

# Almanac

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## President to Leave Post in 1980-81

President Martin Meyerson, in a memorandum to the trustees dated September 1, has announced his intention to leave his University post sometime in the academic year 1980-81.

"During the summer, with the end of the decade in sight, I reviewed the remainder of my presidency with our chairman, Paul Miller and the executive board. Paul Miller, acknowledging my inclination to leave the post at an early date, recommended flexibility, and he and the executive board urged the desirability—and I concurred—of my remaining as president through the completion of the Program for the Eighties in late 1980, and possibly to the end of that academic year," the memo read.

The memo was made public only days after a hoax issue of *The Daily Pennsylvanian* produced by *Punchbowl*, the campus humor magazine, reported Meyerson's immediate resignation to accept the chairmanship of the National Endowment for the Humanities.

According to another section of the Meyerson memo, the position of senior vice-president for management and finance will be phased out by the end of the calendar year.

"Paul Gaddis and I had agreed at the beginning of 1978 that we would phase out the post of senior vice-president for management and finance by the end of this calendar year. This matter too was reviewed with the executive board at its August meeting. Paul has made significant contributions to the University, for which all of us are deeply grateful. His own plans now call for returning to industry or moving to a broader role in a non-profit institution. I am proceeding, with the collaboration of the board, to recruit an officer to supervise the financial aspects of the previous post," Meyerson wrote in the memo. The office will be restructured, and a new position of a chief financial officer will be created.

Paul Gaddis is currently responsible for operational services, the comptroller's office, treasurer, personnel and labor relations, and University Management Information Systems.

Comments from the president, the trustees' chairman, the provost and the chairman of the Faculty Senate follow this article. The full text of the memorandum, "In the Course of the Summer," appears on page 2.

### From the Chairman of the Trustees

Since 1969 both the trustees and the president have always talked and written of the president's term of office being on the order of a decade to a dozen years.

At the very beginning of 1978, President Meyerson, because of his own preference, spoke with Donald T. Regan, then our chairman, about retiring on the early side. Mr. Regan discouraged him and urged he remain a few more years and, since Mr. Regan was relinquishing the chairmanship, preferred that this matter be reviewed after a new chairman was elected.

At the August meeting of our executive board, the first under my chairmanship, we discussed this question with our president.

The heart of my letter to him subsequent to that meeting follows:

Our colleagues on the executive board and I had a strong and unanimous belief that you ought to remain in your position through the completion of the present fund raising drive in late 1980 and possibly through the remainder of that academic year. Thus, while we respect your inclination to leave your post relatively early, we urge flexibility on the actual date

in the 1980-81 academic year barring, of course, extraordinary personal reasons not now foreseen.

We asked you at that meeting to prepare an agenda of main program objectives and actions for the period ahead. We also asked you to examine the structure of the presidency of Pennsylvania in light of the heavy internal and external burdens now carried by the office. Although we consider ultimate decisions on administrative structure a prerogative of the trustees and the president, we understand the importance you and others have indicated for consultation, and we expect that your recommendations will take into consideration the suggestions already analyzed by the trustees' and the Faculty Senate's ad hoc committees on administrative structure as well as current expressions of faculty, student and other views.

Bob Dunlop, our other associates on the executive board and I want to emphasize our fullest support for you. We remain immensely grateful to you for all you have done to make the University of Pennsylvania an even more distinguished institution. But I prefer not to write as though we were accepting the notion of an immediate retirement since you and the executive board have concurred on the above approach. The years ahead provide a significant time period for major added accomplishments.

President Meyerson summarized a key part of this letter in his memo to the trustees of September 1. In light of the confusion raised by the hoax issue of *Punchbowl* which came out immediately afterward, it seemed wise to distribute that memo and these paragraphs of mine.

—Paul F. Miller, Jr.

### From the President

*Dear Colleagues:*

At opening exercises, in referring to the hoax publication on my immediate resignation to take over the chairmanship of the National Endowment for the Humanities, I reminded the freshmen of Mark Twain's wife when he read his obituary, "The reports of my death are greatly exaggerated."

There is a great deal of difference between that spoof of September 4 on my alleged immediate resignation and the facts expressed both in my memorandum of September 1 and in the statement of our trustees' chairman, Paul Miller.

Meanwhile, we have much work to do. I hope we shall all have a good year ahead.

Yours,  
Martin Meyerson

### From the Provost

Martin had promised to stay for no longer than a 12 year term, and he is now planning to leave at the end of the campaign for the Program for the Eighties—at the conclusion of 11 years. His presidency has been marked by great strides for the University: in terms of faculty strength and in terms of compensation for the faculty; in terms of programs for students—particularly the undergraduates—and in terms of the improved quality of intellectual life on campus. We all owe him a great debt. I look forward to his completion of the program in the remaining years of his presidency.

—Eliot Stellar

(Continued on page 3)

# In the Course of the Summer

by President Martin Meyerson

We are at the start of a new academic year, with its annual sense of taking bearings. In reviewing the period since the trustees met in early June, I think the most welcome news is a Commonwealth appropriation that restored the previous year's cut in funding for the School of Veterinary Medicine. On June 20, the governor signed appropriations bills for the University totalling \$18,015,000, including \$3,772,000 in operating funds for the veterinary school. As a result, this summer we went out to bid for construction of the small animal hospital.

Today is incidentally also the beginning of my ninth year as president. I take pride in being part of these years of educational achievement for the University and in the resolution of some of the serious financial problems which we have shared with most institutions of higher education. Our need to allocate our resources sparingly, even as we seek new revenues, brings related problems in the decision-making process that have grown increasingly vexing over time, as we saw in the spring term. (It was gratifying this summer to conclude a fiscal year in which we reduced our accumulated deficit and, as planned, reduced our inherited negative balances for the high-rise residences and the Graduate Hospital.)

During the summer, with the end of the decade in sight, I reviewed the remainder of my presidency with our chairman Paul Miller and the executive board. Paul Miller, acknowledging my inclination to leave the post at an early date, recommended flexibility, and he and the executive board urged the desirability—and I concurred—of my remaining as president through the completion of the Program for the Eighties in late 1980, and possibly to the end of that academic year.

Paul Gaddis and I had agreed at the beginning of 1978 that we would phase out the post of senior vice-president for management and finance by the end of this calendar year. This matter too was reviewed with the executive board at its August meeting. Paul has made significant contributions to the University, for which all of us are deeply grateful. His own plans now call for returning to industry or moving to a broader role in a non-profit institution. I am proceeding, with the collaboration of the board, to recruit an officer to supervise the financial aspects of the previous post.

We are pleased that Professor Covey Oliver, former assistant secretary of state and ambassador to Colombia, has agreed to serve as acting dean of the Law School from September 7, when Dean Louis Pollak will be sworn in as a federal judge. Philip G. Mechanick, professor of psychiatry, will be acting vice-provost for undergraduate studies and University life. (Patricia McFate, who held that position, has become deputy chairman of the National Endowment for the Humanities.) A consultative committee, chosen in part by the Faculty Senate under the leadership of Professor Irving Kravis and in part by me, has been working with me on the search for our next provost. Eliot Stellar and I have met and will meet again with the Senate panel chaired by Professor Daniel McGill that was formed last April to review faculty concerns about the administration; the panel's report is due in late September.

Contract negotiations with the unions representing various groups of University employees have been completed in equitable fashion, acknowledging our employees' needs and the labor market in the Delaware Valley, but also the University's need to husband our resources for educational purposes. Commitments to the Operating Engineers, the Teamsters, the United Plant Guard Workers, the Firemen and Oilers, and the maintenance workers of the Hospital of the University of Pennsylvania provide settlements we can be satisfied to compare with those reached by Temple, Drexel and Penn State.

In ruling on the much publicized case of Allan Bakke, the Supreme Court held that, although racial quotas are impermissible,

race is one of many factors that may be taken into account in colleges' and universities' admissions decisions. Justice Powell, whose vote in the case was decisive, drew extensively on the arguments and information provided in the *amicus* brief filed jointly by Harvard, Columbia, Stanford and Pennsylvania. The decision appears to mean that so long as we consider each applicant on an individual basis, we may select a student body whose diversity is exhibited in a number of special qualities including race or ethnicity.

The freshman class that arrived on campus this week is one of which we can be proud. Their average composite Scholastic Aptitude Test scores are significantly higher than in 1977. Unfortunately, the more than 2,100 members of the class of 1982 are a considerably larger number than planned, since the percentage accepting our offer of admission is the highest in five years. Members of minority groups comprise 11.4 percent of the class, although the proportion of blacks has declined from the previous year. We shall try to reverse that decline.

As of now, total commitments to the Program for the Eighties have reached \$150,000,000. Each new gift is good news, for it reinforces the future of the University and its programs. Yet various kinds of needed support, for example for the library, are proving elusive at this point. Donald Regan, chairman of our Development Policy Committee, John Eckman, chairman of our Development Operations Committee, and Paul Miller will be working with Craig Sweeten, the development staff and me to plan intensive efforts for the campaign in the period ahead. We have been summoning the help of our friends in many regions of the United States. The loyalty and eloquence of all of us will be required to put before others the achievements, the needs and the aspirations of our University.

