

Almanac

Published Weekly by the University of Pennsylvania
Volume 24, Number 12 November 22, 1977

LABOR: FORMAL COMPLAINT ISSUED

Peter W. Hirsch, regional director of the National Labor Relations Board, issued a consolidated, written complaint setting forth over 30 charges of unfair labor practices by Teamsters Local 115. The Board found merit to 25 charges of restraining and coercing University employees. These charges included assaulting employees at both the veterinary and law schools, throwing stones at employees at the Levy Tennis Pavilion, threatening employees with bodily injury and blocking employees' access to University buildings. The Board's complaint also alleged that Teamsters Local 115 encouraged employees and subcontractors of both the Bachman Construction Company, Inc. and Joseph R. Farrell, Inc. to refuse to work or make deliveries to the University, picketed the premises of Pennbrook Foods Company, Inc., National Products Company, Inc., and Stein-Henry Company and threatened to picket A. Pomerantz and Company and harm their employees. An Administrative Law Judge will hear this consolidated complaint on December 5.

Meanwhile counsel for the University and Teamsters Local 115 meet for the second time today with a member of the regional office of the NLRB to explore grounds for settlement of the Teamsters' charges against the University. If grounds for settlement cannot be found, a written complaint will be issued and a hearing scheduled for Local 115's charges.

HARRISBURG: TAX INCREASE

Last Thursday, the State Senate passed a bill increasing taxes to raise money for the state's college and university appropriations. At press time, the bill still had to pass the State House to become law. Once a tax bill becomes law, the University's appropriation, along with those of other colleges and universities in the state, will be voted on again by the Senate. The bill, which was passed by 26 to 23 in the Senate, would increase the personal income tax from two percent to 2.1 percent and the corporate income tax from 9.5 percent to 11 percent. A separate bill, expected to be voted on by the Senate next year, would make out-of-state electric companies that own power plants in Pennsylvania pay the state's gross receipts tax on utilities. These three taxes would raise about \$200 million. This \$200 million combined with about \$82 million in proposed cuts in the state budget would fund the appropriations.

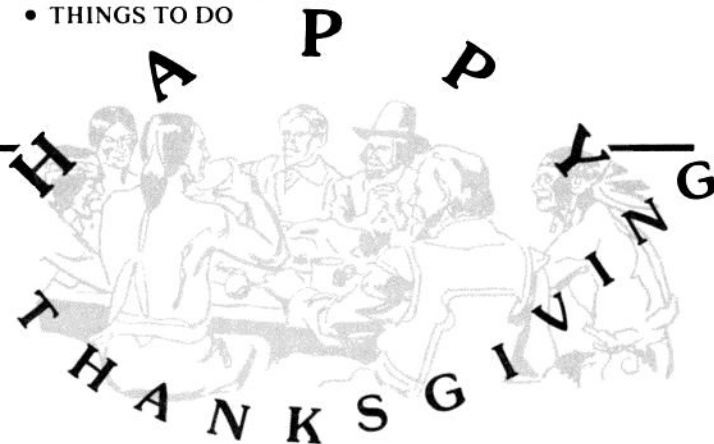
VISUAL COMMUNICATIONS: PROPOSAL LIMITED

Ambassador Walter Annenberg told University officials last week that he and Trustees of the Annenberg School of Communications had considered Penn's proposal for a visual communications center and decided not to support it. Though the whole proposal is no longer under consideration, Provost Eliot Stellar noted, "We shall review specific parts of our proposal with an eye toward alternative sources of support, in hopes that we can go forward with our academic plans in visual communications."

HONORARY DEGREE RECIPIENTS

The University Council Committee on Honorary Degrees solicits suggestions for recipients of honorary degrees for the end of the current academic year. The primary criterion for the committee's selection of recipients is scholarly or scientific achievement. Anyone who would like to submit a suggestion should send it in writing with background information to Dr. Eugenio Calabi, Mathematics Department, 4W7 David Rittenhouse Lab, E1 by December 10.

