

Almanac

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LABOR: NEGOTIATIONS PROCEED

On November 22 the University reiterated its willingness to sit down with representatives of Teamsters Local 115 for the purpose of negotiating a collective agreement, provided there is recognition of the economic needs of this institution. Negotiations were in fact held on December 2. At this writing (December 2), meetings were scheduled for the weekend and were expected to continue thereafter. The University is meeting with the Union for good faith bargaining on a wide range of mutual concerns within the bounds of imperative economies. This institution expects that consideration will be given to specific, comprehensive proposals and is pleased to continue to meet at bargaining sessions with Union representatives, recognizing the financial constraints of University operations.

NLRB HEARINGS: DECEMBER 12

The University has been notified that the National Labor Relations Board (NLRB) hearings on the unfair labor practices charged against Teamsters Local 115 have been advanced from December 5 to December 12.

SENATE

At its meeting last Wednesday (November 30), the Faculty Senate voted for a new position of "associate professor without tenure" in the Wharton School, but against increasing the Wharton tenure probationary period from seven to ten years.

Following introduction of the Wharton tenure proposal (*Almanac* March 1, 1977, page 2) by Dean Donald Carroll and debate on the issue, Alex Capron (law) made a motion to split the Wharton proposal, calling only for the post of "associate professor without tenure."

Promotion in the Wharton School may be made to associate professor (without tenure) provided that the total term without tenure will be at most seven years with consideration for tenure occurring no later than the sixth year. This motion passed 55 to 51. The original tenure proposal was then amended to read:

Resolved: that the maximum tenure probationary period in the Wharton School shall be ten years. Consideration for tenure shall take place no later than the ninth year of service. Appointments to the rank of assistant professor shall not exceed six years.

In exceptional cases, consideration for promotion to associate professor can be delayed until the sixth year of service. If promotion is granted, the term as untenured associate professor shall not exceed four years. If promo-

\$3 MILLION LOAN TO UNIVERSITY

Because of the delay in receiving the University's appropriation from the Commonwealth of Pennsylvania for the July 1-September 30 quarter the University has been obliged to borrow externally some \$3.3 million beginning December 1 at an interest cost in excess of \$700 per day. This amount is 75 percent of the appropriation for the first quarter. The remaining 25 percent would normally be received during January. The total amount recommended by the governor for the Commonwealth appropriation to the University for the period July 1, 1977 to June 30, 1978 is \$17.7 million.

—Harold E. Manley,
Vice-President and Treasurer

- SPEAKING OUT: *On Free Assembly, Benefits to Housekeepers*
- GRANT DEADLINES
- OF RECORD: *Restrictions on Budget Transfers*
- COUNCIL: Membership and Committees, 1977-78
- OPENINGS
- THINGS TO DO



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time. . . . page 8.

tion is not granted, an additional, terminal appointment of one year as assistant professor must be granted.

In the event of early promotion to untenured associate professor, a second term appointment may be granted provided that the total untenured service entailed does not exceed ten years.

The amended motion was rejected 70 to 43.

The original Wharton proposal was approved by the Wharton faculty 82 to 32 in a mail ballot last February (*Almanac* February 22, 1977, page 1). These faculty actions will now be submitted as advice to the Provost for his consideration.

In other actions, the Senate unanimously approved of the Senate Advisory Committee's recommendation on reallocation review procedures.

Dr. Nell Painter (history), speaking for the Black Faculty and Administration, introduced the following for discussion at the meeting:

We are pleased that the University has indicated its willingness to enter negotiations with the representatives of the housekeepers, and we request the reinstatement of the housekeepers on terms agreed upon by their representatives and the University.

Faculty, Provost Eliot Stellar and Vice-President for Administration D. Bruce Johnstone discussed this statement and the labor situation.

CAMPUS CAMPAIGN: \$1 MILLION PLEDGE

Boosted by a \$1 million pledge, the Campus Campaign total reached \$4.3 million, Dr. Charles Price, chairman, reported Friday. This pledge from members of the Radiology department will fund a professorship in honor of Dr. Eugene Pendergrass.

Other highlights from Dr. Price's report are: the School of Nursing leads all tenured faculty constituencies with 82 percent participation. Several individual departments, faculty and administration, have reached more than 75 percent participation as of December 1. HUP employees, in a separately organized campaign, have pledged \$31,000 with more than 25 percent participation.

HUP: NEW MEDICAL BOARD OFFICERS

New chairman of the Medical Board of the Hospital of the University of Pennsylvania is Dr. George Clayton Kyle, assistant professor of medicine and chief of the diabetic clinic of the department of internal medicine. The newly elected vice-chairman is Dr. Ernest F. Rosato, professor of surgery and chief of surgery

Speaking Out

ON FREE ASSEMBLY

On May 3, 1977 President Meyerson wrote in the *Almanac*:

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.

On Thursday, November 10, 1977, on Locust Walk at 36th Street, I was watching an orderly demonstration of Iranian students who were protesting the upcoming visit of the Shah of Iran to the United States. A University patrol car turned up 36th Street from Spruce and veered right into the crowd of demonstrators as it paused in its march up from College Hall Green. Seconds later, a truck drove up Locust Walk from College Hall Green, pressing the crowd back and turning left on 36th. Almost simultaneously two youths on bikes whom I had earlier perceived following the demonstrators, sped down Locust Walk from 37th and into the intersection, laughing and jeering at the harried demonstrators.