Turning to the year to come, we intend to continue to keep our budget balanced—as it is this year—as we plan for 1979-80. I have asked that special attempts be made to support areas at the heart of our educational enterprise such as salaries, library acquisitions and the arts and sciences, with their ties to professional programs. Our

## Average Compensation for Full-Time Faculty at Ivy Group and Other Major Private Universities for 1977-78 Academic Year

Professor	Associate Professor	Assistant Professor
Harvard	Pennsylvania	Stanford
Stanford	Stanford	Pennsylvania
Pennsylvania	Columbia	Chicago
Columbia	Chicago	Rochester
Chicago	Rochester	*Cornell
Hopkins	Princeton	Harvard
Yale	*Cornell	Northwestern
Princeton	Northwestern	Columbia
*Cornell	Duke	Duke
Dartmouth	Harvard	Vanderbilt
Northwestern	Vanderbilt	Brown
Rochester	Yale	Hopkins
Duke	Dartmouth	Princeton
Vanderbilt	Hopkins	Dartmouth
Brown	Brown	Yale

Medical facilities omitted

\*Endowed colleges only

—American Association of University Professors, 1978



budget planning will continue under the guidance of Thomas Langfitt, vice-president for health affairs, as chair of the Budget Committee and Jon Strauss, executive director of the budget, joined this year by our new associate provost, James O. Freedman.

The American Association of University Professors' annual survey of faculty compensation has the imperfections of any large-scale, generalized report, but it permits year-to-year comparisons of Pennsylvania's relative ranking in the national marketplace in which we compete. As the table on the facing page for the 1977-78 year indicates, we currently stand third among major private institutions for full professors (Stanford has taken over second place), we retain our top ranking for associate professors, we move from fourth to second for assistant professors. We can take some satisfaction in improving the condition of our younger faculty, but again I point out that the academic profession is falling far behind other professions.

This election year in the Commonwealth will bring a new governor to face the responsibilities and dilemmas of a hard-pressed economy and restless taxpayers, and new attitudes throughout the executive branch. Moreover, state advisory bodies for higher education have long been at work on a new master plan for post-secondary schools that has just been submitted to the state Board of Education. Inevitably, the University will need to

acquaint a number of significant men and women new to Harrisburg with the vital margin of excellence that makes our University unique in the Commonwealth and worthy of their support.

Troubling effects may arise from changes in federal policies toward research funding. In fiscal 1978, Pennsylvania researchers were awarded federally sponsored funds totalling \$65.7 million—an increase of 16 percent over 1977 and one which does great credit to our faculty and staff. A flourishing research program is a hallmark of Pennsylvania and a guarantor of our advanced studies. However, the federal office of management and budget continues to pursue revision of cost-allocation principles for the awarding of overheads by measures certainly difficult to satisfy and probably inequitable. I have joined other colleagues here and nationwide to represent the crippling result of new cuts and stringencies on the momentum of the country's scientific and scholarly effort; we have been heard and may have had a moderating effect.

Finally, it has been a special pleasure to begin working with our new chairman, Paul F. Miller, Jr. He combines leadership, devotion, curiosity and a sense of humor.

—September 1, 1978.

(Continued from page 1)

## From the Chairman of the Faculty Senate

Mr. Meyerson's announcement of his plans for his retirement from the presidency is naturally the occasion for stocktaking and for appraisal of the future. The University is a better and stronger University than when he came—better in the quality of the student body and faculty. His administration has been stronger in setting goals, in defining the role and mission of the University, and in improving the external appreciation of Pennsylvania as a leading American institution of higher learning, than in internal administration. However, the renewal of the administration now in progress and the cooperative response of the administration to the on-going assessment by the McGill committee of the concerns of the faculty give reason to believe that Mr. Meyerson's remaining tenure will be a period of further progress. I know the faculty will be eager to play its part in achieving this result.

—Irving B. Kravis

## Trustees

### Appointments, Pension Plan, Monell

At its open stated meeting, August 16, the executive board of the trustees announced the appointment of several key administrators, passed a resolution concerning the University retirement allowance plan and approved the separation of the Monell Chemical Senses Center from the University.

The trustees announced that Philip G. Mechanick, professor of psychiatry, will serve as acting vice-provost for undergraduate studies and University life; that Covey Oliver, emeritus professor of law, has been named acting dean of the Law School; and the appointments of Barbara Wiesel to assistant secretary of the corporation and Matthew W. Hall to assistant general counsel of the University. Provost Eliot Stellar announced the appointment of John C. Keene, associate professor of city and regional planning, Graduate School of Fine Arts, to the post of University ombudsman.

The resolution amending the retirement allowance plan changes the benefit formula from a career plan to a high five-year average plan. The new plan will raise the level of benefits to the extent that University benefits coupled with social security will provide an employee who has 35 years of University service with approximately 75-80 percent of his working salary; and switches from an elective to an automatic form of survivorship. The University plans to

release detailed information to employees who are eligible for the plan and provide more information in a later issue of *Almanac*.

According to the plan approved separating Monell from the University, the Chemical Senses Center's activities will be carried on by a newly formed non-profit organization which will lease the center's building at 3500 Market Street.

In other business, the executive board of trustees passed resolutions approving the use of indirect cost roll-forward funds to reduce the University's accumulated deficit and authorizing the transaction of business and sale of real estate in Florida. In a final resolution, the trustees voiced their appreciation of Dr. Jeannette Nichols, University historian, on the occasion of her eightieth birthday.

### Philip Mechanick Appointed Acting Vice-Provost

Philip G. Mechanick has been appointed acting vice-provost for undergraduate studies and University life. Professor of psychiatry and director of clinical services in the department of psychiatry at the Hospital of the University of Pennsylvania, Mechanick assumes the duties performed by Patricia A. McFate, newly installed deputy chairman of the National Endowment for the Humanities in Washington, D.C. Mechanick, 51, came to the University in 1958, and was appointed professor of psychiatry in 1974.

### Covey Oliver to Serve as Acting Law Dean

Covey T. Oliver, 65, emeritus professor of law, became acting dean of the Law School, September 8. Oliver, who joined the University in 1956 and was named Ferdinand Wakeman Hubbell Professor of Law Emeritus last June, replaced Louis H. Pollak, recently appointed United States district court judge for the district of eastern Pennsylvania.

U.S. ambassador to Colombia from 1964 to 1966, Oliver has served as assistant secretary of state, United States coordinator for the Alliance for Progress and U.S. executive director of the International Bank for Reconstruction and Development.

Nominations and applications for permanent dean of the Law School should be sent to Robert G. Lorndale, secretary of the search committee, 112 College Hall/CO. Members of the search committee include: Arlin Adams (alumnus), Paul Bender (law), Alexander Capron (law), D. Walter Cohen (dental medicine), John O. Honnold, chairman (law), Irene Pernsley (social work), Almarin Phillips (economics, law, public policy), Henry Riecken (medicine), Neil O'Toole (law '79), Joanne Costello (law '80). The committee prefers candidates to be available no later than January 1, 1979.

## Barbara Wiesel Named Assistant Secretary

Barbara Bowie Wiesel, director of Robert C. Hill House since 1973, has been named assistant secretary of the corporation. She received an A.B. from Skidmore College (1970), and M.A. (1971) and Ph.D. (1973) degrees in American civilization from Penn. From 1976 to 1978 she served as assistant dean for advising, Faculty of Arts and Sciences.

## Matthew Hall to Be Assistant General Counsel

Matthew W. Hall has been appointed assistant general counsel of the University. Hall, who will assist General Counsel Stephen B. Burbank, graduated from Harvard College in 1967 and the Harvard Law School in 1972. Formerly counsel and secretary of the Pratt Institute in Brooklyn, Hall has practiced law in Seattle, Washington.

## Trustees Meetings Announced

The trustees have announced the following schedule of meetings for 1978-79:

*Executive Board:* September 21, 1978; November 30, 1978; December 21, 1978; February 15, 1979; March 15, 1979; April 19, 1979; May 17, 1979; July 19, 1979.

*Full Board:* October 26-27, 1978; January 18-19, 1979; June 7-8, 1979.

## News Briefs

### Delehanty to Leave ICA

Suzanne Delehanty, director of the Institute of Contemporary Art since 1971, has been appointed director of the Neuberger Museum of the State University of New York, College of Purchase. She will remain at Penn through the end of November.

Some of Delehanty's most memorable exhibitions included "Improbable Furniture" (1977); "George Segal: Environments" and "The Philadelphia-Houston Exchange" (1976); "Video Art," the U.S. entry for the 1975 Bienal de Sao Paulo; and the 1973 "Agnes Martin."

Currently a panelist for the National Endowment for the Arts, Delehanty serves on the board of the Greater Philadelphia Cultural Alliance.