- SPEAKING OUT (*Bakke Brief*)
- OPENINGS • GRANT DEADLINES
- OF RECORD: *Exceptions to Hiring Suspension*
- THINGS TO DO



TRUSTEES: BALANCED BUDGET NEEDED

The executive board of the Trustees met last Wednesday, November 16, and was provided with information on the state appropriations and labor situation. Following President Meyerson's citing of a projected \$3 to \$5 million deficit for this year, Donald T. Regan, chairman of the Trustees, advised the Administration that the operating budget should be balanced and suggested that the University examine its productivity, using every means possible "...to do more with less." He recommended that President Meyerson give this problem wide publicity to make everyone aware of it. Reporting on the Program for the Eighties, John W. Eckman, chairman of the Development Operating Committee, announced a total of \$128,063,308 in gifts and pledges as of October 28. Patricia McFate, vice-provost for undergraduate studies and University life, announced that the search for a new admissions director was in its final stages. Provost Eliot Stellar and Dr. Charles Price (chemistry) introduced to the Trustees a proposal for establishing a Global Interdependence Center at Philadelphia in partnership with the World Affairs Council.

The Trustees approved placing the John L. Haney Foundation series of books "in the hands of" the University Press editorial committee to determine conditions governing publications in this series. Provost Stellar explained that the Foundation had been established to publish books requiring subsidies for their support.

SENATE: GRIEVANCE COMMISSION REVIEW BOARD

The Senate Advisory Committee has appointed a review board for the Faculty Grievance Commission and developed this board's charge. Members are Professors Dorothea Hurvich (psychology), Philip Mechanick (psychiatry), who is chairman, Covey Oliver (law) and Paul Taubman (economics). The board will analyze the operation of the grievance machinery and decide whether conceptual or operational changes are called for. Its chairman is requesting interested people to submit written suggestions with respect to its task through the Office of the Faculty Senate, 303A College Hall, CO. Correspondence leading up to the formation of the board appeared in *Almanac* on September 27.

ADMINISTRATIVE ASSEMBLY: SAFETY PANEL

Security is the topic for the December 1 Administrative Assembly meeting at 3:30 p.m. in the Club Room of the Faculty Club. David L. Johnston, director of public safety, will moderate a panel composed of Ruth Wells, crime prevention specialist, Michael Carroll, supervisor of the detective section, and John Hart, lieutenant in the patrol division.

Speaking Out

BAKKE AND THE CASE OF DR. X

Current discussions about the official position of the University of Pennsylvania in regard to the Bakke case (Professor Callen, *Almanac* October 25) remind me of an incident several years ago. Dr. X, an alumnus, called me in some indignation. Dr. X, it is important to know, is a person of whom Pennsylvania could well be proud. He is presently an associate professor at a state university; he owns his own home, car and furniture; he is married to an attractive professional woman also with a degree from Penn; they have an exceptionally bright teenage daughter, whom I will call here Mary (not her name). X's complaint to me was that when the Penn representatives from the Admissions Office came to the high school which Mary attended, the recruiters had automatically asked her to meet in a separate room from the bulk of applicants, a room for minority group members. You see, my friend happened to have black skin! Mary now attends another Ivy League school. She asks and receives no special favors; her parents willingly pay full tuition.

My point is this. Philosophically, I am opposed to quotas and affirmative action when their bases are irrelevant and unfair. Certain minority group members like Dr. X also oppose quotas, even though it may seem paradoxical that they have been helped by American higher education to rise out of poverty. They now feel humiliated by any special advantage, and want to participate fully in their society.

Although I support the redistribution of tax dollars among the poor and culturally handicapped, I believe that citizens should receive neither advantage nor disadvantage because of personal characteristics which may have nothing to do with a particular issue. Any admission quota on the basis of gender, skin color, ethnic origin, religion or age is rather difficult to relate in all cases to the purposes of the schools and colleges within tax-related University of Pennsylvania or tax-supported University of California. I would agree, however, that a publicly supported medical school might sensibly use some of the following criteria for admission in addition to evidence of ability: poverty, limited educational opportunity, parents with below average cultural advantages, unusual talent and a commitment to deliver medical services to inner-city populations and to other areas where there are inadequate health resources. To associate these criteria with blackness is to perpetuate the very kind of stereotyping which has been a disgrace since before this country was founded.

In the instance of Bakke, on the one hand the evidence may be unconvincing about his ability and personal qualities relative to other

applicants. Without access to the competing applications, we will never know. On the other hand, he does seem to be motivated so far as a medical career is concerned, and he may well have been a victim of discrimination because of his age and skin color. A Supreme Court decision in his favor, then, might just possibly encourage a revision of policies which are less liberal than they seem.