It is maneuvers like these on the part of the University which reveal the hypocrisy inherent to statements such as that quoted above. If we as Americans cannot extend our constitutional right to free assembly to our foreign brothers, then I do not believe we can call ourselves Americans.

—A.R. Clement, CW '71

David L. Johnston, director of public safety, replies: It is the policy of the Department of Public Safety, as well as the

mandate of the Committee on Open Expression, that members of our department respect and honor the rights of persons to peaceably protest and demonstrate on this campus.

Unfortunately, the University is involved in a labor disturbance and must continue the everyday operations of the University by utilizing unusual methods, i.e. internal movement of trucks accompanied by police officers. We sincerely regret this necessary inconvenience to students and faculty, but we want to reemphasize that the measures are quite necessary and safe.

On behalf of the University of Pennsylvania, Department of Public Safety, I wish to apologize for any inconvenience caused by our strike-related police operations.

Please feel free to contact me at any time if further information is desired.

BENEFITS TO HOUSEKEEPERS

The University authorities, from President Meyerson on down, express regrets at the necessities which compelled them to fire 343 housekeepers. As if to compensate for this, they point to the generous benefits that were offered to the fired workers. An examination of these benefits shows them, on the contrary, to be very meager indeed.

These benefits may be categorized as follows:

1. *Those which the University is required by law to carry out.* These include: a) payment of wages and for vacation time and time off—all already earned; b) pension plan rights of those employed 30 years or more by the University; c) payment of vested benefits after the worker reaches 65 years, no matter where he is employed at the time; and d) unemployment compensation for the workers for up to 39 weeks.

2. *Those which are trivial from the point of view of total University expenditures (no matter how important to the recipients).* These include: a) the continuation of two scholarships held by children of fired

housekeepers—a limited amount for a limited period, involving in any case only a bookkeeping loss to the University since no cash transfer is involved; and b) the payment of early retirement pension to the approximately 25 housekeepers employed for 25-30 years, as if they had been employed for 30 years and then retired. The last is a very mixed and doubtful benefit, for the loss of income as a working person is hardly compensated by the niggardly pension received.

3. *Those which were offered to the housekeepers as a reward for strikebreaking and/or scabbing.* These include: a) assistance in finding (but no guarantee of) a job with the contractors or elsewhere in the University, with retention of seniority rights for a limited period if the worker remains unemployed; b) retention of seniority rights if reemployed by the University; and c) supplementary unemployment compensation if the worker remains unemployed, but only for a limited time. The benefits in this category are moot since the housekeepers rejected the option of becoming strikebreakers and/or scabs.

So it seems to me that the University's claim that it has offered generous benefits to its striking employees is, to say the least, found to be wanting and without merit.

—Isidore Gersh,
Emeritus Professor of Anatomy

Gerald L. Robinson, executive director of personnel relations, responds: The facts concerning the labor dispute have been printed in the *Almanac* many times, and Professor Gersh has reached his own value judgments about the University's offers to the former housekeepers. Allow me to make clear that there is a distinction between the current situation and a strike. The pickets at Penn are former employees—they are not University workers out on strike. As unemployed workers, they may choose to accept the University's offers of assistance in job placement at comparable work. I trust this clarification will be helpful.

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.

at the Veterans Administration Hospital, University of Pennsylvania division. Dr. Edward C. Raffensperger, professor of medicine, is the Medical Board's new secretary. The Medical Board is the governing body for the hospital's 550 physicians.

GOLD MEDAL: DR. MASTROIANNI

Dr. Luigi Mastroianni, Jr., chairman of the department of obstetrics and gynecology, has been awarded the Gold Medal of the Barren Foundation. This annual award for reproductive endocrinology goes to "a distinguished member of the medical profession who, in the opinion of the Medical Advisory Board, has made a major contribution toward progress and research in reproduction."

ASSOCIATE DEAN: DR. DELLUVA

Dr. Adelaide M. Delluva, associate professor of biochemistry, has been appointed associate dean for student affairs in the School

of Veterinary Medicine. A member of the University faculty since she received her Ph.D. from Penn, Dr. Delluva has taught in the Schools of Medicine and Dental Medicine as well as Veterinary Medicine and has been president of the Women's Faculty Club and a member of the Senate Committee on Academic Freedom and Responsibility.

ISLAMIC LAW PROGRAM

While American financial ties to the Middle East are growing, few attorneys understand the intricacies of Islamic society. Thus the University will launch a program to train students in both American and Islamic law, beginning in January. The three-part interdisciplinary program includes a J.D. degree from Penn's Law School, course work leading to a certificate from the University's Middle East Center and a diploma in modern Islamic law earned after one year's study at the universities of London, Sorbonne, Cairo or el-Hazar. Ann Mayer, assistant professor in the Wharton School's legal studies department.

13,600 STILL MIA

The story that academics like best to tell about librarians is the one about the venerable John Langdon Sibley who was librarian of Harvard College from 1856 to 1877. Mr. Sibley was crossing the Harvard Yard one day with a smile on his face, which apparently was not his usual expression. When questioned by President Eliot regarding the cause of his cheerfulness, he replied that all the books belonging to the library were on the shelves where they belonged—except two, and that he knew who had those two and was on his way to fetch them. (Incidentally, his diary later revealed that Asa Gray had one and Louis Agassiz the other.)

