

# Almanac

Published Weekly by the University of Pennsylvania  
Volume 24, Number 23 March 7, 1978

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## Comprehensive Settlement Ends Student Sit-In

What started as a one-hour rally to protest proposed budget cuts that would drop hockey and other sports and either eliminate or seriously curtail the professional theater program at the Annenberg Center turned into a three-and-a-half day student sit-in in the corridors and offices of College Hall and ended in a settlement that promises to give more voice to students in University governance.

One student and one faculty member will sit on the Board of Trustees on a trial basis, according to the agreement; this will make Penn the first major private institution to press for such representation on its board. Major points in the agreement include: the continuation of a professional theater series at Annenberg, the \$125,000 additional funds needed to sustain the program to be raised on a high priority basis; the reinstatement of badminton, golf, and gymnastics programs; and the formation of the United Minorities Council (UMC).

[The full text of the 31-point settlement agreement—signed by President Martin Meyerson, Provost Eliot Stellar and Vice-Provost Patricia McFate for the administration, and by Steven Roth, chairman of the student body's Committee on Negotiations, and other members of the student committee—appears starting on page 2 of today's *Almanac*.]

Insisting that "We will be heard," approximately 1,200 students rallied in front of College Hall Thursday morning, March 2. The Undergraduate Assembly and the Student Activities Council sponsored the gathering, which was addressed by several student leaders, Provost Eliot Stellar, Hockey Captain Marc Odette and University Chaplain Stanley Johnson. When the rally was declared adjourned, students climbed the steps of College Hall, chanting slogans and announcing they would not leave the building until a list of demands was met.

The demands included the reinstatement of varsity hockey, the continuation of a full professional theater program at the Annenberg Center and student access to budget-making and other decision-making processes on campus.

The students formed a negotiating committee led by Steven Roth and met with different administration representatives until a settlement agreement was reached late Sunday night. Dean Vartan Gregorian's offices served as headquarters for the negotiating teams throughout the sessions.

As University President Martin Meyerson agreed to cut short a working vacation in Puerto Rico to return to College Hall and meet with the students, Executive Director of the Budget Jon Strauss reviewed the University's finances with the committee.

At the same time, a group of students representing the Black Student League and a coalition of other minority groups, staged a peaceful sit-in in the lobby of the Franklin Building, expressing their solidarity with the students in College Hall and adding new demands to the list: the formation of a committee to deal with minority issues, including financial aid, affirmative action and overt and covert discrimination; and the creation of a campus third world center.

At 8 Friday night, President Meyerson arrived to address the crowd of waiting students—who had packed College Hall's first floor corridors and spilled onto the second floor. "We're in this together. . . I'm exhilarated by the spirit shown here. . . and I pledge to do what I can to help increase the level of student involvement and I just hope you use it," President Meyerson said. WXPN and WQHS radio and University Television broadcast the proceedings.

By the time negotiations adjourned Friday night, settlement had been reached on several issues: an Access Committee would make available to the University community "all information pertinent to administrative decisions"; badminton, golf and gymnastics were restored to the athletic budget, while the hockey demand was dropped because, as Captain Marc Odette put it, "the damage had already been done"; and the idea of an ad hoc committee on minorities had been endorsed. It was agreed, further, that President Meyerson would contact Trustees to attend Saturday's negotiations.

*(Continued on page 3)*



From left to right: students rush into College Hall Thursday noon; trustees, administrators, faculty and students negotiate demands; President Martin Meyerson and Steven Roth, Student Negotiating Committee chair, shake hands on 31-point agreement. (Photo credits: Frederick J. Sacks; Bruce Rosenblum and Dave Rosenbaum, The Daily Pennsylvanian)

## Terms of the Agreement

These accomplishments are dedicated to the University Hockey Team. They were arrived at over the period March 2-6, 1978. The participants from the administration were at various times the President, the Provost, the Vice-Provost, the Executive Director of the Budget and the Vice-President for Health Affairs who is Chairman of the Budget Committee. Seven Trustees were present for part of the discussions. Representing the students was the Student Negotiating Committee whose members were: Dan Alpert, Alan Barnett, Jerry Berkowitz, Mitch Blutt, Cliff Brown, Trish Brown, Gary Gensler, Sheryl George, Ray Greenberg, Mark Lerner, Tony Mishik, Marc Odette, Steve Roth, Dave Seide, Cindy Shmerler and Bill Sinrich.

1. Reinstatement of the gymnastics, badminton, and golf programs. They will be restored in their full intercollegiate athletic status for at least three years. The Director of Intercollegiate Athletics agreed to transfer \$50,000 from other areas of the Intercollegiate Athletic Budget to cover this without dropping any other sports.

2. The formation of an Access Committee consisting of representatives of the students, faculty, and administration, and including minority representation. This sunshine committee will have made available to it all information pertinent to administrative decisions, except personnel data such as salaries and information, the disclosure of which would violate the law or University regulations, but no such regulations shall interfere with the essential operations of the committee. The President agreed that the work of the Access Committee shall be open.

3. An Ad Hoc Committee made up of United Minority Council (UMC) representatives will meet on Monday afternoon, March 6 with the Provost to review the minority admissions and the financial aid processes and to discuss other concerns and proposals. The Ad Hoc Committee will become a permanent committee.

4. Two of the three stated Trustee meetings must be held during class time (not during holidays or summer sessions).

5. The President and the Provost will personally assist in arrangements for the transfer of undergraduate hockey players to the schools of their choice. The President's and Provost's efforts will include phone calls and letters to the presidents and admissions officers of all schools requested in an attempt to facilitate transfers. The President and Provost will ask for special consideration in judging transfer applications. The President and Provost will commence their efforts during the week of March 6.

