

Almanac

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Regan Resigns As Chairman

Donald T. Regan, chairman of the Trustees since May, 1974, has resigned as chairman, effective June, 1978. Regan will also relinquish his position as chairman of the Executive Board of the Trustees. He will continue to serve as a life Trustee.

A committee of Trustees will recommend a successor, to be elected by the full board of Trustees.

Regan, chairman and chief executive officer of Merrill Lynch and Company, Inc. has been a Trustee since 1970. He received his bachelor of arts degree from Harvard in 1940 and an honorary doctor of laws degree from Penn in 1972. A chairman of the Board of Overseers of the Wharton School, he became the first chairman of the Trustees since 1880 who was not an alumnus of the University.

The complete text of Regan's letter of resignation, the resolution of appreciation unanimously approved by the Executive Board of the Trustees and a statement from President Martin Meyerson appear on page 3.

Stetson Appointed Director of Admissions

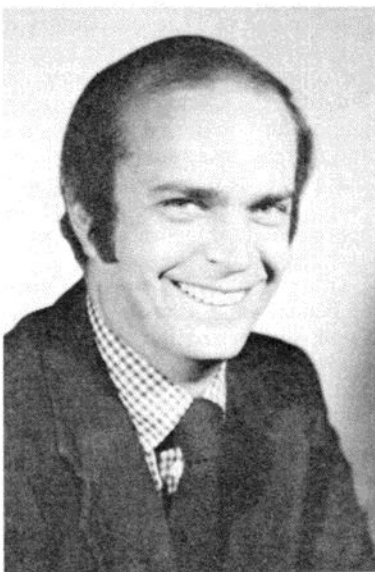
Willis J. Stetson, Jr., has been appointed director of admissions, effective July 1, 1978. Provost Eliot Stellar and Patricia McFate, vice-provost for undergraduate studies and university life have announced. Stetson will succeed Clarence A. Brest, who has served as acting director of admissions since July 1, 1977.

"Lee Stetson is a superb choice for director of admissions, for he is an experienced hand at pulling together the efforts of faculty, students and admissions professionals in the important tasks of identifying and recruiting quality students. We have great expectations," Stellar said.

Stetson, director of admissions at the University of Delaware since 1975, has been a member of the admissions staff there since 1967. He was named assistant director in 1969 and associate director in 1973. In addition, he is an assistant professor on the continuing education faculty of the College of Business and Economics at the University of Delaware.

Stetson received his bachelor of science degree from the University of Delaware in 1963 and a master of science in education degree in 1971.

A former president of the Potomac/Chesapeake chapter of the National Association of College Admissions Counselors, Stetson has served as president of the Delaware College Personnel Association and is currently a member of the Middle States Regional Advisory Council of the College Entrance Examination Board and a member of the 1978 Selection Committee of the National Merit Scholarship Corporation.



Natalie Saxe to Consult on Public Affairs

Natalie Saxe has been appointed a part-time consultant on public affairs, effective February 15, 1978. Previously a consultant to the Democratic leadership of the Pennsylvania general assembly, she was executive assistant to the late Richardson Dilworth when he was mayor of Philadelphia and then president of the Philadelphia School Board.

Saxe, who graduated from the University's College of Liberal Arts for Women with a bachelor of arts degree in 1944, received an Alumni Award of Merit from the General Alumni Society in 1976.

Harris, Buchwald to Highlight Commencement

Patricia Roberts Harris, U.S. secretary of Housing and Urban Development, will give the principal address at commencement, Monday, May 22, President Martin Meyerson announced. Art Buchwald, the syndicated newspaper columnist, will speak at Baccalaureate, Sunday, May 21.

Harris, a former U.S. Ambassador to Luxembourg, was a professor of law and dean of the Law School at Howard University.

Barnes to Direct Communications Services

Curtis L. Barnes, Jr. has been appointed to the newly created position of director of communications services. Vice-President for Administration D. Bruce Johnstone has announced.

Director of publications at Penn since 1973, Barnes will be responsible for the news bureau, radio-television and motion picture services, *Almanac* and the publications office. The new position "provides us with a unique opportunity to integrate the University's communications services into a single comprehensive unit," Johnstone said.

Prior to coming to Penn, Barnes was director of publications at Syracuse University for five years. He was director of public relations at Clarkson College and Elmira College and has worked on newspapers as staff member and editor. Barnes attended Amherst College and received his bachelor's degree in history and political science from the University of Rochester. He holds a master's degree in history from Elmira College and is a Ph.D. candidate in the higher education administration field at Syracuse.

Inquest Concludes

The results of the coroner's inquest into the death of University sophomore Robert Bazile, whose death at age 19 followed a fraternity initiation last April 21, are expected to be announced in the next two weeks. At the conclusion of testimony from members of the Omega Psi Phi Fraternity, Assistant District Attorney John Scott was quoted as saying that there was little or no likelihood of criminal charges being lodged against the fraternity members.

Annenberg Expands TV Research

The Annenberg School's Cultural Indicators research project has received several grants recently to expand its study of how television portrays certain segments of society and how these images influence viewers.

Studies to be funded include: "Aging with Television," which will examine television's portrayal of the aged and its effects on viewers, to be backed by \$87,035 from the Administration on Aging, U.S.

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Department of Health, Education and Welfare; and "General Cultural Indicators," which will monitor and analyze aspects of television content other than violence for the current television season, sponsored by a \$39,971 grant from the Office of Telecommunications Policy.

In addition, the American Medical Association has donated \$33,000 a year for a three-year period to support the annual Violence Index and Profile.

A fourth grant, from the National Institute of Mental Health, will be used to study "Television and Children's Conceptions of Social Reality"—the influence of television on children's knowledge, images and values. The grant is for \$38,000 the first year and \$41,000 for a second year.

Senate Nominations, 1978-79

1. In accordance with the requirements of the Senate Bylaws, Sec. 11 (b)(III), official notice is herewith given to the entire Senate membership of the Senate Nominating Committee's slate of nominees for the incoming Senate officers "at least 42 days prior to the spring meeting." The nominees, all of whom have indicated their willingness to serve, are:

Chairman-elect: Walter D. Wales, Professor, Physics

Secretary-elect: Charles E. Dwyer, Associate Professor, Education

Senate Advisory Committee (to serve a three-year term beginning May, 1978): Paul M. Lloyd, Professor, Romance Languages; Peter C. Nowell, Professor, Pathology; Irene Pernsley, Associate Professor, Social Work; Irene J. Winter, Assistant Professor, History of Art

Senate Advisory Committee (to serve a two-year term beginning May, 1978): Eugenio Calabi, Professor, Mathematics

Senate Committee on Academic Freedom and Responsibility (to serve a three-year term beginning May, 1978): Robert E. Davies, Benjamin Franklin University Professor, Molecular Biology; Ralph S. Spritzer, Professor, Law

Replacement Pool for Academic Freedom and Responsibility (to serve a three-year term beginning May, 1978): Ervin Miller, Associate Professor, Finance; (to serve a two-year term beginning May 1978): Morris Mendelson, Professor, Finance

2. Again pursuant to the Bylaws, Sec. 11(b)(iv) faculty members are herewith invited to submit "additional nominations, which shall be accomplished via petitions containing at least 25 valid names and the signed approval of the candidate. All such petitions must be received no later than 14 days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed 14 days after circulation of the slate of the Nominating Committee."

If no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the Nominating Committee. All candidates have the right to prepare, within seven days after closing of petition, and have circulated with the ballot a one-page statement. The ballot shall be circulated no later than 14 days subsequent to the close of nominations. Voting shall be non-cumulative. The polls shall be closed 14 days subsequent to the circulation of the ballots.

—Helen C. Davies, Secretary

Editor's note: The spring meeting of the Faculty Senate is scheduled for April 19.

Trustees

At their open stated session, Thursday, February 16, the Executive Board of the Trustees unanimously adopted a resolution of appreciation for their resigning chairman, Donald T. Regan; were introduced to Willis J. Stetson, the newly appointed director of admissions; and passed resolutions having to do with HUP, the nursing school, orthopaedics research, a pooled income fund and energy cost avoidance.

Because Regan was unable to attend the meeting, trustee Robert Trescher read the chairman's letter of resignation (see opposite page) to the Executive Board.

