

# Almanac

Published Weekly by the University of Pennsylvania  
Volume 23, Number 31 May 3, 1977

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## On Open Expression

The Committee on Open Expression today (April 28) released its report of findings and recommendations concerning certain security practices in the University. No one outside the committee has had opportunity to review those findings in light of the supporting evidence.

The committee, comprised of five students, five faculty members and two members of the administrative staff, has earned the gratitude of the University community. We particularly appreciate the efforts to make a report by this date, in time for it to be publicized in the campus media so that it can be given consideration prior to the end of the semester.

The University takes pride in its history of attachment to the values of freedom and open expression. During recent periods of campus turbulence across the country, this University established a highly creditable record of sensitivity to sharply conflicting ideas and civility of behavior. This accomplishment is attributable to the commitment to open channels of communication with the University community. Contributing to this tradition have been the University's students, its faculty and members of the administrative staff.

To the extent that the committee's findings and supporting evidence show violations of the Guidelines on Open Expression, and they involve the Office of Security and Safety, appropriate administrative action will be taken by Fred A. Shabel, vice-president for operational services, in cooperation with Paul O. Gaddis, senior vice-president for management. Meanwhile, Provost Eliot Stellar, Vice-Provost Patricia McFate, Counsellor to the President Curtis R. Reitz and I will respond to other implications in the report.

The committee's report indicates that recommendations for improvement in the Guidelines on Open Expression are under active consideration. The guidelines charge the committee with continuing responsibility to propose amendments to the guidelines, reporting to the committee's parent body, the University Council.

A university must be a community in which there is maximum freedom and one in which the members of the community feel, and indeed are, reasonably secure. Conscientious people will disagree on the proper balance at a given time and in specific instances. The important thing is to address such issues in an open and considered manner. The committee is providing the basis for that consideration.

—Martin Meyerson, President

April 28, 1977

*Ed. Note: The text of the Report of the Committee on Open Expression: Investigation of Activities of the Office of Security and Safety Alleged to Be in Violation of the University Guidelines on Open Expression appears on pages 3 and 4.*

## We're Number One

Faculty and staff have pledged more than \$3 million to the Program for the Eighties, Chairman Charles C. Price will report to a meeting of his campaign committee May 5.

"We are most pleased that more than 500 persons, from all departments of the University have pledged \$3,073,610 as of April 29, 1977" toward the \$5 million goal, he said.

This total includes \$1,092,654 in advance gifts, representing faculty and staff contributions to the University made during the fiscal years 1974-76. Since the inception of the formal campus solicitation in April 1976, \$1,980,956 has been pledged.

Dr. Price said that the committee would consider plans for a personal follow-up among tenured faculty next fall. "We want to have the story of the program carried to our constituents on a one-to-one basis with the hope that we can improve the 65 percent participation among tenured faculty which was reached in the 1960s. We will also be asking for information about prospects outside the University who may be helpful to the Program for the Eighties during the final year of the campaign."

Pledges to date range in size from \$1 a week to \$300,000 over a five-year period. Payroll deduction is the most popular method, with trust arrangements providing some of the larger contributions.

"While Pennsylvania is fifth among all colleges and universities in total contributions last year, I am told we are first in contributions from faculty and staff. For this we are indeed proud and most grateful," Dr. Price said.

## PHILOSOPHICAL SOCIETY: TWO FROM PENN

President Martin Meyerson and Provost Eliot Steller were elected last week to the American Philosophical Society, bringing the total number of members from Penn to 23. Founded in 1743 by Benjamin Franklin, the Society has a total of 500 American and 100 foreign members today.

## NATIONAL ACADEMY: DR. PERRY

Dr. Robert P. Perry, professor of biophysics and biochemistry in the School of Medicine and member of the Institute for Cancer Research at Fox Chase, was elected to the National Academy of Sciences last week in Washington. (*Other HONORS, pp. 6-7.*)

## ANNENBERG CENTER: A SECOND SEASON

Talks are underway with several award-winning Off-Broadway companies to schedule a series of at least five productions of "Off-Broadway's Best" at the Annenberg Center next year. Among the companies being considered are: La Mama, Circle-in-the-Square, Circle Repertory, the Negro Ensemble Company, Classic Stage Company, the Goodman Theater, Cherry Lane, the Manhattan Theater Club and the American Place Theater.

Former Philadelphia Drama Guild Director Dr. Sidney Bloom is project coordinator for the Off-Broadway program. Its offerings will be an addition to the regular Annenberg Center theater series, which continues in 1977-78 with at least five plays from the McCarter Theater Company in Zellerbach Theater. One or more touring companies are also expected, plus Broadway-bound plays and the possibility of the premiere of a Broadway-bound musical.

Subscriptions for both series are available by calling Ext. 6791.

## Report of the Committee on the Economic Status of the Faculty

*Delivered at the Spring Meeting of the Faculty Senate April 27, 1977*

Despite the improved situation of the economy at large, faculty salaries continue to be squeezed. For some years the University's allocations for faculty raises have failed to keep pace with what was required to adjust for the cost of living and to provide appropriate increases for professional growth, merit and equity. This year, the University's "Salary and Wage Policy for 1977-8" (*Almanac*, April 26, 1977) calls for raises totaling 5 percent, a little below the increase in the cost of living and again, significantly short of our most modest goals.

Unfortunately, prospects for improvement appear to be dim. The University is operating under stringent financial conditions. These involve on one hand the prospects for relatively slow growth of revenues, and on the other, the continued pressure of rising costs. The Committee on the Economic Status of the Faculty recognizes the importance of balancing the University's budget. But, under present arrangements, the result has been that year after year salaries are considered in a climate of financial crisis and increases inevitably fall below desirable targets.

Recently, the University has taken significant steps to improve the budget process. The impact of these procedures requires further study. We are hopeful that the new budget planning will help, particularly if it computes salary needs in constant purchasing power terms. But so far, as budget procedures have been computerized and as, consequently, the numbers appear to be "harder" it has become more difficult for the Committee to have some influence on them. We have been presented with a picture of deficits under alternative assumptions about faculty salary increases. Faculty salaries turn out to be the residual after supposedly less flexible revenue and cost items have been determined—hardly a desirable situation in a great University whose faculty is its central asset.