6. The Provost released the following statement:  
"Because of the large commitment of time and energy by so many students in the demonstrations and meetings over the past few days, I am requesting the faculty to either move mid-term examinations to the first week after spring vacation, or to allow students the option to take make-up examinations at that time and to treat in the same way any other academic requirements due in the upcoming week. The final decisions in this matter, however, must rest with individual faculty members."

In addition, the Provost and Vice-Provost will assist students who have participated in negotiations or demonstrations in the resolution of problems that may arise in the fulfillment of academic responsibilities. Students will be expected to abide by the Honor Code in claiming participation in the demonstrations.

7. The report to the Provost of his Task Force on Black Presence and its implementation will be published in *Almanac*.

8. The Trustee Chairman of the Development Operations Committee joined the President in pledging the highest priority effort to raise the \$125,000 needed for the next season at the Annenberg Center. On the basis of this pledge, the Provost and the Trustee Chairman concurred that, "We are going to ask the Director of the Annenberg Center to begin planning the 78-79 season under the assumption that we will raise the \$125,000." The

Provost concluded that "There will be professional theatre at Annenberg in 1978-79."

9. The Trustees present at the negotiations, the students and the administrators will all support the re-establishment of a Task Force on University Governance and ask it to report back by April 15, using the recommendations of the original Task Force as the starting point for its work.

10. The Trustee Chairman of the Development Operations Committee agreed that he would "take up as a personal effort" the implementation of the 1970 Governance Task Force's recommendation that "two members of the faculty and two students be named as non-voting liaison members for each committee of the Trustees, to attend at least three meetings per year for informational purposes."

11. All upcoming graduates will have the *major* say concerning the selection of the commencement speaker. The selection shall be acceptable to graduating class leaders. There shall, in fact, be a commencement speaker.

12. There will be a Student Committee on University Priorities (*SCOUP*) whose function will be to discuss long-range university priorities, to present alternatives, and to determine the effect of administrative decisions before their implementation. Should the administration not follow the advice of *SCOUP*, the responsible administrators must explain their reasons and decisions in full detail to the University community before implementation.

13. Recognition of the United Minority Council. Its members will be the BSL (Black Student League), MEChA (Chicano Student Organization), CAIO (Caribbean-American Intercultural Organization), and All-Asian Council. The purpose of this organization will be to organize and coordinate the efforts of the minority organizations.

14. The feasibility and implementation of a minority advisory board, patterned after the Yale Plan or a similar plan, will be considered. UMC representatives will present the results by April 15. If implemented, the board will be responsible for coordinating all aspects of minority presence at the University.

15. The Provost and the Vice-Provost have agreed to commit themselves officially to guaranteeing the presence of Chicano, Latino, and Asian students at this university, in a manner similar to the recognition of the presence of Blacks as stated in the McGill report.

16. The President, the Provost, and the Vice-Provost agree in principle to the establishment of a Third World Center. The actual establishment of the Center will depend upon the priorities recommended by the *SCOUP* committee.

17. The Provost is implementing in total the recommendations of the Task Force on Black Presence. The recommendations and plans for implementation will be published in *Almanac*.

18. Money shall be raised for minority-oriented programs in the "Campaign for the Eighties."

19. A re-examination of the budget of Supportive Services and other minority-oriented programs and departments will be made by the UMC and the Vice-Provost.

20. The Provost agreed that a recommitment be made to minority faculty/administration/student recruitment, with special focus on more widespread recruitment of these groups.

21. The Budget Committee, after consultation with the faculty Committee for Computer Services, should review the cost and efficacy of the use of UNICOLL as compared to on-campus facilities and commercial facilities for both administrative and research computing. They should make a recommendation as to the most efficient and least expensive computer service, considering all alternatives in the open market. Then each department should have the privilege of choosing the computer service most appropriate to its needs.

22. The President will choose a substitute Director in place of himself for the UNICOLL Board from the University.

23. The President will ask the Budget Committee and Space Committee to report back by the end of this fiscal year on the closing or divestiture of superfluous buildings. He will report back to the University community on such a plan. Two students will be placed on the Space Committee.

24. The President and the Budget Committee will analyze and justify to the University community by March 22 why administrative costs, over the last seven years, have increased at a faster rate than academic costs. A report will be published in *Almanac*.

25. The Provost agreed to consult with the academic deans, the Senate Advisory Committee, and his staff on the question of designating the first day of Rosh Hashanah, Yom Kippur, and Good Friday as holidays for students. If those groups agree to this proposal, he will implement it. Under any circumstances, he has agreed to make a decision regarding this matter by March 10, 1978.

26. The President and the Provost endorse the presence of one voting undergraduate and one voting faculty member to serve for one year on the Board of Trustees as an experiment; this experiment will be carefully examined during the year by the Task Force on University Governance. The Task Force would prepare a final report on the results of the experiment and make recommendations on the continuance of these positions on the Board of Trustees.

27. The President and the Provost agree that undergraduate tuition and fees for the academic year 1978-79 shall not exceed their present recommendation of \$4,825.

28. A tripartite group of student leaders, administrators, and faculty members will meet on a monthly basis to discuss pertinent issues in a public forum.

29. A committee composed of Ann Beuf, Stanley Johnson, Larry Gross, Helen Davies, Nell Painter, and five students—with a majority of the students coming from the Negotiating Committee—will be created. In addition, the Faculty Senate Advisory Committee will be invited to select up to three members to serve on the committee. This committee shall be set up and its presence guaranteed by the President and Provost for the purpose of making sure any and all agreements, as outlined in this document, made by the President, the Provost, members of the administration, and by the Trustees present before this Negotiating Committee, are upheld. The Committee shall fulfill its responsibilities whether or not the faculty agrees to be represented on the Committee.

30. An official document reporting the proceedings and conclusions reached by the committee will be published in *Almanac* and *The Daily Pennsylvanian*.