Appointments

Patricia McFate, vice-provost for undergraduate studies and university life, introduced newly appointed admissions director Willis J. (Lee) Stetson to the Executive Board. Vice-President for Administration D. Bruce Johnstone presented Curtis L. Barnes, director of publications, as the new director of communications services for the University. E. Craig Sweeten, senior vice-president, Program for the Eighties, announced the appointment of Natalie Saxe as consultant on public affairs.

Provost Eliot Stellar reported the appointment of three faculty advisors to the president and the provost: Dr. Nell Irwin Painter, associate professor of history, who will concentrate on the minority experience in the University; Dr. Roland Frye, professor of English, whose work will focus on the library; and Dr. Alfred Fishman, director of the Cardio-Pulmonary Division, HUP, who will work on long-range planning.

Commencement Speaker

President Martin Meyerson announced that Patricia Roberts Harris, secretary of Housing and Urban Development, will give the keynote address at the commencement exercises, May 22, and that political columnist Art Buchwald will speak at the baccalaureate ceremony. Harris "is the first woman in a great many years," probably only the second in University history, to be the principal speaker at commencement.

Mitchell Blatt, president of the senior class, objected to the way in which the commencement speaker was chosen, saying that no representative of the senior class was allowed to attend deliberations. "We realize that the senior class is only one of the fingers on the hand pulling for a commencement speaker," he said. Blatt requested that in the future a senior class representative not only submit names to the Trustees but participate in Trustee deliberations.

Resolutions

The Executive Board approved a plan to establish a Doctor of Nursing Science program; this makes the University's School of Nursing one of 17 in the country offering such a program.

In another resolution, the Executive Board gave the go ahead to the construction of chilled water plants in the Medical Education Building, the Chemistry Laboratory and Williams Hall. The \$5.1 million air-cooling system, which is expected to conserve energy and thereby save money as well, will be financed by a loan to be charged to the operating budget of the Physical Plant Department, "with the understanding that savings will be realized from operation of the facilities in amounts sufficient to cover debt service over the term of the loan."

Other resolutions approved the establishment of the University of Pennsylvania Charitable Remainder Balanced Pooled Income Fund; authorized the financing of the construction of research laboratories for the Department of Orthopaedic Surgery in the Medical Education Building; and authorized proceeding with the bond issue offering for HUP.

Other Business

In other business, Dr. Thomas Langfitt, vice-president for health affairs, said of Governor Milton Shapp's \$1.2 million cut in the

state appropriation for the veterinary school, that he would go through the general assembly to try to get the funds restored.

Executive Director of the University Budget Jon Strauss said that he would bring recommendations for a "realistic balanced budget" to the June meeting of the Trustees.

Provost Stellar reported that he had asked the Faculty Senate for representatives to serve on the search committee for a replacement for John Hobstetter as associate provost. He referred to recommendations for consolidating residence maintenance programs (see page 9), and put forth for acceptance in a separate motion the appointment of Renee Fox as the Annenberg Professor of History and Social Sciences.

Secretary of the Corporation Janis Somerville summarized the background and progress of the "Guidelines for Admissions Policies and Procedures" (see *Almanac*, February 14).

Below are the complete texts of Trustees Chairman Donald Regan's letter of resignation, President Martin Meyerson's memo to the Trustees on the resignation and the resolution in appreciation of Donald Regan.

Letter of Resignation

Dear Fellow Trustee:

Bill Day, as you know, died unexpectedly on the last day of 1973. Bob Dunlop, our vice-chairman, succeeded him as chairman for half a year. I, in turn, in June of 1974, at your request, gave up being chairman of our new Board of Overseers for the Wharton School to become chairman of the Trustees. For my first two years as chairman, the office of that post consisted of a triumvirate, with Bob and Tom Gates joining me.

When I took on this assignment I made it clear I would do it for not more than five years. Now, after four years, the pressures upon me make it imperative that I should conclude my chairmanship in June of this year. I do so with great regret and reluctance. Our nominating committee, chaired by Bob Dunlop, is meeting on March 7. It should explore a successor to me. Please send your nominations to Bob.

In making this move, my attachment to our University will not diminish. If it is your pleasure, I am prepared to remain as chairman of the Development Policy Committee.

Though not a Pennsylvania alumnus, I have been a Pennsylvania parent. I was elected to the Board just before Martin Meyerson became president. Both as a trustee and later as chairman, I had the opportunity of working closely with him. I saw him lead us from the brink of financial disaster in the first year of his office and again following the oil embargo and energy crisis. Our endowment is very modest and even when you capitalize state funds and treat them as endowment, we have a very low sum per student. Few of our gifts were unrestricted or in a form to go directly to the bottom line. Yet we manage high wages and salaries, competitive financial aid, a varied student life, and research programs barely surpassed in their power to attract resources. Despite a cumbersome search process, Martin has put together a set of deans and other administrators who are regarded nationally as outstanding. The president and the provost, during my chairmanship, got the faculty of arts and sciences functioning. With backing as well as prodding from us, they have been able to slim down an overextended range of programs and overheads in the University.

Faculty appointments are strong, students are capable, and despite budget cuts, our athletic teams do well for us. Our Board of Overseers, largely put together in my chairmanship, are important assets.

I want to thank all of you Trustees for your devotion, helpful criticism, and support. It was two and one-half years ago that we formally opened our \$255 million campaign, the Program for the Eighties, and did so with the largest nucleus fund ever put together

by a Board of Trustees. Today, we have almost reached the \$140 million mark in the drive, well over half.

We shall successfully complete the drive. It will require greater effort in fund-raising and public relations. I look forward to continuing to work with all of you and our new chairman, as well as with our president and his staff. We face a difficult future with the state, and the market for our kind of quality education is diminishing. But again, I am confident that by working together we shall succeed.

Many thanks for one of the most rewarding experiences of my life, chairing one of the nation's greatest universities.

*Sincerely,
Donald T. Regan*

President's Statement

Since I could not reach our vice-chairman who is out of town to prepare a message of appreciation to Don Regan, I count it a personal privilege to submit the following resolution to you. During these four years, Don's contributions to the University have been so immense I do not know how to thank him sufficiently. He has been a warm friend to the entire University community and to me. Fortunately, his role in the University will only decrease slightly as he continues to remain a most active life Trustee.

*—Martin Meyerson,
President*

Resolution of Appreciation for Donald T. Regan

Resolved, The Members of the Executive Board of the Trustees of the University of Pennsylvania, on behalf of their fellow trustees and of the University community of students, faculty, and alumni, express their deepest appreciation and most profound admiration for the extraordinary leadership Donald Regan has provided in his four years as chairman. We look forward to many more years of his wisdom and strength as a life trustee of our great university and as chairman of our Development Policy Committee for the Program for the Eighties.

*—Unanimously approved,
February 16, 1978*

OF RECORD



Probation Period

The following bulletin was sent to deans, directors, department heads and business administrators, February 10, 1978.

Non-faculty personnel are considered to be in probationary status for a 90 calendar-day period beginning on the first day of employment at the University. During this period, an employee may be terminated without advance notice and is not entitled to use grievance procedures. A probationary period may be extended for 30 additional calendar days if both the employee and the employee's supervisor agree that additional time is needed to make a final determination. An extended probationary period must be indicated in writing and must be approved by an officer of the Personnel Department.

Probationary Employment status with respect to this policy applies to an employee only during his or her initial period of employment with the University. Performance evaluation, disciplinary action or termination for cause affecting an employee who has completed the initial probationary period are subject to regular processes and policies governing such actions.

Newly hired employees in collective bargaining units are governed by the terms of their respective labor agreements.

*—Gerald L. Robinson,
Executive Director of Personnel Relations*

News Briefs

Performance Review to Begin

Provost Eliot Stellar and Paul O. Gaddis, senior vice-president for management and finance, have announced a performance review program for non-academic personnel. Conducted by the personnel realtions' staff, the performance reviews will begin following an orientation of supervisory personnel, to start this week. Clerical and technical non-exempt personnel will be reviewed first, followed by a review of exempt administrative and professional staff.

The reviews are designed to evaluate the University's support staff and to encourage dialogue between employees and their supervisors. Current plans are to conduct performance reviews at least once a year.