A search committee has been formed by ICA advisory board chairman Sallie Korman to find a replacement for Delehanty.

### Annual Giving Figures Break Record

The University received a record breaking \$4,500,236 in annual giving contributions last year. The total is some \$748,000 more than the total given last year, thus surpassing the 1969 record for the largest dollar increase in a one-year period; and at 34,425 individual gifts, campaign contributions increased by more than 4,000.

As part of Penn's \$255 million Program for the Eighties campaign, annual giving's goal is to reach \$5 million in unrestricted funds by 1980.

As of August 31, 1978, the University had received \$150,087,640 in gifts toward the Program for the Eighties campaign, or 59 percent of the goal.

### Librarian's Assembly Officers Elected

The Librarian's Assembly elected new officers and members of its executive committee at its meeting June 9. The 1978-79 slate includes: Julia Miller, reference librarian, Van Pelt Library, chairperson; Geraldine McCulley, assistant librarian for technical services, Lippincott Library, vice-chairperson; Barbara Holley, acquisitions director, Lippincott Library, and Judith Malamud, veterinary library, executive committee members; and Valerie Pena, serials department, Van Pelt Library, assembly representative to the *Almanac* Advisory Board. John Kupersmith, reference

librarian, Van Pelt Library, and Louise Rees, serials librarian, Van Pelt Library, executive committee members; and Jean Haley, on-line search services librarian, Van Pelt library, secretary, remain in office for the second of their two-year elected terms.

## Firm to Consult on Inventions

The University has employed the services of University Patents, Inc., a for-profit management organization currently representing 10 other universities, to provide assistance to University faculty members in identifying and evaluating new inventions which may be patentable and commercially useful. Where appropriate, UPI will file patent applications and help bring such new technology into commercial use. Royalties earned from successfully licensed inventions will be shared by the inventors, their departments, the University and UPI in accordance with the University's recently revised patent policy and implementing procedures.

UPI will visit deans, department chairmen and individual faculty members to talk about the patent system and to help identify promising new technology. For further information concerning UPI, University patent policy and patents in general, contact Anthony Merritt, Director, Office of Research Administration, Ext. 7293.

## Nominations for Provost Requested

The Consultative Committee on the Selection of a Provost requests that nominations or applications for the position, with supporting documents, be sent to Dr. David DeLaura, chairman of the committee, Office of the President, College Hall/CO.

As chief academic officer of the University, the provost is responsible for educational programs, research and faculty appointments for the library and other academic support services, and for student life. In the absence of the president, the provost serves as acting president. Candidates should have a record of distinguished scholarship or scholarly professional achievement; academic administrative experience is preferred.

### Consultative Committee on the Selection of a Provost:

Dr. David DeLaura, Chairman

Professor of English, FAS

Dr. Bernard E. Anderson

Associate Professor of Industry,

Faculty Research Associate, IRU, Wharton

Dr. Jacob M. Abel

Associate Professor of Applied Mechanics, EAS

Dr. Britton Chance

Professor of Biochemistry and Biophysics, Medicine

Dr. Peter Conn

Associate Professor of English, FAS

Dr. Robert Dyson

Professor of Anthropology, FAS

Louis Fink

Student, Medicine

Dr. Phoebe Leboy

Professor of Biochemistry, Dental Medicine

Mitchell Portnoy

Student, Wharton Undergraduate

Dr. Philip Rieff

Benjamin Franklin and University Professor of Sociology, FAS

Glenn Shimamoto

Student, Graduate Energy Center

Dr. Edward Stemmler

Dean and Professor of Medicine, Medicine

Dr. Michael Wachter

Professor of Economics, FAS

Janis I. Somerville, Secretary to the Consultative Committee  
Secretary of the Corporation

# Interim Guidelines for the Acceptance of Gifts, Grants and Contracts

Pending complete review of University policies, guidelines and procedures related to the acceptance of gifts, grants or contracts from extramural sponsors, this committee has limited its review to the attached documents,\* found them to be generally reasonable, and attempted to integrate them into a more readily usable form. Given the very brief time of two days available to us, we have been unable to consider new issues. Nor have we been able to consider the question of setting forth an ethical standard for the acceptance of external funding. We feel that this issue should be addressed by the successor committee which is to be appointed to redefine and perhaps modify these interim guidelines. This committee should also undertake the development of a detailed set of guidelines for service contracts.

For the immediate future, including issues under current consideration, we recommend that the fundamental conditions for the acceptance of gifts, grants and contracts be those set forth in the president's and provost's memo, as clarified and expanded below in cognizance of the trustees' memorandum and other documents cited, namely:

1. The purposes to be served must be academically worthy, in accord with the needs and priorities of the University, and not impediments to the achievement of other academically worthy aims or programs.

2. No donor or grantor shall have actual or constructive control over a program or project beyond that implied by mutually agreed upon requirements for financial accountability and preservation of the donor's or grantor's rights in data and/or patents. The terms of the gift, grant or contract shall clearly reflect the true interests and relationships of the parties.

3. No conditions may be attached to the gift, grant or contract that would in any way jeopardize the University's commitments to the principles of academic freedom and nondiscrimination. All instructional programs, service functions and research activities in which the University participates, whether in the United States or elsewhere, must conform rigorously to the principle of nondiscrimination. Foreign sponsors should be informed in writing, and in explicit detail, of the laws of the United States prohibiting discrimination, and of the rigorous commitment of the University to the principles underlying those laws. Sponsors shall be required to provide written assurances, as a binding term of the agreement or contract, that the program under sponsorship shall be nondiscriminatory in all its aspects. This agreement might reasonably be similar to the nondiscrimination declaration legally required of United States universities receiving federal funds.

4. All established University policies fostering the free dissemination of research results (and otherwise restricting secret research) must be respected. (See the integrated statement on the conduct of research programs, referred to in footnote for details.)

5. Any academic appointment supported by gifts, grants or contracts shall be made in accord with established University

\*President's and provost's memo of February 21, 1978 (*Almanac*, March 21, 1978); trustees' committee memorandum (*Almanac*, May 23, 1978); policy statement of the Council committee on research, April 18, 1978; policy statement of the Council committee on international programs, March 22, 1978; integrated statement of University policy on conduct of research programs, November 1, 1972 (Appendix I of *Research Investigators' Handbook*).

(Documents are on file at the Almanac offices—ed.)

procedures. Procedures and criteria for the appointment of academic staff are crucial to the independence of the University. No part of this responsibility can be surrendered to, or shared with, an external agency. The University will not accept any arrangement whereby an outside agency may place personnel of its choosing on the campus (other than in the departments of military sciences). If any person should be nominated for any position on the campus as a result of his connection with, or designation or suggestion by, an outside agency, that appointment must pass through all normal procedures applicable to that position; throughout those procedures full disclosure shall be made of the individual's relation to the outside agency. Academic merit shall be the primary and dominating criterion for such appointment.

6. Acceptance of the gift, grant or contract should entail no University financial obligations in the present or any time in the future except those known and judged to be worth the expenditure or financial risk.

7. Academic programs must be protected from parochial or ideological advocacy. Every effort should be made to provide representation to the full range of responsible academic opinion in a given field. Faculty in a particular discipline should represent fairly the diversity of methodologies and approaches within the field. Foreign donors should be informed fully and explicitly of this commitment to scholarly diversity.

8. In programs serving a preponderance of international students from a specific area, care must be taken that the students are *bona fide* students devoted primarily to academic purposes and meeting the normal academic standards of the University. Admissions procedures must be consonant with all the normal standards of the University, and the responsibility for selection and admission of students must reside entirely with the established University authorities.

9. Procedures involving the establishment of ties with foreign universities and the acceptance of funding from foreign sources shall be governed by the policy statement of the Council committee on international programs, March 22, 1978.

10. All agreements with extramural sponsors shall be reviewed by appropriate University officers and/or committees before adoption, to ensure their compatibility with University policies and goals. Such officers and/or committees include, but are not necessarily restricted to:

- a. Cognizant deans and department chairpersons and, in the case of programs involving more than one school, the Council committee on research. Primary responsibility for evaluation of academic merit resides here.

- b. For research agreements, the director of research administration and, at his discretion, the vice-provost for graduate studies and research and/or the Council committee on research.

- c. For agreements involving foreign organizations or governments, the coordinator of international programs and the committee on international programs.

- d. For contracts funded by foreign governments or by organizations closely affiliated with such governments, a broadly based faculty/student committee should be established as quickly as feasible to determine compatibility with



the University policies, principles and goals on grounds other than academic merit. On an interim basis we suggest that this review function be performed by an ad hoc committee consisting of the chairman and chairman-elect of the Faculty Senate, the chairman of the Council committee on research, and the student members of the Steering Committee. Any of the above who cannot attend a meeting may designate a substitute.

e. The general counsel of the University, when appropriate.