31. The purchase of UTV, WQHS, and WXPB tapes of the proceedings will be paid for by the Vice-Provost's office for the purpose of creating student archives.

*For the University:*

*Martin Meyerson, President*

*Eliot Stellar, Provost*

*Patricia McFate, Vice-Provost for Undergraduate Studies and University Life*

*For the Student Body:*

*Steven Roth, Chairman, Committee on Negotiations*

*Dan Alpert*

*Alan Barnett*

*Jerry Berkowitz*

*Mitch Blatt*

*Cliff Brown*

*Trish Brown*

*Gary Gensler*

*Sheryl George*

*Ray Greenberg*

*Mark Lerner*

*Tony Mishik*

*Marc Odette*

*Dave Seide*

*Cindy Shmerler*

*Bill Sinrich*

*(Settlement continued from page 1)*

Trustees at Saturday's meeting included: John Eckman, Henry Chance, Anthony Minisi, Paul F. Miller, Jr., Mrs. Margaret R. Mainwaring, Charles D. Dickey, Jr. and Judge A. Leon Higginbotham. It was then that administration officials announced that the Annenberg professional theater program would be continued, and that Annenberg Managing Director Steven Goff had been instructed to arrange a full program for next season. The estimated \$125,000 extra needed to subsidize the program will be raised through high-priority fundraising, not reallocation of existing resources. Said Provost Stellar, "We will continue professional theater at Annenberg next year. . . . We will raise the money."

As negotiations continued, President Meyerson commented, "When students feel frustrated. . . . when they feel that administrative and decision-making devices become faulty, their feelings should be voiced."

Later that day, it was agreed to revitalize the Task Force on University Governance; review the selection processes for commencement speakers; and to form a Student Committee on University Priorities (SCOU), which would assure students of access to all long-term budgetary decisions.

Saturday's sessions adjourned as President Meyerson and Provost Stellar accompanied the student negotiating committee to the Penn hockey game in a show of support for team members—whose transfer to schools of their choice President Meyerson and Provost Stellar promised to facilitate through personal recommendations.

When talks reconvened Sunday, Vice-Provost McFate, Executive Director of the Budget Jon Strauss and Vice-President for Health Affairs Thomas Langfitt (chair of the budget committee) joined the President and Provost at the negotiations table. The Provost endorsed the formation of the United Minority Council (UMC), whose membership includes the Black Student League (BSL), Chicano Student Organization (MEChA), the Caribbean-American Intercultural Organization (CAIO) and the All-Asian Council.

Discussion then turned to the issue of student and faculty representation on the Board of Trustees. Senior Class President Mitch Blatt's proposal that one student and one faculty member be appointed to the Trustees on a trial basis won endorsement from both Meyerson and Stellar. Previously, the student committee had wanted two students to sit with the Trustees. Two out of the three yearly Trustee meetings would always take place when classes were in session, it was further agreed.

At 3 a.m. Monday March 6, student negotiating committee member Trish Brown read the formal draft of the agreement to the approximately 400 students still camped out in College Hall, who approved it overwhelmingly.

At the official signing ceremony, President Meyerson addressed the crowd, saying, "This is a victory for all of us."

*[Information for this article was compiled by Louis Pasamanick and Judy Moch.]*

## **Statement from the President and Provost**

The negotiations and student demonstrations of the past few days have shown the importance to our University of the involvement of students, faculty, trustees, and others in establishing academic aims and priorities. This process has shown even more the difficulty of combining this involvement with the need for frugality and for decisions that at times will be unpopular. And it has revealed the tensions that can build as a result of this difficulty.

Sit-ins and marathon negotiations are not pleasant. Civility is at times excessively strained. Compromises are bound to leave a residue of dissatisfaction on all sides. We are concerned about many aspects of our accord; we continue to be concerned, for example, about an implementation process and other matters that have not yet been subject to faculty and trustee reviews. None of the accords requires increased University resources beyond external fund-raising. We are sad that hockey had to be dropped. But we are

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(Statement continued from page 3)

heartened that the other minor sports could be saved at no net cost to the athletic budget. We are especially pleased that the outpouring of support for the professional theater program at Annenberg will enable us to continue a program next year.

During the last few days, our views were tested and in some cases altered. The list of agreements, which was drafted by committee, is in places still unclear. In implementing these agreements, the roles of our existing governing bodies such as the Senate, the Council, the Educational Planning Committee, the Budget Committee and the Undergraduate Assembly—all of which must retain their established prerogatives—have yet to be worked out in detail. But most of the accords are good, and many are useful beginnings toward solutions to obvious problems. Because faculty, deans, trustees, and students continue to share our concern for aspects of our governance, we hope to involve them with us in re-examining a number of the questions and recommendations—most notably on faculty and student representation on the trustees—that were discussed in the Final Report of the 1970 Task Force on Governance.

One of the heartening results of the three days and four nights of discussions with students, many with their special concerns, is that a large number have shown that they are not apathetic nor interested only in furthering their own careers. Students desire more involvement in University decisions, and so do faculty. That is all to the good, and we welcome it.

We have many problems ahead, including financial ones. But we believe more than ever before that with a new spirit of involvement and common concern by trustees, faculty, students, and administration, we will solve them and achieve an even greater University. —Martin Meyerson, President; Eliot Stellar, Provost

### Statement from the Faculty Senate Chairman

Neither I nor other members of the faculty have had the opportunity to read let alone think over the agreements reached by the students and the administration over the past weekend. I am calling a special meeting of the Senate Advisory Committee (SAC) so that the agreements can be studied by representatives of the faculty.

Meanwhile, I express my own view that the forms of governance of a University should be determined by reasoned debate in appropriate forums and not by mob pressures.