United Way: We Gave \$83,000 This Year

Gifts and pledges totalling \$83,000 were received from the faculty and staff in the recently concluded 1977-78 United Way campaign, co-chairmen Gerald L. Robinson, executive director of personnel relations, S. Reid Warren, emeritus professor of electrical engineering and radiological physics, and Andy Geiger, director of recreation and intercollegiate athletics, announced.

The chairmen, in addition to thanking all those who contributed, gave special recognition to the associate chairmen and departmental campaign representatives who assisted in this year's campaign.

Andy Geiger has been designated next year's campaign chairman. "Our principal goal will be participation by every member of the University community," he said.

HUP Cited For Excellence

The Hospital of the University of Pennsylvania has once again been rated one of the best in the country. *Town and Country* magazine, in the first part of a two-part directory of outstanding physicians, surgeons, hospitals and clinics, cites HUP as one of the best hospitals and among the best women's hospitals.

In 1976, *Ladies Home Journal* called HUP one of the 10 best hospitals for women in the country. The hospital received a similar honor from *Family Circle* in 1977.

Town and Country also listed four HUP physicians among the outstanding specialists: Dr. Donald L. Schotland, neurology; Dr. Thomas W. Langfitt, neurosurgery; Dr. Robert L. Mayock, pulmonary medicine; and Dr. Martin Goldberg, kidney disorders.

HUP School of Respiratory Therapy Moves

The School of Respiratory Therapy of the University of Pennsylvania, a Science Center Member Institution, has moved its teaching facilities to Suite 250, 3508 Science Center.

Global Education Project Launched

A project to internationalize education through the use of technology will get off the ground February 22 through 24 at Penn with a meeting of the newly formed National Committee for Internationalizing Education through the Use of Satellites.

Thomas Naff, director of the Penn Middle East Center, will chair the committee, whose membership brings together experts in education and international studies, and from the legal, broadcasting, technological, government and business sectors.

The committee proposes to prepare a plan for enactment by Congress and implementation by appropriate federal agencies for the employment of satellites in global education.

According to Naff, one problem that will receive the committee's special attention is that, "FCC regulations are presently so restrictive that new legislation will be required to make full international use of satellites possible."

All Aboard: Vanpools Now Organizing

Need a ride? The University's Facilities Development Department is organizing three vanpools from Southern New Jersey, one from the Northeast area of Philadelphia and one from West Chester. Two other vanpools are riding the distance from the Media/Springfield and Drexel Hill areas.

Driver/coordinators for these vanpools as well as back-up drivers have already been selected, but additional people are needed before the 12-passenger vans can go on the road. The proposed travel routes include:

South Jersey

Route A: Route #42/Sicklerville Road to Walt Whitman Bridge

Driver: Fred Brooke (Ext. 7262)

Route B: Route #30 (White Horse Pike) to Rt. 295, crossing at the Walt Whitman Bridge

Driver: Tom Leary (Ext. 7216)

Route C: Woodcrest/Echelon Mall/Haddonfield area to Rt. 295 and Walt Whitman Bridge

Driver: Bob Skelston (EV7-6700, Ext. 234)

N.E. Phila.

Bustleton Avenue to Rt. 1 (Boulevard)

Driver: Tina Raditz (Ext. 8889)

West Chester

Route #3 (West Chester Pike)

Driver: Dave Balinski (Ext. 5831)

Prospective riders should contact the drivers. In addition, one seat is available on the Media vanpool; call Dr. Salati (Ext. 8110), if you are interested.

The Vanpool Program offers cost savings (\$1.50 per day for a round trip) and eliminates the need for a second family car. Back-up riders can sublet seats when regular riders miss days because of illness, vacation or schedule conflict.

For further information, call Tony Smith of the Facilities Development Department, Ext. 5831.

Math Lectures to Be Inaugurated

The Department of Mathematics has announced the inaugural Hans Rademacher Lectures, named in honor of the distinguished number theorist who spent most of his career at Penn.

Four eminent mathematicians have been named Rademacher lecturers for 1978. Each will spend a week in Philadelphia and deliver four or five lectures in his area of specialization.

Beginning the series March 6, 7, 8 and returning April 20 and 21 is Professor I. M. Singer of M.I.T. and the University of California at Berkeley. Professor Singer is a member of the National Academy of Sciences, winner of the American Mathematical Society's Bocher Prize, and is recognized as one of the world's leading analysts and geometers.

Other speakers include: Professor John Tate of Harvard University, member of the National Academy of Sciences, winner of the American Mathematical Society's Cole Prize, and one of the world's foremost algebraists and number theorists; Professor M. Schutzenberger of the University of Paris, who will speak on *Mathematical Problems Raised by Kleene's Theorem*; and Professor S. S. Chern of the University of California at Berkeley, a recipient of the Presidential Medal of Science, a member of the National Academy of Sciences and a founder of modern geometric theory. For further information, call Ext. 8176.

Bell Raises Rates

Effective February 12, Bell of Pennsylvania increased rate charges in the following areas: directory assistance charges (see *Almanac*, February 7); message unit cost for metropolitan Philadelphia from 5.3 to 5.5 cents per message unit; equipment tariffs and installation and moving costs. For estimates on installations or moves, call Tom Hettinger or Ruth Iskoe from Telephone Service.

Report of the University Council Ad Hoc Committee on University Relations with Intelligence Agencies

To the Members of the University Community:

The University Council Ad Hoc Committee on University Relations with Intelligence Agencies now has in hand an agreed upon draft of its report to Council. This draft includes proposed "General Policies Regarding Issues of Concern in Relationships Between the University of Pennsylvania and Members of the University Community, and Intelligence Organizations." Because these proposed general policies would affect in some degree all members of the University community, the Committee feels it desirable to expose its proposal to the community for comment *before* it is presented to Council in the Committee's final report. Accordingly, the Committee's draft report is presented below. Any comments delivered in writing on or before March 10, 1978, to D. N. Langenberg, Vice-Provost for Graduate Studies and Research, 106 College Hall/CO, will be considered by the Committee before transmittal of its final report to Council.

—D. N. Langenberg (chair), Vice-Provost for
Graduate Studies and Research

Stephen B. Burbank, General Counsel

Dr. Larry Gross, Communications

Dr. Shiv K. Gupta, Operations Research

Dennis M. Klinman, Graduate Student Representative

Dr. Malcolm G. Laws, English

Anthony Merritt, Director, Office of Research Administration

Jessica Williams, Undergraduate Student Representative

some of the abuses which appear to have occurred in relationships between intelligence organizations and academic institutions and their members seem to have resulted from the special character of intelligence organizations and are not adequately covered by any of our present policies.

At the same time, in formulating policies to govern relationships with intelligence organizations, and having in mind our desire that, to the extent appropriate, all extramural organizations should be treated alike, we concluded that some concerns were not specific to intelligence organizations and that the policies treating them should accordingly be more broadly based.

The recommendations which follow are therefore of two kinds, proposed general policies regarding issues of special concern in relationships with intelligence organizations but which in some particulars are not confined to such organizations, and a set of suggestions for modifications in several existing policies. We have devoted most of our effort to the development of the General Policies, which we recommend be adopted in the form presented here. In presenting our suggestions for modifications in existing policies, our intention is merely to adumbrate desirable changes and not to recommend specific language, with the view that the development of such language is more properly the responsibility of other committees.

II. General Policies

We recommend adoption and implementation of the following general policies regarding issues of concern in relationships between the University and members of the University community, and intelligence organizations:

*General Policies Regarding Issues of Concern in Relationships
Between the University of Pennsylvania and Members of the
University Community, and Intelligence Organizations*

I. Introduction

On October 12, 1977, the University Council, amid growing local and national concern about relationships between academic institutions and members of their communities and intelligence organizations, and in response to a recommendation of President Meyerson, established an *ad hoc* Committee on University Relations with Intelligence Agencies (CURIA). On November 9, 1977, the Council approved a charge to CURIA (appendix), calling for an examination of relevant University policies and public documents, consideration of the desirability and propriety of policies specific to relationships with intelligence agencies, and recommendations for appropriate policy modifications and additions.