—Arthur A. Dole,
Professor of Education

QUALITY AND AFFIRMATIVE ACTION

Whether or not one agrees with the thrust of their comments, one can only applaud Professors Michael Cohen and Herbert Callen for having the courage to raise important questions concerning the University's official position on the Bakke case. Although harboring some serious reservations about the contents of the brief and the way it came about, I also can appreciate President Meyerson's concern for autonomy in matters of educational policy. Like many other silent *Almanac* readers, I too have been concerned with the complex issues of affirmative action. Most of us, presumably, have remained on the sidelines hoping that eventually an equitable resolution might evolve that fair-minded and thinking individuals might reasonably accept.

In the apparent absence of same, and after procrastinating about the matter for some time, I should like to offer a simple proposal in this regard. This proposal derives directly from two opposing concerns. On the one hand, I personally feel that achievement and bona fide potential provide the only fair bases for admission to universities, for hiring, and for advancement. It is of no small consequence that the American dream has been based on this principle since the founding of our republic. Many feel, indeed, that the future viability of our country may well depend on our continued commitment to quality.

On the other hand, it also is true that cultural factors associated with race, creed, ethnicity, and sex often have a major effect on

personal aspirations. Thus, children who come from poor or broken homes, or for that matter working class homes, highly religious homes, or whatever, by impact of the general cultural milieu in which they grow and develop, may tend more toward some occupational goals and career objectives, than toward others. Moreover, it is a well-known fact, all other things being equal, that people tend to associate with other people of like background and/or values.

Unfortunately, current policies, however well intended, have not tended to alleviate the problem. Rather, contemporary America is far better described as undergoing a process of balkanization (i.e., becoming a "boiling pot") than as being a "melting pot." The current lack of national purpose and commitment in no small part is a result of this process.

The basic question would seem to be whether it is possible to maintain our traditional commitment to excellence while at the same time taking into account existing cultural differences in a way that would be fair to all and consistent with this principle. The ideal (hopefully) would be to provide equal opportunity for all based solely on solid achievement and realizable potential. The main problem in achieving this ideal is that we do not really know how to define achievement and potential, be it with respect to admission to medical school, or admission, hiring, or advancement more generally. The best we can do, at the present state of knowledge, is to identify some of the factors (indicators) that are predictive of future excellence—past achievement in related areas being unquestionably the best predictor in most cases. Where such indicators have or can be demonstrated to have direct relevance to performance, it would seem that they should be given significant weight in decisions. Whereas other factors also should be taken into account, this must be done in a way that does not compromise relevant and proven indicators, at least if we are to adhere to the above ideal.

The heart of my proposal is that background factors might be fairly used to supplement the predictive value of relevant indicators, within appropriate levels thereof (e.g., truly exceptional, outstanding, good, fair, . . .). Among these background factors might be membership in relatively under-represented categories, including race, creed, ethnicity, and sex as well as geographical location, family income, educational background of parents, etc. An underrepresented category is one where the current percentage of applicants, students, professionals, or whatever (e.g., bricklayers, teachers) is significantly lower than the corresponding percentages in the population at large. (Whether the former percentages should refer

NOT EVERYONE CAN PLAY

Unfortunately there just isn't room for everyone at Recreation Day on Friday, November 25 (*PennSport* November 15). Participants must be limited to those who were involved in the University's summer NCAA program.

—Ron Bond, Director of Recreation

GET SOME SLEEP

Correction: Those interested in the Insomnia Clinic (*Almanac* November 15) call 662-3462. Physicians should refer their patients to Dr. Rohbart, 662-2844.

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, Fred Karush, Ann R. Miller 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. Copies of *Almanac's* guidelines for readers and contributors may be obtained from *Almanac's* offices at 514-515 Franklin Building.

to departments, schools, or entire fields or professions is another more technical matter that would have to be dealt with.) In any case, the rationale is that a person in one or more of these categories who has achieved a given level of performance on relevant indicators is probably a better bet. He or she has achieved approximately the same with less to go on.

Notice, in particular, that a person might qualify in any number of underrepresented categories. Thus, a person who happens to be black, from a poor home environment, and a bad school might be given triple "credit." Moreover, giving cumulative credit for membership in underrepresented categories would tend to minimize the likelihood of selecting an applicant from an officially sanctioned minority, say, whose parents happen to be stable, highly educated, and wealthy, and who have maximized the child's educational opportunities over a poor but equally qualified nonminority from a broken home, poor school background, etc. (Note: Other criteria such as alumni status, political persuasion, athletic ability, or other special talents, are different in the university environment in that they reflect value judgments as to what is good or bad and are perhaps best treated as a separate category. For example, being an excellent athlete or son of a rich

alumnus may not be relevant to potential excellence as a surgeon. Nonetheless, these attributes may be valued for other reasons. It is not inconceivable, of course, that athletic ability, for example, might be shown to be a relevant indicator for some purposes, say, for a career in physical therapy or orthopedics.)