Last year, we reached a significant consensus on the basis for salary increases. We suggested that salaries should be seen in real terms, adjusting for increases in the cost of living. We also recognized the need to provide for (a) promotions and professional growth, particularly for the younger faculty who are on the upswing of the normal salary curve, (b) equity adjustments, and (c) rewards for exceptional merit. After monitoring the increases awarded last year, it is our impression that the suggested guidelines were followed within limits of the available funding. But when the overall allocation only covers the increase in the cost of living, or falls below it, using parts of the increase for other adjustments, important as they are, means that some faculty members suffer a cut in real purchasing power in order to adjust upward the income of others. It is regrettable that this will happen again this year. Moreover, the faculty should be alerted to the fact that there is increasing pressure to put salary increases entirely on a "discretionary" basis disregarding even the broad guidelines on which we hoped that agreement had been reached.

The Committee met with senior members of the University administration on numerous occasions during the year. These discussions have helped to clarify for us the financial problems of the University. We hope that they have also helped the Administration to gain additional insight into the faculty's objectives. Our position was as flexible as possible, keeping in mind the University's financial stringencies as well as the needs for faculty salary adjustments. Unfortunately on various occasions it seemed to the Committee that our views were given no consideration in the decision making process. There was also at times a lack of communication with regard to the Ad-

ministration's plans and with regard to what had transpired at other organisms concerned with the salary issue. These problems arose, not just with regard to the total funding for salary increases, where disagreement might have been anticipated, but also with regard to other questions such as the allocation of salary increases.

In part the problems of communication appear to result from the fact that the Committee is not sufficiently representative of the faculty. The Committee on the Economic Status of the Faculty performs an important function. It serves as the only direct input of the faculty into the salary determination process. There should be solid confidence on the part of the faculty from various schools and at various ranks. One way to strengthen the Committee as a representative of the faculty would be to change the way in which the Committee is selected. We recommend that the Committee be elected by the faculty, perhaps by procedure similar to that presently used to elect the Senate Advisory Committee and the Senate Committee on Academic Freedom and Responsibility. Other ways to make the Committee as representative as possible and to strengthen its role should be also be considered.

We hope that the dialogue between the Committee and University administrative officials can be continued and that in the future the Committee be more effective in improving the economic status of the faculty.

*Committee on the Economic Status of the Faculty*

*F. Gerard Adams, Chairman*

<i>Ann Beuf</i>	<i>Walter Wales</i>
<i>Jean Alter</i>	<i>Margaret Wood</i>
<i>J. David Cummins</i>	<i>Robert Lucid, Senate Chairman</i>
<i>Nancy Leonard</i>	<i>Britton Harris, Senate Chairman-elect</i>

## SENATE SPRING MEETING 5/27/77

The resolution in the text above (to choose the Economic Status committee by election) failed 18-16. Other agenda items:

*Faculty Handbook:* Tabled until fall, when the text of the remaining Standing Resolutions and of the "third tier" of *Basic Documents on Academic Governance* (the Memoranda) can be reviewed. Senate distributed two related documents: a set of changes by Professors Harris, Rickett and Lucid to the *Almanac Supplement* (April 19) on Basic Documents; and a Senate Office compilation of 1973-74 Senate actions on tenure rules. Both are expected for publication this term.

*Committee on the Faculty:* Professor Honnold's report (*Almanac* April 26) was received and referred to the drafting committee on Basic Documents. The Subcommittee on Implementation of the Clinical Track's report (*Almanac* April 19) accepted with the notation that implementation continues as a three-year trial with the Dean of the School of Medicine to report back to the Committee on the Faculty.

SAC's *Ad Hoc Subcommittee on the Junior Faculty:* Report (*Almanac* April 26) adopted.

*Committee on Administration:* Professor Mossman's report on admissions (distributed but not published) was received for forwarding to Council but was not (as reported in *The Daily Pennsylvanian*) approved. The document was not debated on its merits, Chairman Lucid notes; the vote to receive came after discussion concluding that receipt did not indicate adoption.

*Committee on Students:* Professor O'Kane's report on financial support for graduate students will be published shortly.

Committees on *Academic Freedom* and on *Publication Policy* for *Almanac*: delivered for information without action.



# Report of the Committee on Open Expression:

## Investigation of Activities of the Office of Security and Safety

### Alleged to Be in Violation of the University Guidelines on Open Expression

April 28, 1977

#### I. HISTORY OF THE INVESTIGATION

On March 9, 1977, the Committee on Open Expression was requested by President Meyerson and Vice-Provost McFate to investigate "a report that students employed by the Security Office have been used in activities of a surveillance nature" (Attachment #1). Subsequently, on March 18, this charge was expanded to include an investigation of:

- "1. the use of students to monitor the political activities of other members of the University community;
- "2. the use of security officers to monitor the political activities of other members of the University community;
- "3. the maintenance of files by the Security Office on the political activities of members of the University community" (Attachment #3).

Finally, on April 11 (Attachment #5), the charge was again expanded by Vice-Provost McFate and the President "to include investigation of the use of student informers by the Security Office in areas other than political surveillance" (i.e. drug-related investigations and arrests).

Throughout, the Committee has been requested to complete its investigation as quickly as possible. The last charge, on April 11, noted that "the President would also like the final report of (the) full Committee before 29 April." These requests were coupled, however, with exhortations to thoroughness. The Committee has tried to accommodate both of these demands. The full Committee met on nine occasions between March 21 (the first possible meeting date, given Spring recess) and April 28. Much of the work has been performed by two subcommittees.