11. Information on contracts or other arrangements submitted in the future that fall outside the realm of academic research as governed by the research policy statement mentioned above, shall be published in *Almanac* at least two weeks in advance of final approval and shall include, in addition to a brief outline of the proposed project:

- a. Sources of support
- b. Names of sponsor
- c. Name(s) of principal investigator(s)
- d. Period of the agreement
- e. Funding amount

It is recognized that this will require a special means for handling applications received during the summer.

12. Approval shall be deferred if any member of the University, to whom the proposed project is offensive, appeals to the Steering Committee of the University Council for a review of the compatibility of the project with University projects and goals. If such an appeal is made, the review will be undertaken with all reasonable speed.

13. Every reasonable effort shall be made to accommodate programs of interest to our faculty members within these guidelines.

*Ad Hoc Committee on Guidelines for  
the Acceptance of Gifts, Grants and Contracts:*

*Jean Crockett (finance), James O. Freedman (associate provost), Donald Langenberg (vice-provost for graduate studies and research), Barbara Lowery (nursing), Peter McCleary (architecture), Walter Wales (physics), Tish Murphy and David Seide (students), George Koelle (pharmacology, chairman)*

—June 30, 1978

*Editor's note: In accord with recommendation 10. d., an ad hoc faculty/student committee has been formed, consisting of: Faculty Senate Chairman Irving B. Kravis (economics, chairman), Paul Taubman (economics; replacing Taubman for the summer was Julius Wishner, psychology), Walter Wales (physics), Howard Myers (pharmacology), and Tish Murphy and Mark Lerner (students). The committee's report will appear in Almanac.*

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## Staff Changes

**Tracy Baldwin** has joined the University of Pennsylvania Press as design and production manager. She was previously an art director for *Printing Impressions* magazine.

**Carole Bell** is a research bibliographer in the information and records section of the development and University relations office; and **Patty Weiner** is secretary to Robert Duvall, associate development officer.

**Virginia Clark** has been appointed director of the Wharton Partnership Program. She was previously an editor in the University's publications office.

**Douglas R. Dickson**, formerly registrar of the University, is now director of personnel planning in the office of personnel relations.

**John Dougherty** has been appointed catering manager of the University dining service. He was previously assistant to Paul Duffy, president of Jimmy Duffy's and Sons, Inc., a Philadelphia catering firm.

**Karen Freedman**, assistant director of personnel for the Wharton School, has been appointed the Wharton School's assistant dean for external affairs. She will coordinate public and alumni relations, plan Wharton's centennial celebration, and act as a liaison with **Steve Derby**, newly-appointed development officer, on the Dietrich Hall renovation campaign and individual gifts, and with Virginia Clark, director of the partnership program, on corporate relations. **James Harman**, former assistant dean for external affairs, now works for the National Trust for Historic Preservation in Washington, D.C., as director of resources development.

**Richard P. Gustafson** is the new associate administrator for operations at the Hospital of the University of Pennsylvania. A former associate administrator for ambulatory care at Illinois Masonic Medical Center in Chicago, he is responsible for HUP's operational division.

**Michael Hanlon** has resigned as executive assistant to the vice-provost for undergraduate studies and University life. Hanlon, who worked in this position since his graduation from the Wharton School in 1976, is a former chair of the Undergraduate Assembly. **Ron Hurt**, formerly an editor in the University's publications office, has been named assistant director of communications services/news bureau; and **Louise Stone**, formerly assistant director of publications, has been named associate director of communications services/publications. Stone's new title reflects her added responsibilities in the publications office. Other appointments include **Phyllis Miller** and **Robert Mitchell**, news officers in the news bureau, and **James Morris** and **Debra Thomas**, editors in the publications office. **Amy Borrus**, a 1978 Penn alumna and former *Daily Pennsylvanian* editor, was selected communications intern for the academic year 1978-79.

**Adele Manno**, formerly a public relations assistant, is the editor of *Hupdate*, a publication for employees of the Hospital of the University of Pennsylvania. **Kathy Ruck**, editor of *Hupdate* since May 1974, is concentrating on special projects and media relations. **Ingrid Oslan** has been promoted to manager of student payroll operations in the student payroll office. **Alan Waldt**, who managed payroll services for three years, has been promoted to fiscal coordinator, with **John Patrick**, in the School of Medicine. **William P. Pierskalla**, professor at Northwestern University, has been named executive director of the National Health Care Management Center. He replaced Dr. Samuel P. Martin, who will continue to head the MBA program in health care administration at the Wharton School and to direct the clinical scholars program at the School of Medicine.

**Carole Shander** has been appointed director of public relations for the Graduate Hospital. She was formerly assistant executive director and director of public relations of the Philadelphia Bar Association.

**Harry Stinger**, formerly associate director of public relations/health affairs, is now acting director of public relations/health affairs.

# Speaking Out

## Point of Order

*The following is an open letter to the faculty.*

I would like to apologize for being "out of order" at the meeting of the Faculty Senate on Friday, April 28, 1978.

In all honesty I must state that I knew I was out of order and therefore acted so with honest intent for the following reasons which I was not permitted to explain:

1. Professor Hartwell was out of order when he presented his bill of particulars which represented a prejudgment of those actions which he proposed be examined in his amendment to the SAC [Senate Advisory Committee] resolutions. He was particularly out of order when he read a letter from and I quote "a distinguished senior member of our faculty" and then never informed us as to the identity of the author of that "vituperative missile." Certainly any distinguished senior member of our faculty would have the privilege of speaking in his or her own behalf. Nevertheless I did not take note of Professor Hartwell being called out of order.

2. Dr. Orkand's added amendment was in itself out of order in that it too prejudged the actions of the administration and nullified the stated purpose of the entire special meeting of the Faculty Senate.

3. My purpose was to demonstrate by action that the level of the meeting had degenerated to personal attacks and this should not have been allowed to happen and I was most pleased to note that after my action and Dr. Kravis's response that this behavior pattern halted. It would

have been more appropriate if Dr. Kravis had reacted in kind to Professor Hartwell's rhetoric.

4. I would also deem it appropriate for the faculty to assess its own behavior as well as the administration in this time of, if not "crisis" at least "stress." My main point being that we should first make sure that our own house is clean and that we are truly tending to our own affairs in teaching and scholarly achievement.

5. At a time when the tenure system is under attack and while there are admittedly many ills to the system that one of its advantages is for tenured faculty to speak out without fear of reprisal, it is imperative that this right is not abused by being abusive.

6. The "due process" both substantive and procedural is due all of us, not just a privileged few. That "our rights stop when the next person begins" is not to be taken lightly.

It is my hope that the attendance at all future Faculty Senate meetings will be similar, so that the entire working faculty does not continue to abdicate and relegate our responsibilities to those few who for whatever the reason seem to be able to spend endless hours and boundless energy on attempts to control the political arena and climate of the University.

As stated by Yeats in *The Second Coming*:

*The blood-dimmed tide is loosed, and everywhere*

*The ceremony of innocence is drowned;*

*The best lack all conviction, while the worst*

*Are full of passionate intensity.*

I sincerely hope that the end result of the meeting will be productive, fruitful, and lead to a better spirit of cooperation between the faculty and the administration and by clarifying our areas of collective and individual responsibilities will ultimately lead to a better university.

—Morton Amsterdam, D.D.S.  
Professor, Department of Periodontics

## Call for Volunteers

*To the Editor:*

Volunteer opportunities are available for University of Pennsylvania pre-med students at HUP. This year the program has been expanded to include not only the emergency room but also O.B. clinic, radiation therapy, recovery room and operating room.

Psychology majors are invited to investigate the volunteer opportunities available in radiation therapy, psychiatry (Gates 10) and oncology.

Physics majors will be accepted in the radiation therapy department to work with the administrative technologist.

There are many other volunteer areas open to interested adults, such as interviewing patients for our patient relations department, acting as liaison between the families of our patients in surgery and working as patient aides. There are many non-patient areas where help is needed, such as pharmacy, offices and labs.

If you would like further information, please call the HUP Volunteer Department, 662-2575, and we will be happy to assist you.

—Estelle Soppe,  
Director of Volunteer Services, HUP

*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; Valerie Pena 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 513-515 Franklin Building.

## Bulletin Boards for Job Openings

Information on job openings can be obtained from postings on 14 campus bulletin boards. The list normally changes every Thursday.

Bulletin board locations are:

Franklin Building, outside the personnel office, room 130

College Hall, first floor outside room 116

Towne Building, mezzanine lobby

Veterinary School, first floor next to directory

Leidy Labs, first floor outside room 102

Anatomy-Chemistry Building, near room 358

Rittenhouse Labs, east staircase, second floor

LRSB, first floor opposite elevator

Johnson Pavilion, first floor next to directory

Logan Hall, first floor near room 117

Social Work, first floor

Richards Building, first floor near mailroom

Law School, room 28 basement

Dietrich Hall, first floor outside room E-108.