In approaching our charge, we took the view that, insofar as possible, University policies applicable to intelligence organizations should be identical with those applicable to all other extramural organizations. We also sought to achieve our objectives by identifying appropriate modifications of existing policies rather than by developing a special set of guidelines. As our work progressed, however, it became clear that a separate policy statement was necessary. Several existing University policies contain appropriate and useful provisions but reflect too narrow a range of concerns or apply to too narrow a segment of the academic community to be adequate for present purposes. Furthermore,

A. Introduction

The generation, preservation, and dissemination of information and ideas are primary functions of an academic institution. They are also primary functions of intelligence organizations. From this functional congruence have stemmed relationships between the academic and intelligence communities which in many instances are both proper and beneficial. There are, however, profound differences between the two communities which invest such relationships with potential for harm to the integrity and/or effectiveness of both. Open and unfettered exchange of information and ideas is the life blood of the academic community. For the intelligence community, on the other hand, secrecy is an inescapable fact of life. Furthermore, reports of questionable activities of intelligence organizations must influence consideration of relationships between such organizations and an academic community. It therefore is appropriate for the University to establish policies regarding issues of concern in relationships between itself and members of the University community and intelligence organizations in order to protect its interests in any such relationships.

In adopting such policies, the University recognizes the importance to the nation of effective intelligence organizations.

Further, it recognizes the desirability of assistance to such organizations by the University and by members of the University community where that assistance does not compromise academic integrity. University policies regarding issues of concern in relationships between members of the University community and intelligence organizations must also be consistent with the maintenance of individual rights and freedoms. Finally, the University recognizes that some of the issues raised by relationships with intelligence organizations are not specific to such organizations and that, therefore, policies designed to govern these issues should be more broadly based.

These considerations have guided the development of the following policies which shall govern issues of concern in relationships between the University of Pennsylvania and members of the University community, and intelligence organizations.

B. Definition of Terms

University: the corporate entity formally known as The Trustees of the University of Pennsylvania.

Intelligence organization: any organization or part thereof which has as its primary function the collection, analysis, or dissemination of information in aid of the security objectives of a domestic or foreign government.

University community: the set of individuals who are employed by, or who participate in the educational and other activities of, the University, at times when they are, or may reasonably be thought by others to be, so employed or so participating. For these purposes, full-time members of the faculty and staff are deemed to be members of the University community at all times.

Professional consultation: the provision by an individual of advice, counsel, or service in subject areas in which the individual has acquired expertise through training or experience.

Committee Comment: The definition of "University community" is intended to reflect the fact that relationships between members of an academic community and intelligence organizations may pose a threat to the integrity of that community and to the academic community at large, even at times when the individuals in question are, in their own minds, pursuing private interests or conducting personal affairs. In attempting to achieve a balance between this concern and its concern for individual rights and freedoms, the Committee concluded that adherence to policies in this area could legitimately be expected when individuals are conducting University business or participating in University activities and also when they "may reasonably be thought by others to be" doing so. In the case of full-time members of the faculty and staff, the Committee concluded that the difficulty of assessing the perception of others, as well as the nature of the employment relationship, justify applicability of the policies at all times.

C. Research and Technical Service Agreements

The University may properly enter into an agreement with an intelligence agency for the conduct of a research program or for the provision of technical services, provided that the terms and conditions of such agreement are consistent with the Integrated Policy on Conduct of Research Programs and with other University policies and practices governing agreements with extramural organizations.

Committee Comment: We believe that the current Integrated Policy on Conduct of Research Programs, if amended as recommended in Section III.A., will adequately protect the University's interests in its relationships with intelligence organizations.

D. Professional Consultation Agreements

Individual members of the University community may properly enter into an agreement with an intelligence organization to provide professional consultation, with or without fee, *provided* that the existence and general nature of such agreement is reported

to and approved by the appropriate dean (for faculty or students) or other administrative officer (for others) prior to the provision of any professional consultation thereunder. If such agreement is consistent with University policies concerning extramural consultative and business activities, the sole ground for disapproval shall be a determination by the dean or other administrative officer that the agreement is inappropriate because it would compromise the individual's participation in, or the integrity of, University programs or activities. The dean or other administrative officer shall regularly report the existence of such agreements to the President.

Committee Comment: Present University policies require reporting of extramural consultative and business activities for a fee by members of the faculty and by A-I employees. Their purpose is to prevent excessive diversion of effort into extramural activities and to avoid conflicts of interest. Because recent reports have raised concerns about the potential effect of agreements with intelligence organizations on an individual's ability to function properly in a free and open academic community, we believe that a reporting requirement for such agreements should be extended to all members of the University community and should apply whether or not a fee is involved.

The University's Policy on Extramural Consultative and Business Activities of Fully-Affiliated Faculty Members implicitly provides for disapproval of proposed continuing engagements. We believe that because of the interests at stake in relationships between intelligence organizations and members of the University community, such power should be explicit. Section G provides a right of appeal in cases of disapproval.

In Section III.B we recommend that the present University policies on extramural consultative and business activities of faculty and staff be extended to encompass all such activities, whether or not a fee is involved.

E. Information Concerning Members of the University Community

Members of the University community who provide any factual information or opinion about other members of the University community to extramural organizations or individuals (e.g., in connection with possible employment) must at all times exercise good judgment and discretion and distinguish clearly between factual information and opinion. In addition:

1. Any member of the University community who has an agreement or understanding with an extramural organization or individual to provide any factual information or opinion about other members of the University community on a regular basis, for recruiting purposes, must identify himself to the appropriate dean or other administrative officer and to the appropriate University placement officer as a *recruiter* for the specified extramural organization or individual.

2. All extramural organizations and individuals soliciting any factual information or opinion about a member of the University community should be required to identify themselves fully and accurately and to indicate the expected use of the information or opinion to the member of the University from whom such information or opinion is sought.

3. In all cases where the inquiring extramural organization or individual is an intelligence organization or representative thereof, no factual information about a member of the University community should be communicated without the prior informed consent of the person in question.

Committee Comment: We believe that the standard set forth in this section provides appropriate guidance for those providing information or opinions about any member of the University community to any extramural organization or individual. However, we recommend in Section III.C that a review of policies regarding the disclosure of information from University records other than students' education records be undertaken, to ensure that adequate and uniform safeguards exist.

Reported abuses in the use of information provided to intelligence organizations by academic institutions or persons affiliated with them lead us to believe that a more rigorous standard is required. Accordingly, Subsection E.3 prohibits the disclosure of factual information about a member of the University community to an intelligence organization or representative thereof without his prior informed consent. In recognition of individual rights and freedoms, this prohibition does not extend to the expression of personal opinions by an individual from whom such opinions are sought. However, the requirement of good judgment and discretion set forth in Section E applies with particular force in this context, and the Committee believes that prior consent should be obtained even in cases where personal opinions are sought.

The University Guidelines on the Confidentiality of Student Records, which reflect and elaborate upon the requirements of federal law, specify the circumstances in which personally identifiable information may be disclosed from a student's education records without his prior written consent. Even in such circumstances, the Guidelines require the exercise of informed discretion by the person disclosing the information. The Guidelines do not apply to information which is not part of or derived from a student's education records and, although individual departments have policies regarding the confidentiality of other (e.g., employment) records, there is no comprehensive University policy with respect to such records.

F. Operational and Other Activities

Members of the University community may not undertake activities on behalf of an intelligence organization which in any way extend beyond or are inconsistent with their normal University activities.

Members of the University community may not lend their efforts, names, or positions to the production or dissemination of misleading or false information.

Members of the University community may not cooperate with any extramural organization in obtaining the unwitting services of any other member of the University community.

Committee Comment: It is an announced policy of the CIA not to obtain the unwitting services of American staff and faculty members of the U.S. academic institutions.

G. Interpretation of These Guidelines

In the first instance, the responsibility for interpretation and implementation of these guidelines rests with the appropriate dean or other administrative officer. If such interpretation is disputed, all parties to the dispute have the right of appeal to the President of the University, who has the ultimate responsibility for interpretation of these guidelines.

Committee Comment: We recommend that, for convenience, this presidential authority be delegated to the Vice-Provost for Graduate Studies and Research, with advice from the General Counsel, the Committee on Research, or other committees are appropriate, and with reservation of the right of appeal to the President.

III. Modification and Review of Existing Policies

We recommend the following modifications to existing University policies, for referral to the cognizant University committees:

A. Integrated Statement of University Policy on Conduct of Research Programs

1. Language should be added to the effect that the University requires open identification of all actual sources of funding for

sponsored programs. Reference to this policy should be required in all proposal transmittal letters, thus placing the burden of responsibility on the primary sponsor to identify any other organizations contributing support through the primary sponsor.