The first subcommittee, composed of the Committee Chair, Larry Gross, Vice-Dean Phyllis Beck and Professor Henry Hansmann, was charged with examining the files held by the Security Office and interviewing students who had been employed by the Security Office. The appointment of and charge to this subcommittee was the result and resolution of a series of discussions and negotiations between the Committee and members of the administration (primarily the University Attorney) over the legal status of the Security Office's files and the issue of access to these files by the Committee in the conduct of its mandated investigation. This process of negotiation occupied much of the period between March 10, when the Chair of the Committee wrote to Vice-President Shabel requesting that he have "the files of the University Security Office sealed immediately pending the Committee's investigation" (Attachment #2), and March 28, when the subcommittee began to examine files. (For more chronological details see letter of 4/7/77 from Larry Gross to Vice-Provost McFate: Attachment #4.) It should be noted that the files were never "sealed" in the sense of being locked or impounded. Instead, at this critical stage, the Security Office itself was permitted to select those files it deemed relevant to the investigation. These files were transmitted to the University Attorney, Stephen Burbank, who then kept them locked in his office. The failure of the administration to accede to the Committee's request may have resulted in the removal of relevant files from the Security Office. The Committee now knows that, in fact, some highly relevant files were not

transmitted to the University Attorney and, consequently, were never seen by the Committee.

The investigatory subcommittee examined files obtained from the Security Office and held by the University Attorney. Following this examination, which occurred on March 28, the subcommittee visited the offices of the Director of Security and Safety, Donald Shultis (April 4), Chief of Detectives Harold McGrath (March 20), and Chief of Uniform Police Merle Smith (April 6). On these visits the subcommittee, accompanied by Stephen Burbank, examined all files in each office in an effort to determine that all relevant files—i.e. those dealing with non-criminal, political matters—had, in fact, been seen by the subcommittee.

After a meeting with Vice-Provost McFate and Stephen Burbank, it was agreed that the subcommittee would be allowed to interview students who had worked for the Security Office (under work-study or on the Security Office payroll), provided the students were willing to be interviewed. Subsequently, members of the subcommittee interviewed a total of seven students who had worked for the Security and Safety Office in the past two years. Vice-Provost McFate was present at all of these interviews. The students were assured of the confidentiality of the interviews and of the fact that they would not be named or otherwise identified. It should be noted that the members of the subcommittee have not divulged these names to the full committee or to anyone else.

The second subcommittee was appointed on April 6 and included Professor David Solomons (Chair), Fred Kafka, Professor Michele Richman, and Stephen Young. This subcommittee was asked to review the existing Guidelines on Open Expression and to begin the process of drafting proposed rules for interpretation and implementation of the current Guidelines, and/or amendments to the Guidelines which are deemed necessary to the maintenance of open expression at the University.

The full committee has discussed procedural questions, heard witnesses whose opinions and/or accounts are most relevant to the investigation, received and read written submissions from interested and concerned parties, evaluated the evidence transmitted to it by the investigatory subcommittee, and discussed the suggestions presented by the drafting subcommittee.

#### II. FINDINGS

While it is not possible—and indeed would not be proper—to present details of the evidence obtained and evaluated by the Committee, various violations of the Guidelines on Open Expression have occurred as a result of certain actions of the Office of Security and Safety. In addition, there have been other actions which, although they do not fall precisely into the category of violations of the Guidelines on Open Expression, are to be condemned as unworthy and improper for members of the University community.

In summary, we have found evidence that convinces us that the following actions and practices have occurred and constitute violations of the Guidelines on Open Expression or are otherwise unacceptable actions by University employees. All of the following findings of facts have been confirmed or corroborated.

1. Students employed by the Office of Security and Safety have been used covertly to gather information on political meetings and on

members of political organizations on campus. Students were asked to attend meetings without identifying themselves as employees of the Security Office; if anything, they were asked to appear sympathetic to the views of those holding the meetings. On such occasions students typically were sent in pairs, unaccompanied by a security officer. On at least one occasion a single student was sent to a meeting accompanied by a plainclothes detective. On returning from these meetings, the students wrote reports (unsigned or signed pseudonymously), giving details of plans made or discussed there as well as physical descriptions and, if possible, names of participants. The Committee has identified at least six such occasions during the spring and early summer of 1976, most of which were connected with the Bicentennial celebration. The committee has reason to believe, however, that such activity occurred as early as 1974.

2. The reports written by students were kept in Chief McGrath's files. These reports were used by the students themselves and by the detectives employed by the Security Office in attempting to match names and descriptions of participants at various meetings (and of people observed—and spoken to—while handing out leaflets on campus) for the purpose of making identifications of the persons.

3. Information on non-criminal political activities of members of the University community, gathered by the Security Office in part through the use of student employees (such as the reports mentioned in #s 1 and 2), was given to the Philadelphia Police and, we believe, to Federal police officials.

4. In separate appearances before the Committee, Colonel Shultis and Chief McGrath gave a different account of those events than that reported in paragraphs 1, 2, and 3 above. The Committee was told that, with no more than one exception, students were always sent to such meetings in the company of an officer, and that students did not write reports on these meetings. The Committee was told that only information pertaining to an ongoing criminal investigation or which was otherwise publicly available was shared with Philadelphia or Federal police officials.

5. In a subsequent meeting with the Committee, on April 27, Chief McGrath confirmed the Committee's findings in paragraphs 1, 2, and 3. Chief McGrath also told the Committee that he had removed all but three of the reports referred to in paragraph 2 from the files, had taken them home, and had failed to transmit them to the University Attorney when he was requested to hand over all files relevant to this investigation.

6. At least one student who had been apprehended by University detectives for alleged criminal activities was hired as a work-study employee of the Security Office and used as a covert information gatherer in exchange for not being prosecuted. In his April 27 meeting with the Committee, Chief McGrath acknowledged that this student might have felt he had no choice but to carry out the requests of the Security Office.

7. On at least one occasion that came to the Committee's attention Chief McGrath requested that a secretary employed by a professor in the University aid him in obtaining surreptitious access to the educational file of a foreign student from an Eastern European country. The secretary refused this request and later informed the Committee of the incident as a result of the current investigation. When asked about the incident, Chief McGrath said that an FBI agent had asked him to find out if the student was registered at the University. He said he did not know why the FBI had called him rather than the registrar or another appropriate University official. He acknowledged that if he had obtained the contents of the file he would have transmitted them to the FBI. Such access to a student's file (without permission of the student) on the part of a member of the Security Office would be a clear violation of University and government regulations under the Buckley Amendment.

8. The files maintained in the office of the Detective Division of the Security Office are unlocked and are relatively accessible to students employed by the Security Office. These include criminal files and files containing names of victims and suspects in criminal incidents, including rape. On at least one occasion a student disclosed the contents of a confidential criminal file outside the Security Office. While we do not believe that this has occurred frequently, it is clear that discipline in this area has been lax and that, contrary to what the Committee was told, known infractions have not necessarily led to dismissal.