We have come a long way since Mr. Sibley's time. Perhaps too long. Library borrowing privileges, especially for faculty, have been considerably liberalized. Here at Penn faculty can borrow an unlimited number of books on "term loan." This means that they are supposed to return them by the end of the academic year in which they are borrowed—and many of them do, but since there are no fines or penalties for noncompliance, many others simply ignore the computer-produced annual call-in notices they receive and some even ignore the notices that are sent to recall a specific book requested by another user. Many are forgetful, others simply can't be bothered with library rules.

As everyone knows, one of the great frustrations of using our libraries is that so many of the books that are listed in the catalogs are not in fact available to users for one reason or another. One of the most common reasons is that they are charged out to faculty members on term loans. Our circulation records list 13,600 books (from Van Pelt, Lippincott and Fine Arts) that were charged to faculty members between January 1972 and August 1977 and not returned. These are not obscure research materials of interest only to the specialist who has borrowed them; they are among the most called-for and potentially most useful books in the library.

Most faculty members on the list have less than 20 books, a substantial number have up to 100 and a few have as many as 200 or 300. One man has close to 400 books in his possession. Many of these books have been out of the library and unavailable to other users for five, six or even seven years.

I am appealing to all faculty members, and anyone else who may have long-overdue library books, to return them to the library by January 27, 1978. We are phasing out our old punched-card circulation system and changing over to a new on-line computer system. The books you no longer need will be cleared from the records and returned to the shelves; those you still need will be recharged on the new system.

Each faculty member who has books that were charged out before September 1977 should have received a computer-produced list of them in the mail recently. I urge you to search out these books on your shelves in your offices and homes and return them to the library. We are making a concerted effort this year to increase the availability of books as well as the accuracy of our loan records and the effectiveness of our call-in procedures for the good of all who use the libraries.

If there were only a small number of books out, I would write each of you a personal letter or go after them myself like Mr. Sibley used to do, but with 13,600 books out in your offices and homes, I need to rely on computerized mailings and general appeals like this one to get this important message to you.

The library staff needs your help to improve its services, and other users need your overdue books. Please cooperate.

—Richard De Gennaro,
Director of Libraries

GRANT DEADLINES

HEALTH RESOURCES ADMINISTRATION

2/1 Announcements of grant support for research projects undertaken in conjunction with the preparation of a dissertation to investigate complex health service delivery problems.*

NATIONAL INSTITUTES OF HEALTH

2/1 National Institute on Aging—Individual Postdoctoral Fellowships.

2/1 National Institute of Environmental Health Sciences Academic Investigator Award—Toxicology.

3/1 Request for Applications—Infant Nutrition.

NATIONAL SCIENCE FOUNDATION

2/15 Information Dissemination for Science Education.

2/17 Resources Center for Science and Engineering Program—Stage One Proposals.

2/28 U. S.-Japan Cooperative Science Program (for visits or seminars between 10/1/78-3/31/79).

3/1 Unsolicited proposals for the Division of Earth Sciences (Geochemistry, Geology and Geophysics).

3/3 Instructional Scientific Equipment Program.

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).

CELL CENTER PROPOSALS: JANUARY 6

The Cell Center, a component of the NIH-sponsored University of Pennsylvania Genetics Center, is considering new applications for research projects in genetics which deal with mammalian cells. Small projects (up to several thousand dollars per year) will be considered for the funding period May 1, 1978 to April 30, 1979. All projects supported by the Center are reviewed on a yearly basis by a Scientific Advisory Committee with funding determined on a competitive basis.

If you are interested in submitting such a proposal, call Fred Gilbert, Ext. 5183 for additional details about the application procedure. Proposals should be one to two pages in length and should be submitted by January 6, 1978.

FACULTY GRANTS: FEBRUARY 1

The Research Committee's Subcommittee on Faculty Grants and Awards announces the availability of summer fellowships and grants-in-aid for 1978-79 with a deadline for receipt of applications of February 1, 1978. The committee will award summer fellowships of \$2,000 and grants-in-aid not to exceed \$1,500 to successful applicants. As in past years, preference will be given to applicants holding the rank of assistant professor. Awards generally will not be made to faculty members who have received support from the Subcommittee during the past three years. A summer fellowship will not be awarded to an individual who has other sources of salary support for that period including income from teaching summer session. Application forms are available from the Office of Research Administration, 409 Franklin Building/16, Ext. 7293.

—Anthony Merritt, Director,
Office of Research Administration

OF RECORD



RESTRICTIONS ON BUDGET TRANSFERS

The following memorandum was sent to academic deans, responsibility center directors, vice-presidents, executive directors and administrative officers on November 10.

During the last three fiscal years, it has become necessary to restrict transfers of budgeted salary funds. We have planned the fiscal year 1978 unrestricted budgets based on prohibiting salary transfers from the outset.

For FY 1978 then, all transfers of budgeted expense funds from salaries (subcode 100's) and University services (subcode 300's) to current expense (subcode 200's) will have to be approved by my office. Approval will be given for justified budget transfers where a balanced operation for the year can be realistically projected; where there is a projected deficit, only the very highest priority items will be approved.

We regret to have to continue these restrictions, but in view of our precarious financial situation and the importance of a balanced operation to the success of the ongoing campaign, it is clear that we are going to have to do everything possible to prevent future deficits of individual centers. We believe the outlined procedure speaks well to all these various concerns.