—Irving Kravis, Chairman, Faculty Senate

*Editor's note:* A special meeting of SAC has been called for Friday, March 10, to discuss items related to the student sit-in and settlement agreement. Also invited to the meeting are members of the Senate Committee on Administration and all past Senate chairmen.

### Statement from the COE Chair

I was called by Vice-Provost Patricia McFate on Thursday, March 2 at noon when the sit-in began, and I went immediately to College Hall. Together with several other members of the Committee on Open Expression (COE) (Richard Beeman, Carol Feinberg, Fred Kafka, Douglas Lewis, and Michael Tietz), I was present throughout most of the next 88 hours, until 4 a.m., Monday March 6, when the sit-in ended.

I am pleased to be able to state that, owing to the courtesy, restraint, and maturity of all concerned, the sit-in was an affirmation, rather than a violation, of the University of Pennsylvania's commitment to the principles of open expression. The Vice-Provost's staff, the security officials, and other administrators present (in particular, Dean Gregorian) exercised tireless and patient concern for the rights of all segments of the University community. The demonstrating students conducted the

sit-in with sincere dedication to the principles embodied in the Guidelines on Open Expression.

—Larry Gross, Chair, Committee on Open Expression

### Provost's Statement on Mid-Term Examinations

Because of the large commitment of time and energy by so many students in the demonstrations and meetings over the past few days, I am requesting the faculty to either move mid-term examinations to the first week after spring vacation, or to allow students the option to take make-up examinations at that time and to treat in the same way any other academic requirements due in the upcoming week. Final decisions in this matter, however, must rest with individual faculty members.

—Eliot Stellar, Provost

### Black Presence Report to Appear

Parts I and II of the four-part *Draft Report of the Task Force on Black Presence* appeared in the April 26, 1977 *Almanac*. We will publish the full report, on March 21, 1978. Back issues of *Almanac* in which the first two parts of the report appeared are available in the *Almanac* office upon request. Requests for back issues related to any questions raised by the student sit-in and settlement agreement are welcome.

—The Editors

## News Briefs

### Meetings Ahead

The University Council will meet Wednesday, March 8 from 4 to 6 p.m. in the Council Room of the Furness Building. The agenda will include reports from the president, provost and chairman of the Steering Committee; a progress report from the Educational Planning Committee; and a continuation of the discussion begun at the February 8 meeting of the responsibility center budgeting system. (See *Almanac*, February 14, 1978.)

The Executive Board of the University Trustees will meet Thursday, March 16 from 3 to 4 p.m. in the Club Room of the Faculty Club.

### Senate: 1978-79 Officers

Since no additional nominations by petition have been received within the allotted time, the slate of the Senate Nominating Committee is declared elected: Chairman-elect, Walter D. Wales; Secretary-elect Charles E. Dwyer. Elected to SAC for three year terms are Paul M. Lloyd, Peter C. Nowell, Irene Pernsley, Irene J. Winter; for a two-year term, Eugenio Calabi. Elected to the Senate Committee on Academic Freedom and Responsibility for three year terms are Robert E. Davies and Ralph S. Spritzer. Elected to the Replacement Pool for Academic Freedom and Responsibility for a three year term is Ervin Miller; for a two year term, Morris Mendelson. Terms begin May 1978. See *Almanac*, February 21, 1978 for full names and titles.

### Penn Medical Specialists Cited

University physicians are listed among the best medical specialists in the nation in rheumatology, diabetes/hypoglycemia, obstetrics and gynecology and depression in the second part of a *Town and Country* magazine directory. Penn specialists named in the survey include: Dr. Joseph L. Hollander in rheumatology; Dr. G. Clayton Kyle and Dr. Theodore G. Duncan in diabetes/hypoglycemia; Dr. Luigi Mastroianni, Jr., in obstetrics and gynecology; and Dr. Aaron T. Beck in depression.

The Hospital of the University of Pennsylvania was cited in the first section of the magazine's directory of the best medical services and specialists, as a leading general hospital and hospital for women. [See *Almanac*, February 21, 1978, p. 4.]

## Marian Anderson to Be Honored

Soprano Marian Anderson will be the guest of honor Wednesday, March 15 at an Encino, California gathering. Hosts are Mr. and Mrs. Stanley Meyers. Cosponsoring the evening is the University. In 1977 Penn became the recipient of Miss Anderson's personal papers and memorabilia.

The University has established a national committee for the Program to Honor Marian Anderson, led by conductor-composer Leonard Bernstein and Philadelphia art patron Fredric R. Mann. The committee is raising funds for fellowships and a professorship in the Penn Department of Music in Miss Anderson's name, as well as toward housing, cataloging, caring for and exhibiting her papers.

## Thouron Awards Announced

Nine University of Pennsylvania students have received Thouron awards for graduate study at universities in Great Britain, and 10 British students were selected as Thouron Exchange Fellows to pursue graduate degrees at Penn during the 1978-79 academic year.

Established in 1960 by Sir John R.H. Thouron and Lady Thouron of Unionville, Pennsylvania to promote better understanding between Great Britain and the United States, the program is the largest British-American student exchange program operated by an American university.

The Penn recipients, announced by Dr. Charles C. Price, chairman of the Thouron Selection Committee and Benjamin Franklin Professor of Chemistry, are: Lorene Cary, FAS, who plans to study English literature; Wendy R. Cohen, FAS, who plans to study history; Cureley A. Cole, Law School, who plans further studies in law; Karen E. Drayne, FAS, who will study English; Virginia Niebuhr, FAS, who will study biology; Christine Raber, Engineering, who will study economics; Robert E. Shapiro, FAS, who will study biology; Robert L. Steinbrook, School of Medicine, who will continue further studies in medicine; Timothy Webb, Engineering, who will study electrical engineering.