9. On one occasion the student referred to in paragraph 6 was used to "set up" other students in drug arrests on campus. These other students were also induced by a promise of leniency to name additional students involved in drug use. These events are of the sort contemplated in Vice-Provost McFate's April 11 expansion of the Committee's charge. It is

the sentiment of the Committee that, while this matter is not clearly within the Committee's domain (as outlined in the Guidelines on Open Expression), we nonetheless feel it appropriate to report our findings in this regard, in order to assist other duly-authorized University bodies in reaching a determination as to the propriety of these actions.

10. The Security Office did not appropriately consider the potential harm to the students it used to gather information on political meetings, to the student it used to set up the drug raid, and to those students it used to inform on others in regard to drug use.

11. Primary responsibility for the actions of the Office of Security and Safety must lie with its director, Donald Shultis. However, responsibility for any mistakes which were made must be borne in part by the administration. The administration provided inadequate supervision and standards and did not insure that they were kept informed of sensitive and potentially controversial policies and practices.

### III. RECOMMENDATIONS

The question of recommending the initiation of disciplinary proceedings against those found to have violated the Guidelines is not one which the Guidelines place within the jurisdiction of the Committee. We trust that the appropriate University authorities will deal with this question promptly.

The Committee is concerned, however, with formulating rules for interpreting and implementing the Guidelines, amendments to the present Guidelines and suggestions to the administration of procedural directives which are deemed necessary for the maintenance of open expression at the University. The subcommittee chaired by Professor Solomons has presented an initial draft of suggestions to the full Committee; this draft has been discussed, and a revised draft is expected shortly. We expect to report our proposals in the very near future, and to hold public hearings, as mandated by the Guidelines, before adopting and putting into effect any rules for interpreting or implementing the Guidelines. Copies of proposed rules and amendments have been sent for comment to various interested parties, and their responses will be taken into account in the drafting process.

Briefly, we anticipate proposals along the following lines:

1. Amendments to the present Guidelines intended to clarify them, and more important, to insure that equitable and even-handed standards and procedures apply to all members of the University community.
2. Rules and interpretations of the Guidelines which explicate
  - A. the unacceptability of any action, overt or covert, by the Office of Security and Safety to obtain, maintain, or disseminate information about any individual or organization other than in connection with a criminal investigation;
  - B. the conditions under which security officers may attend meetings on campus, the requirement for clear identification of such officers, and the right of meetings clearly announced as private to exclude security officers should they so desire.
3. Suggestions to the administration of policies which would severely limit the scope of activities in which students may be employed by the Office of Security and Safety, and for the institution of oversight over the implementation of these policies.

—Larry Gross

*Chair of the Committee on Open Expression*

#### *Attachments Provided to Vice-Provost McFate*

1. Letter of March 9 from Vice-Provost McFate to Larry Gross.
2. Letter of March 10th, from Larry Gross to Vice-President Shabel.
3. Letter of March 18th, from Vice-Provost McFate to Larry Gross.
4. Letter of April 7th, from Larry Gross to Vice-Provost McFate.
5. Letter of April 11th, from Vice-Provost McFate to Larry Gross.

*Note:* The Chair wishes to commend the dedication and energy shown by the members of the Committee in meeting a difficult task under trying circumstances; and to express the Committee's appreciation and gratitude for the great assistance it received from the Associate Secretary of the Corporation, Robert Lorndale.

*Ed. Note:* Under the *Almanac* Guidelines for Readers and Contributors (September 23, 1975, p. 3) persons named in the report above have been notified of publication and offered an opportunity to respond.



# Speaking Out

## ANNENBERG DECLARATION

The faculty of the Annenberg School of Communications unanimously approved the following resolution at its regular meeting on April 25, 1977:

*Resolved that each faculty should be represented on the Graduate Council of the Faculties. In the event that the structure does not allow such representation, the faculty of the Annenberg School declines to participate in that body and urges other faculties to do likewise.*

*The Annenberg School faculty request that this resolution be forwarded by the dean to all other faculties.*

I have sent the resolution to the deans as requested and have asked them to forward copies of this resolution to members of graduate faculties, the Ph.D. candidates concerned, and any other proposed constituencies of the Graduate Council of the Faculties.

—George Gerbner,  
Professor of Communications and Dean  
Annenberg School

## KISSINGER PROTEST

The selection of Dr. Henry Kissinger for an honorary degree at the May 1977 commencement reveals a notable lack of sensitivity to faculty opinion and to the values for which a great university is presumed to stand. The statement by the Provost that Dr. Kissinger has shown his commitment to the "intellectual values" of the University is an outrageous misstatement of fact. A series of private and public investigations and disclosures have shown that mendacity has been a persistent feature of Dr. Kissinger's behavior in public office. He has also been implicated in wire-tapping and a wide array of military-intelligence abuses of the law and civil liberties. In the case of Chile, the University is in the anomalous position of providing refuge to some victims of a brutal police state, while at the same time honoring the highest foreign policy official of the administration that helped create and has warmly supported that police state. Last but not least, we feel that his role in the devastation of the Indochinese states represents a moral failure and inhumane role that deserves the severest condemnation. The assault on Cambodia elicited the most intense response at this and other universities, and the decision to honor the architect of that assault we find insensitive and intolerable.

The granting of an award to Dr. Kissinger has already produced plans for what is likely to be the largest organized protest seen on the campus in some years. The documentation that will be distributed by the protesters on

Dr. Kissinger's record will not speak well for the honor and good sense of the University.

—Edward S. Herman, Professor of Finance, with Peter Conn, Associate Professor of English; Nancy Geller, Assistant Professor of Statistics; Jamshed K.S. Ghandhi, Associate Professor of Finance; Larry Gross, Associate Professor of Communications; Bruce Kuklick, Professor of History; Ervin Miller, Associate Professor of Finance; Charles Rosenberg, Professor of History; Leila Rupp, Lecturer in History; Laurence Schofer, Assistant Professor of History; Sol Worth, Professor of Communications; Michael Zuckerman, Associate Professor of History.