—Eliot Stellar, Provost

THE UNIVERSITY COUNCIL, 1977-78

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 in the arts and sciences, one student from the undergraduate professional schools, 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

Mitchell J. Blutt	Irving Kravis
Trish Brown	Robert F. Lucid
Helen C. Davies	Martin Meyerson
Marilyn Hess	Irene Pernsley
Samuel Z. Klausner	Robert Schoenberg
Claire Koegler	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 Undergraduate Assembly). The 10 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 the 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	Irving B. Kravis, <i>Chr-elect</i>
*Ralph D. Amado	Barbara J. Lowery
*Peter A. Cassileth	Robert F. Lucid, <i>Acting Chairman</i>
*Peter J. Conn	*Janice Madden
James W. Cornman	Seymour J. Mandelbaum
Helen C. Davies, <i>Secretary</i>	Ann R. Miller
*Gerald E. Frug	*Daniel D. Perlmutter
Robert Inman, <i>Secy-elect</i>	Thomas A. Reiner
	*Robert A. Zelten, <i>Past-Secy</i>

Members of the Administration

Vartan Gregorian	D. Bruce Johnstone
Britton Harris	Thomas W. Langlitt
John N. Hobstetter	Robert R. Marshak
Arthur E. Humphrey	Patricia A. McFate

Louis H. Pollak

Librarians Assembly: Jean Shaw Adelman
Administrative Assembly: James Malone
***A-3 Assembly:** Joseph F. Kane
***ROTC Representative:** Frank Serpico

Assistant Professors

Term Expires May 1978

Ivan S. Cohen
Richard Marston

Term Expires May 1979

Richard R. Batsell
Robert C. Chen

Representatives of Constituencies

FAS: Anthropology, Geology, Psychology Julius Wishner
 FAS: English, General Honors David DeLaura
 FAS: Linguistics, Mathematics, Philosophy Zolton Domotor
 FAS: Biology, Chemistry David White
 FAS: Astronomy, Physics (vacant)
 FAS: Classical Studies, Modern Languages Gerald Prince
 FAS: History, History of Art, Music,
 Religious Thought Jack Reece
 FAS: American Civilization, Ancient History,
 Classical Archaeology, Folklore & Folklife,
 History & Sociology of Science, Oriental
 Studies, South Asia Studies Roger M. A. Allen
 FAS: Economics, Peace Science,
 Regional Science Herbert S. Levine
 FAS: Political Science, Sociology Samuel Klausner
 Moore School of Electrical Engineering Kenneth Fegley
 Engineering: Bioengineering, Chemical, Civil,
 Mechanical, Metallurgical Charles D. Graham
 GSFA: Architecture, City Planning, Fine Arts,
 Landscape Architecture, Regional Planning Setha Low
 School of Social Work Irene Pernsley
 School of Allied Medical Professions Roma Brown
 Wharton School: Accounting, Finance Susan M. Wachter
 Wharton School: Insurance, Legal Studies,
 Management, Marketing, Decision Sciences Charles Goodman
 School of Medicine Norman Klinman
 School of Medicine Marilyn Hess
 School of Medicine Donald H. Silberberg
 School of Medicine Erwin R. Schmidt
 Law School Frank I. Goodman
 School of Veterinary Medicine Wilfried T. Weber
 School of Dental Medicine Phoebe Leboy
 School of Nursing Barbara J. Lowery
 Graduate School of Education Charles E. Dwyer
 Annenberg School Charles R. Wright

Undergraduate Students

Jay S. Baum (FAS'78)	Kelly Carmean (SAMP'78)
Alice Beck (FAS'81)	Leonard Ginsburg (FAS'80)
Mitchell Blutt (FAS'78)	Ken McNeil (FAS'78)
Trish Brown (Wh'78)	Steve Roth (FAS'79)
	David Simms (CEAS'79)

Graduate/Professional Students

Jeffrey Barks (Education)	Claire Koegler (GrFAS)
Karen Bradley (Dental)	Don Ristroph (CEAS)
Louis Fink (Medicine)	Steve Rood-Ojalvo (GrFAS)
Eric Horne (ASC)	Robert Schoenberg (Social Work)
Fred Kafka (GrFAS)	Michael F. Tietz (Law)
Betty Keech (Nursing)	Julia D. Turner (Wharton)
Hadley King (GSFA)	Lawrence Wolf (Veterinary)

*Observer

COUNCIL AND UNIVERSITY COMMITTEES 1977-78

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 here and on page 6. 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 6 and page 7.

INDEPENDENT COMMITTEES

Budget

Chairman: Thomas Langfitt (vice-president for health affairs)
Vice-Chairman: D. Bruce Johnstone (vice-president for administration)

Executive Officer: Jon C. Strauss (executive director of the University budget)

Faculty: Gerard E. Adams (economics)
Jean V. Alter (romance languages)
Ralph D. Amado (physics)

Noah S. Prywes (computer and information science)

Administration: Paul O. Gaddis (senior vice-president for management and finance)

John N. Hobstetter (associate provost for academic planning)

*Donald N. Langenberg (vice-provost for graduate studies & research)

*Edwin M. Ledwell (director, administrative affairs, provost's office)

Patricia A. McFate (vice-provost for undergraduate studies and University life)

*Fred A. Shabel (vice-president for operational services)

Students: Jeffrey Edwards (Wh'78)

Gary Gensler (Wh'79)

Eileen Kraus (GRF)

James C. Sorenson (WhGr)

Ex officio: Julius Wishner (chairman, Educational Planning Committee)

Staff: J. Jerrold Jackson (comptroller)

Harold E. Manley (vice-president and treasurer)

*Observer

Committee on Open Expression

Chairman: Larry Gross (communications)

Faculty: Richard Beeman (history)

John S. deCani (statistics)

David Solomons (accounting)

Ann L. Strong (city planning)