## Stouffer, Van Pelt Openings

Stouffer College House seeks a graduate student for the position of administrative fellow. This job offers a stipend as well as room and partial board. Those interested should contact Michael Moritz at EV 6-0820. Stouffer also has a faculty fellow opening, a residential position available beginning in early June, open to any member of the faculty. Contact Alice Kelley (EV 2-1504) or Michael Moritz.

Van Pelt College House has openings beginning in fall, 1978 for a resident faculty fellow and graduate student fellow. Those interested should attend an informational meeting at Van Pelt College House, Room 305, March 9, 8 p.m. Contact Alan Kors (Ext. 6367 or 382-3781 for further information).

## Deaths

**C. Preston Andrade, Jr.** (December 31, 1977 at 65), professor of architecture and director of the Institute for Architectural Research at the University from 1959 to 1965. He received his master's degree in architecture here.

**William A. Bakker** (January 3 at 58), mechanical engineer in the engineering and construction area of the Physical Plant department since February, 1974. He was placed on long-term disability July 1, 1977.

**Paul Bernay** (September, 1977 at 90), a visiting professor of philosophy at the University in 1956, 1960 and 1965. Considered the dean of mathematical logicians, his chief work was the two-volume *Grundlagen der Mathematik*, co-authored with Hilbert, and a series of papers on axiomatic set theory.

**Helen F. Eby** (February 17 at 71), chief clerk in the director's office of Houston Hall from August, 1963 until her retirement in June, 1970. She began work at the University in August, 1956 as a clerk at the information desk in Houston Hall.

**Anthony Greco** (February 3 at 64), a painter in the physical plant department since June, 1968. He was placed on long-term disability in January, 1975.

**Catherine Jandura** (February 9 at 74), a supervisor in the buildings and grounds department from October, 1933 until her retirement in 1965.

**Irmgard Weber** (January 4 at 42), a secretary in the German department since January, 1975. Her husband, Dr. Wilfried T. Weber, is professor and head of the pathobiology laboratory in the School of Veterinary Medicine.

## Dr. LeRoy M. Ennis, 1893-1978

Dr. LeRoy M. Ennis, a long-time professor of roentgenology (the study and use of X-rays) and clinical professor of radiology, died at the age of 85 last week.

A former president of the American Dental Association, Dr. Ennis graduated from Penn's Dental School in 1916, returning to the university in 1917 as an instructor in oral surgery. Dr. Ennis was named an emeritus professor in 1963.

## Honors in Brief

**Dr. Charles J. Cote**, Department of Anesthesia, was awarded first prize in the Resident's Research Contest of the American Society of Anesthesiologists. His study was on "The Vasodilator Response to Rapid Intravenous Administration of 25 Percent Manitol."

**Dr. Thomas W. Langfitt**, vice-president for health affairs, has been elected to the board of directors of the University City Science Center.

**Gladys Masagatani**, assistant professor of occupational therapy in the School of Allied Medical Professions, has been designated a fellow in the American Occupational Therapy Association.

**Ian L. McHarg**, professor and chairman of the Department of Landscape Architecture and Regional Planning, has been selected as the commencement speaker at Bates College, Lewistown, Maine, on June 5, 1978. Professor McHarg will also receive an honorary degree at the Bates College commencement.

**Dr. Michael Meister**, assistant professor of the history of art and of South Asia Studies, has been elected a member of the board of directors of the American Committee for South Asian Art for a second term. He also has been appointed a member of the Art and Archaeology Committee of the American Institute of Indian Studies and editor of the *Encyclopaedia of Indian Temple Architecture*, to be published in six volumes at Chicago, Delhi and Benares.

**Dr. Abraham Noordergraaf**, professor of bioengineering, was elected a fellow of the American Association for the Advancement of Science.

**Stanislawa Nowicki**, a former professor of architecture at the University, has been selected by the American Institute of Architects to receive a 1978 AIA medal at their national convention in May. A professor of architecture for more than 25 years, Nowicki retired last year.

**Dr. Philip Rieff**, Benjamin Franklin University Professor of Sociology, has been awarded a visiting fellowship from the National Humanities Institute at the University of Chicago for the academic year 1978-79. He, along with 18 other fellows, will participate in a program studying the relationship between technology and the humanities.

**Dr. Robert J. Rutman**, professor of biochemistry, Department of Animal Biology, School of Veterinary Medicine, has been appointed to the steering committee of the AFNA [American Foundation for Negro Affairs] Plan: New Access Routes to Medical Careers.

**Dr. Cecil L. Striker**, associate professor of the history of art, has been elected president of the American Research Institute in Turkey.

# Speaking Out

## On Ties to Libya

To the Editor:

According to the campus press, two University professors have travelled to Libya to solicit funds from Colonel Qaddafi. Given Qaddafi's status as a self-proclaimed international terrorist, overtures of alliance to him from the University raise serious questions. I want to explore just one of those questions, primarily as an invitation to others to join in a public discussion of what I take to be a major issue.

It is routinely argued that the sources of University contributions are virtually irrelevant, provided that the money we receive comes "without strings." I want to propose not only that these familiar strings are metaphorically dead, but that the metaphor confuses us as well, for it tempts us to evade a set of reasonably obvious consequences that follow when money is accepted from someone like Qaddafi.

I understand the phrase "without strings" to mean that the University will staunchly resist any effort on the part of a donor to incorporate unacceptable restrictions into the terms of a gift. But such an understanding simplifies the problem and reduces its scope. Any university would indeed reject the crude and overt subversion of its stated ideals by a donor. If Colonel Qaddafi proposed, for example, that a research center supported with his funds employ no Jews, or if he insisted that the center's letterhead include the motto "Israel must be destroyed" (a proposition the Colonel vigorously supports), this university would, I trust, flatly refuse to collaborate.

"Strings" of this sort, though, are more imaginary than probable: to congratulate ourselves for not getting tangled in them is to miss what is more surely and more insidiously at stake.