*Authors' note:* A copy of this letter is being sent to Dr. Kissinger and others. Any who wish to add their signatures may contact Dr. Herman at W-125 Dietrich Hall, Ext. 7628.

*Ed. Note:* *Almanac* is advised that Dr. Kissinger was one of two persons at the top of the Senior Class officers' rank-ordered list for Commencement Speaker invitation and the honorary degree invitation that accompanies it. Dr. Kissinger declined the speaking role, but accepted the invitation to receive the honorary degree.

## HEALTH AFFAIRS DRIVE

You will each be receiving letters asking for your support of the Heart-Cancer Fund Campaign of the 1977 Health Affairs Appeal. The letter will be the only appeal you will receive and I hope you will choose to participate and respond with your pledge to the American Cancer Society, the American Heart Association or another health related agency of your choice.

Both the American Cancer Society and the American Heart Association seek to lower the number of deaths from the diseases which are their respective concerns and both support research here and elsewhere to that end. The American Cancer Society also provides services to cancer patients, and furnishes free education and special detection programs. The American Heart Association also supports public and professional education, and such community services as free blood pressure and heart tests and free training in Cardio-Pulmonary Resuscitation.

I join the Campaign's Chairman, Dr. Jonathan Rhoads and the members of the Steering Committee in support of this appeal and hope you will also.

Sincerely,

—Martin Meyerson, President

*Ed. Note:* If you do not receive an appeal but wish to participate, please call Ext. 4813.

## A-3 VOICE

On May 25th, support staff (A-3s) will have an opportunity to speak out via the ballot box, when they elect the leadership of the A-3 Assembly.

It is important for all of us in the University community, whenever we have a chance, to make our opinions known—whether through this column or in meetings of faculty or administrative groups, or by taking a few minutes to mark a ballot for the leaders who will relay our opinions and suggestions to University administrators next year.

A spokesman, two-member steering committee and seventeen-member coordinating committee form the active core of the A-3 Assembly, the only campus group which is actively working on behalf of A-3s. We have representatives on University committees such as Personnel Benefits, and the Assembly's leaders have a "talking" relationship with many University administrators. The A-3 Assembly is involved in improving our working conditions, benefits, and communication with University administrators and other A-3s. In effect, the Assembly, in the form of these twenty elected A-3s, makes decisions and conducts efforts which affect all other A-3s. In other words, *all* have a stake in the outcome of this election and in the work of the Assembly.

Now is the time to submit names for nominations for A-3 Assembly spokesman, steering and coordinating committee members. Why not submit your own name or, with his/her consent, a friend's name? Nominations should be sent to Pat Hanrahan, 730 Franklin Building/16, or to me at the address below.

Even if you don't want to run for "office," I urge you to vote in the Assembly election on May 25. Times and places will be announced in *Almanac*, so watch for them! It only takes a few minutes, and there will be several convenient locations; we make it as easy as possible for you to take part in this event which, we stress again, has far-reaching effects for all A-3s.

—Harry Hance, Lab Curator, MDL  
School of Veterinary Medicine/HI

## GETTING IT TOGETHER

Representatives of nine schools have formed a new organization called the Graduate/Professional Alliance (GPA) with immediate goals including:

- publish a GPA Newsletter (probably biweekly) to list speakers, programs, colloquia and social events among our schools, and carry news on issues of common interest.
- look into such common issues, starting

*Speaking Out* is a forum for readers' comment on University issues, conducted under the auspices of the Almanac Advisory Board: Robert L. Shayon, chairman; Herbert Callen, Charles D. Graham, Jr., Fred Karush, and Robert F. Lucid for the Faculty Senate; Paul Gay for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly.

with the impending reorganization of the Placement Service and the relocation of psychiatric services out of Student Health.

For the longer term, our main purpose is to reduce the isolation among graduate and professional students in the scattered schools. We will make our headquarters in the Graduate Student Association Council (GSAC) office, second floor of Houston Hall. Any graduate or professional student interested in contributing to our newsletter, suggesting programs or events for cross-sponsorship, or raising issues for research and action may contact the school reps listed below—or call me or GSAC Secretary Linda Meyer at 7929 to make contact with GPA.

—Eileen Kraus, President, GSAC

#### School Representatives

Social Work: Bob Schoenberg  
Nursing: Kay Arondowski, Elise Robinson, Suzy Kutzner  
Law: Michael Tietz, Ed Ryan  
Medicine: Michael Preston  
Fine Arts: Hadley King, Charles Evers  
Engineering: Barry Silverman  
Dental Medicine: Karen Bradley  
Veterinary Medicine: Larry Wolf  
Wharton: Mike Gilson, Alan Page.

#### SUMMER SEARCH

As the spring semester draws to a close and the summer months approach, many students are in search of full- or part-time summer employment. In addition there are many foreign students who are seeking campus employment because they are unable to apply for positions outside the University, due to visa restrictions. All of these students are eager to work and need the income to meet the high cost of tuition and living expenses.

Any department that is in need of extra workers—either on a temporary or long-term basis—and has sufficient funds to hire an

additional employee—contact the Job Referral Service. We are a student-run agency set up to aid students and their spouses in finding employment opportunities during the school year and summer vacation.

—Wanda L. Caffie, 200 Logan Hall/CN

#### SIX MORE FOR THE LIST

Since publication of *The Compleat Campus Reader* on April 5, we continue to hear from editors who weren't included. Please add the following to your lists.—M.A.

##### *Journals Edited by Penn Faculty*

*American Business Law Journal* published three times a year for members of the American Business Law Association and edited by Dr. Thomas W. Dunfee. Free to members; \$8 for general public. Write to Dr. Tamila Jensen, School of Business, Indiana University, Bloomington, IN 47401.

*Comparative Romance Linguistics Newsletter*, published twice a year by the Comparative Romance Linguistics Division of the Modern Language Association and edited by Margaret W. Epro, \$4. Contact Ms.