Although the relevant predictors might vary somewhat, the same principles could easily be applied to faculty hiring and promotion. Here, for example, one might give primary weight to solid and valid indicators of scholarly achievement and teaching ability and supplement same (within levels) with membership in underrepresented categories of race, creed, ethnicity, and sex. Indeed, given the natural tendency to prefer sameness in views and values, the failure to take underrepresentation into account could easily result in decision making by personal values, popularity, and image. Clearly, the same principles might be extended to all areas of society where externally imposed selectivity plays an important role.

The above, of course, implies a long-term commitment to improving present bases for selection. We should not be using in 1985 the same indicators (e.g., tests) that we are using today. I am not arguing in this regard against tests, or for that matter for or against any

other valid indicator, but I am arguing that they can and must be improved. There is a growing feeling in many circles, for example, that current tests, and even contemporary higher education per se, give too much attention to the verbal modes of thought characteristic of the left hemisphere of the brain and far too little to the wholistic, spatial modes characteristic of the right. Being made aware of the implications and given the choice, for example, I suspect that most of us would forego the glib surgeon for one with skilled hands and excellent spatial acuity. In a similar vein, one might reasonably ask whether teaching should be evaluated in terms of demonstrated educational growth of students? (In actuality, a large amount of research over the past decade strongly suggests that popularity and entertainment value are given greater weight than is substance in student evaluations.)

To summarize, my proposal is two-fold. (1) We can and must have both quality and affirmative action. Although current solutions appear lacking, I have argued that the two are not necessarily incompatible. (2) We can and must do better in improving our bases for selection.

—Joseph M. Scandura,
Associate Professor of Education

OPENINGS

The following listings are condensed from the *Personnel Office Bulletin* of November 17. Dates in parentheses refer to the Almanac issue in which a job description appeared. The full description is made available weekly via bulletin boards. Those interested should contact Personnel Services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). An asterisk (*) before a job title indicates that the department is considering promoting from within.

ADMINISTRATIVE/PROFESSIONAL

*BUSINESS ADMINISTRATOR II (11-15-77).
EDITOR (10-4-77).

JUNIOR RESEARCH SPECIALIST (three positions). See bulletin boards for details. \$9,275-\$13,000.

*RESEARCH SPECIALIST II perpetuates bacterial and viral strains, purifies viruses and DNA, degrades DNA. Five years' experience in molecular genetics laboratory. \$7,650-\$9,800.

STAFF NURSE administers injections and medications as prescribed by dentist, assists in oral surgery. Three year nursing graduate. \$9,275-\$13,000.

PART-TIME

PROGRAMMER ANALYST I (11-15-77).

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT II screens and replies to correspondence and telephone calls; maintains records pertaining to research proposals, grants and contracts. Typing and shorthand; four years' experience, preferably with University. \$7,700-\$9,800.

*ELECTRONIC TECHNICIAN III performs maintenance of electronic equipment, constructs new electronic apparatus. Minimum of an associate degree in electronic technology. \$9,725-\$12,450.

LICENSED PRACTICAL NURSE (11-15-77).

PROJECT BUDGET ASSISTANT (11-15-77).

*PSYCHOLOGY TECHNICIAN I (11-15-77).

RESEARCH LABORATORY TECHNICIAN I (11-15-77).

RESEARCH LABORATORY TECHNICIAN II (two positions). (a) (11-15-77); * (b) prepares media and solutions; sterilizes glassware; maintains tissue culture rooms. B.A. in biology or biochemistry; knowledge of basic tissue culture techniques. \$7,650-\$9,800.

RESEARCH LABORATORY TECHNICIAN III (two positions). The first prepares biochemical analyses, purifies enzymes, and requires a B.S. in biology, biochemistry or chemistry. The second works on a project

involving cell cultures and isolation of mutants, and requires a B.S. in biology or chemistry. \$8,625-\$11,050.

SECRETARY II (two positions). \$6,225-\$7,975.

SECRETARY III (two positions). \$6,700-\$8,575.

SECRETARY MEDICAL/TECHNICAL (six positions). \$7,150-\$9,150.

PART-TIME

Seven part-time and temporary positions are listed on bulletin boards.

GRANT DEADLINES

NATIONAL INSTITUTES OF HEALTH

1/15 Request for Applications (RFA)—Centers for Interdisciplinary Research on Immunologic Diseases.