It is quite simply impossible to accept money without simultaneously accepting a great many "strings"; and we would do well to reflect on this elementary fact if Colonel Qaddafi offers to become our benefactor. Let me give three illustrations, arranging them roughly in an order of increasing difficulty.

1. *University admissions.* As the University's latest guidelines themselves

concede, persons whose friendship is particularly important to the institution are expected to influence admissions (or, at the very least, to try). The loyalty of major donors brings with it the presumption of the University's reciprocal loyalty. That reciprocity is a "string." If Senator Cianfrani could pull it, why couldn't the Colonel?

2. *The credibility of the University's research.* Examples abound. To summarize a recent one, *The Philadelphia Inquirer* not long ago ran a feature story on the possible connections between "junk food" and hyperactivity in children. Prominent among the defenders of junk food was a professor of psychology at an excellent midwestern university. The professor's research had been paid for by a nutrition institute which is in turn funded by more than a dozen of the country's leading junk food manufacturers. Assume that the professor in question is a man of unexampled probity and intelligence. Assume as well that his research is utterly honest, and that it may even be accurate to boot. Nevertheless his discoveries are unavoidably clouded by suspicion about the extent of his independence. That suspicion, groundless perhaps but inevitable, envelops his university as well.

Since perceptions and symbols are even more the stuff of diplomatic debate than of arguments over nutrition, the relevance of my example to the Qaddafi case should be approximately self-evident. If Qaddafi's money should fund research into Middle Eastern politics—not an implausible assumption—and if that research should reach what are seen as "pro-Qaddafi" conclusions, how would such work be received? How should it be? What if the Colonel decides to manipulate ideas and documents produced under the auspices of his money to justify some strategy or other he has chosen? (Of course, almost any research can be abused by a mean-minded person, and I am emphatically not suggesting that the domain of scholarship be narrowed so much as a hair because of the fear of such abuse. But I am here concerned with the very special case in which the mean-minded person can make a substantial if devious proprietary claim to the research. That claim is a "string.")

3. *International legitimacy.* Over the past two years, a number of colleges across the country have refused to join in assorted academic exchanges with the Shah of Iran. A central reason for those refusals, if newspaper accounts are accurate, lies in the fear that such arrangements tend, regardless of the intentions of the colleges, to enhance the legitimacy of a singularly brutal and repressive regime. If it is fair to assume that a donation to this university from Colonel Qaddafi would not be motivated by disinterested academic philanthropy, then a version of the same question arises. To put it as concisely as possible, any money the Colonel donates to this university would express a calculated effort to buy international respectability. Accepting the money makes the University, willy-nilly and whether we like it or not, partner to the Colonel in his effort. And there is the "string." Despite our most earnest wishful thinking to the contrary, politics and money and education are always and everywhere intimately entwined. Contemplating a gift from Colonel Qaddafi ought to compel us to that recognition at least.

The University may very well conclude that economic or cultural or even what it regards as humanitarian imperatives outnumber its moral reservations in any given instance. I would myself be the first to argue that retreating into a sanctimonious moral bunker is the most inappropriate response we could make to the difficult problems I am describing. But there must be a line somewhere which we, as an institution, would refuse to cross. And I suspect that the line is nearer when we consider accepting money than it might be if we are asked, say, to provide doctors to some totalitarian state. We ought to take some collective steps toward the discovery of that line.

Over the past 40 years, Harvard has received handsome tributes for the correct though fairly modest deed of having refused a thousand of Hitler's dollars. But the ritual invocation of Hitler's example as a kind of limiting case—to the exclusion of other examples—threatens finally to become misleading. The tacit implication seems often to be that only criminals of Hitler's scale are to be refused when they offer

*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.

money. And, since there never was before nor will ever again be such a criminal, it follows logically and conveniently that a scrupulous but needy university can have it both ways: can declare that, to be sure, a wall of repugnance separates the institution from some sources of money but, fortunately, no one is standing behind it. Ever.

Most universities are probably as needy as ours; a few, perhaps, even more so. Yet many of them, to raise a closely related issue, have decided to divest themselves of stock in companies doing business in South Africa (and at least one state legislature has ordered such divestiture for publicly supported colleges). Apparently these institutional colleagues have concluded that in this case moral and political concerns dominate questions of finance. (Apparently they have rejected as well the attractive but unproven humanitarian argument that conditions in a repressive country are somehow ameliorated by the American academic or business presence.)

Whether Pennsylvania ought finally to decide to join with others in what might be called a selective moral boycott I leave to the subsequent debate. I would only propose that, before we too routinely go about our job of turning bad money into good, we at least admit the possibility that in some cases the price we pay may be too high. But there really ought to be no illusion about this: whether it is to become an ornament in the Shah's crown, or a weapon in Colonel Qaddafi's ideological wars, or a link in the chain of South African apartheid—there is always a price. There are always strings attached.

—Peter Conn,  
Associate Professor of English

### Library Agreement

To the Editor:

Gerald Robinson's statement about my union's new collective bargaining agree-

ment with the University (*Almanac* 24(19):2, February 7, 1978) is significantly incomplete and, therefore, misleading.

The 10 percent wage increase during the life of the new agreement means that by November 1 of this year our annual rates of pay will range from \$9,404 for beginning stack attendants, door guards and library clerks, to \$13,851 for senior employees with special skills.

Mr. Robinson's most striking omission, however, is any reference to the guarantee of job security to our members, which is a special feature of the new contract. In view of President Meyerson's recent statement that staff layoffs will be one solution to the University's deficit problem, the importance of that provision is obvious.

—Howard S. Deck, Medical School  
Library; President, Local 590,  
AFSCME, AFL-CIO

### Conflict of Interest

To the Editor:

In publications ranging from January's *Esquire* to the February 21, 1978 *Chronicle of Higher Education*, "conflict of interest" is news.