## Dial 9 for Graduate Hospital

The University and Graduate Hospital will discontinue their telephone tie lines as of September 15, 1978. To call Graduate Hospital, dial 9, then 893-2000. If you know the four-digit extension, dial 9-893 followed by the four-digit number.

# Guidelines for Extramural Activities, Associations and Interests for Administrative and Professional (A-1) Staff

## Introduction

The University of Pennsylvania recognizes that full-time A-1 employees may have or acquire by virtue of their University positions knowledge and expertise that can be of value to extramural organizations, public or private, and to other departments within the University. Appropriate associations with government agencies, professional organizations and other extramural organizations can contribute to the development of the employee's professional capabilities and to the fulfillment of the University's public service responsibilities, and may bring credit to the University. Appropriate associations with other University departments may also contribute to the "One University" concept and aid over-all University communications, understanding and efficiency. Consequently, the University permits and encourages such associations, subject to constraints and limitations imposed by the need to avoid conflicts of interest. The purpose of this policy is to describe these constraints and limitations and to present guidelines and procedures by which conflict of interest is to be avoided.

## A. Definitions and General Principles

1. Extramural activities, associations or interests are those that extend outside the University and that can constitute real or apparent conflicts of interest.

2. Extramural activities include:

- Part-time engagements, with or without compensation, as a technical or professional consultant, practitioner or teacher in other firms or organizations;
- Significant stock holdings or other financial interests, and/or official positions in outside firms or organizations, regardless of work or services performed in those firms or organizations. Such relationships are of concern if either: (1) the firm or organization's activities parallel those in which the University is engaged and in which the administrator plays a role; or (2) the firm or organization has a present or prospective relationship with the University—e.g., as a supplier of goods or services or as a party to a research contract—that may involve the employee in his or her administrative or professional capacity.

3. Intramural activities, associations or interests are those within the University but outside of the primary office or department of the A-1 employee. Intramural activities include consulting work or part-time teaching performed by an administrative or professional staff member for another University department either during the course of the normal work week or outside of normal working hours.

4. A conflict of interest occurs when University resources—including staff time, funds, University reputation or other University assets—are diverted from, or made less effective in, their intended purposes by virtue of an individual's activities, associa-

tions or interests outside his or her primary University affiliation. Conflicts of interest include, for example:

- Improprieties such as exploiting information or authority derived from one's official University capacity for the purpose of private gain;
- Engaging in outside activities to a degree that impairs one's commitment and effectiveness to the University;
- Use of University resources—e.g., clerical, travel funds, supplies—in clearly extramural activities;
- Using the University name or affiliation for pursuit of personal financial or political gain, or for the purpose of enhancing prestige.

5. Conflict of interest is not a precise term, and it is subject to interpretation of degree. That is, an activity or interest may be deemed a conflict of interest when practiced with regularity and not so when practiced only rarely or in such a way as to constitute no possible diversion of resources or diminution of effort. Similarly, although activities such as teaching in the University without compensation or serving on national advisory panels can become "conflicts of interest" because of the diversion of time and effort, there will generally be a considerably greater tolerance for such extramural or intramural activities that do not bring direct private gain than for those that either do or might.

6. At the same time, most University officers encourage many of their administrative and professional staff to attend professional associations and to engage in the kinds of limited teaching and consulting arrangements that further develop the capabilities for which the staff members are employed, and it is not intended that these policies and procedures hinder such activities.

## B. General Policies

1. All extramural and intramural activities should be cleared through the individual's immediate supervisor when these activities constitute a possible conflict of interest as defined in A. 4.

2. Extramural activities may not divert or diminish the work of an administrative or professional staff member, nor draw on University resources except most incidentally and never to the detriment of the University. It is particularly important that extramural activities for compensation not use University supplies, telephone, postage, and the like, nor, except incidentally, space or clerical facilities unless full reimbursement is documented.

3. Intramural activity during a portion of the normal working day—for example, a regular part-time teaching assignment—may provide a source for part of the individual's compensation, but should not normally provide compensation at a rate in excess of the regular full-time A-1 compensation rate. Exceptions to this policy must be approved by the provost or dean or by the appropriate vice-president. In no case may an individual be paid from any University source without a Personnel Action Form being signed by his or her primary, immediate supervisor.

## Honors

### Fulbright-Hays

**Dr. Richard J. Estes**, associate professor of social work, **Dr. John E. Fischer**, professor of electrical engineering, and **Dr. Daniel A. Wagner**, assistant professor of education, have received Fulbright-Hays awards under the Mutual Educational and Cultural Exchange Program. Dr. Estes will lecture in social welfare practice, research and administration at the Tehran School of Social Work, Iran, September, 1978 through June, 1979. Dr. Fischer will conduct research on electronic properties of intercalated graphite at the

*Laboratoire de Spectroscopie*, University of Grenoble, France, from June, 1978, to September, 1979. Dr. Wagner lectured in child psychology, education and economic development in the Faculty of Letters, Mohamed V University, *Ecole Normale Supérieure*, Rabat, Morocco, May through June, 1978.

### ACLS Grants

Seven University faculty were among 106 scholars from 73 academic institutions awarded grants-in-aid from the American Council of Learned Societies (ACLS). Those selected and their projects are:

**Dr. John R. Clark**, assistant professor of classical studies; a critical edition of the *De Vita* of Marsilio Ficino.



**Dr. Catherine Drew Gilpin Faust**, assistant professor of American civilization; James Henry Hammond's design.

**Dr. Lucienne Frappier-Mazur**, associate professor of romance languages; turning points in the description of places in the nineteenth century French novel.

**Dr. Roland M. Frye**, professor of English; Shakespeare and iconography of the visual arts.

**Dr. Henry H. Glassie**, chairman and professor of folklore and folklife and professor of American civilization; art and life in the openfield village.

**Dr. Judah Goldin**, professor of post-biblical studies; a study of the *Pirqe Abot* manuscript.

**Christopher Jones**, research associate, University Museum; the East Plaza of Tikal.

## Mellon Fellows

The humanities coordinating committee of the Faculty of Arts and Sciences have appointed four Andrew W. Mellon fellows in the humanities for 1978-79. The post-doctoral fellows will investigate aspects of *Ideology and Form: the Relation of Modes of Expression and Representation to Concepts of Experience and Reality* and will participate with five faculty members appointed as honorary Mellon fellows, in a seminar stressing the common elements of their research.

The four fellows, with their topics and department affiliations, are:

**Dr. Michael Beard**, Oriental studies, Mannerism: Islamic and Western;

**Dr. Paula Ben-Amos**, anthropology and history of art, Divine Kingship in Benin: Art and Ideology;

**Dr. Sheila Friedling**, English, Problems of Perception in the Modern Novel;

**Dr. Lee Sterrenburg**, English, The Confessional Voice: Politics and Demonism from Mary Shelley to Thomas Carlyle.

The honorary Mellon fellows are: **Dr. Arjun Appadurai**, anthropology; **Dr. Nina Auerbach**, English; **Dr. Elizabeth Block**, classical studies; **Dr. Stephen Dunning**, religious studies; **Dr. William Hanaway**, Oriental studies.

The topic for 1979-80 will be *Thresholds in Culture: Transition, Reformation, Revolution. Large-scale Transformation of Aesthetic and Intellectual Norms from "Traditional" to "New" Forms and Concepts*. Send requests for information and applications to Dr. Alfred J. Rieber, 112 Logan Hall/CN. Completed applications are due no later than December 15, 1978.

## Honors in Brief

**Dr. Robert Austrian**, John Herr Musser Professor and chairman of the Department of Research Medicine, was one of 11 new members recently named to the Society of Scholars at Johns Hopkins University. The society honors former Hopkins postdoctoral fellows who have gained distinction in their fields of academic or professional interest. From 1946 to 1947 and from 1949 to 1950, Dr. Austrian pursued post-doctoral work there under Dr. A. McGehee Harvey.

**Dr. John Paul Brady**, Kenneth E. Appel Professor of Psychiatry and chairman of the Department of Psychiatry, is president-elect of the American Society of Biological Psychiatry.

**Dr. Mildred Cohn**, professor of biochemistry and biophysics, received an award from the American Heart Association for her "distinguished contribution to research." Dr. Cohn was recently elected president of the American Society of Biological Chemists.

**Dr. John L. Cotter**, associate curator of American historical archaeology, University Museum, and adjunct associate professor of American civilization, received the David E. Finley Award from the National Trust for Historic Preservation for outstanding achievement in historic preservation in the United States.

**Michel T. Huber**, director of alumni relations and executive secretary of the General Alumni Society, was presented with a resolution in his honor May 20, 1978, during alumni weekend. The resolution read in part, "the General Alumni Society of the University of Pennsylvania salutes Michel T. Huber on the occasion of his 25th reunion and expresses its gratitude for his many kindnesses bestowed upon the alumni and alumnae of this great institution."

**Dr. Christian J. Lambertson**, professor of medicine and pharmacology and director of the Institute for Environmental Medicine, was awarded the 1978 individual distinguished achievement award from the Offshore Technology Conference. While it is unusual for a physician to receive this award, Dr. Lambertson was cited as being a "scientist, doctor, inventor, teacher and pioneer in man's activity beneath the sea."