Administration: Phyllis Beck (vice-dean, law)

Eleanor Cox (asst. to vice-provost)

Students: Rodney M. Elkin (FAS'78)

Carol Feinberg (FAS'79)

Fred Kafka (graduate engineering)

Douglas C. Lewis (graduate Wharton)

Michael F. Tietz (law)

COUNCIL COMMITTEES

Committee on Committees

Chairman: To be named

Faculty: Robin M. Hochstrasser (chemistry)

Henry M. Hoenigswald (linguistics)

David Solomons (accounting)

William E. Stephens (physics)

Two to be appointed

Administration: William G. Owen (vice-president for development and University relations)

Students: Susan Christian (FAS'79)

Fred Y. Kafka (GrCEAS)

Community Relations Committee

Chairman: Sol H. Goodgal (microbiology in medicine)

Faculty: Joan Faris (nursing)

Allan A. Glatthorn (education)

Elsa Ramsden (physical therapy)

Louise P. Shoemaker (social work)

Anthony R. Tomazinis (city planning)

Administration: Carolynne E. Martin (Wharton community education)

Marian F. Pond (administrative assistant to President Emeritus Harnwell)

Students: Elizabeth A. Cohee (FAS'78)

Jacqueline Mondros (social work)

Conflict of Interest

(Not reconstituted for this year.)

Educational Planning Committee

Chairman: Julius Wishner (psychology)

Faculty: Frank P. Bowman (romance languages)

Claude S. Colantoni (accounting)

Alfred P. Fishman (cardiology)

Larry P. Gross (communications)

Phoebe S. Leboy (biochemistry)

Barbara J. Lowery (nursing)

Morris Mendelson (finance)

Fay Ajzenberg-Selove (physics)

Paul J. Taubman (economics)

Humphrey Tonkin (English)

Thomas H. Wood (physics)

Three to be appointed

Students: David Hahn (FAS'78)

Drusilla Menaker (FAS'78)

Alan S. Berson (WhGr)

Deborah Burnham (GrFAS)

David Mallach (GrFAS)

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 & biophysics)

David H. Friedman (history of art)

John A. Lepore (civil engineering)

Ian L. McHarg (landscape architecture)

David P. Pope (metallurgy and materials science)

James C. Saunders (otorhinology)

Administration: Manuel Doxer (business administrator, FAS)

James Heimarch (hospital administrator)

Students: Stephen R. Cohen (WH'78)

Ralph B. Edwards (Wh-FAS'79)

Steven Rood-Ojalvo (CEASGr)

David Swetland (GSFA)

Ex officio: Fred A. Shabel (vice-president for operational services)

Faculty Affairs

Chairman: G. Malcolm Laws (English)

Faculty: William H. Boghosian (electrical engineering)

Donald Lateiner (classical studies)

Phoebe S. Leboy (biochemistry)

Ervin Miller (finance)

Adele A. Rickett (Chinese studies)

Franklin C. Southworth (South Asian studies)

Harold A. Wurzel (pathology)

Students: Philip J. Kellman (FASGr)

Lawrence S. Minowitz (FAS'78)

Faculty Grants and Awards
(Subcommittee of Research)

Chairman: Frank A. Trommler (Germanics)
Faculty: Jerry Donohue (chemistry)
Arleigh P. Hess, Jr. (economics)
Alice Van Buren Kelley (English)
James Pickands, III (statistics)
Yoshitaka Suyama (biology)
John R. Williamson (biochemistry and biophysics)
Irving Zeidman (pathology)
Ex officio: Shiv K. Gupta (chairman, Research Committee)

Honorary Degrees

Chairman: Eugenio Calabi (mathematics)
Faculty: E. Digby Baltzell (sociology)
Britton Chance (biochemistry and biophysics)
Judah Goldin (biblical studies)
Paul Nemir, Jr. (surgery)
S. Reid Warren, Jr. (electrical engineering and radiologic physics)
Students: John G. Finley (FAS'78)
Margaret Kendrick (GrNursing)
Ex officio: G. Malcolm Laws (chairman, Faculty Affairs Committee)

Implementation of University Policy

(Not reconstituted for this year.)

Research

Chairman: Shiv K. Gupta (operations research)
Faculty: Stella Y. Botelho (physiology)
William R. Brennen (chemistry)
Edward G. Effros (mathematics)
Joseph S. Gots (microbiology in medicine)
Robert H. Koch (astronomy)
Howard Kunreuther (decision sciences)
Ann R. Miller (sociology)
Howard M. Myers (dental science)
Noah Prywes (computer and information science)
Franklin C. Southworth (South Asian studies)
M. Duncan Stanton (psychology in psychiatry)
John R. Williamson (biochemistry and biophysics)
Jerry Wind (marketing)
Students: Anne M. Houle (FAS'78)
Pamela Russell (GrFAS)
Ex officio: Donald N. Langenberg (vice-provost for graduate studies and research)
Frank A. Trommler (chairman, Faculty Grants and Awards Subcommittee)

Student Affairs

Chairman: Erling E. Boe (education)
Faculty: Margaret A. Keen (nursing)
Ponzy Lu (chemistry)
Tom Lubensky (physics)
Edgar J. Perretz (social work)
Karl von Vorys (political science)
Andrew H. Wallace (mathematics)
Administration: Betty F. Daskin (FAS Advising)
Martha C. McConnell (annual giving)
Students: Albert V. Glowasky (GrFAS)
Maria E. Matteo (FAS'79)
Harry S. Tang (GrCEAS)
Lori G. Weiner (FAS'78)
Ex officio: Andy Geiger (director, recreation and intercollegiate athletics)
Patricia A. McFate (vice-provost for undergraduate studies and University life)
Robert J. Wurm (director, fraternity affairs)