2. The traditional University practice of maintaining a public record of all sponsored programs should be explicitly required. This record includes, for each program, a title, name of sponsor, name of principal investigator or equivalent responsible person, term covered by agreement, and funding amount.

3. The wording of Section B.1, second paragraph, lines 3 and 4, of the Integrated Statement should be modified to make it clear that "protection of identity of sponsor" is *not* intended to bar identification of the sponsor in the public record of a sponsored program.

B. Policy on Extramural Consultative and Business Activities of Fully-Affiliated Faculty Members and the Equivalent Policy Applicable to Administrative Staff Members

1. The principal objectives of these policies are to prevent undue diversion of effort from the employee's primary University function(s) and to prevent real or perceived conflicts of interest. The Committee feels that neither of these potential abuses is necessarily confined to situations in which there is a fee or other financial reward, and that these policies should therefore be modified to include all extramural activities, whether or not for fee.

2. The requirements for reporting of extramural professional activities should be clarified and enforced. Reports should be provided prospectively for anticipated "continuing engagements" and retrospectively for all extramural activities for fee or other consideration as well as all other extramural activities which require absence from the University on weekdays.

C. Confidentiality of University Records

We recommend that a review of policies regarding the disclosure of information from University records other than student's education records must be undertaken, to ensure that adequate and uniform safeguards exist.

Appendix

*Charge to the University Council Ad Hoc Committee on University Relationships with Intelligence Agencies (CURIA)
(Approved by Council, November 9, 1977)*

The Committee will:

1. Examine established University policies such as the *Integrated Statement of University Policy on Conduct of Research Programs*, the *Policy on Extramural Consultative and Business Activities of Fully-Affiliated Faculty Members*, and the *Guidelines on the Confidentiality of Student Records*, and determine on the basis of the Church Committee report and other public documents (e.g., testimony before and reports of other committees, press accounts) whether such policies adequately protect against possible abuses in the relationships between the University and/or individuals affiliated with it, and external agencies.

2. In the context of the above, consider to what extent it may be desirable or proper for the University to establish distinct policies and guidelines governing relationships between the University, and/or individuals affiliated with it, and intelligence agencies.

3. On the basis of the results of its deliberations recommend to the University Council such modifications of, and additions to, established policies as may be appropriate.

Leaves

The following **Leaves** were approved by the Trustees between May 27, 1977 and November 23, 1977. (Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected on the record.)

Annenberg School

Dr. Larry Gross, Communications, changed to spring 1979.

Faculty of Arts and Sciences

Dr. Houston Baker, English, to research Black American literature in critical theory (1977-78).

Dr. E. Digby Baltzell, Sociology, to begin writing a book on the Philadelphia Renaissance 1947-77 (1978-79).

Dr. Sandra T. Barnes, Anthropology, awarded a research grant by SSRC-ACLS to produce a comparative analysis of African urban political systems (1977-78).

Dr. Lee Benson, Historical Social Sciences, to work on *A Marxian-Tocquevillian Theory of Social Conflicts: A Strategic Test Case, Antebellum Philadelphia Economic Elites*; and research on two other books in progress. (1978-79).

Dr. Harold J. Bershad, Sociology, to complete a study, *In Search of the Historical Marx* (fall 1978).

Dr. Frank Bowman, Romance Languages, to continue research and complete study on French romantic Christology (1978-79).

Dr. R. Jean Brownlee, Political Science (1977-78).

Dr. Hennig Cohen, John Welsh Professor of History and English, to accept a Fulbright lectureship at the University of Budapest under a new cultural agreement between the U.S. and Hungary (spring 1978).

Dr. Joel Conarroe, English, to research and write a book on five American poets (1977-78).

Dr. Richard A. Easterline, Economics, to prepare a book on 19th century trends in American farm family fertility (1977-78).

Dr. Robert Engs, History, awarded a grant from the Robert R. Moton Memorial Institute to support his study of Black leadership (1977-78).

Dr. William Evan, Sociology and Industry, to write a book on the sociology of law (1978-79).

Dr. Melvyn Hammarberg, American Civilization, to utilize Mormon records in Salt Lake City and to develop study of response of the Latter-Day Saints to "Gentile" pressures and federal opposition in Utah between 1847-1900 (1978-79).

Dr. Robert S.O. Harding, Anthropology, to continue research on the olive baboons in Kenya (spring 1978).

Dr. Victoria Kirkham, Romance Languages, to pursue research on numerology in Boccaccio's Italian fiction at the Harvard Center for Renaissance Studies in Florence (1977-78).

Dr. William Labov, Linguistics, to conduct research on sound change in Australia and New Zealand (spring 1978).

Dr. Moshe Lewin, History, to travel in Europe for research on a study of the social history of the Soviet Union, 1928-41 (1977-78).

Dr. Robert Lucid, English, changed to spring 1978.

Dr. Hiroshi Miyaji, Oriental Studies, to serve as director of the Japanese Program of the Australian National University (one year effective January 1, 1978).

Dr. Ezeiel Mphahlele, English, to teach at an African university (two years effective July 1, 1977).

Dr. James D. Muhly, Oriental Studies, to write a book on early metallurgy, working in the library of the Ashmolean Museum, Oxford University (1978-79).

Dr. Gerald J. Prince, Romance Languages, to complete a manuscript on narratology (fall 1978).

Dr. William Quandt, Political Science, to serve as a senior advisor for the Middle East on the National Security Council (one year effective January 1, 1978).

Philip Roth, English (1977-78).

Dr. Elaine Scarry, English, for research on language of physical pain with grants from the Institute for Human Values in Medicine and the National Endowment for the Humanities (1977-78).

Dr. J. Robert Schrieffer, Mary Amanda Wood Professor of Physics, to work on solid state theory at Stanford (spring 1978).

Dr. Karl Shell, Economics, to accept Guggenheim Fellowship for research in economic theory at CEPREMAP, Paris (1977-78).

Dr. Eric Siggia, Physics, to act as a visiting research associate at the Laboratory of Nuclear Studies, Cornell (1977-78).

Dr. Donald Smith, Political Science, changed to spring 1978.

Dr. John Szwed, Folklore and Folklife, changed to spring 1978.

Dr. Jeffrey Tigay, Abraham M. Ellis Associate Professor, to work at the Institute for Advanced Studies, Hebrew University, Jerusalem (1978-79).

Dr. Marc Trachtenberg, History, awarded a SSRC Research Training Fellowship to study economics (1977-78).

Dr. Michael W. Zuckerman, History, to teach at the Hebrew University on the Penn-Israel exchange program, and to research and write (two years effective July 1, 1977).

Graduate School of Education

Dr. Allan Glatthorn, Education, to write and edit, including a series of texts in the field of composition (1978-79).

Dr. Lila Gleitman, William T. Carter Professor of Education (spring 1978).

Graduate School of Fine Arts

Narendra Juneja, Landscape Architecture and Regional Planning, to work on project PARDISAN, an ecological zoo in Tehran (one year effective July 1, 1977).

Dr. Nicholas Muhlenberg, Landscape Architecture and Regional Planning, to work at NASA (1977-78).

Law School

Robert H. Mundheim, Fred Carr Professor in Financial Institutions, to serve as general counsel of the Treasury (1977-78).

School of Medicine

Dr. Alfred Bongiovanni, Pediatrics, to help start a new medical school in Puerto Rico (August 1, 1977, to June 30, 1978).

Dr. Mortimer M. Civan, Physiology, to develop mastery of technique of electron probe X-ray micro-analysis in the laboratory of Dr. Theodore Hall at Cambridge (July 1, 1978, to June 30, 1979).

Dr. George L. Gerstein, Physiology and Biochemistry and Biophysics, to do research at the Department of Neurophysiology, Nencki Institute, Warsaw (one year effective August 1, 1978).

Dr. Paul A. Liebman, Anatomy (July 1, 1977, to June 30, 1978).

Dr. Vivianne T. Nachmias, Anatomy, to do research with Dr. Andrew Szent-Gyorgyi (July 1, 1978, to December 31, 1978).

Dr. David T. Rowlands, Jr., Pathology, for clinical work at Pennsylvania Hospital (one year effective July 1, 1978).

Dr. Peter Sterling, Anatomy (September 1, 1977, to August 31, 1978).