**Elvira Rodgers Lankford**, administrative services manager of the Annenberg School of Communications, was named an "Outstanding Young Woman of America" for 1978. She was cited for her work as a trustee of the Center for Literacy and chairman of its publishing division.

**Dr. Gary Morson**, assistant professor of Slavic languages, has been awarded a Howard Foundation fellowship for 1978-79. One of six scholars chosen from among 140 candidates, Dr. Morson will complete his study, *The Broken Frame: the Anti-Tradition of Russian Literature*. Winners of the one-year fellowship are selected by members of Brown University's faculty and administration.

**Dr. V. Santo Nicosia**, assistant professor of obstetrics-gynecology, was one of 28 scientists elected to the 641-member Marine Biological Laboratory, Woods Hole, Mass. **Dr. J. Richard Whittaker**, associate professor, Wistar Institute, and associate professor of anatomy, was elected a corporate trustee.

**Dr. M. H. Samitz**, emeritus professor of dermatology, received an award of merit from the American College of Allergists. The award was presented in recognition of his contributions to medical literature, his teaching in the allergy and immunology fields and his 25 years of service to patients.

**Dr. Irwin Ship**, professor of oral medicine and director of clinical research, School of Dental Medicine, was honored at a reception June 14 by the Division of Dental Medicine of Albert Einstein Medical Center, Northern Division, for his contributions to the teaching of hospital dentistry in the United States and in Israel. Dr. Ship, past chairman of the University's Department of Oral Medicine, helped establish the Department of Oral Medicine at the Hebrew University School of Dental Medicine at Hadassah Hospital, Jerusalem, Israel.

**Dr. Robert E. Spiller**, Felix E. Schelling Emeritus Professor of English, received the 1978 B. A. Bergman Award (sponsored by the Philadelphia Bulletin in honor of Bergman, its book columnist and retired book editor) "for outstanding literary contributions to Greater Philadelphia." Cited as an "historian of American literature," Dr. Spiller was praised for his "monumental study," the *Literary History of the United States*, his other books and articles, and his work as a visiting scholar at major universities in this country and abroad. As professor of English and chairman of the Department of American Civilization, the citation notes, he helped make the University and the city of Philadelphia "major centers for the study of American literature and culture."

**Dr. Walter Zawalish**, assistant professor of physiology, was awarded the 1978-79 Elliott P. Joslin Research and Development Award by the American Diabetes Association.

## Deaths

**Dorothy Bemis** (June 29 at 88), founder of the Lippincott Library. She came to the University in 1927 as a librarian, became assistant director of libraries in 1945 and retired in 1960. Contributions may be sent to the Lippincott Library for the purchase of books in her memory.

**Dr. Robert Knox Bishop** (June 16 at 62), an associate professor of romance languages. He joined the Penn faculty in 1946 and served as assistant to the dean of the College from 1947 to 1960. Dr. Bishop was instrumental in establishing the University's general honors program. A professor of French, he belonged to the Modern Language Association and the American Association of Teachers of French.

**Dr. James W. Cornman** (May 31 at 48), professor of philosophy, in an automobile accident on the Pennsylvania Turnpike. He was appointed associate professor in 1967, professor in 1969, and was chairman of the philosophy department from 1970 to 1972. Dr. Cornman was the recipient of several fellowships and grants, including a National Science Foundation grant (1971-73) and a

John Simon Guggenheim fellowship (1974-75). He published three books on metaphysics, the most recent of which was *Perception, Common Sense, and Science*. With Keith Lehrer, he wrote a textbook on *Philosophical Problems and Arguments: An Introduction*.

**Linnie Davies** (July 11 at 74), a head cashier in the University bookstore. She joined the University in 1947 as an assistant cashier and retired in 1969.

**Frank D. DeCarli** (July 26 at 62), security officer since 1974. He came to the University as a night watchman in 1961 and was placed on long-term disability in 1977.

**Doris Dembo** (August 24 at 56), a secretary in the sociology department since 1973 and an undergraduate student in the Wharton Evening School. Contributions may be made to the Philadelphia Association of Retarded Citizens.

**Sarah Doherty** (July 16 at 64), a cleaner in the buildings and grounds department from 1963 until her retirement in 1976.

**Dr. Hyacinthe U. Forest** (June 15 at 93), professor emeritus of romance languages. He came to the University in 1922 as an instructor of French and retired in 1955.

**Dr. Otis H. Green** (April 22 at 79), professor emeritus of romance languages. He joined the University's faculty in 1923 after receiving his doctorate here and was chairman of the romance languages department from 1938 to 1945. He retired in 1969 with an honorary doctor of literature degree. Dr. Green was a founder of the *Hispanic Review* and served for 30 years as coeditor. He was president of the Modern Language Association in 1968, served 12 years on the advisory council of the Renaissance Society of America, was a Guggenheim fellow and was decorated with the Order of Isabella by the government of Spain. Contributions in his name may be sent to the *Hispanic Review*.

**Dr. W. Carlton Harris** (September 1 at 88), professor emeritus of finance and holder of numerous federal, state and local government positions. He received a doctorate in law from the University in 1924, received a Lindback Award for distinguished teaching in 1962 and was director of the Institute of Investment Banking from 1951 to 1967.

**Dr. William A. Lell** (May 1 at 76), professor emeritus of otorhinolaryngology and human communication. He was assistant coordinator of graduate teaching at the University's graduate School of Medicine. He taught here from 1934 to 1971 and was chairman of the Department of Broncho-esophagology and Laryngeal Surgery at the Pennsylvania Hospital from 1940 to 1965. Dr. Lell received his bachelor's degree from the University in 1926.

**Dr. Leon Levy** (August 9 at 83), dentist, radio pioneer, philanthropist and sportsman. Dr. Levy gave numerous contributions to the University, including the Levy Oral Health Sciences building of the School of Dental Medicine.

**Dr. Donna Natalie Kern McCurdy** (July 28 at 46), associate professor of medicine. A nationally renowned educator, clinician and clinical researcher in kidney disease, Dr. McCurdy received the Undergraduate Medical Association Teaching Award in 1969 and the Lindback Award for distinguished teaching in 1974. The annual Medical House Staff Teaching Award at the Hospital of the University of Pennsylvania was named after her. She served as a consultant to the National Institute of Health and was a visiting professor of medicine at Pahlavi University medical school in Iran. Dr. McCurdy was chairman of the medical faculty senate at the University and served on several national review and advisory panels. She joined the medical faculty of the University in 1964 as a member of the renal electrolyte section of the Department of Medicine.

**Katherine Merlin** (November 1 at 63), secretary in the law alumni office from 1966.

**Mary Ohadowski** (April 1 at 75), a night cleaner in the buildings and grounds department from 1948 until her retirement in 1964.

**Dr. Abraham M. Ornstein** (April 28 at 83), professor emeritus of clinical neurology. An internationally known neurologist, he was chief of neurology at Philadelphia General Hospital and Einstein Medical Center, Northern Division, and chief of psychiatry at the Philadelphia Psychiatric College. He graduated from Penn's medical school in 1917 and taught at Penn for 45 years.

**Reba M. Owen** (May 15 at 39), secretary at the New Bolton Center. She came to the University in 1972 and in March, 1978 went on extended sick leave.

**Robert J. Sanderson** (August 24 at 26), a teaching fellow in the English department, in a 1,200 foot fall while mountain climbing in Wyoming.

**Elizabeth B. Seitel** (July 12 at 61), an administrative assistant II since 1974. She began work at the University in 1962 as a secretary II and was placed on long-term disability in 1977.

**Lewis P. Simpson** (May 2 at 53), a supervisor of housekeeping in the Small Animal Hospital. He joined the University in 1971 and was placed on long-term disability in 1977.

**Asbury Williams** (May 15 at 58), custodian in the buildings and grounds department since 1967. He was placed on disability in December, 1977.

**Dr. Irving J. Wolman** (June 23 at 72), professor emeritus of pediatrics, and his wife, Rosalind (67), from accidental poisoning by carbon monoxide gas. Dr. Wolman was director of clinical laboratories and of the hematology department at Children's Hospital of Philadelphia until he retired in 1970. A pediatrician specializing in blood disorders in children, he performed pioneer research in the fields of sickle cell anemia and Cooley's anemia. Contributions in their memory may be sent to the Children's Hospital.

## Openings

*The following listings are condensed from the personnel office's bulletin of September 7, 1978. Bulletin boards at 14 campus locations 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

**Applications Programmer** monitors production, performs conversions from paper producing jobs. One year programming experience, knowledge of JCL in an OS environment. \$11,525-\$16,125.

**Assistant Director, Annual Giving II** plans, organizes and administers annual giving programs. College degree, preferably from Penn; three years' experience. \$14,000-\$20,550.