Undergraduate Admissions and Financial Aid

Chairman: Paul J. Korshin (English)
Faculty: Ann H. Beuf (sociology)

Frederick V. Butcher (chemistry)
Christian Day (legal studies)
Lawrence Eisenberg (engineering)
David K. Hildebrand (statistics)
Herbert S. Levine (economics)
Barbara J. Lowery (nursing)
Norman Oler (mathematics)
Karl von Vorys (political science)

Administration: Robert F. Duvall (development)
Students: Kimberly D. Edmunds (FAS'78)
Robert E. Mandel (Wh'79)
Randall D. Marks (WhGr'78)
John M. Roth (Wh'80)
Elizabeth Sanger (FAS'78)

Deans' representatives: William J. Dunlay, Jr. (CEAS)
F. Wood Fischer (FAS)
Frederick G. Kempin (Wharton)
Diane McGivern (nursing)
Maria T. Scharf (SAMP)

Ex officio: C. A. Brest (acting director of admissions)
George S. Koval (director, student financial aid)
Janet Fendrych (representing vice-provost for undergraduate studies and University life)

UNIVERSITY-WIDE COMMITTEES

University-wide Committees function in cooperation with Council Committees and with the Steering Committee of Council, but have non-Council constituencies represented on them. Operating Committees are advisory to the operations named.

Like the Council Committees, these committees issue interim reports as needed and 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.

Personnel Benefits

Chairman: Ezra S. Krendel (statistics and operations research)
Faculty: Jean V. Alter (romance languages)
Kenneth D. George (education)
John G. Miller (chemistry)
Phyllis R. Rackin (general honors)
Jerry S. Rosenbloom (insurance)
Richard S. Woods (accounting)

Administration: Kristin Davidson (development)
Arthur F. Hirsch (operational services)
Virginia J. Scherfel (operational services)

A-3 Staff: Una L. Deutsch (Chaplain's Office)
Virginia Hill Upright (development)

Liaison: Dennis F. Dougherty (assistant comptroller)
James J. Keller (director, personnel administrative services)
Gerald L. Robinson (executive director, personnel relations)
George B. Peters (associate treasurer)

Graduate student invitee
as appropriate: Fred Kafka (GrCEAS)

University Committee on Recreation and Intercollegiate Athletics

Chairman: Janette L. Packer (nursing)
Faculty: Andrew R. Baggaley (education)
Morton Benson (Slavic languages)
Hendrik F. Hameka (chemistry)
Fred Karush (microbiology in medicine)
Harold I. Lief (psychiatry)
Thomas H. Wood (physics)

Students: Eliot S. Lazar (FAS'78)
Stephen M. Lyons, III (Law'79)
Claire J. Rauscher (FAS'78)

Trustees: Robert P. Levy
William D. Patterson
Alumni: H. Hunter Lott, Jr.
One to be appointed

Administration: C. A. Brest (acting director of admissions)
Andy Geiger (director, recreation and intercollegiate athletics)
Rev. Stanley E. Johnson (chaplain)

Patricia A. McFate (vice-provost, undergraduate studies and University life)

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

OPERATING COMMITTEES

Bookstore

Chairman: William T. Kelley (marketing)
Arthur I. Bloomfield (economics)
Faculty: John R. Clark (classical studies)
Jean Crochalis (English)
Brian W. Roberts (chemistry)
Administration: Ronald D. Hurt (publications)
James P. Michalko (library)
Students: Arthur M. Fliegelman (WhGr)
Barry S. Kaplan (Wh'80)
Ex officio: Gerald T. Ritchie (director, University Bookstore)

Disability Board

Chairman: Dan M. McGill (insurance)
Faculty: Robert L. Mayock (medicine)
Dorothy A. Meredith (nursing)
Edgar A. Perretz (social work)
Harry F. Zinsser (medicine)
Secretary: Gerald L. Robinson (executive director, personnel relations)

Laboratory Animal Care

Medical School: Leonard Berwick
Dental School: Howard Myers
FAS: Norman Adler
Veterinary School: Donald F. Patterson

Library

Chairman: Edward M. Peters (history)
Faculty: Leendert Binnendijk (astronomy)
Herbert Callen (physics)
Ervin Miller (finance)
Robert C. Regan (English)
Jeffrey Tigay (oriental studies)
Bernard Wailes (anthropology)
Margaret G. Wood (dermatology)
Administration: Charlotte E. Fiechter (continuing education)
Students: Richard G. Newhauser (GrEng)
Betty L. Rosenkranz (FAS'79)
Ex officio: Richard DeGennaro (director of libraries)

Safety and Security

Chairman: Peter J. Freyd (mathematics)
Faculty: Elizabeth F. Flower (philosophy)
Mary Ann Lafferty (nursing)
Marvin E. Wolfgang (sociology)
A-1 Staff: Ronald Bond (recreation)
Elizabeth K. Ralph (Museum, physics)
A-3 Staff: Joseph Guerrero (draftsman, physics)
Students: Jay F. Baum (FAS'78)
Martha W. Bond (FASGr)
Jeffrey R. Daniels (Wh'78)
Madeline N. Kirsh (FAS'78)
Stephen P. Maidman (Law'79)
Ex officio: Mary G. Beerman (director, residential living)
Donald J. McAleer (director, physical plant)
David L. Johnston (director, public safety)

Student Fulbright Awards

Chairman: Rosane Rocher (South Asia)
Faculty: David K. Hildebrand (statistics)
Heinz Moenkemeyer (statistics)
Cecil L. Striker (history of art)
Samuel D. Vila (astronomy)
Neil Welliver (fine arts)
Martin B. Wolfe (history)

OPENINGS

The following listings are condensed from the Personnel Office's Bulletin of December 1. 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. 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

ASSISTANT TO THE SECRETARY OF THE CORPORATION assists in preparing materials and organizing programs for Trustees, assists in organizing committees, plans and arranges special events. B.A. degree, administrative experience in a university or community setting desirable. \$11,525-\$16,125.