Dr. Leonard Warren, Anatomy, to conduct research at the Pasteur Institute in Paris (one year effective September 1, 1977).

Dr. Burton Zweiman, Medicine, to adapt new cellular immunologic approaches to auto-immune disorders with Dr. Peter Behan at the Institute of Neurological Sciences, Glasgow (January 1, 1978, to June 30, 1978).

School of Social Work

Howard D. Arnold, Social Work (January 1, 1978, to June 30, 1978).

School of Veterinary Medicine

Dr. Kenneth C. Bovee, Medicine, Department of Clinical Studies, to perform research at CHOP in renal cellular transplant (July 1, 1977, to June 30, 1978).

Wharton School

Dr. Paul Kleindorfer, Decision Sciences, to head Industrial Organization Group within the International Institute of Management, Berlin (January 1, 1978, to June 30, 1979).

Thomas Johnson, Decision Sciences, to serve as a visiting professor at the Université Scientifique et Médicale de Grenoble (one year effective July 1, 1977).

Dr. Hasan Ozbekhan, Social Systems Sciences (September 1, 1977, to May 31, 1978).

Dr. Dov Pekelman, Decision Sciences, to continue at the Leon Recanati School of Business, Tel Aviv University, (one year effective July 1, 1977).

Dr. Anthony M. Santomero, Finance (one year effective July 1, 1977).

Dr. James E. Walter, Finance, to continue research into taxation and financial management (January 15, 1978, to June 30, 1978).

Residential Operations To Be Consolidated

The president and provost have accepted the recommendation of Vice-President for Administration D. Bruce Johnstone that all residential operations be consolidated in a single office. The new office will combine the responsibility of the present office of residential living with those now within the department of physical plant.

The recommendations came in a confidential report prepared by Johnstone, who was charged by the president and provost in September with resolving the long-standing problem of split responsibilities for residential operations.

Johnstone recommended that Mary Beerman, currently director of residential living, be given the new post and that she report, not as now to the vice-provost for undergraduate studies and university life, but to either an associate vice-provost for student services or to a vice-provost or vice-president for academic services, much as was recommended in the recent report of the Senate Committee on Administrative Structure. Provost Eliot Stellar and President Martin Meyerson have not yet decided which arrangement to accept, but will make such a decision in the context of an overall restructuring of the central administrative offices.

Also accepted were recommendations to move dining services under the same structure and to create a Residential Advisory Board of students, faculty and senior administrators.

The goals of the recommendations were better management, more effective use of resources, a slower increase in room rents and less drain by residential operations on the University's cash position.

A Summary of the recommendations:

1. All resident operations—including programs, staffing, assignments and all housekeeping and maintenance—together with the budgets and financial responsibility for these operations (but excluding student financial transactions, which shall be under the new office of the bursar) should be consolidated in a single office under a single director within the provost's area. This recommendation, in effect, brings the physical plant responsibilities currently carried out through the department of physical plant under the office of residential living.

2. The new consolidated office should be given a mandate by the president and provost to seek better management and increased economies in residential operations without sacrificing the maintenance fundamental to the long-run life of the residential plant. The improvements in management and other savings should yield both slower increases in room rents and less drain on the University's cash position. This mandate should, however, recognize that University residences have educational purposes and that these residences properly involve activities and services that are not part of commercially available non-University housing.

3. There should be created a Residential Advisory Board to advise the director and the person or persons to whom the director reports on such major policy matters as organizational structure, long-range residential needs, program and maintenance budgets, assignment and retention policies and special provisions affecting the college house program. This advisory panel should be composed of students, faculty and senior administrators of the experience and stature of the vice-provosts and the vice-president for operational services, and should be taken seriously as warranted by the very great numbers of both students and staff and the over \$11 million in expenses involved in the consolidated residential operations.

4. The position of head of the consolidated residential office should be given to Mary Beerman, currently director of residential living, provided recommendations 5 and 6 below are also accepted.

5. The director of the consolidated residential office should report to a senior administrative officer who will combine academic sensitivity with strong managerial and financial skills and who will be able to devote a considerable amount of attention to the residential operation. For the purposes of these recommendations, this officer could report either to the vice-provost for undergraduate studies and university life as a "director" or "associate vice-provost" or to the provost, or provost and president as a vice-provost or vice-president (along the lines of the recent Senate report). Whichever model is chosen is part of a considerably larger agenda than that of the consolidation of residences, but the person to whom the director of the consolidated operations reports must be someone of considerable stature and of proven academic administrative experience.

6. The director of the consolidated residential operations should immediately seek an associate director for operations and maintenance. An advisory committee, including senior members of operational services and the department of physical plant, should be formed to advise the residence director and her superior on this key new post.

7. Dining services should be brought under the same administrator as the director of residence. This move should await appointment of that senior administrative officer and should take place as soon thereafter as judged practical by the vice-president for operational services and the senior administrative officer in the provost's area.

8. The college houses should be given the greatest freedom to develop their own patterns and styles. At the same time, most policies and procedures—e.g., housekeeping, maintenance, contracts, etc.—should be common to all residences, and the special needs of the college houses, including extra resources and flexibility in operations, should be handled as much as possible through the office of residential living rather than through a separate line to the vice-provost, provost or president.

Speaking Out

Many Thanks

To the Editor:

We would like to extend to Alfred F. Beers, Jeannette Booker, Frank Scafidi, Richard Stobeneau, Gladys Abruzzese and Anthony Vizzachero our personal thanks for the outstanding dedication which they and those who worked with them displayed during these recent snow storms.

Despite impossible weather conditions and with staff assistance severely reduced, they worked long hours—late into the evenings—and were able to get the paychecks to employees on the dates on which they were due. This “extra mile” of effort is much appreciated by all.

Although this letter of appreciation bears our signatures only, it represents the appreciation of the entire management staff.

—J. Jerrold Jackson, Comptroller
Richard T. Paumen, Assistant
Vice-President, UMIS

Call for Investigation

To the Editor:

I request that President Meyerson appoint an ad hoc committee to investigate three issues:

1. Use of *The Daily Pennsylvanian* for political purposes violative of free speech, open expression and academic freedom. Examples: A. On March 27, 1977, I submitted a letter exposing some area individuals and groups as terroristic, and defending investigative reporting by the Office of Security and Safety. The letter was suppressed. B. On October 31, 1977, I submitted a letter exposing the nature of communist China and protesting the visit there by University affiliates. The letter was suppressed. C. The Ukrainian Student *Hromada* of Penn requested *D.P.* coverage of Ukrainian dissident Leonid Plyushch before and after his October 5, 1977 campus appearance and twice submitted a letter protesting the lack of coverage. Coverage was denied and the letter was suppressed. Other problems, too complex to discuss here, require investigation as well (see *D.P.* Nov. 30,

1977, page 4, column 2). *D. D.P.* staff have admitted ties to a private intelligence agency that has, in its word, “targeted” Penn (see *Columns*, December 1977, page 9).

2. Failure of the Committee on Open Expression to discharge its obligations. Examples: A. On April 4, 1977, I submitted material exposing some area individuals and groups as terroristic and defending investigative reporting by the Office of Security and Safety as moral, legal and necessary. The material included in my March 27 letter to the *D.P.*, more details about area terroristic activities, detailed recommendations for a balanced investigation of both the Office of Security and Safety and area terroristic activities, my request that my material be appended to the COE report, and my offer of more information upon request. Investigation of my claims was refused on invalid grounds. My material was suppressed. B. The COE chair refused to receive other communications by myself and at least one other individual. C. The COE chair made public statements incompatible with the objectivity and fairness the office required and impertinent to the charge given.

3. Undermining of campus security and safety. Examples: If allegations in the *D.P.*, May 20, 1977, page 5, column 1, are true, now all Department of Public Safety employees are forbidden to keep any non-criminal records, detectives are forbidden to initiate or participate in any non-criminal investigation, and detectives are forbidden to release any information to other law enforcement agencies. This makes the Department a nullity, for the prosecutorial functions it is restricted to are precisely those proper to the Philadelphia police and other law enforcement agencies; and its unique legitimate investigative, disciplinary, advisory and cooperative functions are eliminated.

I recommend at least these actions: require that the *D.P.* keep all submitted material for a reasonable time, with free public access and COE jurisdiction; and either restore all legitimate security and

safety functions, or honestly dissolve the Department so the Philadelphia police and other law enforcement agencies may do the job without obstacle.