#### DOGS: A STRAY INQUIRY

An employee who was knocked off a bicycle by one of the contenders in a dogfight on campus has recommended that Penn's policy on controlling and leashing of animals be publicized. Actually there is no written policy on file, but there is a procedure:

- If a dog is unattended or unleashed, campus security officers will call the SPCA to have the dog removed.
- If a person sees an animal causing a disturbance, the person should call the Security Emergency number, Ext. 7333 (or use any of the emergency phones) and Security will call the proper authority to have the dog removed.

Epro, c/o the Department of Romance Languages, 532 Williams Hall/CU.

*Immunochimistry: An International Journal of Molecular Immunology*, now in its 14th year, published monthly. Dr. Fred Karush is regional editor and chairman of the board of regional editors (from the United States, Canada and South America). Library—\$112; personal—\$30. Write to: Pergamon Press Ltd., Maxwell House, Fairview Park, Elmsford, NY 10523 (American address).

*Journal of the American Musicological Society* published three times a year for members (\$20). Dr. Lawrence F. Bernstein is editor-in-chief, and Dr. Eugene K. Wolf is review editor. Write to Dr. Alvin H. Johnson, secretary-treasurer of the Society, c/o the Music Department, 205 Music Building/D8.

*Journal of Pure and Applied Algebra* published quarterly. Dr. Peter J. Freyd is co-managing editor with Dr. A. Heller of the City University of New York. \$100. Write to: North-Holland Publishing Company, P. O. Box 3489, Amsterdam, the Netherlands.

*Journal of Regional Science*, published three times a year and edited by Dr. Walter Isard and Dr. Ronald E. Miller, who also serves as managing editor. \$12.50 for members of the Regional Science Association; \$20 for non-members. Write to the Regional Science Research Institute, P. O. Box 8776, Philadelphia, PA 19101.

#### SKIP ONE

*Almanac* will publish on May 10 but will skip May 17 (unless there are matters urgent enough to justify the expense) and come out May 24 with the last issue in Volume 23. Volume 24 starts with a midsummer issue sometime in July, after the Trustees' June meeting and year-end budget affairs are ready to report. Readers who have event notices for June should send them promptly to Karen Gaines or Marilyn Ackerman at 515 Franklin Building/I6.

#### HONORS IN BRIEF

Dr. Vartan Gregorian, dean of the Faculty of Arts and Sciences, has been elected a Trustee of Boston University and member of that body's executive committee, committee on academic affairs, and committee on student affairs.

President Emeritus Gaylord P. Harnwell, will receive the Leon S. Rosenthal Award for Humanitarian and Community Service at the Chamber of Commerce of West Philadelphia Annual Banquet on May 5 at International House. Graham Finney, new director of continuing education for Penn's School of Public and Urban Policy, will be the keynote speaker on *The Future of Urban Communities like West Philadelphia: Some Useful Thoughts on Coping With Change*. Those interested in attending may call Joseph T. Looby at Ext. 6231.

Dr. Lawrence R. Klein, Benjamin Franklin Professor of Economics and Finance, received an honorary doctor of laws degree at the University of Michigan's spring commencement April 30. Dr. Klein was on the faculty at Michigan from 1949-54.

Harold E. Manley, vice-president and treasurer, received the 1977 Class I Award of the Wharton Evening School Alumni Society, for achievements "bringing honor to the Evening School and reflecting credit upon the University."

Dr. Michael Neiditch, director of the Alumni Council on Admissions, has been elected a national commissioner of B'nai

B'rith Youth Organization. He is the youngest adult commissioner in the group's 52-year history.

Dr. Froelich Rainey, who retired last September as professor of anthropology and director of the University Museum, will receive this year's Philadelphia Explorers Award at the Club's 10th annual dinner on May 6 at the Museum. Dr. Rainey will describe excavations being conducted by the Museum in Southeast Asia in *Discovering the World's Most Ancient Bronze Age*.

Dr. Ann L. Strong, professor of city and regional planning, has been appointed to the Advisory Council of Princeton's School of Architecture and Urban Planning for a four-year term.

Dr. Michael Zuckerman, associate professor of history, won a \$20,000 grant from the Rockefeller Foundation to write a book on colonial America during the 1978-79 academic year. To accept the Rockefeller award Dr. Zuckerman turned back grants this year from the Fulbright Foundation, the Guggenheim Foundation and the American Council of Learned Societies.

Dr. George A. Zurkow, associate professor, Department of Endodontics, School of Dental Medicine, was recently elected president of the American Association of Endodontists.

#### PENN-ISRAEL EXCHANGE

Ten scholars from Israel and seven from Pennsylvania have been designated as Penn-Israel Fellows in the third annual competition of the Penn-Israel Project, according to Dr. Arnold



Thackray, chairman of the project's academic coordinating committee.

From Israel, the visiting professors to Penn will include four from Hebrew University: Professors Shmuel Eisenstadt (Sociology), Arthur Goren (History), Jehoash Hirshberg (Music) and Michael Stone (Religious Thought). Two visiting professors will come from Tel Aviv University: Professors Zvi Hashin (Metallurgy & Materials Science) and Abraham Weinberger (Medicine-Rheumatology). One is from Ben-Gurion University, Professor Talya Rudin (Oriental Studies). Other postdoctoral visitors will include Nili Cohen (Law) and Michael Ovadia (Medicine-Anatomy) from Tel Aviv and Ron Naaman (Chemistry) from Ben-Gurion.

A mixture of faculty and students makes up the Penn complement to Israel: Barry Eichler (Oriental Studies), Mortimer Civan (Medicine-Physiology), Morris Cohen (Decision Sciences), Donald Lee (Veterinary Medicine), Bernard Steinberg (Electrical Engineering & Science), Michael Zuckerman (History) and graduate student Lynne Buchwald (Oriental Studies). Professors Eichler and Zuckerman and Ms. Buchwald will be at Hebrew University; Professors Cohen and Steinberg at Tel Aviv; Dr. Civan at the Weizmann Institute and Dr. Lee at Ben-Gurion.

More than a hundred Israelis and three dozen Pennsylvanians applied for the program this year, Dr. Thackray said.