EDITOR (10-4-77).

FISCAL COORDINATOR establishes budget control system, assists in ongoing accountability for funds totaling \$350,000, coordinates grant activities with granting agency. Accounting background, knowledge of University systems and procedures. \$9,275-\$13,000.

JUNIOR RESEARCH SPECIALIST (two positions). One does lab work with cells, and requires a B.S. degree in a scientific discipline and a minimum of two years' lab experience. The second has responsibility for a rat colony with induced mammary tumors, lactating animals, ovariectomized and hormone-treated animals, and requires a Medical Technician or B.A. in science, and two years' experience. \$9,275-\$13,000.

***OFFICE MANAGER** hires, supervises, and trains employees; develops new office procedures. College graduate, three to five years' administrative experience. \$9,275-\$13,000.

RESEARCH SPECIALIST I (two positions) for biochemical laboratory work. B.S. in chemistry or biochemistry, minimum three years' experience. \$10,050-\$14,325.

RESEARCH SPECIALIST II researches bacteria and viruses. M.S. with extensive work experience and training. \$11,525-\$16,125.

STAFF NURSE/CLINIC COORDINATOR is responsible for critical care and/or operating room nursing, administers injections and medications as prescribed by dentist. Degree or three year R.N. with critical care or operating room experience. *Salary open.*

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT TO THE CORPORATION SECRETARY prepares correspondence, minutes and reports; maintains records. High school graduate; at least eight years' experience involving

JACQUES JENNY PROFESSORSHIP

Because of the resignation of Dr. E. James Roberts as Jacques Jenny Professor of Orthopedic Surgery, the School of Veterinary Medicine is soliciting nominations and applications for this position. The University of Pennsylvania, as an "affirmative action" employer, encourages the consideration of women and persons of minority backgrounds.

This professorship was established by gifts from friends of the late Professor Jacques Jenny, V.M.D., to perpetuate in the School of Veterinary Medicine the clinical, investigative and scholarly interests of Dr. Jenny. Applicants should be recognized as leaders of the specialty of orthopedic surgery, preferably in practices that include large animals, especially horses. They should have demonstrated both an interest in, and significant contributions to, the laboratory investigation of problems related to orthopedic disease. Finally, an applicant should favor the scholarly atmosphere of a university as a locus for further development on his/her own professional skills, for training of young persons, for research, and for collegial associations with other members of the University community.

Nominations or applications for this professorship should be sent to the chairman of the *ad hoc* committee, Dr. John R. Brobeck, A-201 Richards Medical Building G4, with a curriculum vitae of the candidate.

—John R. Brobeck, M.D.,
Professor of Physiology and
Assistant to Vice-President for Health Affairs

advanced secretarial and administrative duties, ability to take dictation, typing (75 w.p.m.), \$7,700-\$9,850.

CONTRACT ACCOUNTANT maintains all accounting and other budget-related aspects of research/training grant awards. Two years' accounting experience, degree in accounting or equivalent in additional experience. \$7,700-\$9,850.

PROJECT BUDGET ASSISTANT (11-15-77).

RESEARCH BIBLIOGRAPHER II reviews and summarizes literature on specific topics, runs basic and standard computer programs on Deck 10 and Unicoll. College graduate, administrative work experience, typing minimum 50 w.p.m. \$7,700-\$9,850.

***RESEARCH LABORATORY TECHNICIAN II** conducts experiments in infectious diseases research laboratory. B.S. in biology or chemistry or medical technologist training. \$7,650-\$9,800.

RESEARCH LABORATORY TECHNICIAN III (five positions) for biochemical lab work. B.S. in biology or chemistry. \$8,625-\$11,050.

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

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

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

VETERINARY ANESTHESIA TECHNICIAN I administers anesthesia to animals. Certificate of accreditation from recognized school of anesthesiology; minimum two years' experience. \$8,625-\$11,050.

PART-TIME

DENTAL ASSISTANT II (three positions) (three-and-a-half hours a day, five days a week). Certification required, roving assistant four-handed dentistry. *Hourly wages.*

TEMPORARY LABORATORY ASSISTANT (two positions) (six to 15 hours a week) to sterilize glassware, handle small animals. *Hourly wages.*

***TEMPORARY SECRETARY (20 hours weekly)** with administrative duties. B.A., writing experience. *Salary to be determined.*

NON-UNIVERSITY JOBS

The Marriage Council of Philadelphia, Inc. has two positions open. For both, contact Kathleen Sestak, 2nd floor, 4025 Chestnut Street, Philadelphia, PA 19104, 382-6680.

ADMINISTRATIVE ASSISTANT explains educational programs and requirements, guides students in course selection. Fast and accurate typing. \$8,000-\$10,000.