I have all material necessary to substantiate my claims and may be reached at Ext. 7063.

—John Fraser,
Clerk, Biddle Law Library

Larry Gross, Chair, Committee on Open Expression, replies: Although Mr. Fraser's letter speaks for itself and its writer so clearly that it needs no reply, I feel that it is only fair to the Committee on Open Expression that I respond to the statement under point 2:A in the letter.

Mr. Fraser was among those who submitted statements to me as Chair of COE during last year's investigation of the activities of the (then) Office of Security and Safety. Most such statements were in response to my request for information, published in the *D.P.* and *Almanac*.

Mr. Fraser's material was not suppressed. All material sent to me during the investigation was examined by the Committee. Mr. Fraser's letter was given all the consideration it deserved.

Steve Dubow, editor of The Daily Pennsylvanian, and David Johnston, director of Security and Public Safety, have chosen not to reply.

—The Editors

Scientist's Query

To the Editor:

“Scientists have historically shown they have difficulty governing themselves,” says Asar Stepak (*Almanac* of St. Valentine's Day, 1978, p. 3). He continues: “Clearly, most scientists need—and many, in fact, welcome—externally applied guidance.”

I wonder where the gentleman gets his information.

—Henry Faul,
Professor of Geology, FAS

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 Irving Kravis 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.

Openings

The following listings are condensed from the Personnel Office's Bulletin of February 16. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards in 13 locations throughout the campus list full descriptions. 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

Administrative Coordinator responsible for assisting Clinical Scholars' Program director and individual scholars; in Primary Care Residency responsible for long-range planning, funding, clinical teaching programs. M.A. in health care administration, public health or hospital administration. \$13,250-\$18,575.

Assistant Dean (1-24-78).

***Assistant Director Personnel Relations** works on personnel matters with management staff, computers, affirmative action, search committees. M.A. preferred, familiarity with academic institutions and data retrieval systems. \$14,000-\$20,550.

Assistant General Counsel (1-17-78).

Assistant Health Physicist performs radiation protection surveys, maintains quality control of radiation measurement apparatus. B.A. in science, one or more years' experience. \$11,525-\$16,125.

Associate Development Officer I (1-17-78).

***Associate Editor** (1-31-78).

Director, Small Animal Hospital (1-31-78).

***Head Nurse** (1-17-78).

Instrumentation Specialist maintains and builds instruments for research, supervises undergraduates and graduates using instruments. High school graduate, electronic industrial experience. \$12,500-\$15,975.

Junior Research Specialist (three positions) (a) (1-24-78); (b) conducts research and evaluates data for multi-faceted project (research and administrative experience); (c) administers scientific aspects of studies (B.A./B.S., one year of administrative experience, scientific writing and editing. \$9,275-\$13,000.

Junior Research Specialist I will be trained to conduct cognitive-behavioral psychotherapy. Training and experience in psychotherapy and cognitive techniques, research experience. \$10,050-\$14,325.

Programmer-Analyst II (1-24-78).

***Research Specialist I** develops electrophoresis techniques, conducts physiological studies without supervision. College degree, training in biology, experience in isolated tissue electrophoresis. \$10,050-\$14,325.

***Research Specialist II** prepares monoclonal antibodies, purifies enzymes for use as antigens. B.S., 10 years' experience. \$11,525-\$16,125.

***Research Specialist III** (12 months) evaluates signal-to-noise degradation and prepares reports. B.S. in electrical engineering, minimum five years' experience. \$13,250-\$18,575.

Research Specialist IV directs the progress of a research project, supervises graduate students. M.S., experience in geothermal energy, professional degrees in mechanical engineering and energy management. \$16,625-\$23,725.

Senior Administrative Fellow counsels students, purchases supplies, plans and implements educational programs. College degree or experience, knowledge of Penn. \$10,050-\$14,325.

Staff Writer II (1-24-78).

Part-Time

Computer Programmer (1-17-78).

Programmer Analyst I (12-13-77).

Staff Nurse (1-17-78).

Support Staff

Administrative Assistant I (three positions) (a) supervises staff, coordinates and administers office procedures (high school graduate, two years' college or business school, three years' experience); (b) responsible for preliminary

evaluation of financial aid awards, processes and maintains records of awards (one year of college or business school, four years' experience); (c) screens and answers correspondence, makes decisions on non-academic departmental policy (two years' college or business school, four years' experience). \$7,150-\$9,150.

Administrative Assistant II (three positions) (a) (1-31-78); * (b) assists in cost analysis and in compilation of data for allocations and expenditures (two years' college, five years' experience, completion of basic programming course); (c) supervises staff, organizes and maintains files, functions as building administrator (high school graduate, five years' experience). \$7,700-\$9,850.

Bookkeeper (three days/week) (2-7-78).

Cashier (2-7-78).

Dental Assistant I prepares dental treatment areas, mixes materials, assists with dental radiographs. High school graduate; completion of a dental assistant's course approved by the ADA Council on Dental Education or one year of experience. \$6,775-\$8,675.

Head Stockkeeper (2-7-78).

Library Clerk performs functions relating to processing of library materials, maintaining library records and assisting library users. Salary to be determined.

Licensed Practical Nurse (four positions) (1-31-78).

***Office Automation Operator** (1-31-78).

Personnel/Benefits Office Coordinator (2-7-78).

Psychology Technician I (three positions) helps to design and construct stimuli to be used in testing, conducts and assists in experiments with normal and retarded children. B.A. in psychology with background in linguistics, some math and computer experience. \$8,625-\$11,050.

Research Bibliographer I (1-31-78).

Research Laboratory Technician II (two positions) (a) tends mice colony, performs standardized laboratory analysis (high school graduate, three years' experience or two years of college); * (b) handles animals and performs tissue cultures (graduation from high school and an approved lab techniques course). \$7,650-\$9,800.

Research Laboratory Technician III (three positions) (a) (1-31-78); (b) prepares tissue cultures and reagents (B.S. in science, some experience); (c) responsible for mycoplasma testing and organization of central liquid nitrogen freezer facility (B.S., aseptic techniques and basic microscopy). \$8,625-\$11,050.

Secretary II (five positions) \$6,225-\$7,975.

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

Secretary IV (1-31-78).

Secretary, Medical/Technical (three positions) \$7,150-\$9,150.

Secretary to Dean types a variety of material, maintains dean's calendar, schedules appointments. Secretarial training school or seven years' experience as a senior secretary, typing (60-65 w.p.m.) and dictaphone, knowledge of medical terminology. \$8,850-\$11,325.

Senior Collection Assistant supervises other collection assistants, audits delinquent loan accounts, coordinates payments. High school graduate, minimum five years' experience. \$7,150-\$9,150.

Senior Payroll Clerk responsible for work-study program payroll (not in University payroll office). College graduate or equivalent experience, knowledge of data processing procedures. \$7,150-\$9,150.

Stack Attendant (two positions) responsible for the physical arrangement and order of material in the library collections, substitutes for circulation desk clerks and exit attendants. Salary to be determined.

Student Records Assistant coordinates evaluation of courses, preparation of reports for faculty committees and department chairmen. College graduate, one year of relevant experience. \$7,150-\$9,150.

Typist II types course outlines, examinations, letters for faculty. High school graduate; two years' experience; ability to use word processing equipment, type from dictaphone. \$5,800-\$7,400.

Part-Time

Laboratory Assistant (two positions) (2-7-78).

Secretary (2-7-78).

