members of the medical house staff at HUP perform the three B's plus Chopin and Liszt in their free concert honoring a stoic victim of age and accident, the *Curtis Organ*. Irvine Auditorium December 3, 8 p.m.

William Parberry conducts the University Choir in a performance of J.S. Bach's *Mass in B Minor* December 10 at 8 p.m.; Irvine Auditorium.

ALMANAC: 515 Franklin Building (16) Ext. 5274

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