SECRETARY types and inputs data to computer via teletype. Fast and accurate typing, experience with psychological terms. \$7,000-\$8,500.

A-3 OPEN HOUSE

The A-3 Assembly will sponsor an end of the year open house for all A-3s (support staff) on Wednesday, December 14, from noon to 2 p.m. in the Ivy Room of Houston Hall. Pianist John Jackson, president of the Curtis Organ Restoration Society, will provide the musical entertainment. Bring your lunch but not dessert; the A-3 Assembly will supply the "goodies." Those interested in contributing cakes and cookies should call Gladys Griffiths (Ext. 6921) or Margaret Sabre (Ext. 5285).

THINGS TO DO

LECTURES

Find out about the *Use of the Phillips EM400 as a TEM/STEM Analytical Microscope* December 6 at 4 p.m. in Room 105, Auditorium, LRSM Building from John Fahy, product manager, Transmission Electron Microscopes, Phillips Electronic Instruments, Inc.

At the Respiratory Physiology Group—Pulmonary SCOR Seminar, Dr. Gordon Snider of the Department of Medicine, Boston University, discusses *Bleomycin Model of Pulmonary Fibrosis* December 6 at 12:30 p.m. in the 4th floor library of the Richards Building.

Planning and Control Systems in Health Organizations is the topic for Dr. Edward Lusk, associate professor in the Department of Accounting and Health Care Systems, December 8 at 4:30 p.m. in the auditorium of the Colonial Penn Center.

Learn about *Perspectives on South Asian Parasites* from E. J. Lawson Soulsby, chairman of the graduate group in parasitology, at 11 a.m., December 8, Room 138, University Museum.

Dr. Edward L. Paul of Merck Sharp & Dohme lectures on Catalyst Development to Factory Operation: a Review of the Development of a Vapor-Phase Adiabatic Catalytic Reactor December 12 at 3:30 p.m., Alumni Hall, Towne Building.

PRESIDENT'S LECTURE

Nobel Laureate Baruch Blumberg, M.D., is the speaker for 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, will discuss "Scientific Process in Clinical Research."

Dr. Baruch Bromberger-Barnea of the Department of Environmental Medicine at Johns Hopkins University speaks on *Acid-base Effects on Myocardial Function*, December 13 at 12:30 p.m. in the 4th floor library of the Richards Building.

The Department of Bioengineering Seminar presents K. H. Illinger of Tufts University on December 14 at 12:30 p.m. in Room 554, Moore School. His topic: *Millimeter Wave and Far-Infrared Absorption in Biological Systems*.

FILMS

Paper Chase plays at Fine Arts Auditorium at 7:30 and 10 p.m. on December 9 for \$1.

At the International Cinema *Harlan County, USA* screens at 7:30 and 9:30 p.m. on December 8 and 4 p.m. on December 9. Also on December 9 is *The Goalie's Anxiety at the Penalty Kick* at 7:30 and 9:30 p.m. Both films are shown in Hopkinson Hall, International House for \$1.

The Point, an animated film for children, is on view in Harrison Auditorium, University Museum at 10:30 a.m. on December 10.

ON STAGE

The Architect and the Emperor of Assyria opens at Annenberg Center on December 7 (preview December 6) and runs through December 11. The production by La Mama's Nelly Vivas Company is directed by Tom O'Horgan. For information and reservations, call Ext. 6791.

Hear the University Choral Society perform Haydn's "*Lord Nelson Mass*" and music by Buxtehude, Praetorius and Scheidt December 9 at 8:30 p.m., Tabernacle Church, 3700 Chestnut Street. Call Ext. 6244.

The *Curtis Organ Restoration Society* holds a Christmas Concert December 11 at 2 p.m. in Irvine Auditorium. The donation is \$1.50 for adults and 50 cents for children and goes to restore the organ.

On December 11 the University Museum presents a concert conducted by Donald Montanard at 2:30 p.m. in Harrison Auditorium.

EXHIBITS

See *Humpty Dumpty, Mother Goose and the Three Little Kittens* at an exhibit of children's drawings and books by turn-of-the-century artist William Wallace Denslow in the Philomathean Art Gallery, 4th floor College Hall, Monday through Friday from 11 a.m. to 5 p.m. through December 16.

Six photographers exhibit their work $6 \times 6 = 36$ in Hoover Lounge, Vance Hall, through January 15. Open Monday through Saturday from 9 a.m. to 5 p.m. and Sunday from noon to 5 p.m., the exhibit is sponsored by Wharton and the Fine Arts and Photopia Gallery.

The Subject: Women is the title of a mixed media exhibit at the Women's Cultural Trust December 6 through 23 at the Gallery in the Christian Association from 11 a.m. to 5 p.m. Monday through Friday and 1 to 4 p.m. on Saturday.

MIXED BAG

Join the General Alumni Society for a light buffet before the *Penn-Villanova Basketball Game* December 10. The buffet begins at 6 p.m. in the Donaldson Room of Weightman Hall.

Light the tree and take a taste from the wassail bowl December 13 at the Faculty Club's *Annual Holiday Tree Lighting and Holiday Dinner* from 5 to 8 p.m. Call Ext. 4618 for information.

At Morris Arboretum the annual *Holly and Greens Sale* takes place December 9 through 11 from 10 a.m. to 4 p.m. inside the Hillcrest Entrance. On December 14 visit *Swarthmore College* with Arboretum curator Paul Meyer from 1 to 4 p.m. For information call CH7-5777.

ALMANAC: 515 Franklin Building (16) Ext. 5274

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