School of Dental Medicine

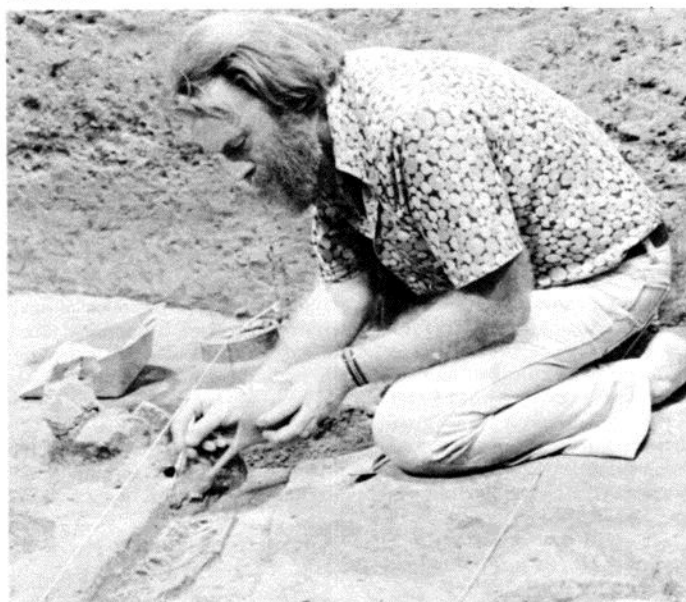
Permanent Part-Time Technician in the Department of Histology involves histological sectioning and staining, plastic embedding of small specimens, some autoradiography. Courses in biology, chemistry or physics needed; will train in specific techniques. \$4.00/hr. Call Barbara D'Ulisse, Personnel, Ext. 6091.

Southeast Asian Archaeology Supported

Southeast Asian archaeology at the University Museum has received a boost from two recent grants from the National Science Foundation and the Ford Foundation.

The University's Ban Chiang project, under the direction of Dr. Chester Gorman, assistant professor, Department of Anthropology and assistant curator-in-charge of the South and Southeast Asian Section, was given \$49,800 for the first year and \$43,800 for a second year of research at the site in Northeast Thailand, where sophisticated bronze ornaments and pottery have been found dating back at least as far as 3600 B.C.

The Ford Foundation grant, for \$220,000, will support the training of Southeast Asian archaeologists. From 10 to 20 Southeast Asian nationals will come to the Museum for graduate training.



Dr. Chester Gorman at work at the Ban Chiang archaeological site in Northeast Thailand.

Things to Do

Lectures

Professor D. A. Bromley of Yale University gives a Goodspeed-Richards Memorial Lecture on **Nuclear Molecular Phenomena**, February 22, 4 p.m., David Rittenhouse Lab, Auditorium A2 (tea, 3:30 p.m., Faculty Lounge, 2E17), sponsored by the Physics Department. § **The Barrier of Cervical Mucosa** is analyzed by Dr. Mitchell D. Litt, professor and chairman of the undergraduate curriculum on bioengineering, February 22, noon, Bioengineering Seminar Room, 554 Moore Building. § **The University Museum Archaeology series features a review of the Development of Metallurgy in the Ancient World** with Dr. James Muhly, associate professor, ancient Near Eastern history, February 22, 5:30 p.m., Rainey Auditorium. § **The Foreign Policy Research Institute sponsors a seminar on The Free University of Berlin and the Development of the German University System**, led by Dr. Georg Knauer, professor of classical studies, February 22, 4:15 p.m., 3508 Market Street, Science Center, Room 350. § **Problems and Possibilities in Assessment of Health Status of Older People: Policy, Practice and Research Implications** are discussed by Dr. George Maddox, director, Center for the Study of Aging and Human Development, Duke University, for the Steering Committee of the Center for Aging, February 22, 4 p.m., Nursing Education Building (wine and cheese). § **Novelist Peter V. K. Funk contemplates Transitions in Spirituality** in a seminar sponsored by the Christian Association and St. Mary's Church, February 22, 8 p.m., St. Mary's Parish Hall. § **The Horse** is Lawrence Leshnick's topic for a South Asia seminar, February 23, 11 a.m., University Museum, Room 138. § **Lauren Joichin and Naomi Berman share their Impressions from the National Women's Conference in Houston** with the Women's Faculty Club, February 23, 11:30, School of Veterinary Medicine, Rooms 151-152. (Bring lunch; refreshments provided.) § **Dr. Charles Bean, General Electric**

Company, Schenectady, N.Y., talks about **The Strategy of the Sperm** in a joint seminar of the departments of chemical and biochemical engineering and bioengineering, February 27, 3:30 p.m., Alumni Hall, first floor Towne Building (coffee 3 p.m.). § **Immunological Response to the Pulmonary Phase of Schistosomiasis** is examined by Dr. S. Michael Phillips, Department of Medicine, February 28, 12:30 p.m., fourth floor library, Richards Building, sponsored by the Respiratory Physiology Group-Pulmonary Scro Seminar.

Films

A history, **Forward Together**, and a tour, **Land of My Birth**, of Jamaica, are screened in the Real to Reel film series, February 22, 8 p.m., Christian Association Auditorium (\$1). Saul Landau, director of "Land of My Birth," will speak on **Jamaica's Relationship with Neighboring Cuba**. § Seeing with one's own eyes is the theme of the Annenberg Cinematheque's Exploratory Cinema showing of **Kirsa Nicholina, Land without Bread, Blood of the Beasts, Act of Seeing One's Own Eyes**, February 22, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students \$1, others \$2). § International Cinema Series 4 offers **Thomas the Imposter** (February 23, 7:30 p.m.; February 24, 4 and 9:30 p.m.) and **Soleil-O** (February 23, 9:30 p.m.; February 24, 7:30 p.m.). International House's Hopkinson Hall (\$1.50, matinee \$1). § Robert Redford portrays **The Candidate** (February 23, 6:30 p.m.; February 24, 11 a.m.), Vance Hall B-1, sponsored by the Wharton Film Series. § PUC features **Monty Python and the Holy Grail** (February 24, 7:30 and 10 p.m.), **Casablanca** (February 24, midnight) and **Play It Again, Sam** (February 25, 7:30 and 10 p.m.) in Irvine Auditorium (\$1, midnight 75c). § John Steinbeck's **The Red Pony** is the University Museum's children's selection, February 25, 10:30 a.m., Harrison Auditorium. § For adults, the University Museum shows **Reminiscences of a Journey to Lithuania**, February 26, 2:30 p.m., Harrison Auditorium. § Annenberg Cinematheque's program includes **David Holzman's Diary and Menilmontant** (February 25, 7 p.m.; February 26, 9:30 p.m.) and **Nazarin and Simon of the Desert** (February 25, 9:30 p.m.; February 26, 4:30 and 7 p.m.), Studio Theater, Annenberg Center (students \$1, others \$2). For further information, call Ext. 6791.

Mixed Bag

The process of art design is the focus of **High Times: The Art of a Magazine**, an exhibition open through March 10, 11 a.m. to 5 p.m., weekdays, in the Philomathean Art Gallery, College Hall, fourth floor. § Penn Women's Center's second Special Status program on the family reviews **The Family: History and Custom**, February 21, 7:30 p.m., Harrison-Smith-Penniman Room, Houston Hall, second floor. § Newman Hall sponsors a **Wine and Cheese Party**, February 23, 4 p.m. § Dinner and a performance of **Next Stop Manhattan** by the Penn Glee Club are on the General Alumni Society's program February 24. Call Ext. 7811 for details. § **The Mayan Batik Interpretations of James A. McBride II** will be exhibited at the Faculty Club February 24 through March 10. Wine and cheese will be served at the preview (February 24, 7 to 10 p.m.) and there will be a 9:15 film presentation of **Batik, the Magic Cloth**. All in rooms C and D at the Faculty Club. § **The Max Roach Quartet** are at the New Foxhole Cafe, 3916 Locust Walk, February 24 and 25, shows 9 and 11 p.m. (\$5). § The question, **Is A Liberal Arts Education a Sound Investment of Time and Money**, will be answered by Dr. Baruch Blumberg, Nobel laureate in medicine, Dr. Renee C. Fox, the Annenberg Professor of History and Social Sciences, Dr. Edward M. Peters, Associate Lea Professor of Medieval History, and George Rochberg, professor of music, College Day, sponsored by the Alumnae and Alumni of the Arts and Sciences, February 25. Reservations: the General Alumni Society, Eisenlohr Hall/B2, Ext. 7811. § **Morris Arboretum** begins an eight-part Vegetable Garden Series February 27 with **Planning Your Vegetable Garden**, Rates Hall, 7 p.m. (members \$4, non-members \$6). Information: CH7-5777. § **Doralene Davis**, a soprano with the Philadelphia Singers, sings for the Faculty Tea Club, February 28, 1:30 p.m., Houston Hall Auditorium. § **Dual Careers** is the theme of a seminar led by Ellen Berman, M.D., director of training and clinical services, the Marriage Council of Philadelphia, Inc., March 4, noon, McNeil Building. Call the Women's Studies office, Ext. 8740, for further information.

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