### AAUP MEETING: MAY 12

The campus Chapter of the American Association of University Professors will hold its spring luncheon and membership meeting on Thursday, May 12, in Room 2 at the Faculty Club from 12-2 p.m. Prof. Donald N. Langenberg, vice-provost for Graduate Studies and Research, will speak on *DNA Research and Academic Freedom*. Chapter officers and executive board members will be elected at the meeting. Cost of the luncheon is \$3.50; members and their guests are invited. Reservations should be made in advance with Dr. Walter D. Wales, secretary, 2E13 DRL, Ext. 8152.

### RENEWAL OF 'TUITION AWAY'

Under the Faculty-Staff Scholarship Program, the Office of Student Financial Aid has in past years taken the initiative in renewal of direct grant scholarships for dependent children of eligible faculty and administrators, by calling parents in May to verify that the children continue their enrollment at accredited four-year institutions other than the University of Pennsylvania.

Because of the number of students now in this program, Student Financial Aid can no longer take this extra step to verify eligibility and remind parents that renewal is at hand.

Parents are asked to assume responsibility by completing and submitting a renewal form on their own initiative.

The forms are available at the Faculty & Staff Scholarship Office, 206 Logan Hall (Ext. 5577). They show (1) the dependent child's full name and social security number and (2) the complete name and full address of the school attended. They must be signed by the parent and by the parent's department chairman, director or business administrator. Forms are to be returned to the Faculty & Staff Scholarship Office as soon as possible *but no later than June 15, 1977*. In cases where the decision to continue the student in school cannot be made by that date, the office should be advised by June 15 so that special arrangements can be made.

*If a renewal form for direct grant scholarship is not submitted, the Faculty & Staff Scholarship Office will take no action to renew the scholarship with the student's school.*

Parents of dependent children who are entering the direct grant program next fall for the first time (whether as freshmen or as transfer students) should, as in the past, complete an initial Faculty-Staff Scholarship Application.

### ALL I WANT IS A ROOM SOMEWHERE . . .

Small suite of furnished rooms in Quadrangle available free to a bachelor (male or female) faculty member interested in a high level of interaction with students. Rooms and occasional meals provided in return for sponsoring programs, activities, guest lectures, etc., appealing to freshman residents. Only the dynamic and enthusiastic need apply to:

—Russell Fulton, *Quadrangle Director*,  
3700 Spruce, Ext. 6886.

## OPENINGS

*The following listings are condensed from the Personnel Office's bulletin of April 20. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. The full description 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

**ADMINISTRATOR, EDUCATION & STANDARDS** coordinates development of standards manual. Experience in teaching and data processing required. Salary to be determined.

**APPLICATIONS PROGRAMMER ANALYST I** with B.S. and at least two years of "hands-on" experience in data base or scientific programming environment. \$11,300-\$15,250.

**APPLICATIONS PROGRAMMER ANALYST II** (see Programmer Analyst II—4-26-77).

**ASSISTANT DIRECTOR, STUDENT AFFAIRS** supervises post-doctoral internship and specialty recommendation programs. Graduate degree in administrative or counseling preferred. One to three years' educational administrative or counseling experience. \$11,300-\$15,250.

**ASSISTANT TO THE DIRECTOR** (3-22-77).

**ASSISTANT TO THE VICE-PROVOST** (\$9,850-\$13,550) (4-26-77).

**ASSOCIATE CHAIRMAN FOR DECISION SCIENCES** to serve as administrative head of an academic department and its interrelated research activities. Degree in business administration with at least five years of experience in managing projects or line groups. \$18,775-\$25,800.

**ASSOCIATE DEAN** (3-29-77).

**ASSOCIATE DIRECTOR** (2-1-77).

**DIRECTOR, CENTRAL GIFT PROCESSING** (4-5-77).

**GROUP PRACTICE ADMINISTRATOR** responsible to the chairman for financial and personnel management and for development of new systems in medical care projects. Degree from a certified college or university with background in business administration or accounting; computer experience. \$16,300-\$22,400.

**HEAD NURSE** (4-26-77).

**JUNIOR RESEARCH SPECIALIST** (3-8-77); (3-22-77).

**LIBRARIAN II** (Media Service) (11-19-76).

**LIBRARY DEPARTMENT HEAD I** (12-14-76).

**LIBRARY DEPARTMENT HEAD I, ACQUISITIONS** supervises acquisitions process. Graduate degree in library science with at least two years' experience in law acquisitions \$11,300-\$15,250.

**LIBRARY DEPARTMENT HEAD I, CATALOGUING** supervises staff; sets work policies within department. Graduate degree with at least two years' experience in law cataloguing and classification. \$11,300-\$15,250.

**RESEARCH SPECIALIST II** with heart lung pump technician duties. B.S. in bioengineering and sciences. \$11,300-\$15,250.

**SOCIAL WORKER** (3-22-77).

**STAFF ASSOCIATE** (20 hrs./wk.) (2-1-77).

**STAFF NURSE** (3-8-77). **STAFF NURSE (RN)** (4-26-77).

OPENINGS continued next page.

## SUPPORT STAFF

ADMINISTRATIVE ASSISTANT I (3-8-77); (4-12-77); (4-26-77).  
ADMINISTRATIVE ASSISTANT I responsible for all secretarial duties for department staff. One year of college level biology and chemistry and accurate typing required. Must be able to handle pressure. \$6,950-\$8,675.  
ADMINISTRATIVE ASSISTANT II (2) (4-12-77).  
CLERK IV (4-12-77).  
CONTRACT ACCOUNTANT (1-18-77).  
DENTAL ASSISTANT I (4-26-77).  
FACILITIES COORDINATOR reserves and schedules University facilities in connection with all events not related to academic program. Excellent typing. \$6,950-\$8,675.  
GROOM (New Bolton Center) (4-5-77).  
HISTOLOGY TECHNICIAN III (3-29-77).  
LICENSED PRACTICAL NURSE (37.5 hrs./wk.) (3-29-77).  
MEDICAL TECHNICAL SECRETARY (7) (2-1-77).  
PSYCHOLOGY TECHNICIAN II (2-22-77).

## TENNIS, EVERYONE?

There's tennis for almost everyone at the Robert P. Levy Tennis Pavilion's eight indoor air-conditioned courts this summer.