**Assistant Director, Wharton Graduate Alumni** coordinates alumni projects. College graduate, preferably from Penn. \$9,275-\$13,000.

**Assistant to Director (two positions)** (a) has budgetary and public relations responsibilities, coordinates alumni activities (college graduate, knowledge

of business administration and accounting); (b) prepares departmental budgets and reports, coordinates events (college graduate, preferably in management, or five years' equivalent experience in physical plant operations and management). \$11,525-\$16,125.

**Associate Director** administers center research projects. College graduate, advanced degree in field related to project research, seven to 10 years' experience in business, research or consulting. Salary to be determined.

**Associate Director for Administration** assesses data systems, oversees budgets. Five years' experience in residence or closely related field, knowledge of computer languages and operations, advanced degree in management/housing preferred. \$9,275-\$13,000.

**Associate Director for Maintenance Operations** has responsibility for budget development, operation systems and maintenance of residential buildings. Master's degree in business administration or equivalent experience, minimum of five years' experience. Salary to be determined.

**Athletic Trainer** assists in treatment, prevention and rehabilitation of injuries in athletics and club sports. Physical therapist (eligible or licensed in Pennsylvania), one year of experience on the college level. \$10,050-\$14,325.

**Business Administrator III** prepares and supervises budget. B.S. in business administration, University experience and training. \$11,525-\$16,125.

**Business Administrator IV** is responsible for departmental budgets. Ten years' experience in a university or teaching hospital. \$14,400-\$20,550.

**Coach (two positions)** (a) coaches women in track, assists in organizing and



operating Penn Relay Carnival (coaching experience on a collegiate or high school level); (b) coaches freshmen in rowing (experience in rowing at collegiate level). Salary to be determined.

**Coach Assistant (two positions)** (a) coaches fencing to men and women (coaching and playing experience on a collegiate level); (b) involved in all phases of basketball program (college graduate, coaching and recruiting experience). \$14,400-\$20,550.

**Controller** maintains and directs accounts, reviews and revises reports and procedures. College graduate with a degree in accounting systems and procedures, budgeting, auditing, finance and statistics; experience in institutional accounting preferred. Salary to be determined.

**Coordinator, Alumni Placement** is responsible for placement, counseling and programming for alumni interested in the corporate sector. Knowledge of corporate job market, college graduate. Salary to be determined.

**Director, Small Animal Hospital** manages finances and operations of a combined teaching-research institute and animal care facility. Five to 10 years' experience in hospital administration. Salary to be determined.

**Director, Career Planning Services and Non-Corporate Placement** administers placement and career planning program for students interested in non-corporate fields, in graduate study in professional fields of law, health and business, and in vocational counseling. College graduate, experience. Salary to be determined.

**Director of Facilities Management** assists in preparing long-term space plans, provides technical advice in coordination with University engineers. College graduate, five years' experience. Salary to be determined.

**Director of Patient Assignment** is responsible for assignment and monitoring of patients, acts as ombudsman for patient complaints. Dental degree, experience, advanced clinical training. \$16,625-\$23,725.

**Director of Minority Recruitment** visits secondary schools and informs students and school counselors of the University's programs. Knowledge of University's undergraduate programs and requirements. \$13,250-\$18,575.

**Engineer, Maintenance (New Bolton Center)** maintains sewage disposal plant equipment, boilers, pumps, ventilating and air conditioning systems. High school graduate or equivalent, knowledge of electrical and plumbing codes. \$9,600-\$12,300.

**Junior Research Specialist (four positions)** (a) involves animal handling, preparing chemical solutions (B.S., M.S. in biology or chemistry); (b) requires chemical synthesis of nucleosides and nucleotides (B.A. or B.S.; one or two years' experience); (c) sets up and calibrates electrical equipment for experiments (experience in electronic equipment construction); (d) screens and schedules blood donors (college degree in medical technology, biology; two years' experience). \$9,275-\$13,000.

**Landscape Architect** is responsible for professional landscape architectural/engineering services. Bachelor's or master's degree in landscape architecture, four years' experience, background or degree in horticulture and planting design. \$14,400-\$20,550.

**Librarian II** is responsible for reference/research services, solves bibliographic and research problems. Master's degree in library science from an ALA accredited school, professional experience in reference work in a research library. \$11,525-\$16,125.

**Manager** is responsible for the order, receipt, storage and issuing of food. College graduate with a degree in institutional or restaurant management or equivalent experience. \$11,525-\$16,125.

**Placement Counselor** involves career counseling and placement for students interested in employment in the corporate sector. College graduate, placement experience. Salary to be determined.

**\*Programmer Analyst I** manages computerized research data and implements statistical analysis. College degree, knowledge of basic data collection, coding and management techniques. \$11,525-\$16,125.

**Project Coordinator** coordinates the work of the graduate group in social gerontology with the teaching faculty and the field work component of the program. Advanced degree, counseling experience, knowledge of geriatric field. \$14,400-\$20,550.

**Real Estate Development Officer** develops real estate properties for academic, residential, commercial and other uses. Post-graduate degree in planning, architecture, law, land economics or field of similar relevance; 10 years' experience in planning, real estate development, coordination of public and private development and urban renewal activities. Salary to be determined.

**Research Specialist I (four positions)** (a) assists in physiological studies of surgical patients (knowledge of respiratory physiology at the level of a registered respiratory therapist); (b) requires synthesis of organic selenium compounds and substituted derivatives of monomers for polymer formation (one to two years' of post-doctoral study or equivalent professional service); (c) maintains, operates and performs minor repairs on two mass spectrometers (bachelor's degree, knowledge of mass spectrometer); (d) assists in investigations of the role of prostaglandins and thromboxones in platelet function and in platelet-vessel wall interactions

(knowledge of basic chemical and biochemical techniques). \$10,050-\$14,325.

**Research Specialist II (three positions)** (a) conducts X-ray topographical studies of organic and polymer solids (Ph.D., 10 years' experience); (b) coordinates lab services (three to five years' experience, college graduate with a science major); (c) responsible for lab maintenance and operation (Ph.D. in biochemistry, five years' experience in enzymology and nucleic acid biochemistry). \$11,525-\$16,125.

**Senior Systems Analyst** meets with users and determines their needs, prepares feasibility studies. Bachelor's degree, seven to 10 years' data processing experience. \$14,400-\$20,550.

**Senior Systems Programmer** generates computer operating system and analyzes its performance. Three to five years' experience in operating systems maintenance and development. \$14,400-\$20,550.

**Systems Analyst** provides biostatistical assistance in the design of clinical protocols, statistical analysis of data. Ph.D. and experience in research design and data analysis. \$13,250-\$18,575.

**Terminal Manager** oversees equipment maintenance, contracts and servicing of equipment. Experience in computing, telecommunications. \$13,250-\$18,573.

## Support Staff

**Administrative Assistant I (six positions)** (a) assists in promotion of center events, maintains financial records and mailing lists (college graduate, office skills, theater management background); (b) is responsible for budgeting, accounting, secretarial duties (shorthand, typing, accounting experience); (c) processes applications and fees, coordinates trips (shorthand, typing and dictaphone skills); (d) solicits and evaluates student employment opportunities, resolves student and supervisor grievances (college degree, minimum of one year in university counseling); \*(e) responsible for skate rental, must be present at all major skating sessions (college graduate, public relations experience); \*(f) assigns and monitors office work flow (organizational and supervisory skills, familiar with University organization). \$7,150-\$9,150.

**Administrative Assistant II (four positions)** (a) administers training program, keeps financial records (accurate, fast typing; shorthand and dictating machine experience, familiarity with medical terminology); (b) handles purchasing and accounts payable, assists in cost analysis and budget preparation (two years' office experience, typing, 60 w.p.m.); (c) plans and directs patient information system (must be a registered record administrator or eligible for the registration examination and must have a knowledge of data processing systems); (d) calculates raises and makes changes to PAF forms, generates weekly payroll (two or three years' business experience, preferably at the University). \$7,700-\$9,850.

**Assistant Equipment Manager (two positions)** (a) responsible for inventory control and routine maintenance of athletic equipment and supplies (high school graduate, weekend hours and travel with teams required); (b) responsible for inventory, maintenance and distribution of athletic equipment (ability to organize). \$8,250-\$10,125.

**Assistant Freshman Coach (two positions)** assists in coaching of freshman football team. Collegiate playing experience. Salary to be determined.

**Assistant Women's Coach** is responsible for coaching women's field hockey and lacrosse, some office duties (college playing experience in field hockey and lacrosse, secretarial and clerical skills). Salary to be determined.

**Attendant, Skating Rink (two positions)** (a) is responsible for and present at all skating sessions, schedules and assigns personnel (college graduate, public relations experience); (b) responsible for daily operation of the ice rink, operates the Zamboni (public relations and Zamboni operating experience). \$8,275-\$10,625.

**Cashier** is responsible for operation of cash register or terminal. High school graduate, cashier experience; should be able to work until 6:30 p.m. and some Saturdays. Hourly wages.