NATIONAL SCIENCE FOUNDATION

1/1 Preliminary proposals due for the "Ethics and Values in Science and Technology Program" (EVIST) for start date of October, 1978.

1/1 U.S.-Australia Cooperative Sciences Program (seminars to begin 10/78 and 3/79).

OFFICE OF EDUCATION

• Announced advance notice of intended 1978 procurements for projects of national significance in Vocational Education (RFP's to be announced later).

12/20 Ethnic Heritage Studies Program grants applications.

1/4 Application for grants under Educational Opportunity Centers (guidelines available).*

1/4 Guidelines for applications for grants under Special Programs for Students from Disadvantaged Backgrounds has been received. Files in ORA.*

NATIONAL ENDOWMENT FOR THE ARTS

12/19 FY 1979 Challenge Grants (Grants must be matched at least three to one).

NATIONAL RESEARCH COUNCIL

1/15 Announcement of NRC Research Associateships Programs for 1978—research in fields of atmospheric and earth sciences, chemistry, engineering, environmental sciences, life sciences, mathematics, physics and space sciences.*

Additional information is available from the Office of Research Administration, 409 Franklin Building/16, Ext. 7295.

—Alton E. Paddock

*Brochure in Office of Research Administration (ORA).

OF RECORD



EXCEPTIONS TO HIRING SUSPENSION

The following was sent to deans, vice-presidents and directors on November 14.

The suspension on hiring announced October 21 remains in effect for most positions and will continue until approval of FY 1979 budgets—probably in late winter. Any exception to this suspension—that is, any hiring or commitments to hire—must be approved by a review group composed of John Hobstetter, associate provost for academic planning; Jon Strauss, executive director of the University budget; and Gerald Robinson, executive director of personnel relations. The following guidelines will apply to exceptions:

1. Part-time administrative, clerical, professional, and other non-teaching positions will generally be approved if funds are available and unemployment compensation liability unlikely.

2. Full-time positions on sponsored research (subledger 5) and for group practices will generally be approved upon confirmation of funding and determination that efforts have been made to shift personnel from unrestricted budgets to those posts.

3. Full-time positions on other restricted budgets will be approved only once the review group is satisfied that the position cannot be filled by an internal transfer of personnel currently supported by unrestricted funds.

4. Other positions will remain generally frozen. Requests for exception should be sent by the appropriate dean, director, or vice-president to the Office of the Executive Director of Personnel Relations for review by Associate Provost Hobstetter, Executive Director of the University Budget Strauss, and Executive Director of Personnel Relations Robinson.

5. Appeals to determinations made according to 4 above will be granted only in exceptional cases. Requests for an appeal may be sent to the Office of the Provost for consideration by Provost Stellar and Vice-Presidents Langfitt, Gaddis, and Johnstone.

6. Searches for fully salaried faculty positions may begin only upon the approval of the Provost. Authorizations to offer appointments will necessarily have to wait until approval of the FY 1979 budgets.

7. Commitments already (as of November 14, 1977) made to visiting and part-time faculty for the spring term will be honored. New commitments to part-time (other than student) and visiting faculty can be made only after approval by the Provost.

—Martin Meyerson, President

THINGS TO DO

LECTURES

J. Feldman of the University of Rochester talks about *A Programming Methodology for Distributed Computing (Among Other Things)* in Room 316, Moore School on November 22, 3 p.m.

Professor Keith E. Gubbins of Cornell University has a *Theory of Polar Liquid Mixtures*. November 28, 3:30 p.m. Alumni Hall, Towne Building.

The Faculty of Arts and Sciences and its Department of Linguistics present Anna Morpurgo Davies, professor of comparative philology, Oxford University, lecturing on *Law and Analogy—Concepts in 19th and 20th Century Linguistics* at 4 p.m., November 28, Van Pelt Library, Conference Room, 1st floor.

Professor Baruch S. Blumberg, Nobel Laureate, delivers the Sigma Xi Lecture at 4 p.m., November 29 in Room 102 of the New Chemistry Building. The topic: *Studies on Strategies for the Prevention of Cancer of the Liver*.

The Metamorphosis of a Decade is explained by Jan van der Marck, director of the Dartmouth College Museum and Galleries, on November 29 at 7:30 p.m., Institute of Contemporary Art.

Leon Farhi, M.D., State University of New York, speaks about *Cardiopulmonary Readjustment During Immersion* in the 4th floor library of the Richards Building, 12:30 p.m., November 29.