For those who just want to get out on the courts and play, hours are 7 a.m. to 11 p.m. Monday through Friday, 8 a.m. to 11 p.m. weekends. The fees for Penn students are singles \$2, doubles \$1; for faculty and staff, singles \$3.50, doubles \$1.75; for guests, singles \$4.50, doubles \$2.25; and for alumni, singles \$4, doubles \$8. Players pay for the court in advance of play, showing a picture ID with a current gym sticker.

A Tennis Reservation Privilege Card is necessary to reserve a court. Card rates for students are \$4, faculty and staff \$7, guests \$14, alumni \$8. They can be purchased in person at the front desk at Levy or reserved by phone three days in advance. No phone reservations are taken before 9:30 a.m., and 24-hour notice is required for court cancellation. During the summer, courts may be contracted throughout the day and evening at a reduced rate. The minimum contract period is four weeks.

### Instruction

For people who have never played and for those who want to improve or brush-up on their game, there's a wide assortment of clinics to choose from.

**Group Instruction Clinic**, organized according to ability levels, is a basic program with emphasis on correct stroke-making. Classes meet twice a week over four weeks, one hour per class session, on Monday and Wednesday or Tuesday and Thursday at 10 and 11 a.m., 5, 6 and 7 p.m. Class size: 4-6; fee: Penn students, faculty and staff—\$48; general public—\$56. An **Early Bird Clinic**, identical in format to the group instruction clinic, meets twice a week over four weeks on Monday and Wednesday or Tuesday and Thursday at 7 and 8 a.m. Class size and fee are the same.

The **Concentrated Clinic** offers intensive instruction over one week, three hours per day, Monday through Friday mornings from 9 to 12. Fee: \$90. **Weekend Clinic** is a Saturday-Sunday program from 10:30-12, 12-1:30, 4:30-6 with three hours of instruction over two sessions. Fee: Penn students, faculty and staff—\$18; general public—\$21.

Other clinic offerings include **Custom Clinic** and **Round Robin**. **Custom Clinic** is designed to fit individual requirements and availability. Hours are variable; fees are \$7 per hour for Penn students, faculty and staff and \$8 per hour for the general public. **Round Robin** meets two hours per session in the day and evening with instruction and play combined. Fee: Penn students, faculty and staff—\$5 per hour; general public—\$6 per hour. In addition, private instruction is available at the following per-hour fee schedule: Penn students—\$14; Penn faculty and staff—\$16; guests or public—\$18.

### Junior Program

Levy has an ongoing Junior Development Program throughout the year for children from 9 to 15. From May 30 to August 28 it also offers a **Summer Junior Program** with intensive weekly clinics, three hours per day, Monday through Friday from 9 a.m. to 12 noon. Fee: \$45 per week. Minimum registration is for one week.

For more information about any of the above call Ext. 4741.

RECEPTIONIST, DENTAL MEDICAL (4-26-77).

RESEARCH BIBLIOGRAPHER I (1) acts as library assistant (accurate, fast typing needed; may be asked to learn how to operate MTST typewriter); (2) reviews and abstracts information from documents (at least two years' college with knowledge of French and good English; two years' secretarial experience or formal secretarial training). \$6,950-\$8,675.

RESEARCH LABORATORY TECHNICIAN II (3-8-77); (3-22-77).

RESEARCH LABORATORY TECHNICIAN III (2) (4-12-77); (3) (4-26-77).

SECRETARY/RECEPTIONIST, MEDICAL ACADEMIC (4-26-77).

SECRETARY I (4-26-77); SECRETARY II (4) (11-16-76).

SECRETARY III (13) (12-21-76).

SENIOR ADMISSIONS ASSISTANT (4-12-77).

TYPIST I (4-26-77).

WORD PROCESSING/TEXT EDITING TYPIST types 55-65 w.p.m.; word processing/test editing machine experience helpful. On-the-job training provided. \$6,960-\$8,675.

## PART-TIME

RECORDS ASSISTANT (6 months) (2-15-77).

SECRETARY (15-20 hrs./wk.) (4-12-77).

STUDENT RECORDS ASSISTANT (3 days/wk.) determines eligibility of student to play sports; writes letters of recommendations. Good writing and composition skills needed. Salary to be determined.

## POSITIONS AT HUP

The Hospital of the University of Pennsylvania has job openings for one junior internal auditor, two medical secretaries, three medical technologists, one physical therapist and one respiratory therapy technician. Contact HUP's employment office at 227-3175 from campus phones.

## THINGS TO DO

### LECTURES

Documentary filmmaker Frederick Wiseman appears in the flesh to discuss his work as part of the *CA Wiseman Retrospective* series on May 4 at 7 p.m. in CA Auditorium. Mr. Wiseman's appearance precedes the showing of *Meat* at 8:30 p.m.; \$1.

*The Role of the Clergy in the Care of the Chronically Ill . . . the Patient and His Family* is the topic of the first annual Elizabeth Baker Moffett Symposium sponsored by HUP and its Interfaith Chaplaincy Service at HUP on May 12 from 8:30 a.m. until noon. Guest speaker is Dr. Anthony Campola, an ordained Baptist minister and chairman of the sociology department at Eastern College, who will speak on *Existentialism as Therapy*.

Fact or fiction: Peyton Helm delves into the *Search for Atlantis* in the second Crackpot Archaeology lecture on May 11 at 5:30 p.m. in the University Museum's Rainey Auditorium; \$1.

### MIXED BAG

Noon-time programs at Penn Women's Center: May 6—*The Emerging Woman*, an award-winning film documenting the history of women in the United States from 1800 to the present, followed by discussion; May 9—*The Emotional and Legal Aspects of Separation and Divorce*, women in transition; May 11—*Resume Writing: Special Emphasis on A-3's, Clerical Workers* with Irene Basil, HERS, Mid-Atlantic; May 12—(also at 7:30 p.m.) *9 to 5*, a film about women office workers, followed by discussion. All at 112 Logan Hall.

When gold dust was used in everyday transactions, naturally the Asante craftspeople of Akan (Ghana) made an art form of the counters to weigh it with. Hence *The Art of the Goldweight*, opening May 10 at the University Museum to show the miniature brass figures of people, animals and household objects cast in the "lost wax" process. One goldweight sounds X-rated in the news release, but the madonna and child, the musicians and the man churning milk should be okay.

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