**Clerk III (three positions)** (a) registers orthodontic patients, makes appointments (typing skill, able to use cash register); (b) records and processes freshman applications (accurate typing, clerical experience); (c) notifies doctors of patient arrival, maintains patient folders and financial records (high school graduate, experience in medical records, billing and money management). \$6,225-\$7,975.

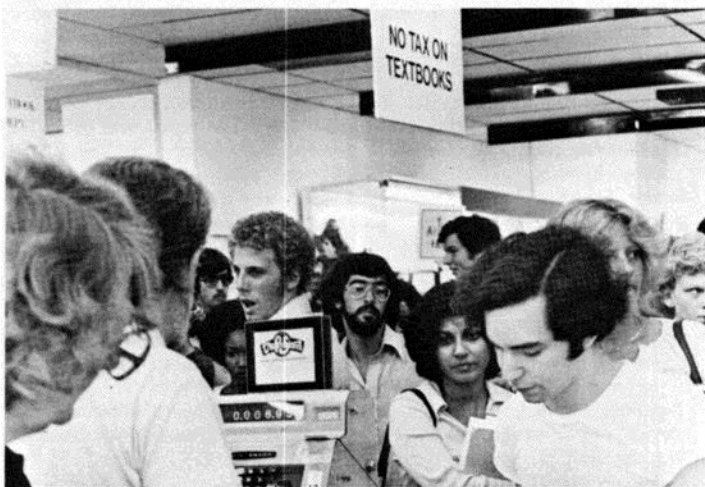
**Collection Assistant** collects delinquent student loans, handles student loan records. General office experience. \$7,150-\$9,150.

**Coordinating Assistant I** regulates policy and protocol, handles and screens inquiries. Five years' experience in business administration, public relations skills, typing, record keeping, systems design skills. \$7,700-\$9,850.

**Dental Technician II** fabricates, processes and repairs dental prosthetic appliances. High school graduate and completion of one year apprentice program. \$8,625-\$11,050.

**Electronics Technician III** assembles and maintains electrical apparatus. Graduation from technical school, five years' experience, comprehension of functional electronic circuits, both analog and digital. \$9,725-\$12,450.





*It's that time of year again . . .*

**Farm Hand** plants, cultivates and harvests crops, operates farm machinery, cares for animals, removes snow. Ability to operate farm equipment, elementary school graduate. \$4,725-\$6,050.

**Herdsmen II** is responsible for the morning and evening milking of 150 dairy cows, observes the health and condition of herd, administering minor treatment. High school graduate, course work in animal husbandry, experienced in hand and machine milking of cows. \$5,000-\$6,400.

**Instrumentation Specialist** is involved in the design, fabrication, testing and maintenance of instruments and systems used in lab. High school graduate, some technical training, five to 10 years' experience as research machinist or electronic technician. \$12,500-\$15,975.

**Library Clerk** prepares and types book purchase orders, processes incoming books and supervises payment. Some typing required. Union wages.

**Medical Typist (two positions)** (a) types and transcribes, prepares patient statements (high school degree, familiarity with medical terminology); (b) transcribes, types and sends medical records (high school graduate, familiarity with medical terminology, experience with IBM memory typewriter desirable). \$6,225-\$7,975.

**Police Officer, University** performs law enforcement and regulatory services on University property, drives motorized patrol vehicles. At least high school or G.E.D.; 19 years old; must pass comprehensive physical examination, undergo background investigation, have no previous felony convictions, possess valid driver's license. Union wages.

**Project Budget Assistant** prepares weekly payroll, reconciles monthly budget summaries. Knowledge of University budget and payroll systems, high school graduate. \$7,150-\$9,150.

**Psychology Technician I (three positions)** (a) operates testing devices, conducts testing of drug-dependent patients (B.A. in social sciences); (b) collects, collates and stores data, administers and scores psychological tests (typing, keypunch skills: B.A. in social sciences); (c) conducts family therapy, evaluates applicants for therapeutic modalities (background in treatment of drug abuse, B.A. in social sciences). \$8,625-\$11,050.

**Receptionist** validates recreation I.D. cards, issues guest cards, towel discs, lockers. Some typing, at least one year office experience. \$6,700-\$8,575.

**Recorder** is responsible for recording, registration functions, preparation and maintenance of student records. Some typing, knowledge of University system. \$7,175-\$8,800.

**Research Bibliographer I** edits, verifies references. Typing, editorial experience; two years' of college, good English background. \$7,150-\$9,150.

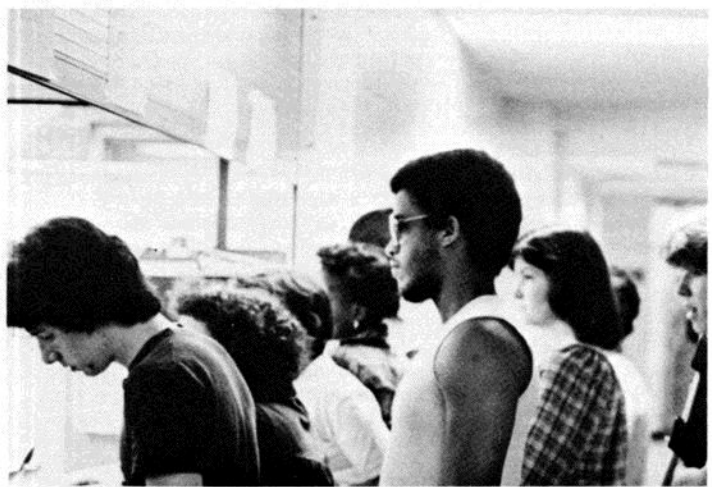
**Research Bibliographer II** reviews, verifies and abstracts data, responds to requests for information from data bank. Experience in data entry and bibliography, familiarity with medical terminology. \$8,800-\$10,800.

**Research Laboratory Technician I** is responsible for storage and care of laboratory instruments, assists in development of student outlines. High school graduate, lab work experience. \$6,775-\$8,675.

**Research Laboratory Technician II (two positions)** (a) involves physical studies of membranes, biochemical preparation and analyses (B.A. in biochemistry or chemistry); (b) cares for mice, maintains and orders supplies, prepares lymphoid cell suspensions (college graduate with experience in tissue culture techniques and course work in immunology) \$7,650-\$9,800.

**Research Laboratory Technician III (13 positions)**. See bulletin boards for details. \$8,625-\$11,050.

**Residence Hall Clerk** assists in implementing residence services. High school graduate. \$6,700-\$8,575.



Photos by Marilyn Ackerman

**Secretary II (10 positions)**. \$6,225-\$7,975.

**Secretary III (18 positions)**. \$6,700-\$8,575.

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

**Senior Dental Assistant** takes and maintains records of patients' slides. High school graduate, certification by the American Assistants' Association. \$8,625-\$11,050.

**Stack Attendant (two positions)** responsible for the physical arrangement and order of material in library. Salary to be determined.

**Technical Secretary (two positions)** (a) sets up statistical tables (excellent typing and capability for preparing statistical table and equations); (b) types German correspondence, acts as receptionist (able to read and write German). \$7,150-\$9,150.

## Part Time

Details on four administrative/professional and nine support staff positions can be found on campus bulletin boards.

## Things to Do

### Exhibits

Some fifty sketches by the late, internationally acclaimed Philadelphia architect **Louis I. Kahn** for the Kimbell Art Museum in Fort Worth, Texas, are on display in the lower gallery of the Graduate School of Fine Arts, now through October 6, 9 a.m. to 5 p.m., Monday through Friday, and noon to 5 p.m., Saturday and Sunday. § The architecture, sculpture, furniture, wall partitions and roof structures of **Alexander Messinger**, who teaches architecture at Penn, will be featured at the Faculty Club Gallery, today through October 4, 9 a.m. to 9 p.m. weekdays. § Figurative explorations in porcelain and smoked terra-cotta by **Trish Inman** will be shown at the Crafts Gallery of the Women's Cultural Trust in the Christian Association building, September 15 through September 28, 11 a.m. to 5 p.m. weekdays.

### Lectures

Dr. D. K. Bowen, Department of Engineering Science, University of Warwick, U.K., will give four lectures on **X-Ray Topography in Metallography**, September 12, 14, 19 and 26 in room 105, LRSM building, 4 p.m. § Dr. R. A. Duckett, Department of Physics, the University of Leeds, U.K., will speak on the **Effects of Pressure and Environment on the Yield and Crazing Behaviour of Polymers**, September 13, 4 p.m., room 105, LRSM building. § Robert E. Forster, M.D., professor and chairman of the Department of Physiology at Penn, will discuss **Carbonic Anhydrase Activity Inside Red Cells** in the Physiology Library, fourth floor, Richards building, September 19, 12:30 p.m.

ALMANAC: 515 Franklin Building (16) Ext. 5274

Editor.....Diane Cole

Associate Editor.....Marilyn Ackerman

Editorial Assistant .....Karen Dean

Design.....Carolyn Andrews