Responding to the timely proposed Penn guidelines on conflicts of interest for A-1 personnel (*Almanac*, February 28, 1978). I would like to enter two comments.

Mandatory yearly reporting of A-1 staff members' outside activities, paid or voluntary, is an invasion of privacy. Many people in their twenties, who watched the McCarthy hearings in the 1950s like kids today watch *Captain Kangaroo*, will hear echoes of: "Are you now or have you ever been, a member of...?"

My other comment is that the individual who has an extramural relationship constituting conflict of interest will probably neglect to report it.

While I am all for having written policy to help us understand the sometimes gray

areas of ethical and economic conflict of interest, I do feel that the reporting requirements of the proposed guidelines are 1) an encroachment on our private selves, and 2) an ineffective guard against abuse.

—Beth Webster,  
News Officer

### Performance Review

To the Editor:

It was most encouraging to read in the February 21 *Almanac* the announcement from Provost Stellar and Paul Gaddis regarding the Performance Review Program for non-academic personnel.

We would like to point out that this Performance Review Program has developed from input from a study group of the A-3 Assembly which has been working on this project since the autumn of 1975. The A-3 Assembly feels that this is important and appropriate since there has been no evaluation of any employee in his/her personnel file since June of 1975.

—Joseph Kane,  
for the Coordinating Committee  
of the A-3 Assembly

### For the Record

We regret the wording of the article in the February 28 *Almanac*, "Rape Incident Reported." That article read, in part, "No weapon was displayed and she [the victim] was not physically harmed." As a number of readers have pointed out, that statement makes no sense: the fact of rape does itself imply physical and mental harm. We apologize for the error.

—The Editors

Please note that *Almanac* will not be published March 14, the week of spring break. We will resume publication March 21.

—The Editors

## Conference to Explore Black Religion

Congresswoman Shirley A. Chisholm, New Orleans' first black Mayor-elect Ernest N. Morial and James A. Joseph, U.S. Department of Interior undersecretary, will highlight "The Function of Black Religion in Public Policy," March 21-23, at Penn's Afro-American Studies Program's fourth annual spring symposium. All sessions will meet in the University Museum's Rainey Auditorium; they are free and open to the public.

### Tuesday, March 21

8:00 p.m. - 9:30 p.m. The Function of Black Religion in Civil Rights: Ernest N. Morial, mayor-elect, New Orleans, Louisiana.  
10:00 p.m. - 11:00 p.m. Symposium Reception.

### Wednesday, March 22

12:00 p.m. - 1:30 p.m. The Function of Black Protestants in Public Policy: Samuel D. Proctor, professor of education, Rutgers University.

4:00 p.m. - 5:30 p.m. The Function of Black Sects and Cults in Public Policy: C. Eric Lincoln, professor of religion, Duke University.

8:00 p.m. - 9:30 p.m. The Function of Black Religion in Community Services: Leon H. Sullivan, minister, Zion Baptist Church, Philadelphia.

### Thursday, March 23

9:30 a.m. - 11:00 a.m. The Function of Black Religion in Economics: Edward D. Irons, professor of banking, School of Business Administration, Atlanta University.

1:00 p.m. - 2:30 p.m. The Function of Black Religion in Politics: Walter E. Fauntroy, member of Congress, District of Columbia.

4:00 p.m. - 5:30 p.m. The Function of Black Religion in Government: James A. Joseph, undersecretary, U.S. Department of Interior.

8:00 p.m. - 9:30 p.m. The Function of Black Religion in Education: Shirley A. Chisholm, United States representative, Twelfth Congressional District, N.Y.

# Openings

The following listings are condensed from the Personnel Office's Bulletin of March 2. 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** (2-21-78).  
**Assistant Dean** (1-24-78).  
**Assistant Health Physicist** (2-21-78).  
**Assistant General Counsel** (1-17-78).  
**Director, Small Animal Hospital** (1-31-78).  
**Instrumentation Specialist** (2-21-78).  
**Junior Research Specialist** (three positions). See bulletin boards for details. \$9,275-\$13,000.  
**Nurse Practitioner I** (2-28-78—see this title under Support Staff).  
**Programmer Analyst I.** College graduate with JCL, Fortran, BMB and knowledge of statistics; prefer one or two years in computer related capacity. \$11,525-\$16,125.  
**Research Specialist I** (four positions). See bulletin boards for details. \$10,050-\$14,325.  
**Senior Administrative Fellow** (2-21-78).  
**Senior Staff Writer** conceives basic format, tone and length of proposals, brochures. At least six years' writing experience. \$13,250-\$18,575.

## Support Staff

**Accounts Payable Clerk** High school graduate, one to two years' experience. \$6,225-\$7,975.  
**Administrative Assistant I** (three positions). See bulletin boards for details. \$7,150-\$9,150.  
**Admissions Assistant** (2-28-78).  
**Cashier** (2-7-78).  
**Clerk IV** (2-28-78).  
**Head Stockkeeper** (2-7-78).  
**Library Clerk** (2-21-78).  
**Licensed Practical Nurse** (two positions) (1-31-78).  
**Psychology Technician I** (a) (three positions) (2-21-78); (b) (2-28-78).  
**Research Laboratory Technician II** (2-21-78).  
**Research Laboratory Technician III** (five positions). See bulletin boards for details. \$8,625-\$11,050.  
**Secretary I** (2-28-78).  
**Secretary II** (three positions) \$6,225-\$7,975.  
**Secretary III** (five positions) \$6,700-\$8,575.  
**Secretary III** (2-28-78).  
**Secretary IV** (1-31-78).  
**Secretary to Dean** (2-21-78).  
**Secretary, Medical/Technical** (five positions) \$7,150-\$9,150.  
**Stack Attendant** (two positions) (2-21-78).  
**Student Records Assistant** (2-21-78).