Systemic Effects of Orthopedic Implants is Jonathan Black's subject November 30 at 12:30 p.m., in Room 554, Moore School. Further information: Dr. Foster, Ext. 8537.

The Pennsylvania Muscle Institute is sponsoring a seminar in Room 101, New Biology Building. On December 1, at 1:30 p.m., Dr. Hugh E. Huxley discusses *Time Resolved X-Ray Diffraction Studies on Contracting Muscle*.

PRESIDENT'S LECTURE

Nobel Laureate Baruch Blumberg, M.D., presents the Fall 1977 President's Lecture on Thursday, December 8, at 4 p.m. in the auditorium of the Annenberg School of Communications. Dr. Blumberg, professor of medicine and anthropology and associate director for clinical research at the Institute for Cancer Research, speaks on "Scientific Process in Clinical Research." This lecture series is sponsored by President Meyerson's office to promote the exchange of scholarship across disciplinary lines.

On December 1, 4 p.m. in 10 Leidy Labs, the Penn Lectureship features Dr. S.V. Perry, professor of biochemistry, University of Birmingham, England, talking about *Control of Contractile Activity in Muscle*.

Continuing the South Asia Seminars is Dillon Ripley, Smithsonian Institution, lecturing on *Some Zoogeographic Aspects of South Asia*, December 1, 11 a.m., Room 138, University Museum.

FILMS

The Immortal Swan and *The Path* share the screen at Harrison Auditorium, University Museum on November 27 at 2:30 p.m.

Four films end this semester's Annenberg documentary series on November 30. *Chess Fever*, *Children Who Draw*, *Operation USAK* and *In the Street* begin at 4 and 7 p.m., Studio Theater, Annenberg Center.

The Three Penny Opera silently graces the screen in Hopkinson Hall, International House, on December 1 at 7:30 and 9:30 p.m. On December 2 at the International House, *The Marquis of O...* is shown three times—4 p.m., 7:30 p.m. and 9:30 p.m. Tickets: \$1.

2001: A Space Odyssey still fires fantasies at Irvine Auditorium on December 2, 7:30 p.m. and 10 p.m. Admission \$1.

The Hellstrom Chronicle is the children's film at the University Museum, Harrison Auditorium, December 3 at 10:30 a.m.

For mommy and daddy the University Museum is showing *Portraits in a Family Setting* on December 4, 2:30 p.m., Harrison Auditorium.

ON STAGE

The Utter Glory of Morrissey Hall, a McCarter Theater Company production, arrives at the Annenberg Center for three days of special previews November 25, 8 p.m. The new musical opens on November 30, 7:30 p.m., and continues until December 4, 8 p.m. Information: Ext. 6791.

The Play of Daniel, a new production of a very old (14th century) liturgical drama, is presented by the Collegium Musicum at St. Mary's Church, on December 6 and 7 at 8 p.m. Tickets: \$4 (\$1, students).

The Architect and the Emperor of Assyria is the second offering in the Annenberg Center's "Off-Broadway's Best" series. Opening night performance on December 7 begins at 7:30 p.m. Curtain time other evenings is 8 p.m. Call Ext. 6791.

Good music is matched by good food when the Penn Balalaika Orchestra presents *Vecherinka* on December 8, 8 p.m. in Houston Hall Auditorium. For information, call Jane Brasko, 382-0953 after 6 p.m.

MIXED BAG

Celebrate turkey time at the Faculty Club's traditional *Pilgrim's Feast* on Thanksgiving Day, November 24, from 2 to 6 p.m.

The Committee of Concerned Faculty and Staff meet November 28, 5 p.m., in the Bishop White Room, Houston Hall. For information call Dr. Eileen Gersh, Ext. 7867.

Deck the halls with *Christmas Trees and Hollies* at the Morris Arboretum, November 28, 7 p.m. Fee for members is \$4, non-members is \$5. Information: CH7-5777.

Learn about turning minimum into maximum in *The Small City Garden* on December 3, 10 a.m., Morris Arboretum. Fee for members is \$9, non-members is \$12.

The Campus Hilton is the scene of the first *John M. Marshall Symposium in Cell Biology* titled "Motility in Cell Function," December 2-3. Contact Dr. Frank A. Pepe, chairman of anatomy, School of Medicine, Ext. 8059.

Fables about the Tower, the House and the Bandwagon is an event for children, ages 6 to 12, to help them enjoy the "Paul Thek/Processions" exhibition. December 3 at 11 a.m. in the ICA galleries. Reservations requested. Call Ext. 7108.

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