## Part-Time

Seven administrative professional and eight support staff positions are available. See bulletin boards for details.

# Things to Do

## Lectures

Today at 2 p.m. in the Graduate School of Education, Room A-36, Professor Sylvia Scribner of Rockefeller University examines **Literacy and Cognition: Cross-Cultural Perspectives**. § **Zarathustra and the Indo-Iranian Priestly Tradition** is the topic for Dr. Stanley Insler, of Yale University and the American Oriental Society, in a South Asia Regional Studies seminar March 8, 4 p.m., Williams Hall's fourth floor West Lounge. § The Physics Department's Goodspeed-Richards Memorial Lecture brings Professor Theodore Taylor from Princeton University to Penn on March 8 to speak on **Prospects for the Wide Scale Use of Solar Energy**, 4 p.m., David Rittenhouse Auditorium A1 (tea, 3:30 p.m., faculty lounge 2E17). § Rescheduled from January 18, the University Museum's Archaeology series takes a look at **Satellites and Ancient Sites** with Dr. Christopher Hamlin, assistant professor of anthropology, March 8, 5:30 p.m., Rainey

Auditorium (\$2.50). § Ann Matter of the religious thought department reviews **Women's Mysticism in the Middle Ages: Patterns for the Future?** March 8, 8 p.m., parish hall library, St. Mary's Church. § **The Cow and Gandhian Tradition** will be discussed by Mark Jurgensmeyer of Berkeley's Theological Seminary in a South Asia series seminar, March 9, 11 a.m., University Museum's Room 138. § John Rossiter, of the Wharton School's Center for Research on Media and Children, explains **Children's TV Advertising—Policy and Research** at an Annenberg School communications colloquium, March 20, 4 p.m., Annenberg School. § Penn's Douglas R. Smith expounds on **Reaction-Enhanced Mass Transfer through Thin, Reactive Liquid Films** for the Department of Chemical and Biochemical Engineering's seminar series, March 20, 3:30 p.m., Alumni Hall, first floor Towne Building. § Haverford College's Dr. John Beckerman speaks on **Damage and Dishonor in Early English Law**, March 22, 4 p.m., in Houston Hall's Harrison-Smith-Penniman Room, sponsored by the Medieval Studies Group. § The Department of Bioengineering considers the **Physiological Consequences of Local Temperature Changes** with Jan A. Stolwijk, Yale University School of Medicine, March 22, noon, 554 Moore Building.

## Films

Annenberg Cinematheque's Exploratory Cinema series views "Films Not Footage: the Research Cinema" with its screenings of **Bathing Babies in Three Cultures, Karba's First Years, Microcultural Incidents in Ten Zoos and Dance and Human History**, March 8, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students \$1, others \$2). § International Cinema Series 4 features Truffaut's **Small Change** (March 9, 7:30 p.m.; March 10, 4 and 9:30 p.m.) and Bertolucci's **Before the Revolution** (March 9, 9:30 p.m.; March 10, 7:30 p.m.) in International House's Hopkinson Hall (\$1.50, matinee \$1). § **The War Game** and **More Nuclear Power Stations** (March 11, 7 p.m.; March 12, 9:30 p.m.) and **The Bitter Tears of Petra Von Kant** (March 11, 9:30 p.m.; March 12, 4:30 and 7 p.m.) are Annenberg Cinematheque selections in Studio Theater, Annenberg Center (students \$1, others \$2). § **Lovejoy's Nuclear War** is screened by Wharton Film Series, March 9, 6:30 p.m., and March 10, 11 a.m., Vance Hall B-1. § The University Museum brings children the story of **The Brave Little Tailor**, March 11, 10:30 a.m., Harrison Auditorium. § **Harvest—3,000 Years** is the adult show at the University Museum, March 12, 2:30 p.m., Harrison Auditorium. § The University Museum continues its series, **China: The Enduring Heritage**, March 14 and 21, 5:15 p.m., Harrison Auditorium (\$1). Free guided tours of the museum are given at 3:30 p.m., prior to the films.

## Music

Musical traditionalist **Taj Mahal** is featured by the Foxhole, March 8, 8 and 10:30 p.m., at International House (\$6). § A new series, **Baroque Music at Noon**, begins March 10 with the Fifth Muse in the Bowl Room of Houston Hall. For details call Mary Ann Ballard of the music department, Ext. 6244. § **Penn Contemporary Players** perform George Crumb's **Dream Sequence**, Jay Riese's **Paraphonia** as well as works by Stravinsky and Babbitt, March 12, 8:15 p.m., Swarthmore College, Lang Concert Hall. § The Philadelphia Gay Cultural Festival continues with an evening of **Women's Music**, March 18, 8 p.m., the Christian Association Auditorium. (\$2). § Members of the **Philadelphia Orchestra** are on the University Museum's program March 19, 2:30 p.m., Harrison Auditorium.

## Mixed Bag

**Morris Arboretum** begins several short courses in the next few weeks. For further information, call CH 7-5777. § From March 18 through May 2, the Institute of Contemporary Art will highlight **Eight Abstract Painters**, an exhibit of recent paintings by eight young East Coast artists. Call Ext. 7108 for ICA gallery hours. § The Philadelphia Jewish Campus Activities Board and the Zionist Academic Council discuss problems facing Israel on the eve of its 30th anniversary at an **academic conference** on March 19 in Bryn Mawr College and March 20 here at Penn. Call Ext. 8265. § On March 21, the **Faculty Tea Club** offers dinner at the Faculty Club before the Annenberg Center production of Lillian Hellman's **Toys in the Attic**. For reservations, call MO 4-7731. § The Faculty Club sponsors a **pre-theater dinner buffet** before **Toys in the Attic** March 22. For dinner reservations, call Ext. 4618.

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